

Resources for Overall LGBTQIA+ Competency and Diversity, Equity, Inclusion, and Belonging:

Lily Zheng: Lily Zheng is a DEI consultant, speaker, and author, specializes in developing policies and practices that foster equity and inclusion in both personal and professional spaces. <https://lilyzheng.co/home/services/>

Recommended reading:

- DEI Deconstructed: Your No-Nonsense Guide to Doing the Work and Doing It Right
- Reconstructing DEI: A Practitioner's Workbook

Rebecca Minor: Rebecca is a queer, Jewish clinician, consultant, and educator specializing in the intersection of trauma, gender, and sexuality. Through Prism Therapy Collective, she offers professional development, keynotes, and collaboration services tailored to diverse gender and sexuality contexts. Additionally, she has provided cultural responsiveness training and consultation to organizations, schools, and businesses for the past decade. Learn more at prismtherapycollective.com.

The Safe Zone Project: A free online platform providing LGBTQIA+ awareness and ally training workshops. The Safe Zone Project offers curriculum, activities, and resources to help organizations foster inclusivity effectively. Explore their tools at www.safezoneproject.com.

The Trevor Project: Provides crisis intervention and mental health resources for LGBTQIA+ youth, as well as training programs for allies www.thetrevorproject.org.

Tribal Information Exchange: Provides an extensive array of resources and tools to help child welfare professionals prepare for and understand the need of those in tribal communities. Recommended Webinar: Walking in Two Worlds: Understanding the Impact of Historical/Intergenerational Trauma on the Two- Spirit/Native LGBTQ Community. ([You Tube: Webinar Recording](#))

Transgender Law Center: This is the largest national, trans-led organization working with and for transgender and gender-nonconforming people. Prioritizing BIPOC, Disabled and Deaf, and HIV+ communities. For more information visit <https://transgenderlawcenter.org/about/>

Resources for LGBTQIA+ Competency and Inclusivity in Outdoor Recreation

National Recreation and Park Association (NRPA): The NRPA's Parks for Inclusion initiative provides a comprehensive framework for advancing equity in parks and recreation. Their resources include toolkits, assessments, case studies, and online tools designed to help organizations implement inclusive activities and practices effectively. Visit their website at www.nrpa.org

TQAMP (formerly Transplaining): TQAMP focuses on fostering belonging for 2SLGBTQIA+ campers and staff in camps and youth-focused organizations. Their work spans three key areas: industry engagement, individualized support for camps and organizations, and creating affinity spaces for marginalized groups. Visit their website at www.tqamp.org

Venture Out Project: The Venture Out Project provides workshops and educational programs to help outdoor organizations become affirming spaces for trans and gender-diverse individuals. Programs like Beyond Bathrooms: Creating a Trans-Affirmative Community offer actionable insights for fostering inclusion. Visit their website at www.ventureoutproject.com

Outdoorist Oath: The Outdoorist Oath is a collective dedicated to supporting the intersection of inclusion, environmental stewardship, and adventure. They empower individuals and organizations to create personalized action plans that promote inclusion and sustainability in outdoor spaces. Visit their website at www.outdooristoath.org

Association of Outdoor Recreation and Education (AORE): AORE supports outdoor recreation professionals with virtual education, professional development, and resources focused on equity, social justice, and risk management. Their programming equips leaders to foster inclusive outdoor environments. Visit their website at www.aore.org

Inclusive Outdoor Project: is a nonprofit organization dedicated to making outdoor recreation accessible and welcoming for people of all abilities, backgrounds, and identities. <https://www.inclusiveoutdoorsproject.com/>

Organizations in Outdoor Recreation that are paving the way for LGBTQIA+ safe spaces & building community in the outdoors:

[You Belong Outdoors](#)

[Venture Out Project](#)

[Outdoorist Oath](#)

[Nature for All](#)

[Queer Adventures](#)

[Queer Nature](#)

[Diversify Outdoors](#)

[PRIDE Outside](#)

[LGBTQ Outdoor Summit](#)

[OUT There Adventures](#)

[QPOC Hikers](#)

[QUEER Climbing Collective](#)