The What and Why of DEIJ
I don't know what you guys are complaining about...

If you want to make it through, **JUST BE YOURSELF!**
Diversity: The differences between us based on which we experience systemic advantages or encounter systemic barriers to opportunities.
**Diversity:** The differences between us based on which we experience systemic advantages or encounter systemic barriers to opportunities.
The differences between systemic issues or systemic failures.
An individual is not diverse
Diversity isn't a synonym for race
Intersectionality

There is no such thing as a single-issue struggle because we do not live single-issue lives.

Audre Lorde

Intersectionality is a concept coined by Kimberlé Crenshaw to account for the multiple ways one person can experience oppression (i.e. black women experience racism and sexism); it allows us to understand how different types of oppression compound one another.
Diversity isn't the endgame
Definition of inclusion:
Centering those who are marginalized to ensure everyone feels a sense of belonging
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"Marginalized" describes people and communities facing systemic barriers, disadvantages, and mistreatment based on their social identities.
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"Centering" is bringing into focus; amplifying voices, perspectives, and styles that aren't typically rewarded
Inclusion is not just about including all differences
Inclusion is not just tolerating difference

A Continuum Of **Social Relationships** Among Human Groups

- **Genocide** - kill others
- **Hostile** - harmful in word or action
- **Scapegoat** - blame for the mistakes of others
- **Prejudice** - attitude based on group membership
- **Preferential treatment** - treating certain groups better
- **Tolerance** - put up with rather than reject
- **Respect** - value the worth of others
- **Collaboration** - work together
- **Inclusion** - actively welcomed
- **Friendliness** - prefer to be together
- **Playful**

Use this chart to discuss how social relationships within teams influence the accomplishment of group goals.

Adapted from the Peace Corps’ Worldwise School lesson plans at http://www.peacecorps.gov/wws/
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Inclusion isn't surmounting or ignoring difference
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The What and Why of DEIJ
Equality: Giving everyone the same thing without recognizing advantages and/or barriers they experience.

Equity: Allocating resources to ensure everyone has access to the same opportunities. Equity recognizes that advantages and barriers—the "isms"—exist. Equity is the approach & equality is the outcome.

Justice: Is about dismantling barriers to resources and opportunities in society so that all individuals & communities can live a full & dignified life. These barriers are essentially the "isms" in society: racism, classism, sexism, etc.
STATUS QUO
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The What and Why of DEIJ
**Cultural competence definition:** Your ability to interact effectively across various dimensions of diversity; to flex with difference.
Cultural competency isn't just about knowing cultural norms
Cultural competence is not a destination
The What and Why of DEIJ
DIVERSITY is who we are

INCLUSION is what we do

EQUITY & JUSTICE are how we do it

CULTURAL COMPETENCE is what we need to do it well

DIVERSITY & JUSTICE are outcomes of this work
The What and Why of DEIJ
Why is DEIJ work important for plant conservation work?

- Staff, Board, and Volunteer experience
- Innovation and Resilience
- Stronger Partnerships
- Honoring connections & interconnectedness
- Addressing injustices
- Build a broader movement
- Reactionary whys
All staff, board members, and volunteers at your organizations & agencies deserve to thrive and feel a sense of belonging.
Organizations and agencies that engage in DEIJ work are quicker problem solve, innovate, and engage in better science.
Engaging in DEIJ work supports more reciprocal partnerships and leads to better collaboration.
To do effective conservation work, every connection to land, water and wildlife should be considered.
To ensure that the conservation efforts do not repeat or exacerbate past and present injustices, we must engage in DEIJ work.
When Green Groups Fought Native Rights: The Timbisha Shoshone in Death Valley

By Chris Clarke
January 2, 2017
Doing DEIJ work means we can build a broader conservation movement.
Reactionary whys refer to whys that are not based on values; instead they’re rooted in some sort of external pressure you’re facing or wanting to avoid.
Organizations need to maintain relevance in the face of shifting (racial & ethnic) demographics to survive.
Failing to embrace JEDI risks liability for bullying and workplace discrimination related to race, gender identity, ability, religious affiliation, sexual orientation and more.
JEDI work helps avoid public call-outs or critiques of an your JEDI efforts
The What and Why of DEIJ