Operations II

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

Unsure of what they are doing but feel that the organization as a whole has grown in terms of inclusivity and diversity.

Creating nametags for everyone so that they feel included

Giving everyone a tour of the facility

People in the building have a mailbox

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

Building more accessible handles for doors

Button for wheelchair accessibility on the front door of the building

Getting braille for the elevator floors

Identifying if someone could learn ASL

Making sinks, bathrooms, and fire drill plans for mobility limited individuals

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

Potentially tabling and recruiting from more diverse institutions in order to recruit qualified candidates to do more direct impact work with the wildlife and land areas. They mentioned that a lot of the support staff is diverse, but the frontline individuals are not. From the outside looking in the organization seems very much predominantly white but once you are in, there is more transparency on the diversity.

Every member has felt accepted and included and those who have been here longer have seen a change in the demographics of defenders.

Being more aware of how to access your personnel file

Doing some outing events to historical museums or to gain access to the aquarium/natgeo and other wildlife and diversity events.

Enjoyed seeing CEO in informal session and makes them seem more personable and change the perceptions thy might have had about CEOs in the past. Having that be more frequent would be great.