



Diversity

Inclusion

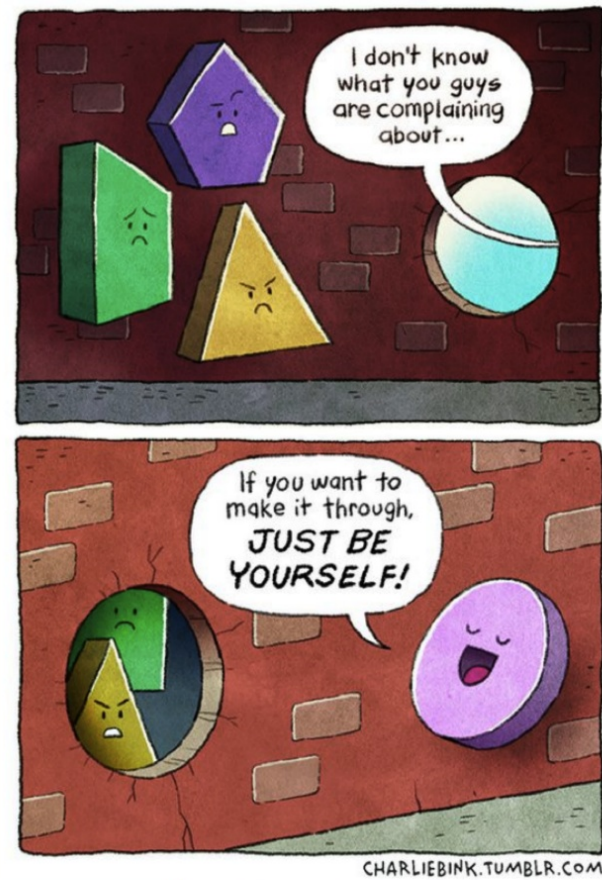
**Equality,
Equity, and
Justice**

**Cultural
Competence**

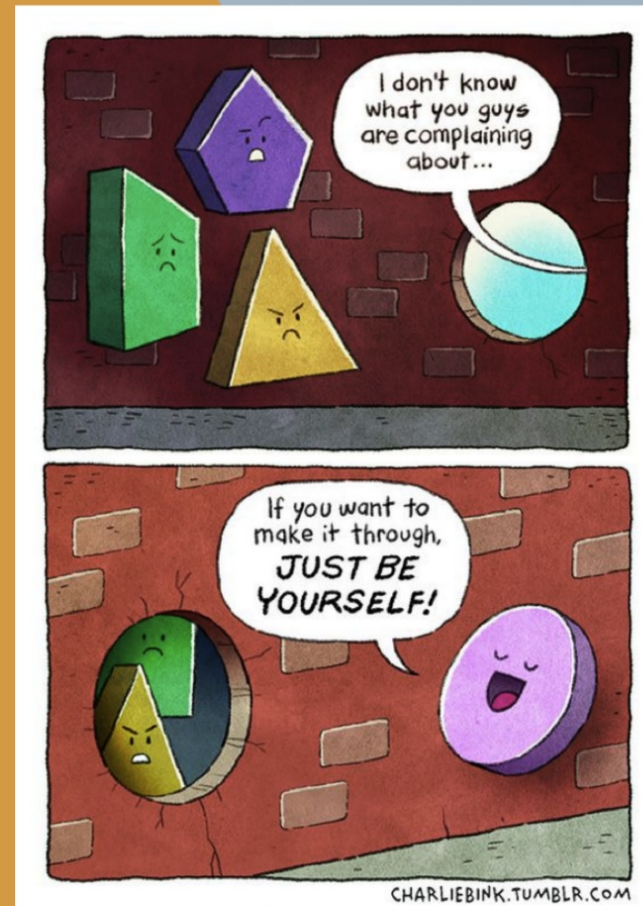
**Making
sense of
definitions**

The What and Why of DEIJ

**The Why of
DEIJ**



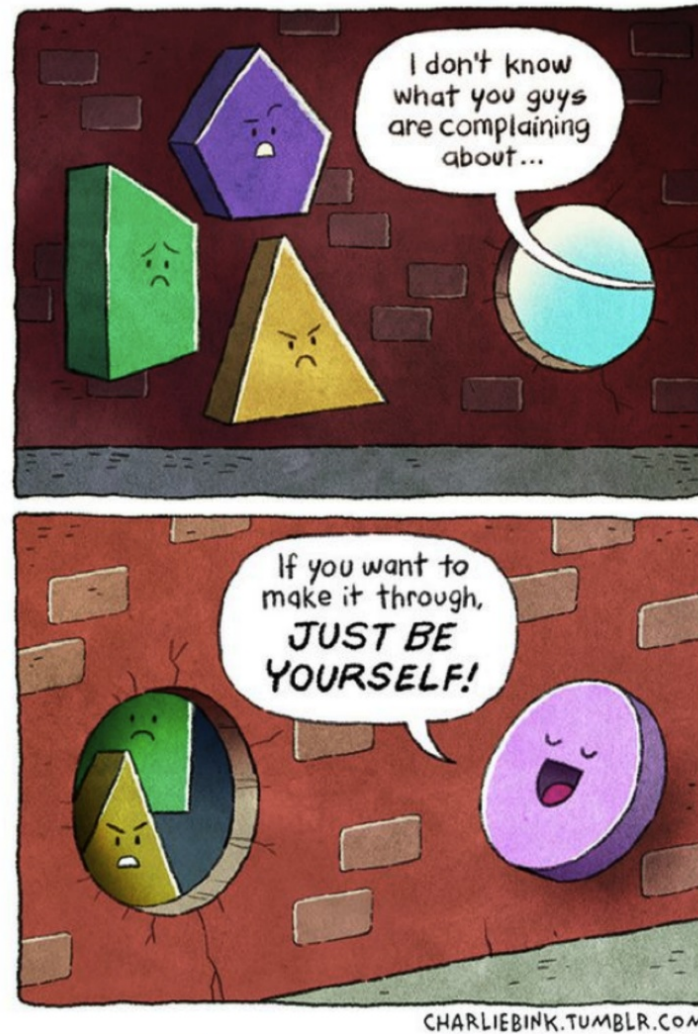
Diversity: The differences between us based on which we experience systemic advantages or encounter systemic barriers to opportunities.



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The
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systemic
