



# WILDERNESS GUIDES COUNCIL

## PRACTICES FOR GUIDES IN WIDENING YOUR CIRCLE OF INCLUSION

This is a work in progress. We invite more ideas to generate a practical guide for Rites of Passage Guides and Programs to grow their skills in creating more inclusive spaces in their councils and programs. Here are a few to get you started.

- Continue to engage the dialogue and support one another's growth and understanding
- Learn about the history of the land upon which you gather, including the painful cultural histories, and include this somewhere in your programs. Support the indigenous people upon whose land you gather.
- Learn ways to grow your use of language to be more inclusive of all genders, to be anti-racist, avoiding micro-aggressions, and to be honoring of religious and other diversity needs. Be attuned to how your organization is attending to needs of class, accessibility, as well.
- Review your forms and registrations materials. How are they worded? Is your language inclusive and inviting to people from diverse backgrounds and identities?
- Develop systems and processes in your organization to increase intergenerational and cross-cultural dialogue and leadership. This will help create a wider circle of inclusion, respect, and dismantling of oppressive and harmful ways that may be baked into your systems
- Recognize that when addressing dynamics of privilege and oppression in our world/in your programs, you are connecting to ancestral trauma, as well. What is afoot includes, but is beyond the personal. This work requires good grounding and organizational tools for repairing harm and stay connected through difficulty.
- Learn about cultural appropriation and increase the integrity of your integration of ceremonies. Teaching self-generated ceremony and helping people connect to their ancestral indigenous culture can support a movement away from appropriative practices.