



ASSOCIATION of
FISH & WILDLIFE
AGENCIES

DIVERSITY & INCLUSION WORKING GROUP

Chair: Jen Newmark (NV)

Vice Chair: David Buggs (TX)

Tuesday, March 21, 2023

10:00am – 12:00pm

88th North American Wildlife & Natural Resources Conference

Agenda

- Call to order, introductions, and review of agenda – David Buggs (TX)
- Revisit the DEI Working Group Charge (Suggested language and actions) - David Buggs (TX), Patty Allen (AFWA)
- Coffee Talks: Proposal for Every other Month Conversations - Taniya Bethke (CAHSS)
- Working Groups Think Sheets (Follow up, promotion and engagement)
- Inclusive Language to respond to Bias and Incivility – Elsa Haubold (USFWS)
- Making it work; Creating diverse student pipelines – Matt Kennedy (TX)
- DEI Stakeholders Summit – Taniya Bethke (CAHSS)
- Update: IHEA with DEI Instructor Training – Taniya Bethke (CAHSS)
- Staying above the Fray: As a facilitator, how not to shame and blame when someone is in a different place on the DEI adoption spectrum than you. – David Buggs (TX)
- Respond vs. react
- Silver platter vs. a garbage can lid
- Needs and deeds (When It comes to D & I, what is going well for your agency or your region and what do you need help with) – David Buggs (TX)
- Adjourn