DEIJ Listening Tour Conversation with CCI

Moderator: Mike Evans

Participants: Jacob Malcom, Jennie Miller, Lindsay Rosa, Andrew Carter, Megan Evansen, Mae Lacey, Sasha Patsel, Shayna Steingard

1. Questions for me?

Staff want to know what current policy and programs are in place for Defenders.

Is this a blank slate? Are we building on something else?

Resources that are currently available?

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

Coexistence strategy includes community engagement.

DEIJ as part of our mountaintop removal mining project

1. Where do you see opportunities for DEIJ-related growth in your department and its goals and efforts?

CCI can create mapping tools that acknowledge who's land a project overlaps with. E.g. Native-land.ca. Include this as a standard practice first screen for acknowledgement and outreach for inclusion.

CCI could be the data/tool providers for the rest of the organization.

1. Where do you see opportunities for DEIJ-related growth at Defenders as an organization?

THEME: OBJECTIVE AND TRANSPARENT BENCHMARKS FOR PAY/PROMOTION

What do we have in place for pay equity, maternal/paternal leave. Are these based on recommended standards?

No way to assess whether compensation is equitable. How can we assess?

Appreciate the salary range on position descriptions

* Desire for more transparency
* Clarity around the process of salary negotiation, when it happens, how it happens

Need for more sufficient baseline data - and regular evaluation and metrics to track progress.

HIRING PROCESS IMPROVEMENTS

Questions about who gets included as part of the hiring process

* Both from the perspective of who gets considered internally
* And who gets to be on the hiring committees

 Include what you will get out of a position

Thinking about different sets of 'experience' that might come from different backgrounds during hiring process, rather than an inflexible set of ‘traditional’ qualifications.

More targeted job postings to intentionally solicit diversity.

AWARENESS/SENSIVITY TRAINING

Can we raise awareness of general racial inequality in the country and how that translates into our work.

Increase comfort in engaging on DEIJ topics in all aspects of work.

Communication among teams and departments that are already doing DEIJ things. Can we more broadly share what is going on?

Integrate diversity trainings into onboarding - provide annual refreshers. Cultural norms so that these are not roll your eye. Most effective ones are in-person, personal experience. Seminar series with dedicated funding.

NEED TO DELIBERATELY ENGAGE YOUNG, DIVERSE AUDIENCES TO CREATE A DIVERSE, INCLUSIVE PIPELINE

Partnering with Universities? Is this a way to get a more diverse audience familiar with Defenders. Student clubs that are sponsored by outside organizations.

Unpaid internships are implicitly discriminatory - need a partnership scholarship.

Need to develop a more diverse pipeline.

Outreach to more diverse communities as a recruiting pipeline.

Sponsoring clubs - come up with worthwhile projects to set up for students

Do we do any sort of outreach on campuses like photo contests, but for storyMaps?

Can we engage even younger (pre-College) audiences to let them know that conservation is a thing you can do

* Skype a scientist
* Develop lesson plans for teachers because they need these!

"I would've loved to have heard about Defenders in high school" and we need to think about which schools we target.

* Lack of awareness for animal lovers: veterinarian is the default.

COMMUNITY SENSITIVITY

How does DEIJ come into play when we are instigating projects on the ground? Do we survey communities we work with to get feedback as to whether they feel included?

We work in support of comment letters, litigation on the federal lands side. No projects with a direct interaction with a local group that is not conservation based. Community based. "Writing is vague enough not to hurt feelings"