

A Journey to Becoming a More Inclusive Organization





Alison Paul & Kyla Muhammad The Conservation Foundation



Our Mission

501c3 since 1972 50 years

We improve the health of our communities by preserving and restoring natural areas and open space, protecting rivers and watersheds, and promoting stewardship of our environment.



- · Sound Finances
- · Ethical Conduct
- · Responsible Governance
- · Lasting Stewardship



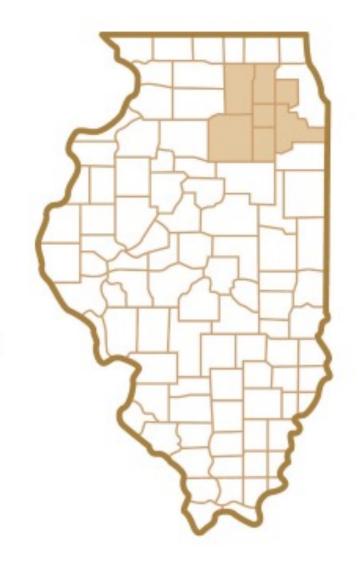
Primary Service Area

Our core counties of work:

DuPage, Kane, Kendall, and Will Counties

We also have a presence in:

Cook, DeKalb, LaSalle, and Grundy Counties





Land Preserved

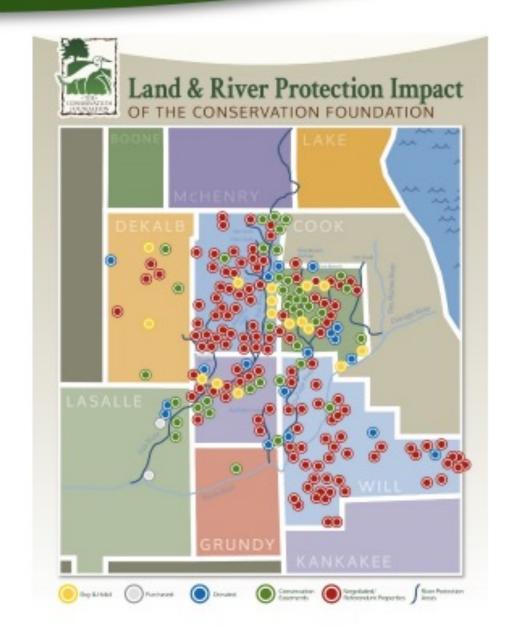
36,000 acres

Nearly 200 parcels

45 conservation easements

8 counties

40 staff





What We'll Cover

- Evolution of Conservation Movement & Why DEI is Important
- TCF's DEI Journey: Past, Present, & Future
- Lessons Learned and Tips & Advice

We save land.



We save rivers.

Diversity, Equity, Inclusion & The Evolution of the Conservation Movement



DEI & Conservation

Evolution of Conservation Movement

Wealthy, white founders of the movement with racially discriminatory views

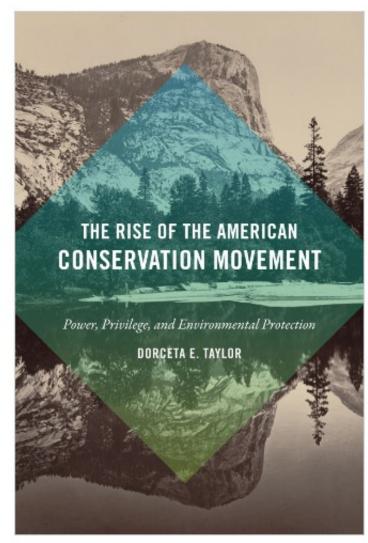
- Teddy Roosevelt/ National Park Service
- John Muir/Sierra Club
- John James Audubon/ National Audubon Society
- Save the Redwoods League

History of hostile land acquisition & management practices & policies

Philosophy of "Protect the land *from* the people" (Conservation 1.0)

Movement is shifting to Conservation 2.0 (Whole Communities Approach)

- Reconnecting people with the land
- "Community health is reflected in the health of the land" (Peter Forbes)
- Cross-collaboration to build healthy communities





DEI & Conservation

Diversity Index by County: 2020

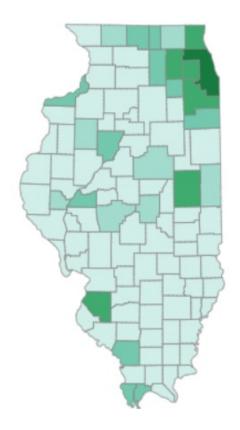
Illinois: 60.3%

Illinois Demographic Trends

- Race: Diversity Index 60%, +15% Latino population from 2010 (2020)
- Ethnicity: 14% of residents are foreign-born (2017-2021)
- **Disability:** 1 in 4 adults has a disability (2020)
- Language: 1 in 4 households speak a language other than English at home (2017-2021)
- **Income:** 12% of households are living in poverty (2020)

Projections show many of these vulnerable communities will hold steady or increase in the years ahead.

