INTEGRATING EQUITY, DIVERSITY AND INCLUSION INTO CONSERVATION

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Join us at:
slido.com
#2042
Questions and Comments

Take Survey Polls

There are no questions asked yet

Ask the first one!
How important is equity, diversity and inclusion to conservation and land management?

- 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

Taylor, D. E., 2014
Green 2.0
The Why: Conservation needs diversity to succeed

“None of us is a 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)
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?
Recruitment, Selection and Retention

Recruit and retain a diverse workforce
“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)

Science and Engineering Indicators 2018
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
• How are you assessing qualifications?

• Which skills are vital prerequisites, and which can be obtained on the job?
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
Using Inclusive Language

Marcos Trinidad
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Board Member, Cal-IPC
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.
What will be your contribution?
In one word, describe how you are feeling after this session?
THANK YOU!

Join our discussion at 11:00am