

Diversity Equity & Inclusion Action Plan

Initially adopted December 2020 and will be updated annually

1) Communication

- On our various channels (email and social media), be open, acknowledge and apologize for our current state and express our desire and action plan for change. TIMELINE: Accomplished in Q4 2020
- Increasing the visibility of the BIPOC outdoor enthusiasts in our narrative and actively seek opportunities to deepen POW's level of engagement with those communities through events and activations. TIMELINE: 2021

2) Governance & Staff

- Recruit and onboard (a minimum of) one new BIPOC board member to ensure a spectrum of views and interests being represented in the overall strategic guidance of our organization. Timeline: Accomplished in Q1 2021
- Provide resources in the form of workshops and training sessions to existing board members and staff to educate ourselves on diversity, equity and inclusion. TIMELINE: Q2 2021
- Develop inclusionary language in recruitment assets and process to ensure BIPOC applicants are encouraged and welcomed TIMELINE: Accomplished in Q1 2021

3) Ambassadors

- Recruit a collective of 3-5 under represented ambassadors to join our ambassador team and support each other, as well as our climate change initiatives. TIMELINE: Accomplished in Q1 2021.
- Continue building knowledge and understanding among the ambassador team through diversity, equity and inclusion workshops and training sessions at leadership summit. TIMELINE: Q3 2021

4) Hot Planet Cool Athletes

- Develop a diversity, equity & inclusion statement on the HPCA website and state our commitment to diversifying our presenters. TIMELINE: Q3 2021
- Increase the diversity of the athlete presenters for HPCA school presentations. TIMELINE: Q4 2021.
- Highlight within the presentation how Indigenous communities in Canada are being disproportionately affected by the impacts of climate change. Their deep connection to land, traditional knowledge and work on the frontlines of climate

change as stewards of the land since time immemorial, positions them as nature leaders in the climate movement. Timeline: Q4 2021

5) Support BIPOC organizations (with a connection to environmental or outdoors) in Canada

- Identify and reach out to climate focused BIPOC organizations to build relationships aimed at increasing dialogue, knowledge, communication and effectiveness while finding ways to further our shared mission on climate action. Timeline: Q3 2021