

# **Incorporating more Diversity, Equity, and Inclusion into your work.**

**Session Host(s):** Dr. Rickey Frierson, CSU Warner College of Natural Resources & Dominique Gómez, CSU Salazar Center

## **Description of Session:**

This session will provide participants an opportunity to gain insight into best practices and lived experiences from other professionals within diversity, equity, and inclusion. Participants will learn from the perspectives of three speakers, as well as discussion on how to implement innovative and sustainable change in their respective workplace. Participants will be enlightened on available resources and knowing how to intervene skillfully while empowering others to respond proactively to ensure clear movement towards a more diverse, equitable and inclusive environment.

## **Outline the session:**

10 minutes: Activity

5 minutes: Introduction of Speakers

30 minutes: 10 per panelist to present (Case Study Information)

15 minutes: Participant Questions and Comments/Discussion

## **Activity: Cash Register**

A short exercise to prime participants about the dangers of assumptions and disregarding context of information when executing diversity, equity, and inclusion practices.

## **Case Studies:**

1. Kristina Ortez: development of the Rio Fernando de Taos Revitalization Collaborative and our relationships with the legacy Hispano community and Taos Pueblo.
2. Shonto Greyeyes: Recruitment practices; and investment in professional development for the long term
3. Arielle Quintana: Quivira Tribal Land Stewardship Initiative

## **Participant Questions, Comments/Discussion:**

1. What tools or trainings might be needed to help include more DEI into your work?
2. What barriers do you see to fostering inclusion at your workplace?

## **Technology & Materials:**

Flip charts and pens

PPT template slide

Index cards and pens

## Bio of Host(s) and Case Study Presenters



Host: Dr. Rickey Frierson, Director of Diversity and Inclusion Warner College

Dr. Rickey Frierson joins Warner College as the college's first Director of Diversity and Inclusion. Frierson joins the College with a strong background and set of experiences related to diversity and inclusion in higher education. He recently completed a Ph.D. at the University of Houston, where his dissertation research addressed factors underlying degree success and completion of minority males in predominantly white institutions. He has an extensive background as a consultant, trainer, and professional, with experience with faculty recruitment and retention, program assessment, student mentorship, program leadership, strategic planning, and other topics.



Host: Dominique Gómez, Program Director Salazar Center

Dominique Gómez joined the Salazar Center as its program director in the summer of 2019. Prior, she most recently served as COO at WaterSmart Software, where she helped the company grow its operations and advocated for technology and innovation in the water sector. Dominique has worked on climate policy as a Governor's Fellow at the New Mexico Environment Department, then later as a consultant at Cascadia Consulting Group in Seattle, where she currently serves on the Board of Directors. Dominique has an MBA from Stanford, MPP from the Harvard Kennedy School of Government and a BA from Yale University. Originally from Colorado, Dominique is thrilled to live in Denver with her husband and infant daughter and enjoys baking sourdough bread and getting outside.



Shonto Greyeyes, Navajo, Program Coordinator Arizona Conservation Corps

Shonto Greyeyes draws experience from 8 years working in forests, deserts, and occasional classroom. Shonto is the Program Coordinator in the White Mountains office of Arizona Conservation Corps, a non-profit AmeriCorps program. He strives to continually develop skills to better engage youth and young adults within communities that do not have resources or structures dedicated to personal skill development and exposure to land stewardship opportunities. He works towards making a positive impact in the lives of young adults to cultivate more mindful, environmentally conscious leaders. Equipping them with the confidence to inspire themselves and others to become pillars in their communities. Whether it's backpacking, mountain biking, rock climbing, or tending corn fields, he is most comfortable outside.



Kristina Ortez, Executive Director Taos Land Trust

Kristina Ortez is the Executive Director of the Taos Land Trust. She grew up in the San Joaquin Valley of California in a small farming town and moved to New Mexico in 2008. She lives in Taos where she is raising her two daughters, ages eight and five. Kristina graduated from Harvard College with a degree in Anthropology and completed her Masters of Public Administration at the University of New Mexico. Kristina has dedicated her professional career to the preservation of public lands and ensuring clean water for rural communities. She serves as the Secretary for the newly restored Vigil y Romo Acequia Commission and sits on the Board of Directors of Alianza Agri-cultura de Taos and Conversation Voters New Mexico.



Arielle Quintana, Cochiti Pueblo, Education and Outreach Director for the Quivira Coalition

Arielle Quintana is a proud tribal member from Cochiti Pueblo, one of the twenty-three federally recognized tribes in New Mexico. She was raised to preserve the strong ties between people and land, which she continues to do to this day. Arielle is the Education and Outreach Director for the Quivira Coalition, a non-profit that seeks to build soil, biodiversity, and resilience on western working landscapes through education, innovation, and collaboration. Her primary role is to design, coordinate, and implement high-quality educational programming on regenerative practices for agricultural producers and land stewards. She also oversees the Quivira Tribal Land Stewardship Initiative, which builds partnerships with tribes in New Mexico to offer educational opportunities tailored to tribal interests and goals related to agriculture, land management, food sovereignty, and other traditional uses.