How will land trusts adapt to these demographic trends?





DEI & Conservation

Why DEI Matters

- To better meet the needs of all your constituents
- To strengthen your organization's work, resiliency, and relevancy
- To counteract the systemic inequities that impede access, participation, and benefit from marginalized communities
- To successfully recruit more employees, board, donors, and members
- The long-term impact of our work is contingent upon developing and supporting more environmental stewards



We save land.



We save rivers.

Our DEI Journey: The Origin Story



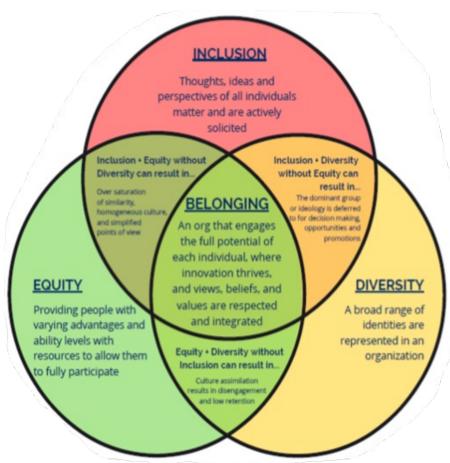
The Beginning

2017 Strategic Plan

- Diversity, equity and inclusion are factored into TCF's work to help ensure relevance and success in the communities it serves
- Started with diversifying the age of staff
- DEI Goal is developed

DEI Goal

The Conservation Foundation will be inclusive, equitable, accessible, dynamic and open to new and different perspectives to effectively meet the unique needs of the diverse communities we serve.



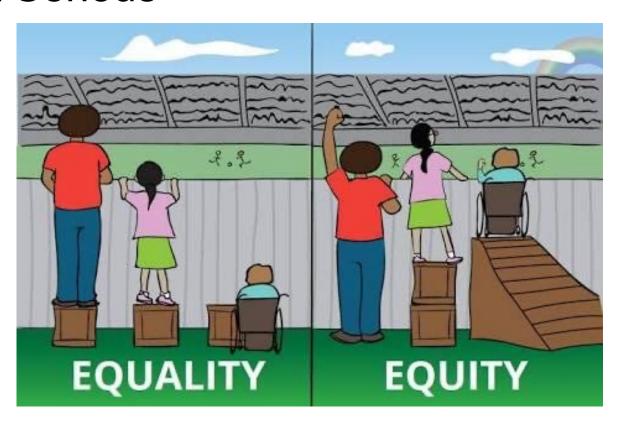
This is the organizational culture we seek related to how we work on our mission



2020: The Turning Point

Events of 2020 – Time to Get Serious

- Board/Staff committee created to discuss and develop a DEI action plan
- Board and staff trainings, conversations, readings and self-reflection
- CEO connected to executive director peer group for formal training/consulting
- Created draft DEI action plan reviewed by staff and board





DEI Action Plan

Flexible 2-3 year plan (2021-2023)

Focus Areas:

- Training
- Internal Makeup
- Communications
- Programming/Events
- Operations

		DEI Action Plan 2021 - 2023		
Actions	Outcomes (Why?)	Metrics	Progress, 7/22	
Training & Convenations	Training & Convenations	Training & Conversations	Training & Conversations	Diversity, Equify and Installant (DE) Boal Statement. The Conservation Foundation will be installable, equiphble, essentials.
unide trainings and discussion appartunities for beand and staff on 20 resisted tegles			\$2 trainings afforced to staff & board, 7 staff "lurch and learn"	dynamic and again to new and different gangestives to effectively me
erversi appartunities to CEC to be shared with others; include staries from PCC			contensations. Some staff attended Chicago Wilderness and	the unique reads of the diverse seminarities we seem.
	laters from grafitationals and such other to designs are nationline understanding	Provide 3-3 training appartunities and for elevations parywor for stelf and beand	Sennal by Reunderlan Off trainings	
name a DB resource failur in Teams containing recommended orthics, book reviews			23 managed (the standard on Tearry	Salara la Sala
rat neggranat mantings, transing material and visions, attr.	Laure from auch other and share tagles of Interest	Target to have many than 30 resources included	23 receives the evented on fearers	Sharehy, equity, and insteader eventures, branchadge, shifts, and greetines are nurtured and demonstrated through a range of enhances.
mobile's a glassery of 20 terms and definitions	And the state of t	Create sharped in Teams with pleasury	the Transportation association and developed draft glassery and greaterned to line. County for feasiblesh.	manifestant lawning extended in
Brianni Communications	Partitude Internal seminarisations using seminar language Enternal Communications	Brienel Communications	Balance Communications	parameter and a second
District Security Sec	Distriction of the Control of the Co	District Constitution	transconductural	Mining providens
			Paris Immediated alliverse Images using authoritis glas (not steph) and	. We hired time lating student interns who warted with us for many
priors of breathures, makely, and other enternal semmy decisions to arrive our			will tresh it in a year. Mighty Asserts breakure and Chara Weeds	than a year (2018-00). One helped reunhausma of our breshures
rquage and phones are makeming to all audienter decade Special sectors on an			Intergrative signs in Equation, sensition for future intergrative signs.	Specials.
reasted book		22(it of photos facture diversity in all farms, add Spanish to most popular	COM shoulded near in Spanish and an exhalter. As we make updates	hirad true marrier of salar and several party semantists to semalar
	Make over the are instinated and make ming to everyone in our images and	brackures (particularly CQ H and Herrita - Notice Landscaping brackure), CR eads	to the visitable, white also being intentional about with assessibility	the surrent team.
	language	with Spenish Info. Have Industry Council field and advise.	leavest solar contrast an tast, all tast an images, etc.	. We have reviewed our hiring greations and we have resolved out to
gdata aur "Lat Natura Unita Us" gaga an maksika with assamplishmanta as ma	Draw gragram through estions			Character market bear districted by testings man
rgiament aur 20 gian, add a land eithreinfeitgemein etetement		Watergage updated at least today par year	Being against an gragann markaan.	Share god of appliants.
	Street values and many diverse audience & leave an investigant to			
rejument faid files recommendations for code mode	Part, such as all rate sharps	Truck demographics for makelia, social mode, ato, not targets to boost	damagraphics being treated since summer 2001 on seelel medic and	We have been implementing youth advestion programs in subural
		regressivities of understand groups	valuation date shall surgering manages bound on date	We have been implementing youth advection programs in subural diverse and underserved semmunities for more than 22 years.
	TCP antimaterization than aur same until as are righ with restal and attents allowably.			· We have prested a reuse Next Service in Advisory Council to hel
false reference to relevant national solubrations in 107 communications with a	which is reflected in the many national absorptions, which became number of		Visited Indigenous History in December 2021 with article should Dayton Budle, respective Block History march field with book review of The	develop future leadership and attract paurger, more diverse people
eritador foras en multiradares (absense segmente el eur semmunities, (Le. manth);	sultures, pagulations and religions. Construction to these manages as they		Buffe, recognise Back Mistery march field with back review of The Marce Floor by block witelfile biologies Stepy Lambors, Secondary	te 101.
The state of the s	relate to the military		Martin Flace by Black wildlife biologies Stew Lenham, Sesegment Martin Canasarration Week with Inb to new CS H Search sheetile.	Walters treated a young staff Leadership Council to densing.
	Jahraniana hay athar subura relata ta sur missian & build a caraman and	Recognition of least 2 collaborations per year. Share at least 2 collaboration (No. biley, etc.) about how our reliation imposts other.	magama samamatan wasa wen teoria naw og milijanan sharete.	landarship shills and training early in their sersors.
relate subwelly relevant staries in our stary talling	carried;	suburas regressival lessily	maild Nathing Symposium land biosping at 17.5, included article in No.	 We have created an intered DE staff team to help mans inhibition
