



DIVERSITY, EQUITY, AND INCLUSION

2022 Report Card

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



Dear Friends,

Over the past three years, our team at Sageland Collaborative has deepened our engagement with diversity, equity, and inclusion (DEI). We've updated organizational processes, from program selection tools to communications practices to options for volunteer accessibility. We've nurtured reciprocity-rooted partnerships with non-dominant cultures and communities to further conservation in the West. We've met monthly to learn about inclusion, holding each other accountable for tasks and projects that arise in these meetings.

While we are excited by this progress, we know that we still have much to learn. We recognize that many of the spaces we work in—academia, government agencies, and community science circles—have long been dominated by privileged voices. While we are working to invite voices that have been dismissed into these spaces, we are also prioritizing co-creating *new* spaces that respect and learn from multiple forms of knowledge, expertise, and being.

Importantly, we also recognize that the lands and wildlife we work with are the relatives of various Indigenous tribes, who have important knowledges and practices and have been, in many places, physically or culturally barred from engaging in these relationships. Scores of cultures, voices, and ways of caring for landscapes and non-humans have been silenced in the West. Navigating these unjust, oppressive realities and the structures that hold them in place is difficult, and we are currently focusing on learning how to do this better.

This report card helps keep us accountable for striving toward more vibrant, inclusive, living conservation work. It will be renewed annually. If you want to share your thoughts or experiences with us, we would love to hear from you.

Sincerely,

Janice Gardner, Interim Executive Director

Our Metrics



Accomplished

Goal was met.

In Progress

Not Yet Met



Accomplished

The goal has not been met.

In Progress

We are actively progressing toward the objective.

Not Yet Met



Accomplished

More work is needed to

In Progress

make significant progress

Not Yet Met

toward the objective.

Hiring



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

Accomplished
In Progress
Not Yet Met

Objectives

Analysis

1: Select mandatory training for new staff/board members involved in hiring, including implicit bias and including various forms of expertise.

2: Create a hiring document with screening recommendations, diversity data, hiring committee considerations, and sample interview questions avoiding common exclusionary interview patterns.

3: Shift Board work toward inclusivity.

4: Implement a hiring process for hiring committees that keeps DEI at the forefront of each phase. Include where/how positions are posted in order to reach a diverse range of audiences/job-seekers.

To develop more inclusive hiring practices, we adopted skills-based job descriptions in place of job requirements focused on educational and professional backgrounds. Our job opportunities are now posted on job boards that include more varied industries. We also opened our hiring process to more candidates through longer job listing periods and interviewing more candidates for each position.

We also formed a Board DEI committee and on-boarded two new Board members with DEI expertise.

Culture & Training



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

Accomplished
In Progress
Not Yet Met

Objectives

Analysis

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

2: Conduct an anonymous employee DEI and satisfaction survey with the opportunity to provide feedback. Identify key areas for improvement around organizational inclusivity from internal and external surveys.

3: Locate DEI trainings and courses from outside resources as an option for staff development. Create DEI training protocols for new hires.

4: Identify, regularly review, and address dominant culture traits and how they appear in our organization and ourselves as staff.

We continued monthly DEI staff discussions / trainings throughout 2022. Our staff also received training from outside advisors on best communication practices working in Indigenous project partnerships, as well as local Latinx culture and outreach recommendations.

We surveyed our staff on DEI culture and held a facilitated meeting and reviewed how dominant culture shows up on our team. We held a facilitated discussion around dominant culture with our staff.

Partners



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

Accomplished
In Progress
Not Yet Met

Objectives

- 1:** Create a working list of organizations we would like to foster relationships with. Hold exploratory meetings with minority-led organizations asking their needs/priorities for working with potential partners and identifying shared goals.
- 2:** Add DEI metrics to evaluations of potential partners.
- 3:** Train staff on best practices for cultivating diverse partnerships.
- 4:** Develop objectives/approach for partnering with diverse groups that emphasize mutual benefit for each organization. Create protocols to help guide staff in this process and encourage creativity that will improve partnership and project outcomes.

Analysis

We partnered with organizations that are led by and serve various communities, building projects and events from shared values and reciprocal relationships. However, we have yet to create protocols related to this and extensively train staff in building diverse partnerships.

Project partnerships in 2022 included:

- Northwestern Band of the Shoshone Nation
- GreenLatinos
- Latinos In Action
- Hartland Community 4 Youth and Families
- Tracy Aviary
- Natural History Museum of Utah
- Northwest Middle School
- Tracy Aviary's Jordan River Nature Center

Volunteer Engagement



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

Accomplished
In Progress
Not Yet Met

Objectives

1: Track volunteer demographics. Monitor how DEI aspects of project screening and success metrics may be impacting any changes. Include plan for volunteer engagement and DEI in project management plans.

2: Outline plans to make volunteering more accessible and inclusive, including outreach strategies, transportation options, and locations of projects.

3: Use surveys to evaluate volunteers about their project experiences, including DEI-focused questions. Make changes to projects based on evaluation of survey results. Explore additional ways to evaluate how other inclusion topics might be a barrier to potential volunteers.

Analysis

We conducted a survey on volunteers' experiences with Sageland Collaborative, demographics, observations of the organization, and thoughts about impact. We updated projects based on this feedback. We included DEI metrics in project planning and documentation processes. We updated projects with accessibility information and ensured our offerings included locations and options that served multiple communities.

In collaboration with project partner organizations, we planned and hosted several volunteer and educational events for specific communities in the Salt Lake area. Outreach events included:

- Pollinator Pride Party for LGBTQ+ communities and allies
- Big Bend BioBlitz in a physically accessible area
- Conservación de Castor bilingual stream restoration event



Our team believes that in this work, the weaving of many voices only betters what is possible for the wildlife and places we all love. We are deeply grateful for all the volunteers, partners, and communities working for conservation in the West. We hope to continue to build the resilience that grows from diversity, in turn honoring the places we call home.

-The Sageland Collaborative Team

Photo by Janice Gardner

Share Your Thoughts

We'd love to hear any thoughts, suggestions, or experiences with inclusion that might inform our work. Thank you so much for being a part of the conservation community in the West!

Please reach out to:

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Photo by Janice Gardner

