NW:

1. What are the current and/or near-future DEIJ-related efforts that your team is working on?
   1. See attached memo
2. Where do you see opportunities for DEIJ-related growth in your department and its goals and efforts?
   1. Make sure that our teams are documenting our work in Goal 2 in 15 Five.
   2. Expand relationships with tribes and indigenous communities, especially on wolves. Collaborate on workshops with them. Both in WA and OR.
   3. Utilize demographic tools to figure out where we host events (low-income and environmental justice screens).
   4. OR Zoo partnership that will establish us as educational partners, and their member base is very diverse. They also have a lot of programs for low-income families and racially diverse communities.
   5. Increase the intersectionality of events (June as a gay pride/orca month event).
   6. Update our outreach materials and be more intentional with language and images (show more people and make sure it’s diverse). Try to have a focus group to get feedback on the fact sheet.
   7. RISE and Cascadia Wild partnership. Refugee and Immigrant Student Empowerment program. Getting these student outside snowshoeing and other things.
3. Where do you see opportunities for DEIJ-related growth at Defenders as an organization?
   1. Create more institutional support for this work. Value it at the same level we value our traditional program work. It needs to be part of work plans and be an explicit point of discussion in our annual review. Support for the work and expectations that it be done.
   2. We need to fund this work: if we want staff to do the work, it needs to be valued as equally important to our other work. Also need to fund new positions to bring in expertise (outreach, social scientists, etc.) And need to fund projects/recommendations (ex: traanslators, EJ screens, etc.)
   3. See attached memo for other recommednations

DC Field:

1. What are the current and/or near-future DEIJ-related efforts that your team is working on?
   1. DEIJ incorporated into coex strategy document
   2. Announcing a position for policy fellow for field con, and working with HR on getting more diverse applicants.
2. Where do you see opportunities for DEIJ-related growth in your department and its goals and efforts?
   1. Hire more people who live in the communities we work in (and that we want to work in moving forward)
   2. Explicit messaging about the things we do with DEIJ implications. Put it more front-and-centered. EX: Defenders signed on to a letter about the importance of LGBTQ representation at DOI. We’ve been hesitant about engaging on non-wildlife issues in the past.
   3. Partner with tribal governments and communities; organizations represented by non-white/dominate folks
3. Where do you see opportunities for DEIJ-related growth at Defenders as an organization?
   1. HR processes can improve who we’re inviting to apply for jobs. With HR growing as a department, there’s opportunities to do more.
   2. Images we use in reports are of wildlife and landscapes, not of people. When we have people in photos, it tends to be cowboys. Make sure we’re not tokenizing, but show diversity. Authenticity is key! No box checking.
   3. Finding new partners and coalitions related to DEIJ

ALASKA:

1. What are the current and/or near-future DEIJ-related efforts that your team is working on?
   1. Broadly, most all of the Arctic work (and many other places), we do what we can to work with native Tribes and native Partners whenever we can.
   2. For the Arctic Refuge, the entire campaign is set up to elevate indigenous/native voices. Focus has been just as much on indigenous rights as anything else.
   3. Defenders has questioned how we best fit in with campaigns like this given our focus on endangered species. But we do work with and message with indigenous peoples.
   4. Working both with indigenous led NGOs and tribal governments.
   5. Campaigns with elevated tribal voices: Arctic Refuge, Tongass, National Petroleum Reserve Arctic.
   6. Alaska Native Science and Engineering Program. Via Univ. AK-Anchorage. Spans upper elementary through PhD. Caters to people from all over the state. Primarily native (but they don’t have to be) students involved. We would pay to support a student intern at USGS. That relationship has expanded to include USFWS, USGS, and ANSEP. Helping with educational programs at lower grade levels on polar bears and other marine mammals. Interns work on research projects and write blogs. Intern primarily housed with agency, but they also work in our office. Very celebrated and well-known state-wide.
   7. Working with girl scouts and belugas. Slow starting, but in the works. Trying to create an endangered species patch around the belugas. In education program, trying to connect with schools that don’t have the financial resources to travel/participate. Reaching out to really diverse schools.
   8. Have a desire to support a very rural, very diverse school in their Tsunami bowl participation.
   9. Tongass coalition actively engages the Women’s Earth and Climate Action Network.
2. Where do you see opportunities for DEIJ-related growth in your department and its goals and efforts?
   1. Expand networks and connections with groups like WECAN
   2. Partner with NOAA to do trainings at community centers or religious buildings.
   3. There’s a refugee community that could be engaged more.
   4. More collaboration and engagement with the scientific community. Are there ways we can connect other groups to the scientific community.
3. Where do you see opportunities for DEIJ-related growth at Defenders as an organization?
   1. Working with tribal governments vs. tribal-led NGO’s. Can Defenders establish some approaches or protocols for how to establish these relationships? Understanding the differences between the two is very important. Understanding the government-to-government.
   2. Find partnerships at a national level to pave the way for collaborations for regional offices (example: National Congress of American Indians). Need to do something in a big way that breaks the ice.
   3. Defenders staff is not all on the same page in terms of our understanding of various social issues. Should have a trainer to help us.
   4. Recruitment plan is in the works, and should be advanced in an inclusive way. Hiring and retention also need to be a big priority.