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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





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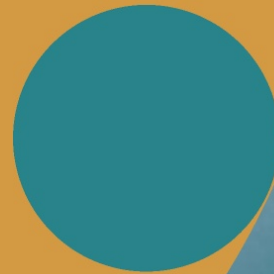
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Definition of inclusion:

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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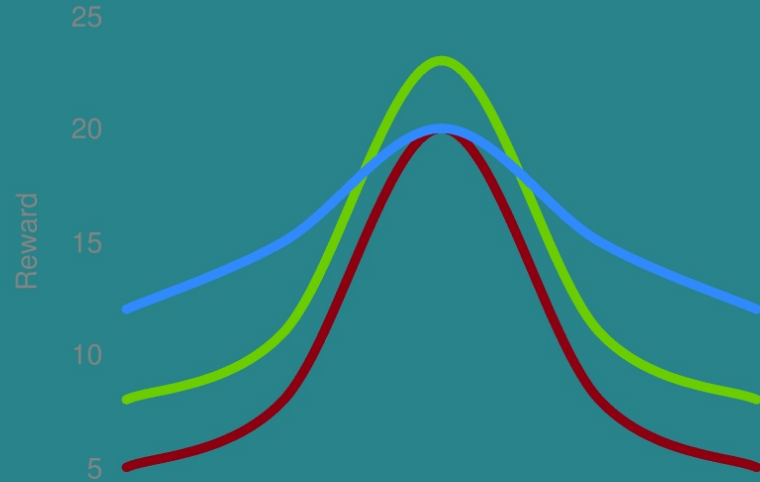
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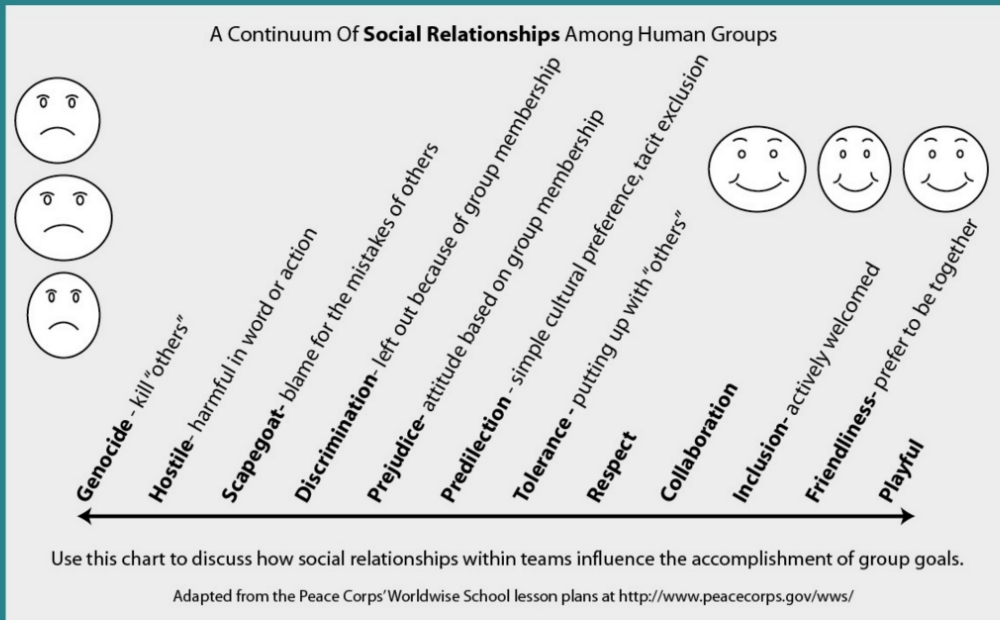
"Centering" is bringing into focus; amplifying voices, perspectives, and styles that aren't typically rewarded



