

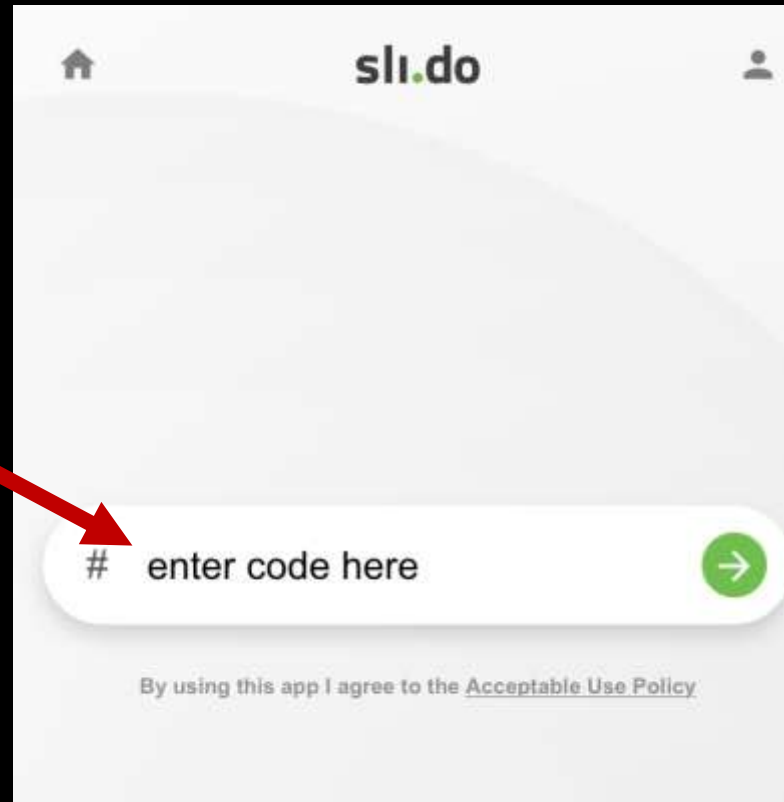
INTEGRATING EQUITY, DIVERSITY AND INCLUSION INTO CONSERVATION

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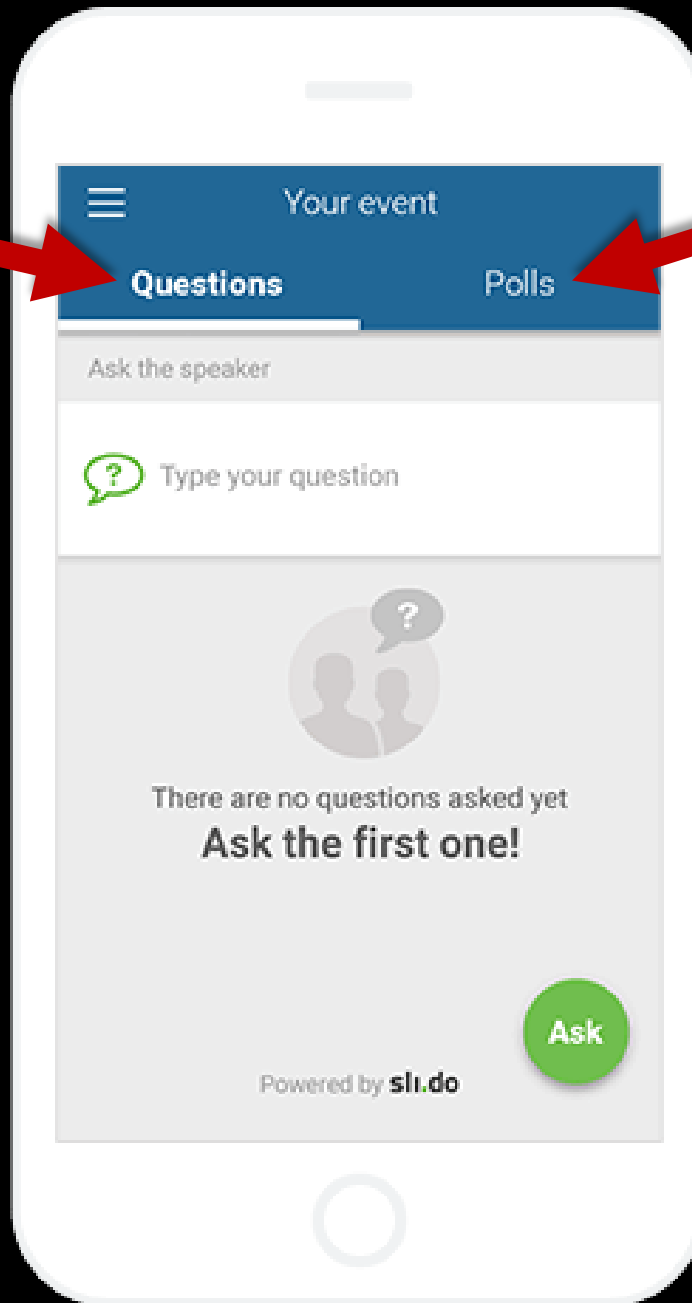
Cal-IPC Symposium
November 9, 2018



Join us at:
slido.com
#2042



Questions and
Comments



Take Survey Polls

How important is equity, diversity and inclusion to conservation and land management?

