



Colorado Mountain Club's Statement Against Racism and Hate in the Outdoors

Dear Colorado Mountain Club Community,

For 108 years, the CMC has been dedicated to getting Coloradans outdoors safely and responsibly. Unfortunately, not everyone can feel safe in the Colorado outdoors today.

Right now, in Denver, and nationwide, there are mass protests spurred by the deaths of Ahmaud Arbery, Breonna Taylor, and George Floyd, as well as the treatment of Christian Cooper. A legacy of slavery, segregation, and displacement has created unequal access to, exclusion from, and lack of safety in our communities for Black people, Indigenous peoples, and all people of color.

We know that incidences of hate and racism in the outdoors are not isolated to running in Georgia or birding in New York City's Central Park. All over the country—including right here in Colorado—people of color disproportionately face suspicion, unprovoked confrontations, and other dangers in the outdoors solely because of the color of their skin.

We at the Colorado Mountain Club explicitly condemn racism, hate, and all systems and behavior that erode the safety of anyone, anywhere. Recently we rewrote our Values, emphasizing the fact that we are a “welcoming and vibrant club that values our community,” a community of many people from many backgrounds. As a club, it is in our nature to be connected with others. And it is our responsibility to ensure that we provide a welcoming environment that fosters positive and safe experiences, especially outdoors, for all the people of Colorado.

Colorado Mountain Club recognizes that our work on justice, equity, diversity, and inclusion has historically been lacking. As a Club whose membership is 89% white, we know we have a lot of internal work to do towards understanding why we are less diverse—and how the CMC can become a more inclusive organization. And, while we are not currently able to lead on this matter, we also recognize our place of privilege and our desire to do better.

In 2019, we embarked on creating a new Strategic Plan. Through engagement sessions with members and surveys to both members and the larger outdoor community, one thing was very clear: our outdoor community wants a more diverse and inclusive club. We know this work is long overdue, and our Strategic Plan specifically calls out elevating justice, equity, diversity, and inclusion as a top priority.

Colorado Mountain Club commits to:

- Hold justice, equity, diversity, and inclusion trainings for our staff, board of directors, and volunteer leadership on a consistent basis.
 - Include bias training for all leadership—staff, board of directors, and volunteer leadership—to help everyone on their journey to recognizing bias and working to overcome those biases.
- Design a justice, equity, diversity, inclusion webpage so our members can access resources to educate themselves
- Create a justice, equity, diversity, and inclusion working group of our members and outdoor community members to generate discussion and promote action in the Club

We understand that these are very small steps. We know that we have a long way to go to become a good ally, partner, accomplice in the path towards racial justice and inclusion in the Colorado outdoors. But we are committed to do the work.

We are here. Ready to listen. Ready to push forward.

We value our members' experience, expertise, input, and passion and welcome you to partner with us as we work to improve our inclusive practices. If you, or someone you know, has a background in justice, diversity, equity and inclusion work, if you have resources to share, or if you would like to be a part of our working group to advance inclusivity at Colorado Mountain Club, please email us at brittanysmith@cmc.org.

Sincerely,

CMC Board of Directors and Executive Director