Alaska office welcomes additional dialogue and looks forward to updates. When it’s time to consider/develop protocols around tribes, AK (Nicole) wants to be involved.

CALIFORNIA:

1. What are the current and/or near-future DEIJ-related efforts that your team is working on?
   1. Unpaid internships are a barrier for folks to intern with us. They were able to get funds to create the Fearless Fellow program (may have been just a one-off program).
   2. Working to increase outreach efforts, especially with youth and on college campuses
   3. Hired staff who can speak Spanish fluently to help with outreach
   4. McGeorge’s law school program/internship. Having college credits helps.
   5. CA office has been looking for avenues to get more diverse staff
   6. The Salton Sea campaign has ties to migratory birds and human/indigenous health. Working with communities on management of the Salton Sea to make it an asset to the community. Conservation and local healthy connection.
   7. Lack of staff/capacity makes it harder to meaningfully engage
   8. In state policies, they partner with DEIJ groups when possible. Example: drinking water campaign.
   9. Tribal work: CA desert work. Forestry work/fire restoration has been pulling in more traditional knowledge to inform fire management.
   10. CA desert also engages latino/Hispanic communities.
   11. Used to have a Central Valley organizer (grant funded) that was really helpful. We need more funding to hire boots on the ground.
   12. Friends of Lower Calaveras River was a good example: took the river from a liability (polluted and filled with trash) to an asset: empowering communities to do water quality and habitat restoration. Brochure on the historical wildlife was in English and Spanish. Defenders help too start up the Friends group, and while we aren’t there anymore, the group is still going with volunteers.
   13. Work to set up conservation agreements with local conservation corps, which have a lot of diverse workers/volunteers from the local communities.
   14. Paradise Valley Housing Project – Have done a little bit here. Worked with Sierra Club
2. Where do you see opportunities for DEIJ-related growth in your department and its goals and efforts?
   1. Lots of opportunities in the Central Valley
   2. Hard to find funding for an organizer’s salary
   3. Opportunities for Defenders to engage with Conservation Corps and other groups like this.
   4. We need paid internships and fellowships (or college credits).
   5. Can look more closely at issues that intersect with community/public health: ex. Open space, water, fracking, plastics, toxics, pesticides. Look at different issue areas and be more flexible in our ability to help the community (not just an endangered-species-driven issue).
   6. Create opportunities for communities to get into the conservation world via training. EX: fire restoration training program in community college. This is an opportunity for people getting on a career track
   7. Interns and volunteers – need a stipend. Without it, we get predominately white and wealthy applicants.
   8. Connect conservation messaging to some of the wealthier folks in CA to do more fundraising for DEIJ.
   9. Sierra Institute – Plumas program. 5 week job opportunity for high school students (some college). They learn new skills on forest restoration and watershed management. Many of the participants had not been in a forest before.

i. <https://sierrainstitute.us/program/pcrew/>

* 1. Community Science – need to get more people involved (camera traps)
  2. Climate change – a lot of movement to respond to climate change via resiliency. Engage communities that are most impacted more and help them to respond (in a green way, not with more infrastructure).
  3. More money is flowing into restoration and resiliency. We should be helping more people access these jobs so that is more reflects the community.
  4. More work with pollinators! Community gardens. Get people’s hands dirty and have them see more bees/pollinators. Pollinator work also connected to human health.
  5. Expand our work where our priorities align with those of the environmental justice community. Doing so could help us to attract more diverse staff and supporters. Water quality is a particularly good opportunity to do this, as poor water quality affects California’s disadvantaged communities and its wildlife.

1. Where do you see opportunities for DEIJ-related growth at Defenders as an organization?
   1. We need a national point-person for DEIJ. We had some organizers in the past from Govt. Relations, but we should have something separate
   2. Let’s not turn this into a box checking exercise. Needs to be more fully integrated into our issues (or have a lens for DEIJ that we look through) for existing and new programs.
   3. Without a dedicated organizer/organizational support, our DEIJ work is more one-off and not fully integrated.
   4. If we’re serious about doing this, it needs to be a substantial investment in the organization.
   5. For a DEIJ coordinator, we need to make sure they have tools, resources, etc.
   6. Don’t just repackage what we’re doing. Don’t just half-way do it. Hire someone, give them a chunk of money to hire people, and empower them to help refocus our existing programs.
   7. Needs to be a multi-year commitment (EX: have funds to offer paid internships for 5 years).
   8. Need to start working with organizations we haven’t worked with before. We need to go to their events and sign on to their issues. Don’t just expect them to join us. Many orgs are warry of being “tokenized” or the “box” that gets checked.
   9. Need to change from “they” to “we.”
   10. Assessment to determine what needs to be done on the DEIJ front? Who are the communities or groups we need to engage? Need to think outside of the Defenders box and our current issues.
   11. As a staff, we need to view our mission more about advancing biodiversity, which includes people. We need to focus more on communities (natural and human communities)
   12. Proposal that Defenders establish a scholarship fund to support LA Conservation Corps (LACC) members who have enrolled or will enroll in a junior college in pursuing a degree in wildlife conservation or a related field. LACC already has a scholarship program for its members, so it appears Defenders could provide funding for an already established program. Information about LACC as well as its scholarship program is available on the following webpages.

i. <https://www.lacorps.org/>

ii. <https://www.lacorps.org/programs/corpsmember-development/awardsandscholarships/>