0 0 0

- It is not important at all
- It is somewhat important
- It is important, but is not integral to our mission/purpose
- It is very important and should be addressed if we have the time
- It is very important and is integral to our mission and/or purpose

Session Overview



- 1. Definitions**
- 2. The What and Why**
- 3. The How:**
 - A. Engage Diverse Audiences**
 - B. Recruit and Retain a Diverse Workforce**
 - C. Use Inclusive Language**
- 4. Q & A**
- 5. Summary and Closing Remarks**

Definitions



Diversity:

different types of people (religion, gender, race, ethnicity, age, ability, etc.) within in a group or organization

Inclusion:

the practice of welcoming diversity within a group and valuing, considering and empowering diverse perspectives and input towards a collective effort

Equity:

ensuring everyone has fair access to the same opportunities, accounting for advantages and barriers

Definitions



Equality



Equity



The What: Conservation is lacking in diversity



1. The Green Ceiling

“...the racial composition in environmental organizations and agencies has not broken the 12% to 16% ‘green ceiling’...”

2. Unconscious Bias, Discrimination, and Insular Recruiting

“...[are] factors hampering recruitment and retention of talented people of color...”

3. Lackluster Effort and Disinterest in Addressing Diversity

The Why: Conservation needs diversity to succeed



“None of us is as smart as all of us.”

- Japanese proverb

We have not yet realized our full collective potential

“It takes a thousand voices to tell a single story.”

- Native American proverb

Conservation solutions must consider local contexts and communities values, to help tell the story

From your perspective, what are the top two challenges in making the conservation workforce more diverse and inclusive?

- Employers lack the time, resources or tools to recruit and hire diverse candidates
- There is a lack of diversity in the pool of qualified potential applicants
- There is not enough interest among under-represented communities
- Our work cultural/environment needs to be more inclusive
- There is a lack of interest or sense of urgency among employers

Youth & Volunteer Programming



Roles as Youth and Volunteer Programs Coordinator

Youth Programming

- Definition of youth – inclusive 35 and under

Volunteer Programming:

- Collaboration with the National Park Service on service projects impacting public lands

Youth Outreach & Engagement



Inspire (Youth Voices):

- supporting young people in taking a leading role in their own education through inquiry and applied learning in partnership with adults.

Engage Youth:

- young people share their experiences and perspectives on what makes a difference for youth engaged in change

Empower Youth:

- youth address their situation and then take action in order to improve their access to resources and transform their consciousness through their beliefs, values, and attitudes.

Inspire (Youth Voice)



- Community Collaboration
- Connecting programming with communities
- Relevant to their interests but provides new experiences
- Dialogue - Having the dialogue about why and what does it mean to the community.
- Apply learning in partnership with youth and adults (teachers, informal educators, scientists)



**SUMMER STRIDE
COMMUNITY SHUTTLES
FROM LIBRARIES TO NATIONAL PARKS**

EXPLORE

For more information and to register visit:
Library-Park-Shuttles.Eventbrite.com
Email: parkshuttles@parksconservancy.org
or call (415) 561-3531

Please register in advance by signing up at a participating library branch or online. While reservations are not required, it is important to secure your spot as space is limited!

Engage Youth



- Reflection
- Partnerships
- Continuum of opportunities
- Partnerships
- Training



Empower Youth



- Field experience
- Skills and Experience
- Job description
- Funding
- Access to supplies
- Connections to academia



Engaging Diverse Audiences



Inspire - > Engage - > Empower

ACTIONS

- Readiness - Capacity and preparedness
- Internships that connect to community, science, and culture
- Supporting employees and partner organizations
- Funding – build into budgets supplies, partner consulting
- Training, field experiences
- Inclusive & equitable practices and culture
- Perceptions – what are we doing and why?

