



Statement of Solidarity For an Equitable Society

The Winona Outdoor Collaborative (WOC) operates in Winona County, Minnesota, which is on the ancestral lands of Očeti Šakówiŋ (Sioux), Sauk and Meskwaki, and Wahpeton tribes.

The WOC was founded on the guiding principle that the outdoors should be accessible for all. We stand in solidarity with those who are traditionally excluded from the outdoors on the basis of race, gender, sexual orientation, ability, income level, religion, and any other identifying factors that may inhibit true, equitable access to nature.

We know that words alone are not enough to undo the systems of oppression that stand as barriers for individuals in getting outdoors. We also recognize that, as an organization founded by white, cisgender women, there has been a great deal of privilege afforded to us by passionate leaders from the past who worked to ensure women like us could live in a more equal and just society. Those privileges must be extended to include all identities that face discrimination and inequities, and we are committed to doing our part to support these efforts.

As a non-profit organization, we know we face limitations in the work we can do. We also understand that we serve a largely homogenized community that is still working to confront the ways in which oppression seeps into various local systems. That being said, we understand the incredible importance and urgency of carving a pathway to a world that is more accepting, inclusive, and welcoming for all. We are committed to this work and are driven, in every aspect of our organization, toward this guiding principle.

As an organization, we pledge to:

1. Commit to being lifelong learners about oppression, discrimination, and inequity and the ways in which it permeates our industry. For us, class will always be in session.
2. Invite, amplify, promote, and listen to the experiences, knowledge, opinions, and ideas of all voices in our community, especially those traditionally underrepresented in the outdoor industry.
3. Strive to incorporate diversity, equity, and inclusion into all aspects of the WOC.

4. Create an environment within Winona's outdoor recreation that enables everyone to equally access the incredible resources available to our community.

We're aware that this work will never truly end. We must consistently be educating ourselves, setting success indicators for our work, analyzing and measuring our progress, and collaborating with others to better understand the true needs of our community. This will go beyond just amplifying the voices of others, but rather to create opportunities for those underrepresented in recreation to guide the discussion and decision making process. Through true collaboration, we strive to create an organization guided by grassroots leadership to engage diverse perspectives in an environment that is safe and respectful for all.

We are inspired by a vision of a more equitable, inclusive outdoors that leaves all Winonans and Winona visitors feeling empowered, confident, and safe navigating the incredible outdoor resources available to them. We look forward to immersing ourselves even deeper into this work and to collaborating with all of you to execute this mission. Let's continue to *explore more, together.*