

# GRAND STAIRCASE ESCALANTE PARTNERS

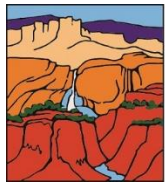
## **Commitment to Diversity, Equity and Inclusivity**

Grand Staircase Escalante Partners (GSEP) is committed to cultivating and providing equal opportunity and a work environment free from discrimination. GSEP welcomes and strives to unite people of all ethnicities, genders, sexual orientation, socio-economic situations, class, religions, abilities and ages and empowers them as individuals and as a team. GSEP values and promotes diversity, equity and inclusion in our board, staff, members and supporters and in the communities we serve. GSEP seeks to continually expand the voices and contributions that advance our efforts to protect the Grand Staircase-Escalante National Monument.

GSEP believes that:

- There are historically underserved and underrepresented populations in our country and in our communities and we need to actively identify and eliminate barriers to ensure their full participation in public lands
- Everyone connects and engages with nature in a way that reflects their culture, experiences and personal preferences
- Everyone should have access to public lands and inclusive experiences within them
- The future of preserving and protecting the Grand Staircase-Escalante National Monument is tethered to connecting the diverse youth of today to the outdoors
- Exposure and connection to the outdoors resulting from access to public lands has important physical and mental health benefits for individuals and communities.
- A more diverse, equitable, and inclusive organization improves the bottom line, attracts more talent, increases retention and fosters innovation
- Diversity yields more creative, collaborative, synergistic and effective outcomes
- Engaging in diversity, equity and inclusivity work is necessary for the health and growth of GSEP as leaders in our communities
- Diversity, equity and inclusion are essential in our mission to protect and preserve the vast landscapes of the Grand Staircase-Escalante National Monument for present and future generations.

Our vision for GSEP is to reflect the diversity of backgrounds in our communities and the broader diversity of our nation. As we approach the work of consciously cultivating the diversity of our organization, we commit to intentionally incorporate equity, inclusion and diversity into our priorities, program strategies, workforce, structure, budget, business practices, communications and workplace culture. Through these efforts, GSEP envisions our organization becoming more comprehensive and effective in its work to the benefit of all involved.



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## Definitions:

**Cultural Humility** is the suspension of what you know or what you think about you know about a person or group based on generalizations about their culture. This includes the commitment to lifelong learning and critical self-reflection, recognizing and challenging power imbalances for respectful partnerships and institutional accountability.

**Diversity** is any dimension that can be used to differentiate groups and people from another based on which we may be treated differently in society.

Dimensions of diversity include but are not limited to variation of age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, class, veteran status and other aspects of identity that make us unique. Respect for and celebration of the diverse perspectives, work experiences, lifestyles and cultures we each bring to the table drives innovation and allows our organization to thrive.

**Equity** is an approach to ensure all people have equal access to the same opportunities, whether that is access to public lands and the experiences they offer, the benefits of a healthy environment including clean water and air, and job and partnership opportunities with GSEP

**Inclusion** is celebrating, welcoming and elevating diversity to a state of being valued, respected and supported.

It's about making a conscious effort to focus on the needs of individuals and ensuring the right conditions are in place for persons to achieve their full potential. Inclusion should be reflected in an organization's culture, practices, decisions and relationships that are in place to support a diverse workforce.