

Inclusion, Diversity, Equity, & Access (IDEAs)

We believe that diverse communities are healthier – in nature and in society. When we are thoughtful about being inclusive in how we *engage, educate, and empower*, we help our community to know that nature is for everyone and is a safe place to learn and explore.

In an effort to be more accessible and inclusive of all of our community, we are working towards:

- Eliminating public admission fees from our exhibits and indoor play spaces
- Opening our signature events (Maple Syrup Fest, Fall Fest, and the Candlelit Snowshoe Hike) to the public at no cost
- Expanding program scholarships
- Updating our forms as applicable with inclusive language and to capture the preferred gender pronouns of our members, students, staff, and others; providing opportunities for staff and students to share preferred pronouns in correspondence and programming
- Changing our restroom signage and design to be more inclusive and accessible
- Reviewing and updating our organizational policies, practices, and documentation (e.g. hiring practices, language used by teaching staff)
- Portraying the diversity of our community in our marketing and outreach materials
- Providing professional development and networking opportunities for our staff to improve education & communication
- Building and strengthening new and existing partnerships and outreach to connect with new audience groups and increase community impact
- Surveying physical accessibility of facility and grounds and increasing accessibility through upgrades and re-design
- Updating language & signage across our organization to ensure we are welcoming all of our community

We are not done yet! If you have questions, comments or ideas as we work towards expanding equitable access, please contact our Director of Operations & Strategic Initiatives, Brenna Holzauer, at brenna@aldoleopoldnaturecenter.org.

