

DIVERSITY & INCLUSION WORKING GROUP

Chair: Jen Newmark (NV)

Vice Chair: David Buggs (TX)

Thursday, September 9, 2021

2:30pm – 5:15pm

** Attendees: 86

Agenda

Call to order, introductions, and review of agenda – Jen Newmark (NV)

- Intro of the Chairs- Jen Newmark and David Buggs

Partner DEIJ efforts

- FWS – Update – Elsa Haubold (DC) and Deb Schlafmann -20 min
 - Relevancy Roadmap- a strategic actionable framework organized by barriers that hinder organizations from engaging and serving broader constituencies.
 - Working to make FWS a more diverse and inclusive organizations
 - Created a Diversity and Inclusion Implementation Plan (2020-2024)
 - Objectives
 - Employee Engagement
 - Barrier Analysis and Removal
 - Recruitment and Hiring
 - Workplace Culture Transformation Team- guide the service toward a more inclusive work environment where employees are inspired to excel
 - Created some best practices + worked on grassroots efforts to create institutional change
 - Inclusive Language to respond to bias
 - Looking at the ‘Why’ the culture is not inclusive
 - This is unprecedented in scope for FWS
 - Encourages and empowers FWS staff to engage in diversity, equity, inclusion and justice
 - Goal: by 2030 the Service is a place where all employees feel respected and included
- Teddy Roosevelt - NGO effort– Jared Romero (TRCP) – 20 min
 - Provided a pre-recorded presentation
 - Will be shared with group
- NABCI and the Bird Committee- Update- Nicole Michel (National Audubon Society) - 20 min
 - DEIJ subcommittee work for NABCI
 - Provide a forum to learn from each other
 - Creating a space that encourages diverse partnerships
 - Had a number of community of practice sessions
 - #1 DEIJ Initiatives: Models and Lessons Learned
 - #2 The Fundamentals of Diversity, Equity, Inclusion, and Justice in Conservation

- #3 What Can I Do?
- #4 Recruitment and Retention of a More Representative Staff- scheduled for Oct 13, 2-4PM ET
- For more information: <https://nabci-us.org/resources/deij-community-of-practice> , Nicole.Michel@Audubon.org

Coffee Talks- Updates and next event – 10 min

- It's a space for us to be vulnerable, share, express views, etc
- Have held 2 coffee talks so far; held about every other month
 - Coffee Talk #1: Diversity and Inclusion in the Work Place
 - Coffee Talk #2: Unearthing a culture of conservation. The Latin perspective on Natural Resource Conservation
- They are not recorded to keep the safe space of vulnerability during the meeting
- Next Coffee Talk will be on Nov 2: The View of Diversity & Inclusion from the Top
- We are open for ideas for future Coffee Talks; please reach out to our Chairs with any ideas

DEI Dash Board – Alba Nieves/ Sarah Haas (TX) – 30 min

- Looking to capture metrics of diversity & inclusion in the agency
- Can look at the metrics through many filters (slicers) (division, gender, ethnicity, age, supervisory level, etc).
- A quick way to get a pulse on where the agency is with D&I
- Can look at trends to see if there is an action that can be taken to have DEI better incorporated in the agency

Listening Tour Update- Kelly Simon/Richard Heilbrun (TX) – 20min

- Recognize the need for DEI & Accessibility
- Need to go to where the people are to make an impact
- Make connections with diverse people and organizations
- Goals: (1) Identify institutional blind spots (2) build relationships that may results in increased understanding (on our part) and conservation
- Some staff projects: (1) site visits to underserved parks, (2) local DE advisory committee, (3) visits with BIPOC outdoors groups, and (4) discussion with trusted friends.
- Fears that came up with staff: (1) patronizing, (2) tokenism, (3) infiltration, (4) awkwardness.
- Things we learned and surprises:
 - Outdoor Afro: young and active
 - Issues: redlining, sundown towns local environmental justice issues, local segregationist city planning
 - Our events set up conflict
 - Volunteerism is inequity
 - Great overlooked habitat
 - Onramp experiences (low entry bar activities, activities for kids)
- Suggested changes
 - Multigenerational opportunities
 - Child-focused activities (avoid well-worn paths)
 - Get ideas from other special interest groups; fusion
 - Representation (within the department matters)

Needs and deeds – How can the working group support your efforts? – David Buggs (TX) -20 min

- Conservation works when we work together

Annual Work Plan Review – Jennifer Newmark (NV) – 20 min

- Look at rewording to make clearer “.... responding to changing constituent demographics...”
- We have some shortcomings in being able to speak with people....being comfortable with being uncomfortable; there’s a fear in reaching out to these communities
- Continue with our list (below); considered multi-year list:
List Activities and Objectives that will be Accomplished in the Coming Year:
 1. Work towards increased relevancy of states to broader constituencies by incorporating concepts of diversity and inclusion both internally and externally.
 2. Work with other committees and subcommittees/working groups in messaging diversity and inclusion topics and incorporating concepts into outreach materials. Explore opportunities for broadening conference sponsorships to reach new constituencies.
 3. Strategize on how to increase relevancy through diversity
 4. Utilize the Relevancy Community Site to share information and keep in touch between meetings.
 5. Begin developing Best Practices and Guidelines for Diversity and Inclusion.
- promoting introspection and community vision – asking the question of who do we serve now so we can identify who we are missing.

Other:

- Available to you → DEI conversation on the Conservation Relevancy Community
 - If you're interested, you can go here, click on "DEI Discussion Group," and ask to join. <https://conservation-relevancy-community.mn.co/all-groups>

Adjourn