Southeast Field Office DEIJ Listening Tour

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

* Heirs property legislation in FL/engaging new audiences
* Panther outreach and coexistence materials in Spanish
* Natural Working Lands Working Group in NC / climate change mitigation / marginalized communities
* Southeastern Hellbender Conservation Initiative (SEHCI) / Farmers who are underserved and at the economic margins
* Freshwater fish conservation / collaboration with Eastern Band of the Cherokee Indians (ECBI)

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

* Workshops & Walkabouts / outreach to communities of color/ inviting diverse speakers and presenters
* Internships / diversify our applicant pool
* Coastal communities / enhancing our outreach materials to be more relevant

3) Where do you see opportunities for DEIJ-related growth of Defenders as an organization?

* College campus outreach
* Attracting/engaging the “next generation” of advocates and donors
* Diversify organizational leadership – age, gender, experience
* Diversify decision-making authority and/or process
* Defining roles and responsibilities for DEIJ at organizational and employment levels