



DIVERSITY, EQUITY, AND INCLUSION

2023 Report Card

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



Dear Friends,

As the Sageland Collaborative team has grown over the past few years, we have shifted our organizational methods to include a robust approach to our diversity, equity, and inclusion (DEI) efforts. Setting actionable objectives has allowed us to prioritize taking a mindful approach to our relationships with underrepresented communities. Through these objectives, we have worked to ensure that our project planning is built with diverse communities in mind. From partnerships and community engagement to management practices, internal trainings, and goal setting, we are dedicated to fostering a future of conservation that is accessible and inclusive to all.

We are committed to bringing together diverse communities and partners in our mission to conserve wildlife across the West. We recognize that many of the spaces that we work in—academia, government agencies, and community science circles—have been largely dominated by privileged voices. Additionally, the invaluable perspectives of indigenous communities have been historically silenced in science and conservation, and we will continue to show up for engage with reciprocity in these relationships.

This report card serves as a reminder of not only our progress, but also of the work that remains. In the new year, we will continue to engage and welcome communities into this work. It is our collective responsibility to ensure that our work creates long-lasting positive impacts, not only for wildlife, but for our communities as well.

We strive to extend the vibrancy of nature into our work, and this is only possible when the many voices that make up our own ecosystems are heard. Our communities are brightened by the presence of flourishing wildlife, landscapes, and people.

Sincerely,

Sageland Collaborative Staff & Board

Our Metrics



Accomplished

Goal was met.

In Progress

Not Yet Met



Accomplished

In Progress

Not Yet Met

We are actively progressing toward the objectives and/or this is an on-going commitment.



Accomplished

In Progress

Not Yet Met

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

Hiring



Goal: Create a culture and hiring process that attracts diversity and people that are dedicated to our Diversity, Equity, and Inclusion (DEI) goals and objectives.

Accomplished
In Progress
Not Yet Met

Objectives

1. Best management practices for hiring will include job descriptions, recruiting, and interview questions that are inclusive of diverse backgrounds.

2. Create a shift in our organization's staff and board culture that is more sustainably inclusive. Identify and regularly review dominant culture traits and how they appear in our organization. Work to shift aspects of our culture that stem from the practices and perspectives of dominant groups.

Analysis

We use best management practices in our hiring so that job descriptions, recruiting, and interview questions encourage a diversity of applicants to apply and perform well in interviews.

Sageland's staff took two trainings focused on cultural competency and the Board initiated a DEI Committee, both of which are moving our culture toward inclusion. In our monthly DEI meetings, our team identifies and takes action to shift dominant culture behaviors and norms. As our team grows, we have welcomed individuals across a range of identities with passions for inclusion, contributing new perspectives and strategies to our work.

We've also updated our approach and funding for internships so that in 2024, we can have a strong applicant pool that is inclusive of all young people seeking experiences in the natural resources.

Culture & Training



Goal: Foster an organizational culture of inclusion with the entire staff and Board.

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. Focus on examination of internal perceptions and practices.
2. Conduct an anonymous employee and Board 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 training and courses from outside resources as an option for staff development.

Sageland's staff meet monthly to discuss transformational, DEI-centered topics that enrich our work, strategy, and professional relationships. In addition to internal discussions among staff, these conversations were facilitated by one additional outside resource in 2023.

Sageland Collaborative has yet to conduct a robust employee and Board DEI survey. This is a priority for 2024 and will support identification of areas for improvement. In 2023, we surveyed our volunteers and will include lessons learned from these surveys in the 2024 DEI plan.

Partners



Goal: Foster partnerships with groups that help expand the communities we reach. With our partnerships, ensure our commitment to DEI in our work is clear.

Accomplished
In Progress
Not Yet Met

Objectives

1. Cultivate partnerships with organizations representative of our entire community, including BIPOC and LGBTQ2S+. Ask their needs and priorities for working together and identifying shared goals.
2. Continue to incorporate DEI in evaluation criteria for potential projects and partnerships.
3. Request feedback/anonymous evaluations of Sageland Collaborative's inclusion practices from project partners.
4. Advocate and model inclusive practices among all professional networks and partnerships. Share lessons learned in person and in writing.

Analysis

We continued to cultivate partnerships with organizations representative of our entire community through shared outreach and engagement, presentations, research, grant-writing, and collaborative project development.

Staff led internal discussions on how to foster productive partnerships, but we would benefit from professional guidance to improve our approach and have hired experts to provide this support in 2024.

The metrics we use to evaluate our programs and partners include DEI goals, and as a result, we are able to prioritize potential new projects that are inclusive of these metrics.

We find that as we advocate, model, and share inclusive practices in our work, our partners have described feeling empowered to make improvements in their own spheres. Outside this document, we have yet to share lessons learned in writing with partners.

Partners, continued



Goal: Foster partnerships with groups that help expand the communities we reach. With our partnerships, ensure our commitment to DEI in our work is clear.

Accomplished
In Progress
Not Yet Met

Objectives

Analysis

5. Prioritize hiring local businesses that are representative of our entire community.

We engage local businesses in our work, from merchandise vendors to restoration contractors, and focus on working with BIPOC and women-owned businesses and organizations. Our work with local businesses ensures that our communities benefit in a multitude of ways from our conservation work.

6. Train staff on best practices for cultivating diverse partnerships. Hire professionals to assist with this process.

We have yet to evaluate our inclusion practices among our project partners. In 2024, this will be a priority and will provide us with more information on our performance and areas for improvement.

Volunteer Engagement



Goal: Ensure our entire community has the opportunity to help us conserve wildlife.

Accomplished

In Progress

Not Yet Met

Objectives

1. Use surveys and focus groups to collect volunteer input and measure impact of DEI efforts.
2. Include DEI-specific objectives and tasks in each project work plan. Outline plans to make volunteering more accessible, including outreach strategies, transportation options, and locations.
3. Share cultural competency training for all staff and provide aspects of this training during volunteer events, when possible.
4. Build a culture of reciprocity with communities, volunteers, and project partners. Ensure that each project has a process for listening to community input and knowledge.

Analysis

Each year, our volunteer feedback survey helps us measure the impact of our DEI efforts. Focus groups were not completed in 2023, but would help us better understand the outcomes of our work.

DEI-specific objectives are part of our project planning and have allowed us to create opportunities that better serve our community. We have prioritized planning inclusive events, creating accessible project options, and including bilingual outreach materials and communications. We still have improvements to make, especially in making projects more accessible by rethinking transportation options, required devices, and locations.

Cultural competency trainings have allowed staff to honor beliefs and values different from their own. This has improved our communications with volunteers.

Reciprocity has become a central theme in how we engage with our communities. We seek to more deeply transform our approach to wildlife and lands, decision-making, and conservation.



“We realize that in nature, a *diverse and resilient ecosystem* is a healthy one, as is the case in our own communities.

Our vision cannot be realized when the science we work in is **not accessible** to all.”





Share Your Thoughts

We'd love to hear any thoughts, suggestions, or experiences with inclusion that might inform our work.

Please reach out to:

Janice Gardner, Executive Director

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Thank you so much for being a part of the conservation community in the West!

