

Diversifying the great outdoors: A toolkit

The @Work Toolkit is a collection of additional resources and tips that might be useful when discussing the topic with your team.

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Definitions

The Green Book: First published in 1936, and written by a Harlem-based postal carrier named Victor Hugo Green. It provided information on hotels, guest houses, service stations, drug stores, taverns, restaurants and other establishments known to be safe places for African American travelers.

National Park Service: Founded in 1916, NPS takes care of the U.S.' national parks. With the help of volunteers and partners, they oversee more than 318 million visitors a year to 423 parks. Prior to the formation of NPS, the Army was tasked with protecting national parks, which included the famed African American cavalry, the Buffalo Soldiers, who had previously fought in the Civil War and Indian Wars. They were some of the first caretakers of the parks and whose duties included fighting wildfires, curbing poaching of the park's wildlife, ending illegal grazing of livestock on federal lands, and constructing roads, trails and other infrastructure.

Sources: [History.com](https://www.history.com), [NPS.gov](https://www.nps.gov)

Did You Know

“Data from the US Forest Service, [National Park Service](https://www.nps.gov), and [Fish and Wildlife Service](https://www.fishandwildlife.gov) suggest deep inequality in the ethnic/racial mix of visitors to our public lands. While the most recent US census shows that non-Hispanic whites make up approximately 63 percent of the US population, they comprise between 88 and 95 percent of all visitors to public lands. ... African Americans comprise only 1 to 1.2 percent of all visitors and Hispanic/Latinos

between 3.8 and 6.7 percent; both groups are underrepresented as visitors to public lands relative to their presence in the population at large.”

[Source: Resources for the Future](#)

How to talk about carving out inclusive spaces

Take a design-thinking approach. [Design thinking](#) is an approach to rethinking how we meet human needs. It is a deliberate process of observation and studying a people’s needs; then, designers prototype and test possible solutions to a shared problem. Community spaces like libraries, schools, and parks sometimes use design thinking to plan and enact changes so that more people can access and enjoy these spaces.

As you read this week’s episode, think about the outdoor spaces in your locale. Like a good designer, observe what happens in the outdoors spaces in your city or town. How is the space welcoming? Who is invited into the space? Who is excluded? What needs to be changed so that more people feel included?