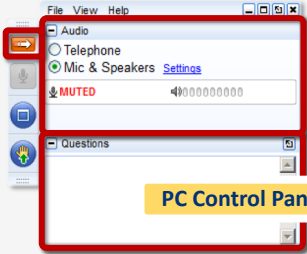
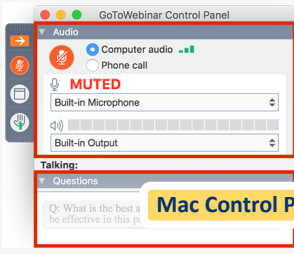




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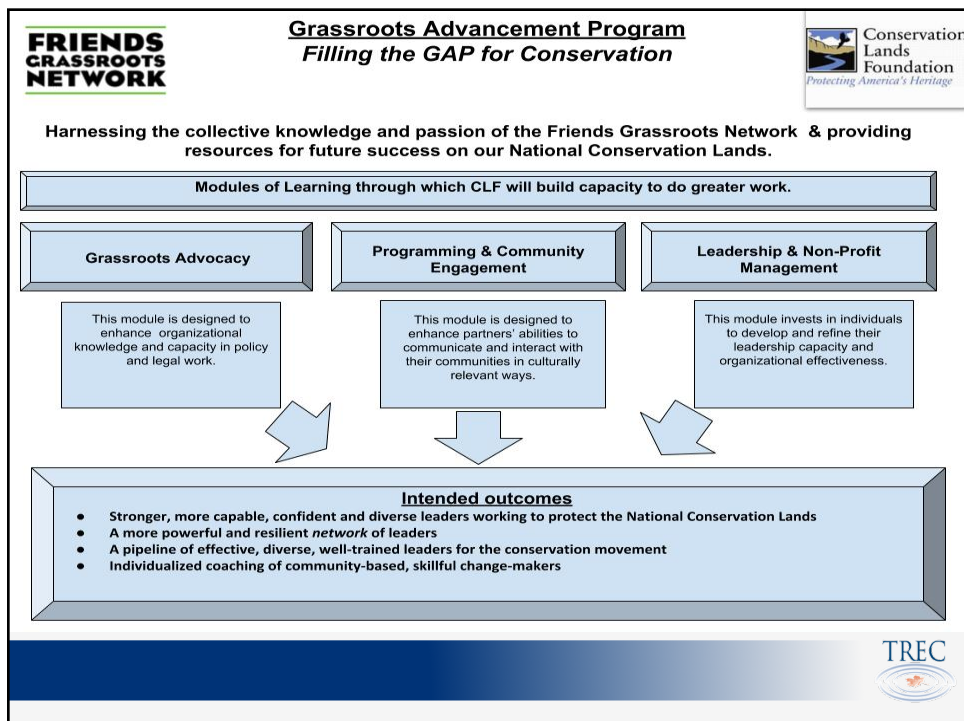
- Choose "Mic & Speakers" or "Computer Audio" to use VoIP
- OR choose "Telephone" or "Phone Call" and dial-in using the information provided

Submit questions and comments via the Questions panel.

Note: Attendees are muted and your webcams are disabled (listen-only mode).



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TREC

Training Resources for the Environmental Community
Presents:

**DEI and Accountability:
Holding Ourselves and Each
Other Accountable**



Presented by: Kellie Richardson

TREC Senior Associate

November 19, 2019

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Today's Discussion



```
graph TD; A[What and Why] --> B[Specific Implications for DEI]; B --> C[How]; C --> D[Close Out/Resources];
```

What and Why

Specific Implications for DEI

How

Close Out/Resources

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WHAT DO WE MEAN?

“Accountability refers to the ways in which individuals and communities hold themselves to their goals and actions, and acknowledge the values and groups to which they are responsible. Accountability demands commitment.

SOURCE:

- Accountability and White Anti-Racist Organizing: Stories from Our Work, Bonnie Berman Cushing with Lila Cabbil, Margery Freeman, Jeff Hitchcock and Kimberly Richards



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WHAT DO WE MEAN?

“Accountability can be externally imposed (legal or organizational requirements), or internally applied (moral, relational, faith-based, or recognized as some combination of the two) on a continuum from the institutional and organizational level to the individual level.

From a relational point of view, ***accountability is not always doing it right. Sometimes it's really about what happens after it's done wrong.***

SOURCE:

- Accountability and White Anti-Racist Organizing: Stories from Our Work, Bonnie Berman Cushing with Lila Cabbil, Margery Freeman, Jeff Hitchcock and Kimberly Richards



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The What



ACCOUNTABILITY

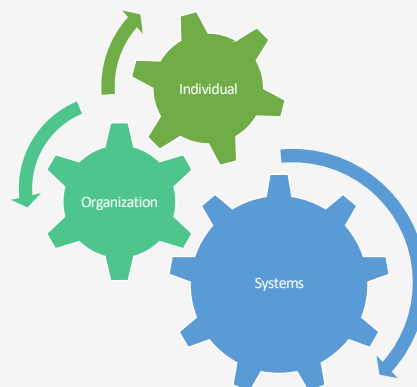
It is not only what we do,
but also what we do not do,
for which we are accountable.