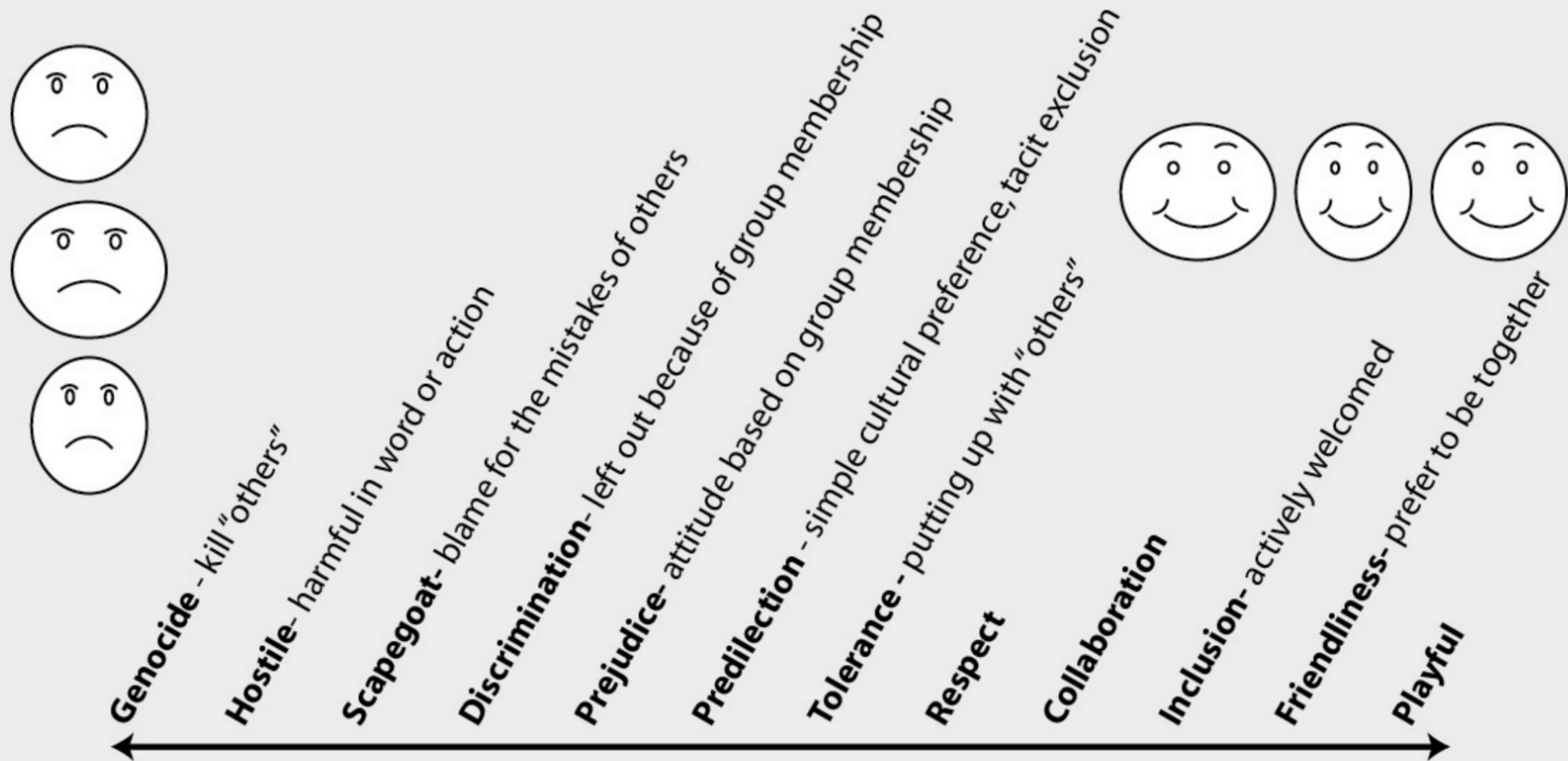
Inclusion is not just about including all differences



Inclusion is not just tolerating difference



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



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

Adapted from the Peace Corps' Worldwide School lesson plans at <http://www.peacecorps.gov/www/>

