



SORP's commitment to Justice, Equity, Diversity and Inclusion (JEDI)

The Society of Outdoor Recreation Professionals (SORP) believes that access to meaningful and transformative outdoor experiences is a basic right for all people.

Just as biodiversity strengthens ecosystems, diversity of human thought and experience within our organization strengthens our efforts to support Outdoor Recreation Professionals for the benefit of the communities that they serve.

In order for SORP to achieve its mission “to promote, advance, and serve outdoor recreation professionals” we commit to celebrating diversity, working towards equity, and practicing inclusion in all of our work.

We will continue learning and adapting to best support a robust community of outdoor recreation professionals. We acknowledge that we will make mistakes, and that we will use those mistakes to grow as an organization.

This Means...

Recognizing that privilege associated with the dominant or majority culture manifests itself in overt and covert ways, including in the outdoor recreation profession.

Challenging assumptions about what constitutes an outdoor recreation professional.

Understanding that different perspectives mean a stronger, healthier, and more adaptive organization.

Ensuring that diversity, equity, and inclusion principles are core values in all of the work we do.

SORP commits to:

Creating spaces and programs where everyone feels safe, recognized, valued, and included.

Facilitating a learning culture where outdoor recreation professionals can grow and expand their commitment to justice, diversity, equity, and inclusion, and non-judgmentally share successes and challenges with each other.

Growing our practice of justice, equity, diversity, inclusion, and accessibility in SORP's programs and offerings by evaluating successes and lessons learned, and progressively expanding efforts based on best practices.

Actively seeking members and recruiting board members who bring different backgrounds, perspectives, and identities to the outdoor recreation profession.

Selecting conference locations and venues that foster a welcoming and inclusive physical, social, and learning environment.

Partnering with diverse, allied organizations in related fields to expand our relevance and knowledge base.

Establishing and supporting a justice, diversity, equity, and inclusion committee for the organization.

Definitions

From the [Avarna Group](#), also see JEDI [Resources](#)

Justice: Dismantling barriers to resources and opportunities in society so that all individuals & communities can live a full & dignified life. These barriers are essentially the “isms” in society: racism, classism, sexism, etc.

Equity: Allocating resources to ensure everyone has access to the same resources & opportunities. Equity recognizes that advantages and barriers—the ‘isms’—exist. Equity is the approach & equality is the outcome.

Diversity: The differences between us based on which we experience systemic advantages or encounter systemic barriers to opportunities.

Inclusion: Fostering a sense of belonging by centering, valuing, & amplifying the voices, perspectives & styles of those who experience more barriers based on their identities.