[Moliere]

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Accountability and DEI

- Disrupting/naming oppressive or inequitable behaviors, decision making processes or structures that harm
- Acknowledging that current systems benefit those with power/privilege at the expense of those with less power/privilege
- Deeply impacted/influenced by organizational culture



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The Why

"...we've seen too often how the concept of accountability gets (mis)used in interpersonal games of tit for tat, manipulations aimed at getting people to follow an agenda rather than reach for a shared vision."

-Source: Accountability in a Time of Justice



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The Why

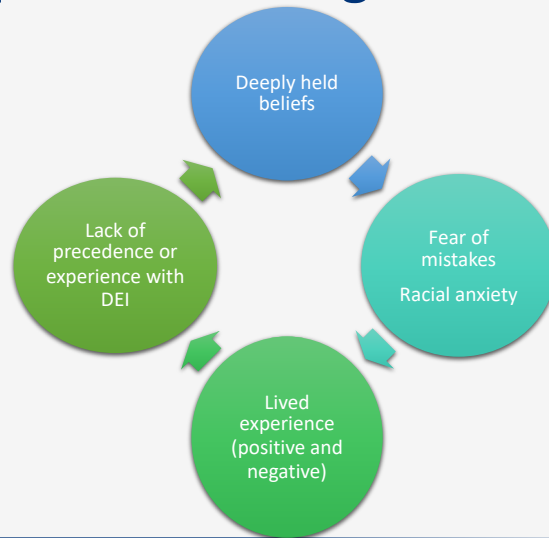
Accountability is a rich opportunity to monitor progress and consistently identify additional opportunities for DEI learning and growth.

- Recruitment, selection, retention
- Training and professional development
- Community outreach, input, and partnership



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Specific Challenges with DEI



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Blame vs. Accountability

Blame	Accountability
"It's your fault and you need to be punished."	"Let's identify the mistake and work to correct the behavior."
"I hide my mistakes. It's not worth the risk."	"I talk about my mistakes so we can all learn and do better."
"Who did it?"	"What happened here?"
"They didn't show up, apply, stay..."	"Is there anything in our system or process that creates a barrier or is exclusionary?"

Source: Paul, Marilyn. "Moving from Blame to Accountability"



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	Blame	Accountability
Believes...	Avoids problems	Sees problems as opportunities
	People are problems	People are problem solvers
	Admitting weakness is career limiting/dangerous	We are ALL still learning
Focuses on...	Who's wrong	What's wrong
	Fault finding	The process
	The past	The future
Results in...	Distrust	Trust
	Hiding/avoiding problems	Finding opportunities/solutions
	Waiting until told	Taking initiative
	Lack of innovation	Innovation

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Accountability

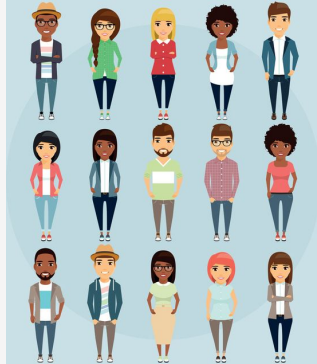
What if accountability wasn't rooted in punishment, revenge or superficiality, but rooted in our values, growth, transformation, healing, freedom, and liberation?

-Mia Mingus

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Accountability



- Clear intentions/needs/outcomes
- Ongoing, inclusive conversations
- Organizational commitment to support accountability rather than blame



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Characteristics of Accountability



emphasizes keeping agreements and shared responsibility



recognizes that everyone may make mistakes or fall short of commitments



creates conditions for ongoing, constructive conversations in which our awareness is sharpened



seeks root causes, and works to identify new/improved actions and agreements



Consults and listens to those most impacted



supports alignment of intent and impact



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The How



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Example – Individual Work Plan

OBJECTIVE	ACTION ITEMS
CORE JOB DUTIES Prioritize hiring staff representative of community's composition	Create paid internship position with goal of attracting POC/LGBTQ candidates for knowledge exchange and pipeline of future candidates. Revise job descriptions for inclusive language and DEI lens
TRAINING/DEVELOPMENT Increase awareness of systems of oppression and their impact on	Watch TREC Colonialism in Conservation Webinar Attend Facing Race conference in Fall 2020 Host monthly DEI discussion with team

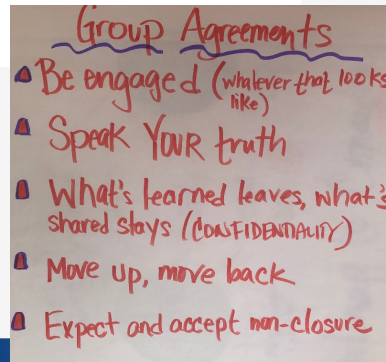
*****Don't forget to consider support needed and deadlines***



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Example – Team/Group Meetings

- Practice respectful communication.
- Counter your affinity bias—leave your comfort zone and reach out to people.
- Alternate using your voice and making space for other voices.
- Give credit appropriately.
- Criticize respectfully and constructively.
- Use pronouns proactively.
- If you have concerns, talk to the organizers.



