



**University of Arizona**  
**Consent and/or Parental Permission to Participate in Research Survey**

**Study Title: The Outdoors, Difference, and Identity in the United States**

**Principal Investigator: Alexandra Spielhagen**

**You are being asked to participate in a research study.** Your participation in this research study is voluntary, and you may withdraw at any time. This page contains important information about this study and what to expect if you decide to participate. Please consider the information carefully. Feel free to ask questions before making your decision whether or not to participate.

Purpose and Duration: This research project focuses on the experiences of non-traditional outdoor professionals working in the outdoor industry. I am looking for data to understand why there is so little diversity in the outdoor industry, as well as data on whether and how non-traditional professionals advance to middle or high levels of power within their organizations. I seek to understand challenges in the workplace and organization; strategies for survival, maintenance, and advancement; and how people with different backgrounds may approach and experience the outdoors differently. Question topics include demographic information, employment history in the outdoor industry, work experiences in the outdoor industry, and your feelings on your identity and background with regards to the outdoors. Data collection will take place through 2021.

Requirements: For the purposes of this study, a non-traditional outdoor professional is defined as a person who has worked in the outdoor industry and is one or more of the following: non-Caucasian; LGBTQIA+; and/or a person with a disability. All participants must be 18 years or older.

Risks: The risks of this study are minimal and are similar to those you experience when disclosing work-related information to others. The topics may upset some respondents. You may decline to answer any or all questions, and you may terminate your involvement at any time if you choose. If you find that talking about any of these topics bring up distressing emotions about sexual, gender, or other violence, you can call the National Sexual Assault hotline at 800-656-4673; the LGBT National Help Center at 888-843-4564; or the National Suicide Prevention Lifeline: at 800-273-8255.

Benefits: There will be no direct benefit to you for your participation in this study. However, we hope that the information obtained from this study may help outdoor organizations and companies to better structure themselves to create more equitable, less hostile workplaces.

Alternative Procedures: If you do not want to be in the study, you may choose not to participate and end the survey at any point.

Time Commitment: Your expected time commitment for this study is about 15 minutes up to an hour, depending on your engagement with write-ins.

Payment to Subjects: There will be no compensation for participation in this research study.

Confidentiality of Information: Every effort will be made by the researcher to preserve your confidentiality including the following:

- The information that you give in the survey will be anonymous. Your name will not be collected or linked to your answers. All data, including your responses, will be encrypted and password protected.
- Because of the nature of the data, it may be possible to deduce your identity; however, there will be no attempt to do so and your data will be reported in a way that will not identify you.
- Information collected about you will not be used or shared for future research studies.
- The information that you provide in the study will be handled confidentially. However, there may be circumstances where this information must be released or shared as required by law. The University of Arizona Institutional Review Board may review the research records for monitoring purposes.

For questions, concerns, or complaints about the study you may contact **Alexandra Spielhagen** at [aspiegel@email.arizona.edu](mailto:aspiegel@email.arizona.edu).

For questions about your rights as a participant in this study or to discuss other study-related concerns or complaints with someone who is not part of the research team, you may contact the Human Subjects Protection Program Director at 520-626-8630 or online at <http://rgw.arizona.edu/compliance/human-subjects-protection-program>.

### **Acknowledging the consent form**

I have read (or someone has read to me) this form, and I am aware that I am being asked to participate in a research study. I have had the opportunity to ask questions and have had them answered to my satisfaction. I voluntarily agree to participate in this study.

By clicking the button below, you acknowledge:

Your participation in the study is voluntary. You are 18 years of age. You are aware that you may choose to terminate your participation at any time for any reason. Your answers will not be recorded until you submit the entire survey. As your response is anonymous, once you have submitted the survey, it will not be possible to withdraw your responses from the study.

- I consent; begin the study (1)
- I do not consent; I do not wish to participate (2)