

## Incorporating more diversity, equity and inclusion into your work Peer to Peer Learning Session Notes: Confluence 2020

The session started with introductions and then divided into small groups for an exercise using the Assumption handout

Small groups answered the following questions:

1. How do we allow assumptions to muddy the facts?
2. How many myths/stereotypes about diversity within natural resources is based on our assumptions without informed research?

Challenges Discussed:

- Ways to market and recruit for diverse talent
- How to help the sole minority feel appreciated, valued, and respected in the workplace?

References: Assumption Exercise - handout

Whole Group Discussion: Small groups reconvened to share small group discussion and bring ideas together as a whole group.

Key Points of Discussion:

- How to attract more diverse candidates
  - Make jobs relevant to their community and life
  - Make population aware-publications viewed by diverse communities (e.g., tribal colleges, Historically Black Colleges and Universities (HBCUs))
  - Start with one!
    - Your organization may have the desire to bring in a cluster of diverse talent but have a low yield initially.
    - What can the organization do now to make sure that one person feels valued and respected?
    - How will your company make sure that individual is heard when pushing against traditional norms?
  - Help others “see” themselves in organizations.
    - How does your organization’s current marketing and advertising go against the visual stereotypes perceived in natural resource careers?
    - Have marketing break the visual appearance of a white male cowboy/researcher out in the field.
    - To bring in diverse talent you must have a diverse vision for how the talent would be immersed in the field.

- Investing
  - Actually having dedicated funds to diversity and inclusion efforts. Additionally, those funds should be counted on continuously.
  - A Diversity and Inclusion mission is meaningless if there are no funds allocated to see the mission into fruition.
- Compensation is important.
  - Making sure your diverse talent is being paid comparable to their white colleagues.
  - Many industries are aware of the compensation gap and continue to perpetuate it by offering lower wages to diverse talent.
- How to attract diverse board member candidates
  - Opening up membership
  - Rethinking requirements in order to find a larger pool
- Sending diverse employees into the field or remote locations
  - Site visits available at all times
  - Confidential reporting
  - Web conferences
  - Regional meetings
  - Resources-a variety of organizations offer resources such as:
    - Center for Diversity and the Environment <https://www.cdeinspires.org/>
    - “Uncomfortable Diversity” listening session at Colorado State University’s Warner College of Natural Resources-these listening sessions address what/why are we so tense about addressing and discussing diversity issues?

Key Next Steps:

- Publicizing positions more widely
- Prework to create welcoming environment
- Reframing barriers

Documents for Appendices: Assumption Exercise handout