tests a mathemism to collect fourtheast and input from community - collects, amel.			The state of the s	favore.
	Draws willing rate to later, he transparent and make sharpes	Tetrus Mass From You'l added to Contest Us with page	Assemplehed	Industry Instruments
relute the revised inclusive MS ampleyment statement in all external job gestings,				· Paryana, shipper from shares communities have been visiting as
reliably interested reliables	Drawn we are irelasing and such conditions relating to all areas of disordly	200% of all job gootings include this language	Assemptional eleterates in all job participa.	MeCanald Form in Negativille to use a real form and learn about he
				facel is green.
evalue a 101 land astronologyment statement, for lands on ever, display semantians			Statements reviewed, revised and blassed by Joseph Standing Boan.	We have designed interpreting signs at \$7 have Weeds (Semantile)
n preparty	Salmaniadge and show respect to original inhabitants and those whose sultures		Search approved in Feb 2022, included in DS CR eads algrage, Fested	bath English and Equation, reflecting the least summarity's discuss
	era sarranted to those land today	Destruction are approved by the Board of Trustees	an properties. If staff using interprets programming.	diamagraphies. • We are consulting with the Mistores 200.55010 Foundation, a lessel.
Informal Mallacy & Communications	Internal Mallacy & Communications	Informal Mallacy & Communications	Informal Malloup & Communications	Native American expeniestion, to answer our presentation and
round our Nami San Adelsony Council is discree, and ettrade young and discree			23% of surrant sound(its \$1700; marriags some from alterna	Interpretation offerts at Center Biglis Freserve are respectful of the
adiaments in programs and arante	help hald our younger evaluates and fature leaders	33% of 1930 is \$700 and sames from shares bestgrounds and experiences.	brokgrounds and geography.	ballah and allered with their subural values.
each such to google of soler who share a goodler with our relation and invite to our			ins. Council (7 geogle) erested in 2015; 1 FOC added to Search of	 We stilled Ellingual Farest Therapy Walter to the gragour series.
and, addressy seconds and other second times	Mana diseasity leads to mana and different parapartities and strenger mission.	Mast with at least 6 FDC annually and decalog relationships; add to beard, 30s so	Trustees and 2 to sounty Jose, Intentional effort to reach out and	Wagartisipated in Junera's formers Market schare systemers were
	ingen	aggraptions	Invite FOC to our promis and assisting.	and the reserve decide their 2007 benefits at all 2014 stored, and to
remote discoving an staffs reach autite numbreditional glasses in advertise for new job	Variationarily leads to many and different paraportines and stranger relation	South whether we are getting allowed applicants and maintain detaileds of job	Satisfy much younger employees an staffy 6 FDC an staffy helf staff	Valley Facts District's service service.
ganings in antier to reach conditiotes who etherwise may not linear about TCF	The state of the s	parts to enterpe of seminarities learning Boy of Cales, NAACS, etc. ?]	new under 20 years aid.	Dur Beard of Trustees approved a Notice American Land
	-700	para region are compared to a contract	47.147.2 (811)	Anthropiadyment Distances (developed in seaguration with less)
relute Off dissumbre and quantiers when interviewing conditions for jobs	Seem conditate's understanding of and suggest for \$50 miles	Add quantiers during interviews	Inclamental, acceler	Nation American regressministing) paying tribute and respect to our
resurante staff ta instude 26 related pasis intervanistians and expand connection to			1000000	Indigenous land statements and their sulture. A statement reading
er unnertie	Of abjection land to cetter and gragous	20% of staff have at least and DE related aspectation in their work glans	Start discussions with PV 2010-21 work glans.	seramany was hald March 20, 2002 at our McCanald Form.
reste en Institution Council	Series CEC on CEI related metters	Council established and mastings established regularly	Jeromolahad	Diversity on Dur Board of Trustees
orbs, Francisco, 70% Seriement of Value to embrace diversity and insteader				Cur Beard of Trustees is semmitted to increasing diversity on our
larine, if necessary, 100°s Statement of Values to embrace diversity and installant study make this many making an exhalte and dispussed internality as not of our subsets	Feegle feel they belong to comothing they believe in and leads to stronger	interpreta intestrategis glanning semienations and grasses. 707 Values and	and the second s	based. We recently added two gasgle of saler (are a reteren) to a
	mission impost	Cade of Britis Distament reviewed annually.	Jessing lahed, beand apprecial March 2022.	beard and tree to our Jairinary Council.
Programs, Scords & Operations	Programs, Events & Operations	Programs, Events & Operations	Fregrams, Events & Operations	. Divarily, Egulty and Installan is discussed at samethias and bases
arise our Land Freezoverian Falley salestion enterions insteads land in areas leating	Browns his are leading many haladesty at our seminurities, disease the			manifest when sensitiving new trustees.
effeten agen gene end ony anno	sammunity impart of land projects, not simply if of some	Basel approved regulated	Draft sampleted, surrently under leadership review.	