Inclusion isn't surmounting or ignoring difference



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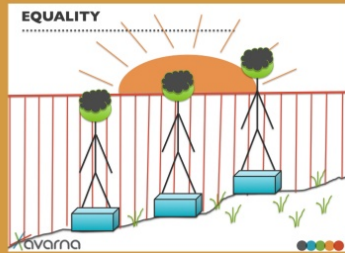
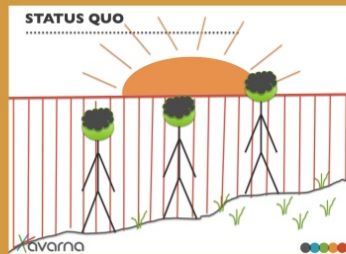
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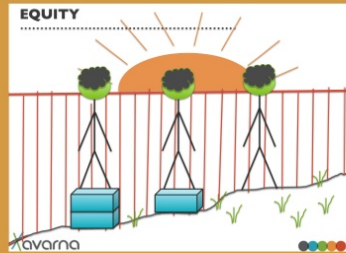
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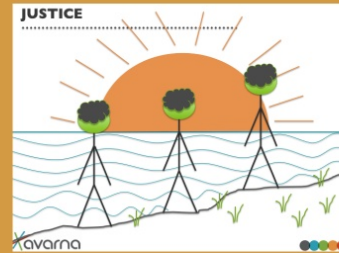
**The Why of
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Equality: Giving everyone the same thing without recognizing advantages and/or barriers they experience.

