



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

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 document 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. 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: not Caucasian; LGBTQIA+; and/or differently abled. 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 stop the interview at any point. You may ask your information to be withdrawn from the study.

Time Commitment: Your expected time commitment for this study is about 1-2 hours.

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:

- With your permission, I would like to record this interview so that I can make an accurate transcript. Once I have made the transcript, I will erase the recordings. Your name will not be in the transcript or my notes.
- Your responses will be assigned a code number. The list connecting your name to this code will be kept in an encrypted and password protected file. Only the researcher will have access to the file. Interview transcriptions, transcribed notes, and any other identifying participant information will be kept in a password protected computer in the personal possession of the researcher. When the study is completed and the data have been analyzed, all materials will be destroyed.
- Your name will not be used in any report. Identifiable research data 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.
- Each participant has the opportunity to obtain a transcribed copy of their interview. Participants should tell the researcher if a copy of the interview is desired.
- 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.

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 been provided a printable copy of this form via email or Zoom and have read (or someone has read to me) it, 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.

I am not giving up any legal rights by agreeing to this form. I acknowledge that I may print or save a copy of this form for my records.