

Diversity, Equity, and Inclusion - A Commitment to 'Trails for All'

Since the inception of Wenatchee Valley TREAD in the summer of 2017, the main goal has been to bring our motto 'Trails for All' to fruition, uniting various stakeholders of our valley no matter what discipline of trail use they engage in - motorized, non-motorized, equestrian, or pedestrian, whether the trail is through water, snow, on land, or in air. But 'Trails for All' has dual meaning, because we cannot truly provide the best outdoor experience for our community and those who visit our region without ensuring that every person, no matter their race, nationality, primary language, gender, sexual orientation, age, ability, creed, or background, feels welcome and is invited on the trail. It's long overdue for the outdoor community, Wenatchee Valley TREAD included, to openly and publicly take bold steps towards diversity, equity, and inclusion. There is no room for racism, exclusion, or elitism on our trails.

While TREAD has made efforts to tackle some of the factors limiting accessibility to trails (e.g. language barriers and trail-related education), we recognize the need to do more and align our mission and goals with the needs of all of our community members, and not just the majority of them. We have made efforts to reach out to and invite underrepresented groups to join our leadership and our ex officio team, but we also recognise the need to engage community members not previously involved in these efforts, and are working to improve representation in our leadership and ex officio membership alike.

Mission Alignment with Our Community

Our mission, with a focus on place-value and inclusiveness, is to 1) advocate for recreation in the Wenatchee Valley through education and communication, facilitation and collaboration, and planning and execution; 2) to leverage recreation to improve quality of life and health in the region; and 3) to develop recreation-based economies as part of a strong and diverse economic mix that supports this region.

To fulfil our mission and achieve TREAD's goals, all community members must be welcome and invited. We are committed to expanding our efforts in engaging and inviting our Latinx, Native American, and other communities of color to join both our leadership and ex officio membership. Our commitment to diversity, equity and inclusion is not a diversion from this original mission statement, but rather an important vital step to achieve these goals in a holistic, more inclusive manner.

Sustainability and Outcomes

While previous sustainability efforts have been made to broaden the age range and outdoor recreation-related disciplines on our Board and in our Ex Officio membership, we recognise the importance of engaging more demographic groups and proactively seeking leadership and membership outside traditional outdoor users whose perspectives will improve the outcomes and sustainability of TREAD's work for the community as a whole.

TREAD's Commitment

The staff and board of Wenatchee Valley TREAD is committed to supporting diversity, seeking equity, and striving for inclusion in all aspects of outdoor education, advocacy and development. We firmly believe in and will advocate for all members of our community feeling welcome and safe on trails and off. We make these statements and commitments knowing there will be mistakes along the way, but with the humility and devotion to constantly learn, evolve, and improve the way our outdoor community addresses issues such as racism and inequities until the trails are truly for all.