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Example - Organizational

STRATEGIC PLAN

GOAL 2 - INCLUSION AND DIVERSITY – Foster a culture that embraces inclusion and diversity, both internally and externally.

- **Strategy 1:** Support cultural competency (glossary)
 - *Action Step 1:* Provide education regarding cultural competency.
 - *Action Step 2:* Seek to understand and embrace differences and commonalities.
- **Strategy 2:** Promoting a diverse workforce
 - *Action Step 1:* Evaluate barriers and obstacles in hiring practices and promotional processes.
 - *Action Step 2:* Retention
- **Strategy 3:** Enhance recruiting efforts to promote employment opportunities to underrepresented communities.
 - *Action Step 1:* Identify underrepresented communities for outreach.
 - *Action Step 2:* Collaborate with peer organizations that serve like communities.



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Example - Organizational



GOAL 3: PARTNERS & CLIENTS

DEI WORKING GROUP OBJECTIVE(S)	ASSESSMENT	STATUS
1. Develop a process to build the capacity of our partners through trainings—hosted by the organization at Earthjustice—regarding topics such as fundraising, social media, communications and permits.	The working group created a draft survey to solicit input on community partners' needs for social media training. We will circulate the survey to partners in early 2019 and use the input to inform the sessions, which we will roll out in 2019. The group is also working with Healthy Communities attorneys to develop air permitting and Clean Air Act trainings for community partners. We provided the first permitting training to staff internally in May 2018, and we will be replicating the training for external community partners in 2019.	ACCOMPLISHED ONGOING NOT MET
2. Continue with the creation and dissemination of a Client Survey to assess Earthjustice's performance regarding cultural competency and respectful partnership building.	The working group has evaluated options for conducting a poll of historically underserved clients to evaluate our organization's cultural competency and ability to build respectful and productive partnerships. We will contract with an outside contractor to administer the survey in 2019.	ACCOMPLISHED ONGOING NOT MET

Source: <https://earthjustice.org/about/dei-2018>

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Example - Organizational

Our Statement

The National Wildlife Federation strives to increase diversity, equity, inclusion, and justice in all elements of our work and with our partners to support the interdependent needs of wildlife and people in a rapidly changing world. To live up to our values of collaboration, empowerment, inclusivity, mindfulness, and a focus on our mission, we believe:

- We are better collaborators and will only **achieve our mission** if our staff and partners reflect the full diversity of our country, including but not limited to: race, gender, ethnicity, sexual identity, socio-economic status, age, ability, religion, and political philosophy.
- We can carry out our work with greater **mindfulness and inclusivity** if we recognize the social, economic, and political contexts that shaped the early environmental and conservation movements, and resulted in cultural biases that permeate our institutions today. Only by understanding and addressing these biases will we justly and equitably engage with one another while pursuing our conservation goals.
- We work more effectively by **empowering** staff, affiliates, members, and partners to support and ensure that this commitment to diversity, equity, inclusion, and justice is incorporated into our vision, organizational structure, budget, and work.

Source: <https://www.nwf.org/About-Us/DEIJ>

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Key Questions to Consider

Scope	Your Why	Success Indicators
• Individual • Team • Organization	• Mission alignment • Build capacity to better serve constituency • Build inclusive culture	• Community Partnerships and/or Engagement • Increased skills/knowledge • Organizational Culture Shifts



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Key Questions to Consider

- What skills/processes are in place to acknowledge and integrate the impact of bias?
- What skills/processes are in place to give/receive feedback about diversity, equity, and inclusion?
- What areas of your organizational culture leverage or limit DEI accountability?
- How do guiding documents show up in day to day behaviors?



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RESOURCES

- [Accountability in a Time of Justice](#), Vivette Jeffries-Logan, Michelle Johnson, Tema Okun
- [Accountability and White Anti-Racist Organizing: Stories from Our Work](#), AWARE-LA
- [Creating a Culture of Accountability](#), Avail Leadership
- [Dreaming Accountability](#), Mia Mingus
- [Moving from Blame to Accountability](#), The Systems Thinker
- [Sample DEI Goals and Activities](#), Lawrence Berkeley National Laboratory
- [Setting Diversity Goals](#), Deetta Jones
- [SMARTIE Goals](#), Management Center



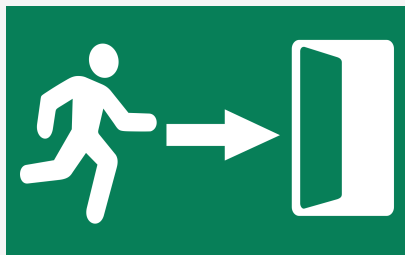
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As you exit the webinar...

Please fill out our brief survey!



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Questions?



How to Participate

Using your control panel...

- **RAISE YOUR HAND** if you would like to be unmuted to speak your question
- OR continue to submit questions and comments via the **Questions** panel.

Thank you for attending today's webinar! We will stay after to answer your questions, but feel free to exit the webinar if you need to go.

