

## Listening Tour with Development Department

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- Objective: To hear from the Development department any hopes and concerns regarding DEIJ at Defenders.
- Prior to Group Discussion: To ensure transparency and ease, I met with Development staff member individually to inform them of my intention of the listening tour. If there was anything that they felt uncomfortable sharing openly, I assured that anything that is said during our 1:1 will be held confidential and there is no pressure for them to share with the group. I also assured that, while I will be capturing reoccurring themes during the group discussion, I will not be taking down any names of who said what.
- During Group Discussion: I began by defining DEIJ, as the environmental industry defines it, to help clarify any confusion as to what DEIJ is and what it stands for. I mentioned that although Defenders' definition of DEIJ is still in progress, this listening tour will help the Working Group put together a definition that is clear and direct; which can then help the department incorporate DEIJ efforts into their work (i.e. major gifts, mid-level gifts, planned giving, foundations, research, etc.).
- Outcome Topics and Questions:
  - Dive deeper into diversity and inclusion topics and areas
    - Split levels of integration
    - Commitment behind action
  - Build support structure
    - How can we provide more core investment? Plan for future budgets?
  - Work in the scope we're capable of doing
    - Defining our scope, re-distribution of work

- Call for change
- Listening to diverse backgrounds
- Active in breaking down barriers
- Training for conscious/unconscious/implicit biases
- What do we want to be: leader in conservation or just good?  
What is the goal?
- Investment for our international work
- Equitable job description
  - Rating jobs
  - Education support