



ASSOCIATION of
FISH & WILDLIFE
AGENCIES

DIVERSITY & INCLUSION WORKING GROUP

Chair: Jen Newmark (NV)

Vice Chair: David Buggs (TX)

Tuesday, September 20, 2022

2:45pm – 5:15pm Central Time

Association of Fish and Wildlife Agencies Annual Meeting

Fort Worth, Texas

Agenda

Call to order, introductions, and review of agenda	Jen Newmark
Creating a Diversity Focus fellowship program	TPWD Urban Wildlife Team
Colorado State Preliminary Survey results	Mike Manfredo
Coffee Talk review	Taniya Bethke
Annual Work Plan Review	Jen Newmark
AFWA Committees: Integrating DEI	Jen Newmark and David Buggs
Needs and deeds	David Buggs
Closing Comments	Jen Newmark

Adjourn

Workgroup Work Plan		
Date: October 2021		
Workgroup Name: Diversity and Inclusion		
Chair: Jennifer Newmark (NV)	Vice Chair: David Bugg (TX)	Staff: Patricia Allen
Workgroup Charge: To encourage each generation of fish and wildlife conservation leaders to value differences in cultures, persons, experiences, and perspectives, and show it through proactive actions that enhance diversity in the workplace, create welcoming cultures, and increase our relevance to the broader conservation community by being inclusive and intentional in our actions.		
Changes to the Charge: included text on proactive actions and connection to agency relevancy.		
List Major Activities and Objectives Accomplished During the Last Year: The group meets twice a year during the AFWA Annual Meeting and the North American Wildlife and Natural Resources Conference. Topics at these meetings have included presentations on DEI efforts and initiatives, mini training sessions on specific topics, demonstrations of new tools, and discussions that promote introspection and community vision. A question the group has been discussing is who we serve now and who are we missing. The working group has begun to hold bi-monthly “Coffee Talks” which are facilitated discussion forums that feature panelists have focused on a variety of topics, including Diversity and the Inclusion in the Workplace and the Latin Community and Conservation. These forums are opportunities for honest and open discussion around difficult and sometimes uncomfortable topics. The Diversity and Inclusion Workgroup is also a resource for other AFWA committees as needed.		
List Activities and Objectives that will be Accomplished in the Coming Year: <ol style="list-style-type: none"> 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 incorporate diversity and inclusion topic and concepts into their own work. Explore opportunities for increasing diversity and inclusion by building partnerships and exploring new opportunities such as 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 Guiding Principles and Best Practices for Diversity and Inclusion 6. Continue holding Coffee Talks throughout the year. 		
Describe any Changes you Anticipate to the Work Group:		
List Workgroup Members: Jennifer Newmark (NV), David Buggs (TX), Taniya Bethke (CAHSS), Janet Mucknall (USDA), Mary Boyer (ID), Lindsay Rogers (NE), Craig Walker (UT), Johnnie Smith (TX), Maria Gladzisuwski (AK), Elena Takaki (AFWA), Marc LeFebre (AFWA), Kelly Reynolds (AFWA), Judy Weber (Consultant), Renny MacKay (WY), Patty Allen (AFWA), Rae Waddell (FL), Jay Slack (USFWS), Shelly Plante (TX), Kiki Corry (TX), Chris Colclasure (AR), Gary Thorson (CO), Steve Beyer (MI), Kipp Frohlich (FL), Jerrie Lindsey (FL), Julie Kempf (IN), Sarah Hanson (GA)		
Date Workgroup Formed: 2012	Expected Termination Date: TBD	
Comments		