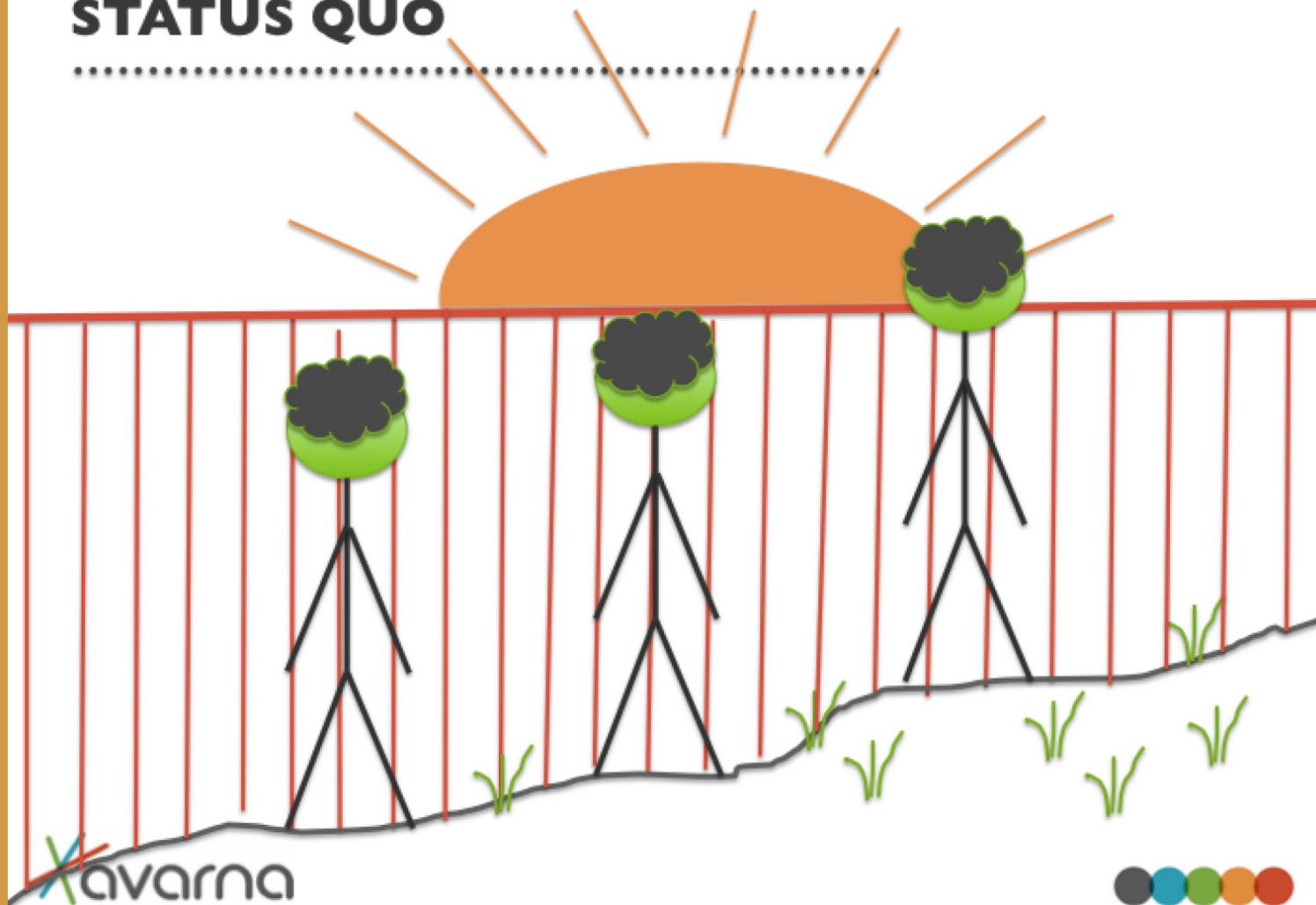


Equity: Allocating resources to ensure everyone has access to the same opportunities. Equity recognizes that advantages and barriers—the 'isms'—exist. Equity is the approach & equality is the outcome.

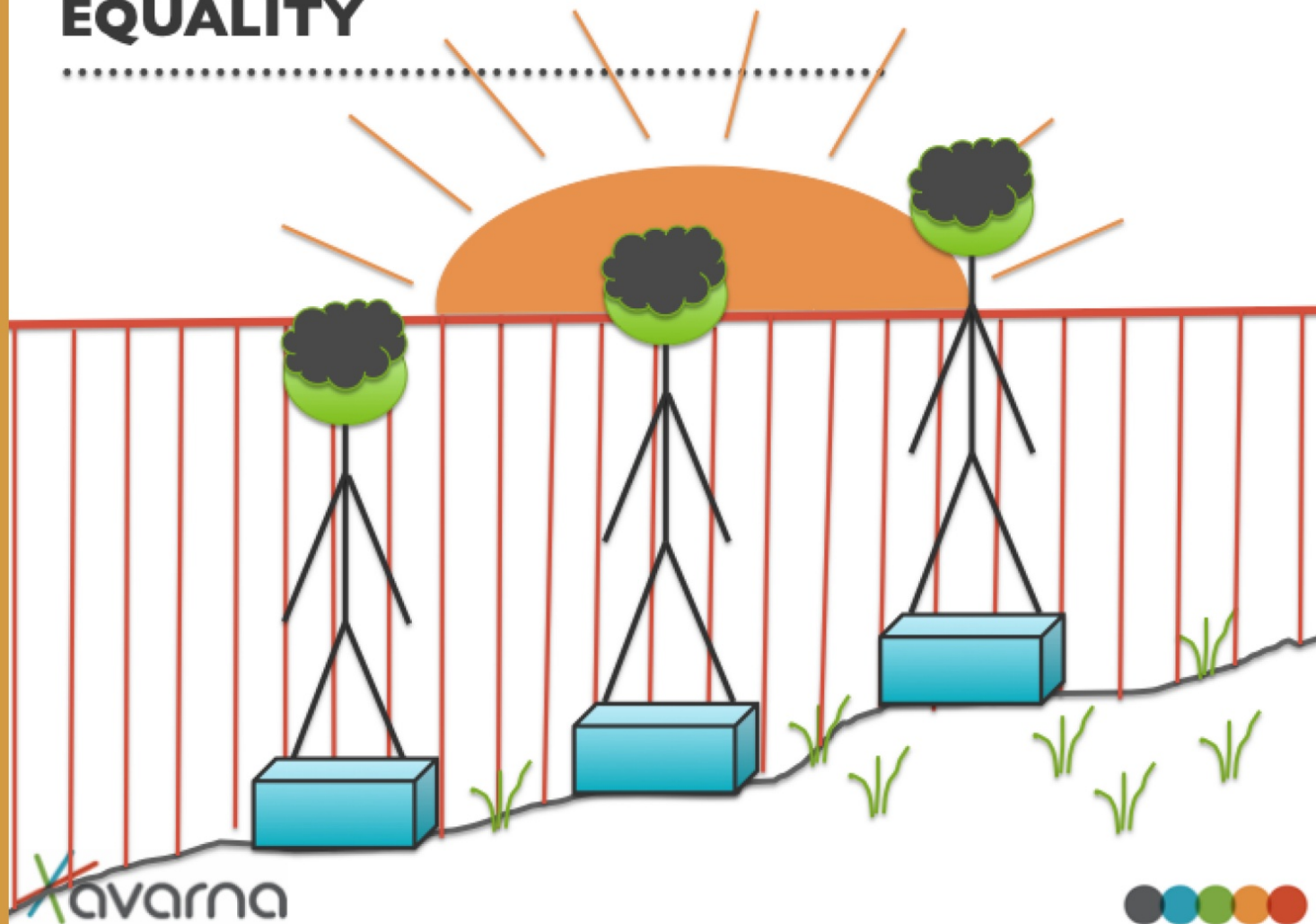


Justice: Is about dismantling barriers to resources and opportunities in society so that all individuals & communities can live a full & dignified life. These barriers are essentially the "isms" in society: racism, classism, sexism, etc.

