**DEIJ LISTENING TOUR: CONSERVATION LAW TEAM**

**Members of the Team**

-Mike Senatore

-Derek Segars -

-McCrystie Adams (CO)

-Jason Rylander

-Maggie Coulter (CO)

Tim Estep (CO)

-Frannie Monasteiro (CO)

-Cecilia Diedrich

-Lindsay Dubin

-Jane Davenport (**NOT ON**)

1. **What are the current and/or near-future DEIJ-related efforts that your team is working on?**

* Had some diversity discussions here in Denver and one of the things that has come up is we don’t know what the organization means by diversity
* We have looked up diversity statements from other organizations to include for applicants to submit when they apply for an internship with us. Application says “submit diversity statement here” ethnic/racial background/LGBTQ/veteran/socio-econo
* We have had to see how other organizations do it
* Denver team has been working on the inclusion of all this in hiring

Low-hanging fruit: 1) reach out directly to diversity-center groups on law campuses (she went to a conservative law school—wilderness society reached out directly)

2) diversity statement as part of application process

3) evaluate applicants with not just the goal with most qualified background but also consider their diverse background (of course clerking, legal research/writing etc)—ppl use internships to gain experience in field they might not have considered before

4) inform all interviewees that we are working towards improving our diversity and inclusion efforts –Say this to ALL applicants, not just those that appear “diverse”

5) post job listings on diversity-centered groups. National filipino bar association listserv.

Bigger picture:

* 1. Being able to pay summer stipend for interns (not as easy to implement) give access to students who don’t have outside.
  2. Expand those concepts to all of the hiring at Defenders

Talked about briefly: sponsor legal seminars on EJ or increasing diversity in environmental field. Often put on my student groups at law schools.

Far reaching:

expanding our outreach into pre-law fields to introduce people to environmental law

Could host a quarterly online Q&A where pre-law students from different colleges can join in and talk to a real life enviro lawyer. This not only gets Defenders’ name out there, but also allow us to interact with more diverse youth interested in this field.

Additional ideas:

* Youth advisory board
* Diversify our actual board
* WE NEED TO SUPPORT EJ ISSUES EVEN WHEN ITS NOT IN OUR WHEEL HOUSE

Sometimes can backfire: we know Defenders hired someone to do outreach to latino communities on the border wall issue. She was entirely unsuccessful. Got same response of “what are you going to do for us?” To us, the lesson was that we need to open the door to working with those groups on other issues.

There's an org in Denver (mission is to diversify legal field) and they put on a hiring event that we’ve gone to the last couple of years. This year they also did an all-day seminar that Maggie and Tim attended. One of the things learned was how to handle difficult situations in the moment. Led to valuable discussion about ways we can handle difficult situations. Hurdle that I have found is that I don’t know what I’m doing in terms of how things should be handled in terms of DEIJ. **I would like more education and training in how to handle difficult situations.**

\*Will reach out to DU professor for powerpoint slides

* Education on how not to create difficult situations – even inadvertently having an effect on people and how to handle that.
* EarthJustrice has a restorative justice consultant. When someone has an issue especially when there is a power imbalance. This outside consultant can mediate. Having someone help navigate an issue professionally.
* At Wilderness Society: had to do this training like a DEIJ conduct and sensitivity training. Depict various scenarios of inadvertent

\*Staff onboarding package –include this issue with onboarding—include trainings for new hires in addition to current staff