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WILDLANDS  
RESTORATION  
**VOLUNTEERS**

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# Statement Rejecting Racism

Wildlands Restoration Volunteers (WRV) has joined other outdoor and environmental organizations to continue the work of creating outdoor spaces and communities that are safe, accessible, and open to all. Conservation, environmental, and outdoor organizations, including WRV, have not done enough historically to combat systemic racism against the Black, Indigenous, and People of Color (BIPOC) community. While WRV has sought to provide a welcoming and inclusive environment for all, we have not always been successful. We, therefore, acknowledge that WRV must continue to do more to combat systemic racism.

## **Why This Matters**

Racial justice is fundamental to our mission. People of color often encounter unique challenges when trying to access outdoor spaces. These challenges include unequal access to nature due to unwarranted suspicion, confrontation, and even violence while recreating outdoors; a history of underinvestment in certain communities; and structural inequities that create significant barriers for individuals and communities to engage in outdoor activities.

## **What We're Doing**

Moving forward, WRV is committed to confronting racism, exclusion, and injustice by developing a diverse, welcoming community. Wildlands Restoration Volunteers is committed to understanding and owning our assumptions, beliefs, unconscious biases, and unhelpful behaviors that cause or perpetuate injustice and exclusion. Further, we will diligently work to promote a more welcoming and accessible organization through all our programs, systems, policies, and procedures. Lastly, WRV is committed to developing (and continually revising for relevancy) the following organizational resources that uphold our commitments:

- I. Strategic Plan
- II. DEI Plan / Diverse Community Roadmap
- III. Code of Conduct
- IV. Allocation of Staff and Resources

Building community is an important part of WRV's mission. To build a diverse and inclusive community, we cannot ignore injustice or inequity. We therefore resolve publicly to reject racism and all that perpetuates the systemic oppression that has harmed BIPOC community members. We further resolve to hold ourselves accountable for direct steps that create a more open, accessible, and inclusive WRV organization, equitable spaces for all, and tangible results that reflect our embrace of anti-racism. Lastly, we recognize the work is ongoing, we are not perfect and welcome feedback.

Sincerely,

A handwritten signature in black ink that reads "Dave Elmore". The signature is fluid and cursive, with the first letters of "Dave" and "Elmore" being capitalized and prominent.

Dave Elmore  
Executive Director

A handwritten signature in black ink that reads "Ashley Vander Meeden". The signature is cursive and somewhat stylized, with the first letters of "Ashley", "Vander", and "Meeden" being capitalized.

Ashley Vander Meeden  
Board Chair