

# DIVERSITY, EQUITY, AND INCLUSION

*2020 Report Card*

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**Creating a more inclusive,  
relevant, and successful  
conservation science community  
by welcoming and collaborating  
with diverse voices.**



## **Dear Friends,**

As part of the #ShutDownSTEM movement in June 2020, our team met virtually to discuss our engagement with diversity, equity, and inclusion (DEI). We each feel strongly that we must deepen our personal and organizational commitment to fostering an inclusive culture. We are holding ourselves accountable for taking action.

Many of the spaces we work in—academia, government agencies, and community science circles—are dominated by privileged voices. We plan to improve our efforts to actively work with BIPOC, LGBTQ+, and other diverse groups to learn how to support their access to these spaces. To do this, we will seek relationships and partnerships with other nonprofits focused on and led by these communities.

There are so many intersections between conservation and social justice, the pursuits cannot be separated. Many of the issues threatening wildlife and lands—like climate change or development—are affecting marginalized groups disproportionately. When communities are forced to spend their energy and resources fighting for basic rights and well-being, they are unable to contribute to conservation science. As we expand our partnerships, we're committed to fostering reciprocity in relationships by identifying and contributing to shared causes.

We have also made plans to seek guidance from these communities, implement further staff-wide inclusivity trainings, and begin monthly accountability meetings for our staff. This report card helps keep us accountable for our progress as an organization. It will be renewed annually. If you want to share your thoughts or experiences with us, we welcome your voice.

Sincerely,

**The Wild Utah Project Team**

# Our Metrics

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**Accomplished**

Goal was met.

In Progress

Not Yet Met

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Accomplished

The goal has not been met.

**In Progress**

We are actively progressing toward the objective.

Not Yet Met

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Accomplished

More work is needed to make significant progress toward the objective.

In Progress

**Not Yet Met**

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# Hiring



**Big-Picture Goal:** Create a culture and hiring process that attracts diverse and DEI-aware staff.

Accomplished  
In Progress  
**Not Yet Met**

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## Objectives

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## Analysis

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**1:** Choose or create mandatory training for all staff/board members involved in hiring. Training should cover implicit bias and how to avoid excluding qualified candidates with diverse backgrounds.

A training was identified for staff. Staff have not yet held a meeting on implicit bias and hiring.

**2:** Create a DEI hiring document with screening recommendations for potential hires, important diversity data and considerations for hiring committees, and sample interview questions that avoid common exclusionary interview patterns.

Executive Director and Communications Coordinator have plans to create a DEI hiring document.

**3:** Create a hiring process for hiring committees that keeps DEI at the forefront of each phase. An inclusive hiring process should include where/how positions are posted in order to reach a diverse range of audiences/job-seekers.

The Executive Director and staff are in the planning stages of creating a suitable hiring process.

# Culture & Training



**Big-Picture Goal:** Foster an organizational culture of inclusion, engagement, and satisfaction.

Accomplished  
**In Progress**  
Not Yet Met

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## Objectives

## Analysis

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**1:** Hold monthly DEI meetings with thought-provoking questions for safe discussion, educational topics, accountability, and training materials.

Staff held monthly DEI meetings as planned.

**2:** Conduct an anonymous employee DEI and satisfaction survey with the opportunity to request specific topics and DEI training materials to be covered for staff.

Staff have not yet been surveyed.

**3:** Look into in-depth DEI trainings/courses as an option for staff development and create DEI training protocols for new hires.

DEI trainings resources have been identified for staff. New hire DEI protocols have not been created.

# Partners



**Big-Picture Goal:** Foster partnerships with groups that can help expand the communities we reach.

Accomplished  
**In Progress**  
Not Yet Met

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## Objectives

## Analysis

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**1:** Create a working list of organizations we would like to foster relationships with and begin exploring ways to work together toward shared goals.

Staff have identified and begun reaching out to organizations with shared goals who could help expand the communities we reach.

**2:** Add DEI metrics to evaluations of potential partners.

Has not yet been created.

**3:** Train staff on best practices for cultivating diverse partnerships.

DEI meetings have included these trainings and conversations.

**4:** Develop objectives/approach for partnering with diverse groups that emphasize mutual benefit for each organization.

Trainings on diverse partnerships have centered reciprocity and discussed approach. Staff are in the process of developing objectives.

# Volunteer Engagement

**Big-Picture Goal:** Expand the reach of our volunteer engagement to include more diverse backgrounds.



Accomplished  
**In Progress**  
Not Yet Met

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## Objectives

## Analysis

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**1:** Include plans for volunteer engagement and DEI in project management plans. Add DEI metrics to project screening and creation processes as well as success metrics.

Staff have added DEI metrics to project screens. Staff are in the process of including DEI in project work plans and volunteer engagement plans.

**2:** Make DEI policies and practices available to volunteers.

DEI policies have been made available to volunteers and are now reiterated on projects.

**3:** Use surveys to evaluate volunteers about their project experiences, including DEI.

DEI-related surveys have not yet been distributed.

**“In our work bringing together diverse communities and partners to conserve wildlife across the West, we recognize that our vision can never be realized while social injustice persists. We believe vibrant ecosystems and healthy communities are interdependent, and we are taking actions to better address injustices perpetuated by ourselves, our organization, and our community.”**

*-The Wild Utah Project Team*



# Share Your Thoughts

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As we work to turn our commitment to DEI into concrete goals, we acknowledge that we are learning. We warmly welcome your thoughts on this report card. We also appreciate hearing any experiences or suggestions that might inform our strategies.

**Please reach out to:**

**Sarah Woodbury, Communications  
Coordinator**

sarah@wildutahproject.org

**Joshua Wood, Executive Director**

josh@wildutahproject.org



*Photo by Paul Burnett (edited)*