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