

## Diversity & Inclusion WG

Attendees = 44

September 23, 2019

### Call to order/Review Agenda

- Moving creating a welcoming culture to earlier in the agenda to accommodate the speakers [David Buggs] schedule

### Bystander Education- David Buggs

- During the NA Conference was creating a more inclusive and inviting work environment in the state agencies
- How to address different situations in the work environment
  - Created a presentation call 'bystander education' to help address these issues that may happen in the work environment
- Everyone is a bystander → a person who is present at an event or an incident but does not take part
  - We want people to take part; someone who observes a conflict and responds
    - Become an active bystander
    - It will matter to the person who is a victim; sends a message that this behavior is not tolerated in our community; puts the offender on notice; tells the other non-active bystander that they should engage and become active bystander
  - Bystander situations may include
    - Unprofessional behavior
    - Sexual harassment
    - Bullying
    - Dangerous behaviors
    - And more
  - Steps to take as an active bystander
    - Notice the occurrence out of the ordinary
    - Decide if this is unacceptable [if someone's body language tells you they are uncomfortable then it's unacceptable]
    - Ask yourself 'could I play a role here?'
    - Assess your options for giving help
    - Determine the potential risks of taking action
    - Decide where or not to act, at the time or later
  - Strategies for active bystander
    - In the moment:
      - Name or acknowledge an offense
      - Point to the 'elephant in the room'
      - Publicly support an aggrieved person
      - Use body language to show you disapprove

- Use humor (with care)
  - Encourage dialogue between parties
  - Help calm strong feelings
  - Call for help [last resort]
- After the fact:
  - Privately support an upset person
  - Talk privately with the inappropriate actor
  - Report the incident, with or without names
- Why bystanders don't act
  - Fear of: retaliation, loss of relationships, embarrassment; uncertainty of situation
  - Sometimes feel like it's someone else's problem
- Exercise good judgement before you start → evaluate the risk and make a conscious decision, not one based solely on emotion; ask yourself questions and look at your options; be sure to ask questions (both sides)
- If it's your supervisor with ill behavior → don't call them out in public; talk to them about the situation by possibly showing an example with yourself; don't let it go unaddressed
- Do not become part of the 'bystander effect'
  - Even if someone else has responded, don't ignore

#### Work Plan Review

- Read the list of activities and objectives accomplished over the past year
- Review the list of activities and objectives this WG plans on accomplishing over the next year
  - Asked the group is there is anything that should be added or if anything was left out
    - Having a baseline code of conduct created by AFWA to have a foundation to stand on if someone behaves in a way that breaks that code
      - If have is as part of the online registration, and they have to click to acknowledge said code → Makes it clear of what the expectations are (ie. At an AFWA conference)
      - Maybe have this as a suggestion when discussing the AFWA strategic plan during the larger EOD Committee meeting **[ACTION ITEM]**
      - The group will continue to discuss a code of conduct for the Association of Fish and Wildlife Agencies, potentially as part of the AFWA Strategic Plan.
        - Colleen (Director-Illinois) and Doug, and Rosezta Bobo (MyFWC) can work on this....
      - Will look to include more people, members and AFWA

Create a communication tool for the D&I WG- what should that look like??

- Would it be a newsletter or other format—what is the best way to create this communication to most effectively; potential recurring features could include state highlights of actions they are

taking; a conversation starter section that poses situations to discuss (similar to Active Bystander training); Recommended Resources or reading section.

- Please email Jen N or Patty with suggestions

#### Creating Welcoming Cultures- Deb Hahn

- This was a discussion during the Women in Conservation groups
- Will be having a ~~workshop~~ special session during the NA Conference covering this topic; currently have straw-dog of what we are looking to present
- We recognize we don't currently have a very welcoming and diverse work place in the state F&W agencies; provide tools to move the needle
- The link to this group seems nature's; asking what type of tools might work best to create this welcoming work environment
  - What happening in states, what's working and what is not; what are the needs
  - The workshop and conversation will continue during the NA Conference
  - If this groups has any thoughts, please reach out to Deb Hahn

Relevancy Road Map- didn't get a change to discuss→ this will be part of the full EOD Committee agenda as well as the WDVCF committee agenda; please join those discussions