relude in all new senservation assembnts sema besigneund on Notice American				Diversity Equity and Industry Assertment and Training We created a DE Authorite Adders Committee comprised of staff.
latary of the land.	Salmaniadja ariginal irhabitants.	All new COs sentain a brief Notice American history statement.	New assuments beginning in 2012.	hand markets and have supplying beautiful surrors. A first
remate M.C Day of Service, Black Binton Week, 300/5/92 Few West, and other			MUC Day of Service 2002 completed; BEW in June gramated;	glan was sampleted in April 2001 and was finalized in February 201
inter suburil autition arous throughout the year to announce more divens	Support other related exerts and attrest more alterna people to 707 and		VLC Day of Service 3032 completed; BEW in June grammand; ottomized Notice American Summer Salation areast.	 Both staff and board participate in a variety of SEI trainings to help
	and the second s			better understand 25 leaves and appartunities for grands.
eritigation in sense origin.	parantial partnerships	Seelel media gests - 2 and tresh have seelel media demagraphies avaire		
artifigation in sensoration.	palantial partnerships	Serial media gents - 2 and tresh here serial media demographics are in	This is a principle in new strateris plan. Companyations with America	Staff valuetarily participate in regularly exhaulted conservations
unitrigetian in sansanoritan.	patential partnerships	Said made gade - 2 and trush have said made damagraphic archive	This is a griantly in new strategie glan. Comparentians with Aurena, Ballegianesh, Eigin, Wa ana learnthing a listening sampaign with a	around various 28 tagles to help create more everyones and self-
	patential permanelige Coloning leads to greater understanding and summorthy linguistic those into	Seefal made passe - 2 and trush here seefal made stamping this profits An anguing summerstan and relationship is associated in an assembly that	This is a gristing in new strategic glan. Comparentians with Juman, Ballogbresh, Egin, The are learnable; a listening sampaign with a source year statement on the part and problems with the new FE.	areund various 26 tagles to help create more programes and soft reference.
aless and undersamed sammunity in our samiles samilarly and do a "doag dive" into		An anguing serversetion and relationship is associationed in one server, only than	Ballegireah, Egin. We are learning a listening sampaign with a	around various 26 tagles to help create more overcomes and self- reflection. • ± 26 Security Felder has been created in Teams to staff as:
aless and undersamed sammunity in our samiles samilarly and do a "doag dive" into	Cataning lauds to greater understanding and semmunity linguist to those the		Ballegirash, Egin. We are learning a listening sampaign with a variety of stababalders this year and working with the new PT	are and various 20 topies to help smalls make a various and self- reflection. 2.00 Security Fallier has been prested in Teams as staff our senting reselve, restating and learning.
com and analysis and summerity in surranting territory and doe "doing dire" into our TS" can help them exhibits their examinably goods.	Cataning lauds to greater understanding and semmunity linguist to those the	An anguing serversetion and relationship is associationed in one server, only than	Ballegirash, Egin. We are learning a listening sampaign with a variety of stababalders this year and working with the new PT	anund various 26 taplants help areats many averances and eather facilities. 2.06 Seasons Falder has been marked in Teams as shall are sentiment reading, weathing and learning. We areated as included Example semples of FOC who are affiliated.
alan ara undarramed secondally in our explore territory and data "dateg dive" into the 150 are hely team astillate that teammoning gate Dan haliding exame, apply a 50 km (much, anterstimmen, face, bearing, pine, sec.)	Standing bada sa graster understanding and semmunity linguist to these sine may result in the mast. Thinking mean hallottedly about all force discress events makes them mean.	An anguing serversetion and relationship is associationed in one server, only than	Ballegheam, Egin Tib and languing a Ballegheam, geographic and a contary of establishes this year and number with the area FT seamonths angular and establishes to again. Jacobs Ballegheam and Ballegheam, make aver an brown glanky of free promise. Whole this many guidens an tata.	ement without 26 tagins to help make more eventures and self- militariles. A 26 Seasons Politic has been marked in Teams as staff are earthcomesting, marking and learning. We extend in inhibitation County is employed of 700 who are efficient with T24 as and quantities, litters and each staffice on here to be ma- infraction as others.
alan ara undarramed secondally in our explore territory and data "dateg dive" into the 150 are hely team astillate that teammoning gate Dan haliding exame, apply a 50 km (much, anterstimmen, face, bearing, pine, sec.)	coloring listed to greater understanding and somewhile impose to those who may need in the mast	for angular summarian and minimarity is associated in one summarily that hash to program angularment in the follow (one summarily that	Balloginasis, Egin. We are learning a listening sampaign with a variety of internalises this year and neathly with the near FT semmently angagement searclinator to suggest.	ensorie verban 28 kepten hady ensete man everanean and eath- reflection. 5.00 Floorants Politic has been recessed in Team as a fell or another a seeing verbaling and learning. We exceed an invalidate Council exception of POS who are a Pillian with TOP as a fell operation, these one death defines have to be ma- lestable as athere. Socialization in Internal 20 Steamy of Teams as help fell filter in Internal