STATUS QUO

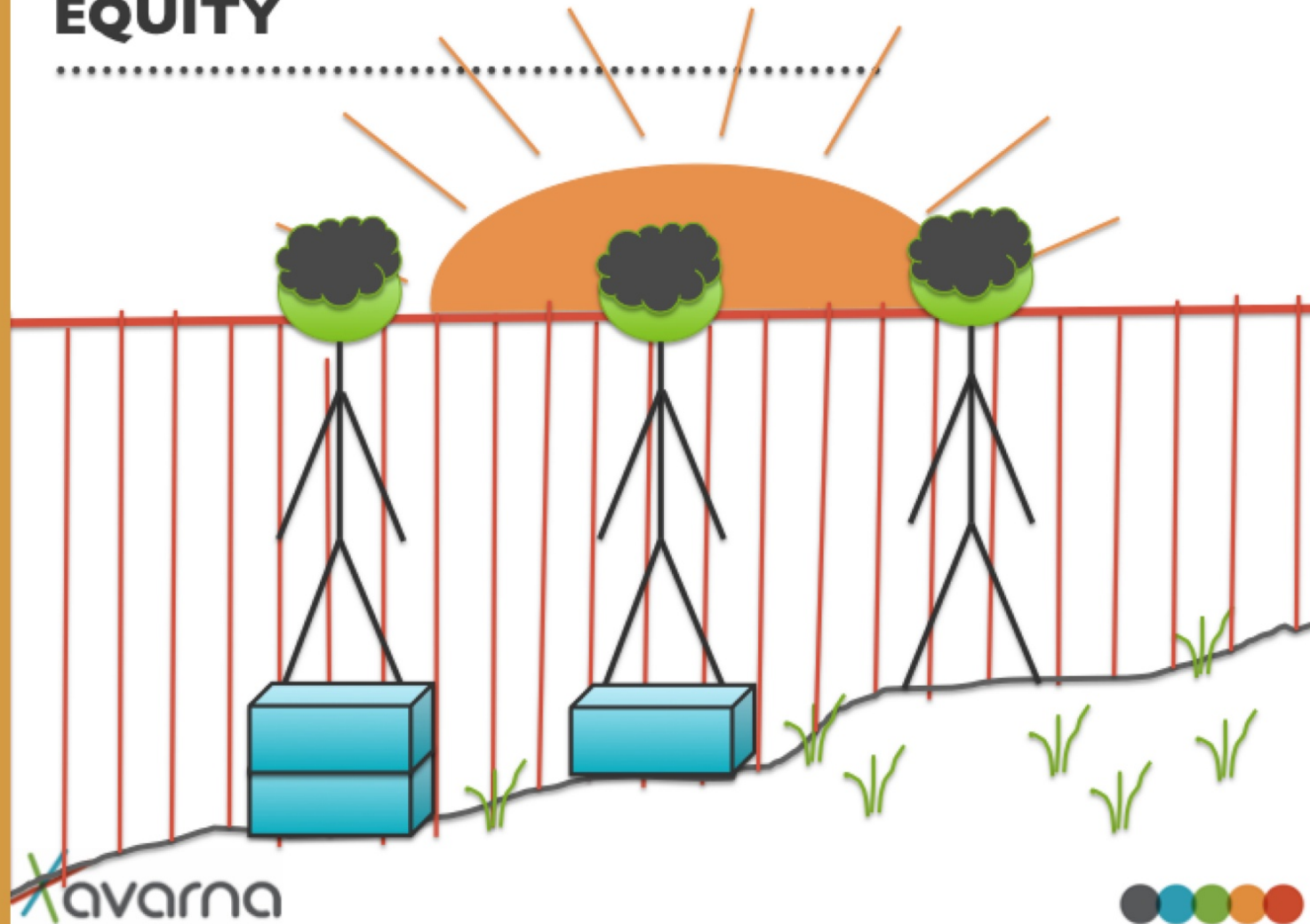


EQUALITY



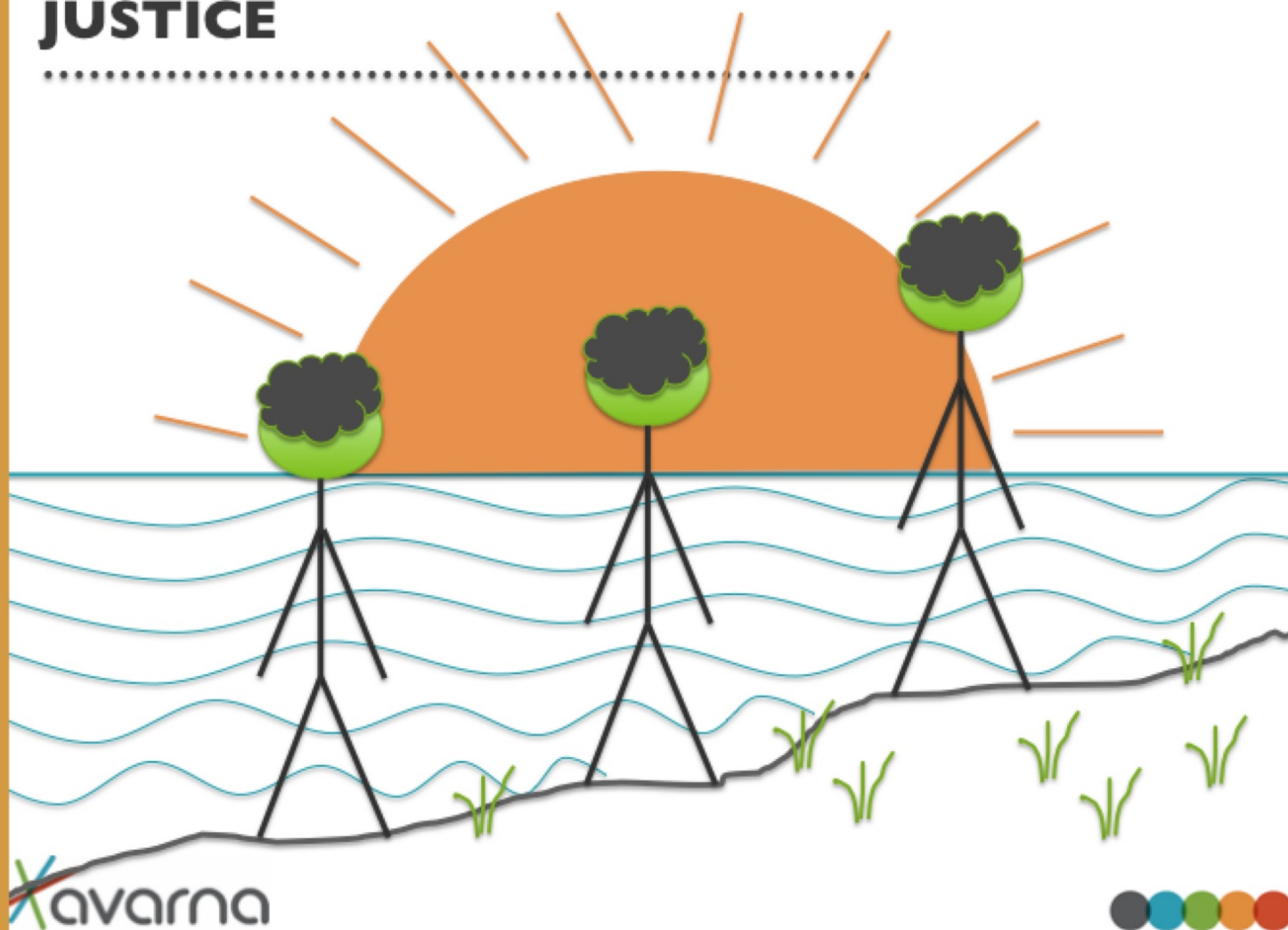
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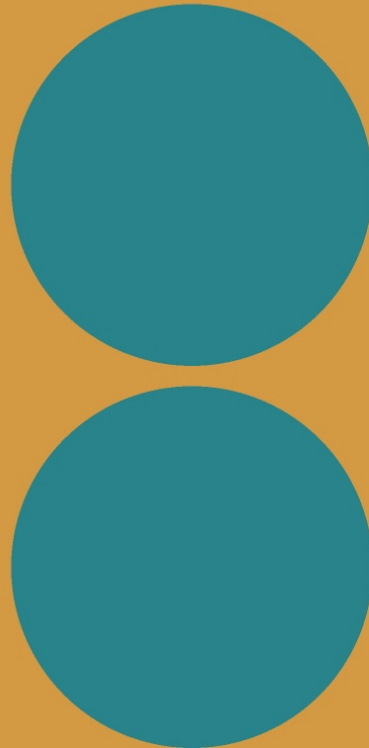