Recruit and retain a diverse workforce

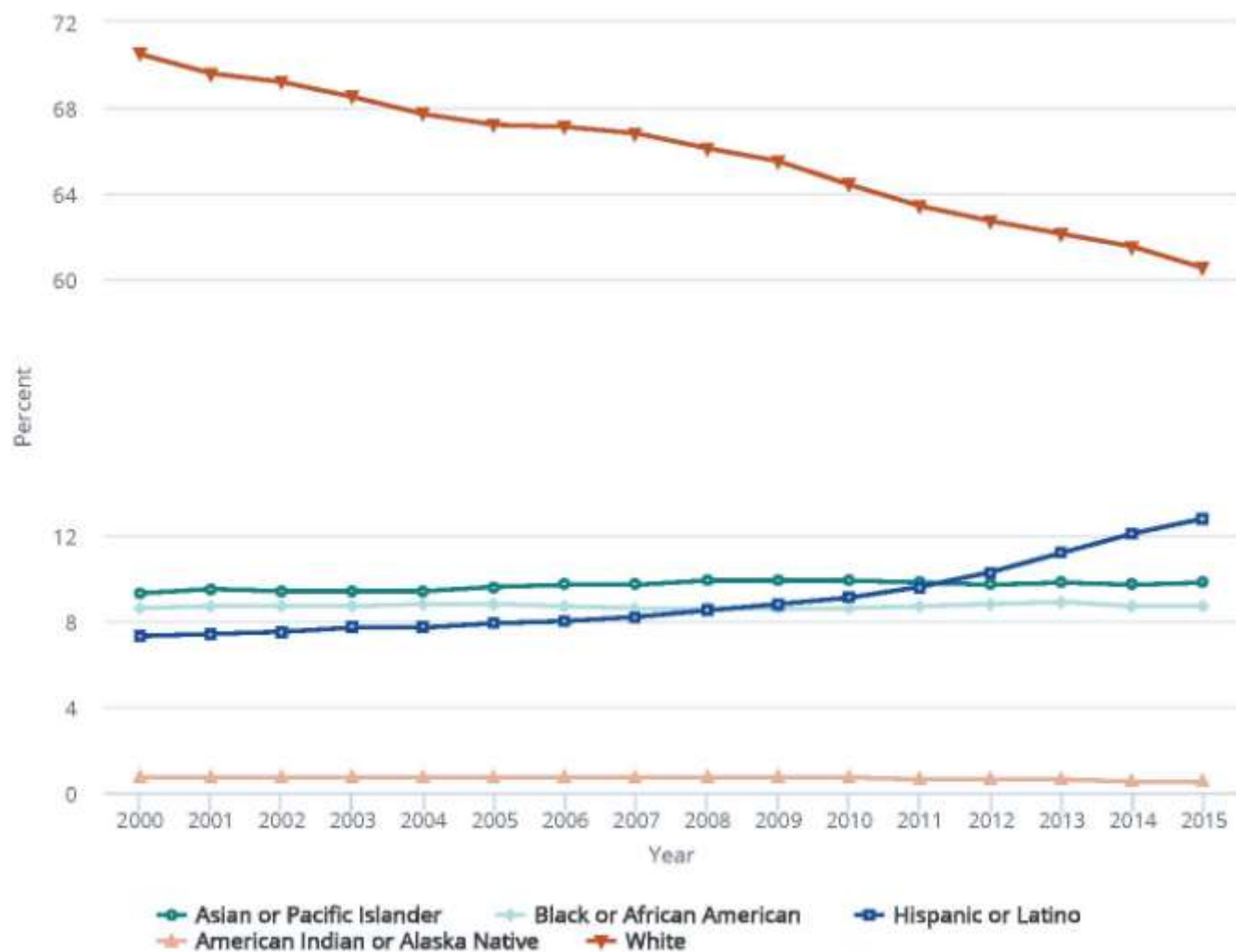


Recruitment, Selection and Retention



“How do I find qualified candidates?”

Share of S&E bachelor's degrees among U.S. citizens and permanent residents, by race and ethnicity: 2000-15



Source(s)

National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Completions Survey; National Science Foundation, National Center for Science and Engineering Statistics, WebCASPAR database, <https://ncesdata.nsf.gov/webcaspar/>.



***Relevant Experience:
socioeconomic privilege plays
a role in an applicant's ability
to obtain it.***

Recruitment



- How/where are you advertising the position?
- Outreach to targeted organizations and partners

Selection



- How are you assessing qualifications?
- Which skills are vital prerequisites, and which can be obtained on the job?

Hiring Systems



- Navigating the process
- Insider info confers an advantage



Grow Your Own Staff!

- Create a ladder of opportunities for youth
- Advise on appropriate coursework
- Create opportunities to obtain field experience
- Provide informal training on tips and tricks for applications and hiring systems
 - (ex: federal resumes and questionnaires, CA state park exams)

Retention



- Workplace environment
- Social community
- Professional development and support
- Opportunities for advancement



Marcos Trinidad

Center Director,
Audubon Center at Debs Park

Board Member, Cal-IPC

Q & A



**Questions or
Comments?**

In summary



In order to address the lack of diversity in conservation and fully harness our collective potential:

- 1. Engage diverse audiences, focusing on inspiring and empowering youth using culturally relevant programming.**
- 2. Assess the inclusiveness of your practices and programs.**
- 3. Account for socio-economic inequities and implicit biases when recruiting and retaining a workforce.**
- 4. Question the terminology you use and evaluate if it is inclusive or exclusive. Language matters!**
- 5. Utilize resources that already exist.**

Q & A



**What will be your
contribution?**



In one word, describe how you are feeling after this session?

Thanks!



THANK YOU!

Join our discussion at 11:00am