Justice, Equity, Diversity And Inclusion: First Descents’ Commitment & Approach

First Descents is a fiercely inclusive community with an ongoing commitment to justice, equity, diversity and inclusion (JEDI). We know that serious health conditions disproportionately affect certain groups, and we’re dedicated to serving all that are impacted. Our programs use the healing power of adventure to build supportive networks and ignite the Out Living It spirit.

Mitigating Barriers to Entry

- Scholarships available, making programs and travel 100% free for those in need
- Monthly meet-ups and single day programs increase access
- Local adventures in metropolitan areas nationwide
- Revised inquiry and application process and forms to allow for broader representation of racial and gender identities
- Adaptive programming for all ability levels and treatment stages

Advancement & Partnerships

- Partnerships with healthcare centers and institutions that provide care to medically underserved communities
- Growing network of 50+ healthcare influencers who are specifically committed to serving diverse populations
- New health equity innovation grant program
- FD representatives at JEDI focused conferences
- Emerging relationships with field leaders in adaptive & inclusive outdoor programming

Hiring & Training

- JEDI component of on-boarding for all staff
- Annual JEDI training for field staff, including action-oriented sessions on gender pronouns, recognizing implicit bias and salient identities
- Dedicated JEDI Committee to launch new initiatives, maintain best practices and monitor current approach

On the Horizon

- Creation of a JEDI Advisory Council
- JEDI training for all board members
- Complete revamp of recruiting and hiring processes beginning in 2020
- JEDI education tools included in pre-program documents for all volunteers
- Continuing current JEDI initiatives and deepening partnerships to serve diverse populations

First Descents provides life-changing outdoor adventures for young adults (ages 18-39) impacted by cancer and other serious health conditions.