

CC: You'll have a conservation organization wanting everyone to get on board with the conservation efforts. They may think that it's just as simple as saying, "Come on down and experience this land," and we are diversified. But are you really looking at the barriers that the people you're inviting in, have to overcome just to stand next to you? And just to put a spotlight on to say this transportation, there's resource, there's the myths. There's a number of things that many people of color, especially urban people of color, have as barriers to getting outdoors that are not very real ones that most see. But access and transportation are real.

Membership is often required for you to appreciate natural spaces. That's money. And so, the Appalachian Mountain Club, at one point, was a club of white wealthy men. For the longest time, they didn't want women involved. They certainly didn't want people of color involved. 'Cause it was a club. [chuckle] And club mentality still exists to say, "We've got this and we're going to invite you if it's an advantage to our club, but not necessarily an element of our mission to expose this beauty to everyone." So, there's that part. It's like diversity is being forced on some outfits and they're going at it in an inappropriate way by saying, "Let's just get some color up in here and check that box." But if you're not shifting yourself in a cultural way, if you're not making those real internal changes, you're still just a club with white culture and a white power structure.