sidest and underson ad extravelly in our service territory and de a "deep dise" into our "DF and up their extrave their extravely gets the making among apply a DB land (much, extentionment, face, launden, gries, etc.) white extent	Charling leads to greater understanding and some unity impost to these one may need them made. Thosing made beliefed by shape of fraction areas makes them made specificities in other shareful of people shape areas makes them made specificities in other shareful of people shape.	On anguing semigraphics and militarining is sessitioned in and seminarity their sessition program angular and in the foliate (the sent new long) make in least 2 mem gar years?	Ballegheam, Egin Tib and languing a Ballegheam, geographic and a contary of establishes this year and number with the area FT seamonths angular and establishes to again. Jacobs Ballegheam and Ballegheam, make aver an brown glanky of free promise. Whole this many guidens an tata.	ement without 26 tagins to help make more eventures and self- militariles. A 26 Seasons Politic has been marked in Teams as staff are earthcomesting, marking and learning. We extend in inhibitation County is employed of 700 who are efficient with T24 as and quantities, litters and each staffice on here to be ma- infraction as others.
Bell as a dependent amount () is a similar surface per del a "Reg d'es" (46 et). En 170 en reg deux altres des assemblis (pas). The hadre game, agris 281 ins louis, ententiment, faut, surface, print, etc. Bell assemblis (16 etc). Bell assemblis (16 etc).	Cataching leads to greater understanding and sommunity images to those shall way used in the season of the season	for angular summarian and minimarity is associated in one summarily that hash to program angularment in the follow (one summarily that	Salingwas, Tylin, 10 and learning is learning weight on the underly of installation to layour and early gold the area? seemed a learning to the seemed of the seemed of the second desir for things of seems, make some on himse grants of the second desir for things of seems, make some on himse grants of the second desired that were profession and the 2000, many granted for 2000, this layout you never seeding size.	ensorie verban 28 kepten hady ensete man everanean and eath- reflection. 5.00 Floorants Politic has been recessed in Team as a fell or another a seeing verbaling and learning. We exceed an invalidate Council exception of POS who are a Pillian with TOP as a fell operation, these one death defines have to be ma- lestable as athere. Socialization in Internal 20 Steamy of Teams as help fell filter in Internal
destine av utderstande stammelijk in av denlike tenten ji med den "deng dins" inse den "D' van hag dem statue skin seamveling jelek Den halding setten eggig i EE kan jimute, entenstammen, haat jeleksen grine, sez j den den vere regelem konstitut mes utdesten die servick denly konsten den vere regelem konstitut mes utdesten die servick denly konsten.	Cataching leads to greater understanding and sommunity images to those shall way used in the season of the season	On anguing semigraphics and militarining is sessitioned in and seminarity their sessition program angular and in the foliate (the sent new long) make in least 2 mem gar years?	Ballingers, Egn. Was in leaving a listening employments and process of the second section of the section of the second section of the section o	ensord vortice SE stephene help ensete man enversors and self- reflection. 2.00 Execute Police has been restraint in flormans self-con- cernitive assessment in the self-control of the manual self-con- cernitive assessment in the latest Council overginated POS who are will be with POS and operation, these one death self-con- trol over the self-con- trol oversors and the self-control over the self-con- trol oversors and interest SE Steamy of Terrence help facilitate into
AND THE STATE OF T	CHARGO DE NA COMPANIO POR CHARGO DE LOS COMPANIOS DEL COMPANIOS DE LOS COMPANIOS DEL COMPANIOS DEL COMPANIOS DE LOS COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS	de argani, aministra esta deliminari y la assistina de la sa assimulari, que ser sur ser su ser sur sur sur su ser sur sur sur sur sur sur sur sur sur su	ballyease. Ego, Tall and learning a littlening samplege many analysis of enableships in a part of enable of the same of same and in originates assessment to a page. It assessment for enable dearest makes one in these greats of the eases. That of the enable places within 1 billings of beautiful produces as the 1 billings of beautiful produces as the 1 billings of the enable of the enable of the produces for the enable of	ensord vortice SE stephene help ensete man enversors and self- reflection. 2.00 Execute Police has been restraint in flormans self-con- cernitive assessment in the self-control of the manual self-con- cernitive assessment in the latest Council overginated POS who are will be with POS and operation, these one death self-con- trol over the self-con- trol oversors and the self-control over the self-con- trol oversors and interest SE Steamy of Terrence help facilitate into