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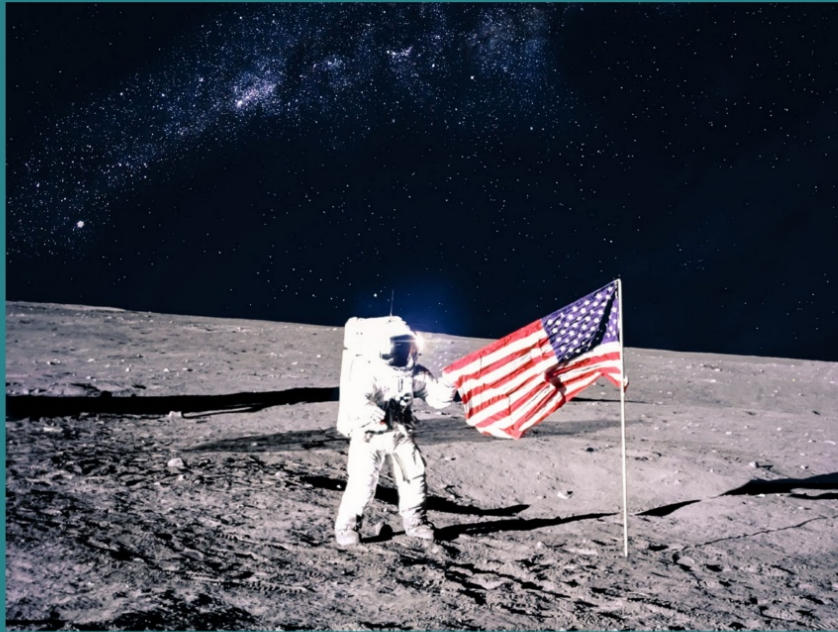
Cultural competence definition: Your ability to interact effectively across various dimensions of diversity; to flex with difference.



