



R E S P E C T

O U T S I D E

WE WILL COVER



- FOUNDATION OF THE OUTDOOR RECREATION ECONOMY
- TYPICAL MASCULINE MODEL & MEN'S RESPONSIBILITY
- TOOLS FOR ACTIVE ALLYSHIP

PIONEERS IN THE OUTDOOR INDUSTRY



- WHO ARE THEY?
- WHAT DO THEY HAVE IN COMMON?
- WHAT ARE THE ARCHETYPES FOR SUCCESS?

NATURAL ORDER



- GENETICS VS CULTURAL CONDITIONING
- SOCIETAL NORMS ARE CHANGING

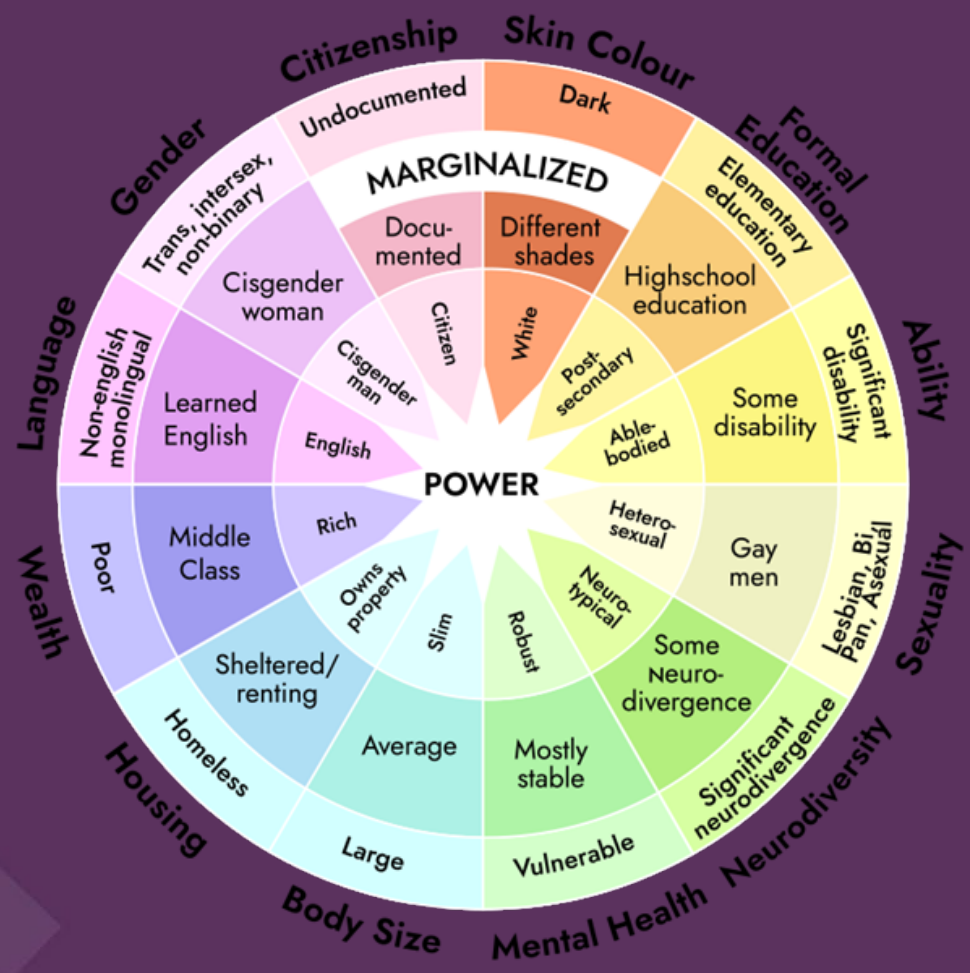
MASCULINE MALE MODEL

- “REAL MEN” TRAITS?
- BACKLASH WHEN WE DEVIATE
- BOTTOM LINE IMPACTS



RESPECT
OUTSIDE

#NOTALLMEN



ESCALATION OF UNWELCOME BEHAVIOURS

RESPECT
OUTSIDE



PERFORMATIVE VS ACTIVE



ALLIES

- PERFORMATIVE = MONITOR FOR SELF COST
- ACTIVE IS A VERB
- WHEN YOU GET IT WRONG



RESPECT
OUTSIDE

TOOLS FOR ACTIVE ALLIES

POLICIES & PROCEDURES

The logo for 'Respect Outside' is located in the top right corner. It features the word 'RESPECT' in a white, sans-serif font, with the letter 'S' being significantly larger and partially overlapping the word 'OUTSIDE'. The word 'OUTSIDE' is written in a smaller, white, sans-serif font directly below 'RESPECT'.

RESPECT
OUTSIDE

- SET THE STAGE
 - CREATE ACCOUNTABILITY
 - FEEDBACK PROCEDURES
- 
- A large, faint, light-colored geometric logo is positioned in the bottom left corner of the slide. It consists of several overlapping lines forming a complex, abstract shape that resembles a stylized 'X' or a series of interconnected paths.

BYSTANDER

INTERVENTION

- FOUR D'S OF BYSTANDER INTERVENTION
 - DISTRACT
 - DELEGATE
 - DELAY SUPPORT
 - DIRECT INTERVENTION

MENTORSHIP



- FORMALIZE YOUR MENTORSHIP PROGRAMS
- RETENTION
- BELONGING
- KNOWLEDGE TRANSFER
- ENGAGEMENT
- DEVELOPMENT
- REMOVES GOSSIP

EMPLOYEE RESOURCE GROUPS

The logo for 'Respect Outside' is located in the top right corner. It features a stylized white icon of a mountain peak or a roofline above the text 'RESPECT' in a bold, sans-serif font. Below 'RESPECT' is the word 'OUTSIDE' in a smaller, all-caps, sans-serif font.

- PURPOSE
 - BUDGET
 - MEASURE IMPACT
 - STRATEGIC PLAN
 - LEADERSHIP
- 
- A large, faint, light-colored geometric pattern is visible in the bottom left corner of the slide. It consists of overlapping diamond and rectangular shapes, creating a complex, abstract design.

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#EquityThroughAction



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