Bell as a dependent amount () is a similar surface per del a "Reg d'es" (46 et). En 170 en reg deux altres des assemblis (pas). The hadre game, agris 281 ins louis, ententiment, faut, surface, print, etc. Bell assemblis (16 etc). Bell assemblis (16 etc).	Cataching leads to greater understanding and sommunity images to those shall way used in the season of the season	On anguing semigraphics and militarining is sessitioned in and seminarity their sessition program angular and in the foliate (the sent new long) make in least 2 mem gar years?	Ballingers, Egn. Was in leaving a listening employments and process of the second section of the section of the second section of the section o	ensord vortice SE stephene help ensete man enversors and self- reflection. 2.00 Execute Police has been restraint in flormans self-con- cernitive assessment in the self-control of the manual self-con- cernitive assessment in the latest Council overginated POS who are will be with POS and operation, these one death self-con- trol over the self-con- trol oversors and the self-control over the self-con- trol oversors and interest SE Steamy of Terrence help facilitate into
AND THE STATE OF T	CHARGO DE NA COMPANIO POR CHARGO DE LOS COMPANIOS DEL COMPANIOS DE LOS COMPANIOS DEL COMPANIOS DEL COMPANIOS DE LOS COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS	de argani, aministra esta deliminari y la assistina de la sa assimulari, que ser sur ser su ser sur sur sur su ser sur sur sur sur sur sur sur sur sur su	bildingsess Ege. Till an in bestellig e bledenig undgrei men sinder of entantation miss and en enter of the same of members in green en seef sind in segate. seemed some formeger anome miss and en en en en grang of the entered some formeger anome miss and entered partie of the entered anome formeger anome entered anome general seemed. Ellister in the entered in ERE, man general for ERE entered in ERE entered anome entered parties. ERE entered in ERE entered parties anome of describeration des grands anome of the entered parties. ERE entered entered in ERE entered in anome of describeration des grands anome of the entered parties.	ensord vortice SE stephene help ensete man enversors and self- reflection. 2.00 Financian Politic has been restrated in Teampes shall be a marking without participation for a service of PSC who are all finan- tical to the service of the service of PSC who are all finan- tical to the service of the service of the service of PSC who are all finan- tical to the service of the service of the service of the localization and these. 2. Service point an interval SE Steamy of Teampes help facilitate into
AND THE STATE OF T	CHARGO DE NA COMPANIO POR CHARGO DE LOS COMPANIOS DEL COMPANIOS DE LOS COMPANIOS DEL COMPANIOS DEL COMPANIOS DE LOS COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS	de argani, aministra esta deliminari y la assistina de la sa assimulari, que ser sur ser su ser sur sur sur su ser sur sur sur sur sur sur sur sur sur su	Ballingman. Ego. This are incoming a linearing sample more unample primaring of management in the same of a management of the same of a management of the same of a management of the same	ensorie verban 28 kepten hady ensete man everanean and eath- reflection. 5.00 Floorants Politic has been recessed in Team as a fell or another a seeing verbaling and learning. We exceed an invalidate Council exception of POS who are a Pillian with TOP as a fell operation, these one death defines have to be ma- lestable as athere. Socialization in Internal 20 Steamy of Teams as help fell filter in Internal
Control of the Contro	collecting before present consequently and quantum playing in these ones as the collection made. Thosing was to be the collection of first plants are made of the made expected part of the collection of the col	Le agent, emmantée en destinant y la accident à la sa samu, ally the lasting agent agregation in the factor (or sent and and and agent agreement a	billingman. Egn. Till am in samt ge intering samplingman signification and significant samplingman sam	ensured vertical DE largitation help ensured man everament and eath- refluenties. • 2.00 Executive Matter has been reported in Teams as self-team earthman ensuring verticing and larging. • We execute an invaluation Executed exemplicated PEOL who are a PRIVATE with PEOPL and Separation, Teams on death during an exhibit to all teams of the larging and the control of the Executive Action of the Control of the Contribution of Internal DE Electory of Teams to help facilitation internal
AND THE STATE OF T	CHARGO DE NA COMPANIO POR CHARGO DE LOS COMPANIOS DEL COMPANIOS DE LOS COMPANIOS DEL COMPANIOS DEL COMPANIOS DE LOS COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS DEL COMPANIOS	de argani, aministra esta deliminari y la assistina de la sa assimulari, que ser sur ser su ser sur sur sur su ser sur sur sur sur sur sur sur sur sur su	Ballingman. Ego. This are incoming a linearing sample more unample primaring of management in the same of a management of the same of a management of the same of a management of the same	ensured vertical DE largitation help ensured man evertures and eath-reflection. 5.00 Executes Matter has been received in Terman and Park earthur executing mattering and largering. 18 secretary in institution December exemples and PDD who are a PRIVATE with DDD and Separation, these and each administration has been re- largitation as at home. December of the internal DDD Executy of Terman a help facilities internal DE continger on a tributation DDD Executy of Terman a help facilities internal.

