



Diversity Pledge

The Outdoorsman Careers job board is dedicated to advancing diversity, equity, and inclusion within the Outdoor Recreational Industry. As a premier job board in the search for diversity candidates, we believe that skilled, dedicated, self-motivated, and qualified individuals of all backgrounds should have equal opportunities to pursue their passions and careers in the outdoors. Our mission is to empower underrepresented groups and to create a more inclusive outdoor industry. We believe that diversity, equity, and inclusion are essential to the success of the outdoor industry and to the protection and enjoyment of our natural spaces. By acting as a bridge to connect candidates with companies our goal is to elevate people of color and other marginalized identities, and to create a culture of respect and acceptance for all individuals, regardless of their background or identity.

We understand that diversity consists of more than just racial and ethnic diversity. It intersects with diversity of age, gender, sexual orientation, religion, disability, socioeconomic status, and other categories of identity. We are committed to empowering those whose identities have been underrepresented in all categories.

The outdoor industry is at a critical point in its history. According to the Census Bureau, the country will have a majority nonwhite population by 2044. If this new majority has little or no relationship with the outdoors, then the future of the nation's parks, and the retail and nonprofit ecosystem that surrounds them, will be in trouble. It is time for the outdoor industry to make a bold step towards diversity, equity, and inclusion, and we are proud to be at the forefront of this movement.

As part of our commitment to diversity, equity, and inclusion, we have developed the Outdoor Industry CEO Diversity Pledge. This pledge was formed out of a desire for the outdoor business community, federal, and State agencies to advance diversity and inclusion as part of their brands' ethos both in their internal hiring behaviors and external perspective in the world of outdoor recreation.



The CEO Diversity Pledge is a commitment supporting the following strategic principles.

- Recruitment of Diversity Candidates
 - Retention of Diversity Candidates
 - Internal Promotion of Diversity Candidates
 - Shared Best Practices with other Corporate Agencies
1. We will actively seek to recruit, retain, and promote underrepresented groups, including people of color, women, Indigenous peoples, and differently abled individuals.
 2. We will create a corporate culture of respect and acceptance for all individuals, regardless of their background or identity.
 3. We will provide equal opportunities for all employees to pursue their passions and careers in the outdoors.
 4. We will actively seek to partner with organizations that support diversity, equity, and inclusion within the outdoor industry.
 5. We will provide ongoing training and education for all employees to foster a culture of respect, acceptance, and inclusion.
 6. We will hold ourselves accountable for our commitments and annual report on our progress towards achieving our diversity, equity, and inclusion goals.

We understand that these commitments require ongoing effort and continuous improvement, and we are committed to making the necessary changes to create a more diverse and inclusive outdoor industry. We recognize that this is not only the right thing to do but also a business imperative for the future success of our industry.

By signing the Diversity Pledge, you are making a commitment to creating a more diverse, equitable, and inclusive workplace. You are pledging to actively seek out underrepresented groups, to create a culture of respect and acceptance, and to provide equal opportunities for all employees to pursue their passions and careers in the outdoors. Additionally, by embracing Diversity you are increasing the base of people who want to connect with and protect nature.



By working together, we can create a culture of respect, acceptance, and inclusion for all individuals, regardless of their background or identity.

Sincerely,

Company Name

CEO / Executive

Initial _____

DATE: _____

(Print - Sign - Scan)