

Colorado PLT's Mission is to use trees and forests to advance environmental knowledge and skills and promote sustainable skills and actions for all. We are committed to diversity, equity and inclusion (DEI), and in order to meet our mission we strive to live by the following equity principles to foster a more equitable, inclusive, and just network for all. PLT recognizes that these are living principles with many layers and we will continue to evolve, adapt, and learn to incorporate these. We recognize the importance of continually revisiting and reflecting in order to embody these principles in our work.

Equity Principles

Fostering Inclusivity

All instruction should have an awareness of bias to minimize impact to participants of disadvantaged identities- which can include gender, race, ethnicity, economic status, first language, disability, or special gifts and talents- and accurately reflect the contributions of the diverse peoples that make up Colorado. All facilitators are actively trained to recognize their own bias and are skilled at providing equal access to all PLT materials.

Mutual Respect of Diverse Ways of Being, Knowing, and Experiencing

Colorado Project Learning Tree acknowledges a broad definition of nature that embraces a diverse range of landscapes and nature-based experiences. Colorado PLT is committed to fostering mutual respect and celebrates the many ways that people teach, learn, access professional development, communicate, and engage with the outdoors.

Removing Barriers to Engagement

Colorado Project Learning Tree recognizes the presence of historical, cultural, geographical and financial barriers that have been in place and disproportionately affect under-resourced communities and people of color resulting in inequitable access to environmental education and professional development. Colorado PLT is committed to reducing these barriers by deeply listening to and including marginalized perspectives and experiences, creating authentic partnerships and relationships, leading and participating in projects aimed at barrier reduction, and creating opportunities for growth and learning regarding equity.

Representation and Leadership

Colorado PLT strives to build a leadership team and network of partners that is representative of Colorado. We strive to create a leadership team that is inclusive, transparent, safe, equitable, supportive, and free of harassment, prejudice, and discrimination. The leadership team will include affected stakeholders in the decision-making process. The leadership team commits to transparent communication with the many stakeholders of PLT and stewardship of our equity principles.

Evaluation, Data Monitoring, and Adaptation

Colorado PLT fosters a culture of learning and continuous improvement and celebrates all contributions to our collective work, measurable and immeasurable. Recognizing the complex history of the use and collection of data and information within marginalized communities, Colorado PLT commits to responsible and ethical collection and use of all data and information gathered for program development. Data will be collected in ways that uplift people with marginalized identities. We will share what we've learned with our local and national networks to increase equitable access and participation in environmental education and professional development.

These principles have been created with the guidance of Ecoinclusive and we are grateful for the use of examples provided by Metro DNA and the Delaware Department of Public Instruction. We want to thank Ecoinclusive for the support and expertise that they provided the PLT advisory council in forming these principles.