Cultural competency isn't just about knowing cultural norms



Cultural competence is not a destination





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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



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Why is DEIJ work important for plant conservation work?

Staff,
Board, and
Volunteer
experience

Innovation
and
Resilience

Stronger
Partnerships

Reactionary
whys

Honoring
connections &
interconnecte
dness

Addressing
injustices

Build a
broader
movement

All staff, board members, and volunteers at your organizations & agencies deserve to thrive and feel a sense of belonging

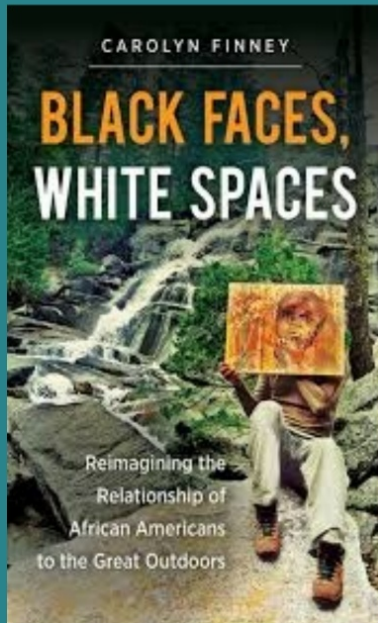




Organizations and agencies that engage in DEIJ work are quicker problem solve, innovate, and engage in better science.

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



DEIJ work.

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Doing DEIJ work means we can build a broader conservation movement.

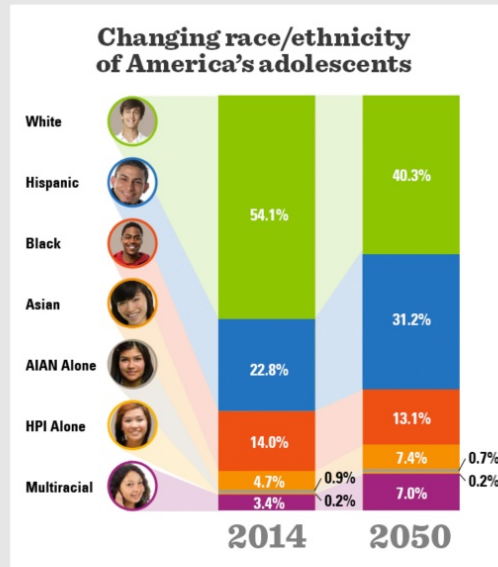


Reactionary whys refer to whys that are not based on values; instead they're rooted in some sort of external pressure you're facing or wanting to avoid.

Relevance

Liability

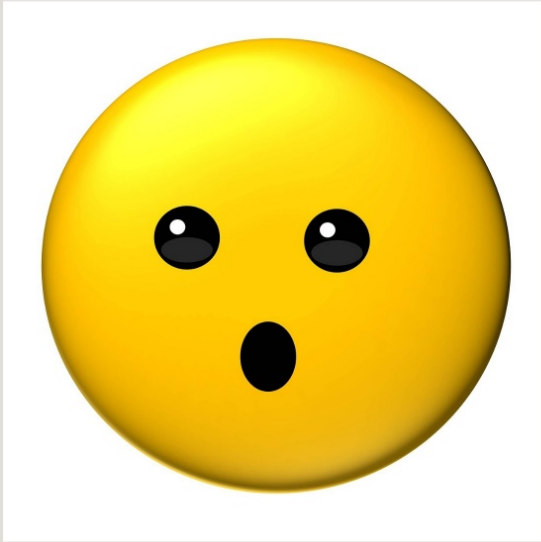
**Public Call
Out**



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



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