



## **Themes from Exercise to Identify and Align Interests for Diversity Workplan – 5.20.19**

### **Prioritized Interests and Actions for Diversity Workgroup**

## **Enhance Communication and Outreach**

### **Share Best Practices**

- How do we effectively share success stories?
  - How do we share failures and lessons learned?
- Help others incorporate DEI where it is missing.
- Connect with Baltimore People's Climate Movement on trainings and public facing events in the city.

### **Engaging with Communities**

- Work on engagement with Hispanic/Latinx communities – beyond translating materials
- Ensure that comms are multilingual and easy to understand; put into common terms.
- Have people who have worked with the group you need to reach/are a part of them working on outreach. Go to them: don't expect them to find you
- Conduct community listening sessions to know the best way to talk to communities.

## **Employment and Professional Engagement**

### **Decision Making/Leadership**

- DEI efforts need to start at the top. Need for trained experts to address leadership and boards. Engage leadership in the conversation and hold them accountable when no action is taken.
- Promote affinity groups. These not only improve inclusion, but also attract, develop, and retain talent.

### **Recruiting/Hiring**

- Diverse HR: Having a group of people in HR who have similar/the same backgrounds and educational experience will prevent progress.
- Application processes can be too complicated, they should be more personal and inclusive of relevant experience.

- Resources for hiring managers on how to improve hiring and recruiting practices to realize diversity goals, also on creating accessible internship programs and advertising and hiring to ensure diverse pools.

### **Retention**

- Long-term, intentional mentoring.
  - a. Outside agency mentorship programs.
  - b. Chesapeake Conservation Corps has a mentor-type set up and could be a model.
- Be intentional in training and exposing interns and young professionals to opportunities.

## **Promote Environmental Justice**

### **Decision Making/Leadership**

- If it doesn't already exist in your organization, create a DEI workgroup (with members from all departments and management).
  - a. Building a DEI component into mission statements will lead to accountability.
- Identify geographic issues by towns, counties, etc. Connect with the relevant health, economic, and social impacts. Share with community organizations and propose objectives, outputs, outcomes. Devise activist plan. Use GIS mapping.

### **Communicating**

- Better define what EJ is, in terms of minority/underrepresented communities.
- Sharing EJ stories:
  - a. SES [Socio-economic status] issue, which can be used to move the conversation from the assumption that EJ is a racial justice program. Share rural and conservative stories in the EJ space to change the perception.
  - b. Draw attention to the EJ issues in the region.
- Integrate into more programs: should not be stand alone!
  - a. Tie to existing laws.
  - b. Tie to wildlife.
  - c. Make it intentional.

## **Tracking and Assessment**

### **Collecting Data/Metrics**

- Be consistent.
- Have real conversations and listen to Green 2.0 and the orgs rated well by them.
- Collect a variety of metrics: Race, age, sex, gender, education, and many other important measures of diversity.