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

Working with LatinX groups, indigenous peoples, Craig miller with boarder work, white mountain apache groups where the relationships are very fragile, important and difficult to build

They do not have any that they are working on ad hoc but have essentially integrated it into every aspect of their daily work.

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

Better messaging from the organization to cater to outreach and Different DEI groups. Mention of the Sierra Club being very good at going outside of their values to cater to their communities’ goals.

Better communication for Diverse family groups that may be more interested in hunting, fishing, camping in local areas.

A checklist of sorts to make sure when writing scientific papers of things to consider for inclusion when publishing (better word auditing)

How to measure how successfully they are engaging diverse groups and how well they are

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

Opportunities for better equity for internships and entry level positions as some individuals are mentors for certain diversity groups on their free time, they recommend our internships but, unfortunately the individual will go to another organization that has a paid opportunity and relocation fund available.

Include field offices when working on plans to collaborate or work with a species that is native to that area or if were traying to implement wind energy in a certain state, connecting with the field offices for those calls.

Better onboarding for new hires in field offices

Making 15 five questions similar across the board as some departments have MUCH longer 15five questions

Doing a workshop on how each department’s work is applicable to each of the strategic plan goals

Workshop on how our role is made to get other voices and underrepresented voices to the table and how to do that to be more efficient and deliberate in that attempt.

Ally and transparency training unconscious bias training and bystander training, general public speaking on behalf of the organization training

More innovative ways to connect different generations and close the gap for funding opportunities between generations. People do not use calendars and general holiday cards, more of a bigger social media presence, marketing to younger and older generations and remembering that both have some limitations (size of font)

Leadership is being trained to be more inclusive but also needs to be able to make an executive decision and sometimes watering down the conversation can make it less intentional where the goal is headed

Organizational definition for what DEIJ means to defenders as an organization

How are we measuring the SP over time? What metrics do we have in place to measure that.

Create a how to guide on how to have best practices for integration with other organization and people in their communities and support both needs of each organization simultaneously (Indigenous peoples, integration with publications, organizations at border wall working on human rights issues) Currently they are denying collaboration for some of those to prevent issues or contrasting opinions but this could make it seem as though DOW is against the other organization’s values

They would like a list serve for training modules on how to work with different organizations and peoples. Creating a list serv or library of good prerecorded webinars