Direct Actions- Outcomes- Metrics- Progress and Accomplishments



DEI Actions 2021 + 2022

- Young Staff Leadership Council
- DEI Resource Folder on Teams (DEI Library)
- DEI glossary for internal communications, continue trainings and conversations
- Ongoing staff training opportunities
- Gender-neutral bathroom signage
- Honor cultural heritage months and events



DEI Glossary

Accessibility Environmental Justice
Accountability Environmental Racism

Advocate Equity

Ally Implicit Bias
Anti-racism Inclusion

Belonging Intersectionality
BIPOC/LGBTQIA+ Institutional racism
Color Blind Microaggressions

Culture & Cultural Appropriations Privilege

Diversity Under-served/resourced Communities



DEI Actions: 2021 + 2022

- Revised hiring practices to be more inclusive, expansive search/language
- Hired more diverse and younger staff and interns
- Translated some materials into Spanish
- Next Gen, Inclusion Council, added diversity on board
- Land Acknowledgement Statement
- Staff DEI group
- Expanded capacity for community conservation work
- Website equity audit
- Wove DEI into the fabric of 2022 Strategic Plan



NextGen Advisory Council Members



Why DEI is Important

WE BELIEVE...

Every person, regardless of where they live or their social-economic status, deserves clean water, clean air, and safe access to nature as a way to be healthy and happy.

Our current strategic plan aims to:

"Be more inclusive, impactful, and relevant to people and communities by growing and adapting our conservation programs to local needs."



We save rivers.

What's Next on our DEI Journey?

Diversity, Equity and Inclusion & CCC

Individual

Internal to the Organization

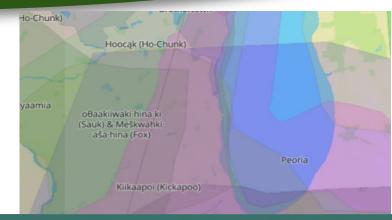
External to the Organization

Community-Centered Conservation Pre-Work Community-Centered Conservation

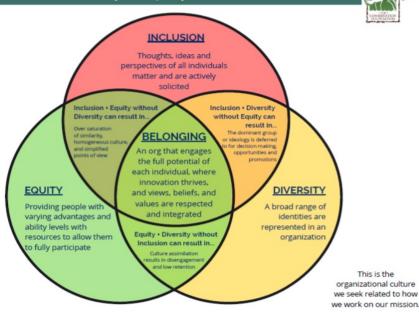


Internal Actions

- Staff DEI Group Formed
 - Pros/Cons
 - Aim: support each other and the inclusion work
- Adding to List of DEI Actions
 - i.e. Activating our land acknowledgement
- Building Capacity
 - Educator Training Grant
 - Whiteness @ Work
 - Lunch n Learns
- Addressing Organizational Culture Issues that may Contribute to an Exclusive Office Culture
- Inclusion Council



Diversity, Equity, and Inclusion





Why DEI is Important

WE BELIEVE...

Every person, regardless of where they live or their social-economic status, deserves clean water, clean air, and safe access to nature as a way to be healthy and happy.

Our current strategic plan aims to:

"Be more inclusive, impactful, and relevant to people and communities by growing and adapting our conservation programs to local needs."



External Actions

Current Strategic Plan Priority 1:

Be more inclusive, impactful, and relevant to people and communities by growing and adapting our conservation programs to local needs.





We save rivers.

How will we do that over the next 5 years?

- Evaluate, grow and adapt current programs and ensure they meet the changing needs of residents, partners, communities, and nature.
- Create new pathways for people to connect to nature and TCF by integrating programs into an inter-connected web of local engagement opportunities.
- Develop partnerships with a diverse set of stakeholders in communities with the highest need for nature-based programming, and pilot new community engagement programs that address local barriers to nature and are responsive to community needs.



So how do we understand local barriers, pathways to engagement, and what are current community needs?

We start with....
A Community Engagement
Listening Tour





Community Engagement Listening Tour

Objectives

- Build trust and relationships with new and existing stakeholders
- Identify common themes that will inform how we make our community conservation work more inclusive
- Lay the groundwork for emerging new partnerships and pilot programs
- Discover the ways in which TCF may be able to leverage its resources and nature-based solutions to support other organizations



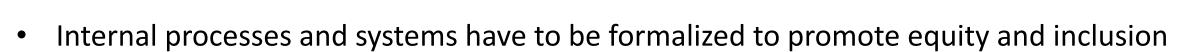
Website Review



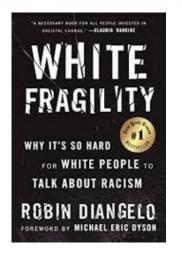


What We've Learned So Far

- Get started! Keep Going. Make mistakes. Don't get stuck.
- It takes time, we're 5+ years in and our DEI work is still in its infancy
- Buy in from key stakeholders takes time, and some may never buy in
- Strong leadership, authenticity, and commitment to DEI by management and board is key
- Building a shared understanding of why DEI matters and shared language is foundational to success



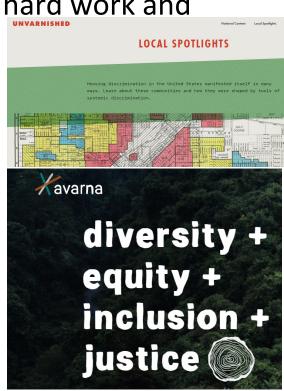






What We've Learned So Far

- No cookbook, no instruction manual, each organization is different, hard work and
 figure our best path
- Be specific about what you mean by diversity
- Prioritize learning and listening
- Be comfortable with the uncomfortable
 Be uncomfortable with the comfortable



https://theavarnagroup.com/

We save land.



We save rivers.

Questions?

Alison Paul VP of Community Conservation apaul@theconservationfoundation.org 630-428-4500 x 158

Kyla Muhammad
Community Engagement Coordinator
kmuhammad@theconservationfoundation.org
630-428-4500 x 160