

**TREC Clients DEI Statement Webinar worksheet**  
**October 31, 2017**

Answer the following questions for each section. Don't worry about crafting the perfect language; just get your ideas out and into writing. You can wordsmith later.

1. Acknowledgement of inequities: How would you or your organization characterize inequities in the world today?
  - a. Brainstorm different ways you might discuss this in a way that feels consistent with your organizations' other messaging.
  - b. Craft one sentence that summarizes your thoughts.
  
2. Your role:
  - a. Based on your mission and skill sets, how can your organization contribute to a more equitable world?
  - b. How does your organization make the world a better place and for who? (This can be aspirational if you're not already implementing DEI tactics).
  
3. Articulating your why:
  - a. Why is DEI important to your organization? (Brainstorm as many possibilities – don't worry about whether they are more pragmatic or more values based). Write them in your own words – don't feel the need to mirror anyone else's language.)
  - b. Circle the ones that feel core to your organization.
  - c. Articulate how those whys are connected to your mission.
  - d. Identify if those whys compel you simply diversify or promote inclusion or shift what you do to ensure equal access to particular resource (it's ok if one why compels you to do more than just one of the above).
  - e. See Appendix A below for whys shared on the webinar, if you need more support.
  
4. Outlining your commitments:
  - a. How do you bring your DEI values to fruition?
  - b. What are the actions that you take that support equity and inclusion?
  - c. Ensure you mention strategies that relate to your external constituents' well-being as well as your staff's.
  - d. See Appendix B below for pitfalls to avoid in articulating your commitments (which we shared on the webinar), if you need more support.
  
5. Write your narrative – each of these pieces will fit together differently. Write it without trying to edit yourself; know that it will not be perfect the first time around. Get a rough draft out so you and your team to react to it. You can't edit an unwritten DEI statement! See Appendix C for two examples of DEI Statements.



**Appendix A:** Some examples of why organizations value DEI work:

1. Future of conservation relies on including the diverse voices of the US; we cannot solve vexing environmental issues without creative solutions.
2. We all have a responsibility and right to care for the environment in a culturally relevant way.
3. Health and wellness: being outdoors can increase the health and wellness of individuals.
4. Environmental justice: caring for the environment can also mean caring for our communities' livelihood, health, and access to basic needs like clean drinking water.
5. Access to the outdoors as a basic right.
6. Access to high quality education, programs, and opportunities
7. Staff & volunteers should feel valued.
8. Participants, students, and constituents should feel valued
9. The need to expand our conservation lens by honoring myriad outdoor connections

**Appendix B:** Pitfalls to avoid in crafting your commitments:

- Overbroad and ambiguous commitments
- Unrealistic commitments where you can't hold people accountable.
- Broad statements about valuing all identities.
- Listing identities (you'll inevitably forget someone)
- Vague references to "diversity" or conflating "diversity" with race without being more specific.
- Don't list identities (i.e. race, class, gender) unless you say something like, "including, but not limited to..."
- Focusing solely on diversity, instead of the more important concepts of equity and inclusion (and perhaps even justice)
- Not connecting diversity to the concepts of equity and inclusion (what is your diversity goal in service of?)
- Purely external commitments.
- Analysis paralysis.
- Making too many commitments (We like the "3-5" rule of making 3-5 commitments for the next 3-5 years.)
- Articulating "whys" that are not represented in your commitments. That is inauthentic.
- Not following through on your commitments

**Appendix C:** Two sample statements

- River Network's Diversity, Equity, and Inclusion Statement of Intent: <http://bit.ly/2gCm6rt>
- California Outdoor Engagement Coalition's Commitment to Equity, Diversity, and Inclusion: <http://bit.ly/2hoKGfY>

