

**Minutes**  
**TWS Ethnic and Gender Diversity Working Group Annual Meeting**  
**21 October 2015**

**Attending:** Claire Crow, Selma Glasscock, Jessica Homyack, Misty Sumner, Erin Saunders, Cynthia Perrine, Don Yasuda, Kerry Nicholson, Molly O’Grady, Beth Ross, Emily Williams, Angela Larsen, Anjela Sullenger, Kathryn Frens, Diana Doan-Crider, Jennifer Malpass, Quentin Hays, Harriet Allen, Maggi Sliwinski, Donna R. Kurt, Barbara Hill, Columbus Brown, Meg Streich, Kelsey Griffin, Dean F. Stauffer, Mariah Simmons

Misty Sumner called the meeting to order at 12:30

Minutes of the 2014 meeting were presented. It was moved & seconded to approve the minutes. The minutes were approved.

**OLD BUSINESS**

**Annual Diversity Award –**

Diana Doan-Crider (this year’s recipient) provided some background on herself. She wanted to study bears in New Mexico because of her grandfather and attended the University of Montana to learn about bears. From there she went to Texas A&M Kingsville and did field work in Mexico. In her work she did a lot of work with private landholders. She joined the faculty at Texas A&M Kingsville, and later moved to College Station. The academic life didn’t fit what she wanted to do, which is to reach those who don’t have the opportunities for school and to learn. She left her position at TAMU in 2015 and created an NGO, Anima Partnership, to reach out to communities and help them get training and preparation to move forward. She works quite a bit with the tribes, and because traditional education does not really help them back on their home lands, she focuses on adapting education to those who need it.

**TWS – family-friendly accommodations**

This was discussed at last year’s working group meeting. Jessica Homyack commented that this year it seems to be better; we are seeing more families at the meetings than in the past. Accommodations are being worked on for Raleigh meeting in 2016 with the hope to have a family room set aside. It may take some money to set the area aside. (Note added 2/17/2016 – we have received word that a room has been designated as a “quiet room” for the 2016 meeting in Raleigh.)

**Treasurer’s Report -**

Dean Stauffer reported that the current balance for the TWS EGD work group is \$1100.57. The Balance October 1, 2014 was \$1058.85. Deposits totaling \$228.00 (all from dues) were made between November 2014 and October 2015. One disbursement was made to Jessica Homyack for expenses incurred for promotional materials. In July 2015 Wells Fargo instituted a \$14.00 monthly fee. This fee is not charged in months when there is activity in the account (deposits don’t count as activity). Follow-up on 2/17/2016 – Dean contacted Wells Fargo Bank and we have changed our account to a business

account that does not incur fees if the balance is over \$500.00 and we use on-line statements (paperless). In addition, the bank agreed to reinstate 3 months (\$42) worth of fees.

## **Symposium**

Most of the working group attendees present had gone to the symposium. The consensus is that it was good and well-received. The panel discussion worked well. With the momentum we have now we should be thinking about symposia for the future but also should not be repeating the theme each year. Harriett Allen suggested we use a bigger room next year – it is clear that there is a need for it. A comment was made that we perhaps need to consider a full day? A suggestion was made that there should be more time to have a discussion of ideas and how to enact the ideas in TWS. Selma Glasscock suggested a symposium followed by a panel. Getting a sponsorship for a lunch would help us to go over the lunch period for a full-day session.

### **Women of Wildlife panel –**

Harriett Allen suggested more time with a larger room and a more diverse panel and felt the forum was good to have. Diana Doan-Crider commented that the reception was great but a little loud and that perhaps a lunch or something similar may work better. The social is felt to be a good idea but may require more fund raising. Suggestions were made that we raise money for a lunch. Misty commented that it would be tough but doable. Harriett mentioned that at the North American there was a supported meeting. Diana suggested that a more informal gathering off-site might provide a more relaxed atmosphere. There was more discussion on options. Columbus Brown encouraged a bottom-up approach to get students and young professionals into the meetings. We need to help the younger groups to help empower them for the future. We also might develop something open to a wider audience. A suggestion was made to use google groups to continue a discussion. Jennifer Malpass suggested a focus on how diversity enriches us. Columbus also suggested we consider all the single mothers.

### **EGDWG Logo**

Jeannie Jones designed the logo. Was noted in council that there is no clear link to TWS on the logo. We will go back to Jeannie and see what we might do.

### **EGDWG Poster**

A poster has been developed and is available along with a pdf for use at meetings. Jessica presented it at the Oregon Chapter Meeting. We are welcome to use it in any way. If we are interested in getting a pdf of the poster for our use we can check with Jessica or on the web site.

Jessica was invited to the ESA to present on early career issues. She put together a survey with 400 respondents on Ecolog and results are available to members who are interested.

TWS is doing a book on careers through John Hopkins and there will be a chapter on diversity in the book.

### **Website and Facebook page -**

Mariah Simmons mentioned that the transfer of the web page is close to being converted (note 2/17/2016 – it is now changed over). Misty invited anyone to help on the web page if they wanted. Beth Ross volunteered to help with the web page.

Jessica encouraged all to join the Facebook page if you aren't on it at this point. It was suggested we should be highlighting what we do. Jessica handed out an information slip with questions for the members to consider. We don't tell our story enough and should be doing so.

#### **Communication –**

Misty has had a busy year and she promised that communication will be better this year. Feel free to send an email to Misty if you have any question about something going on.

#### **NEW BUSINESS –**

Nominating committee

A nominating committee is needed for the upcoming year. All appointments are for 2 years. Misty emphasized it is rewarding to serve. Misty will appoint a nominating committee. Currently are 58 members. Selma G. offered to be on the nominating committee.

#### **RECRUITING –**

We have 58 members right now but we should be much larger than that. Misty said it would be nice to have the ability to offer travel grants, etc. Jessica issued a call to action for us to recruit at least one additional member. We should consider members from minority-serving institutions and let them know about the TWS and that within the society we have this working group. We should be talking up our accomplishments. Quentin Hayes observed that students at times may view the working groups as “professional clubs;” we need to reach out to students and help bring them in. Diana noted that as she spends time with tribal members she sees that many women feel an obligation to return to their communities and make an impact there. There is a tendency to believe that if you're not in the profession or faculty then you don't fit. Focus should be that all individuals fit here. Some people do not feel welcome in TWS because of how it appears to them and they need support from us. It may be time to reconsider who we are and then reach out to those who are unserved but have a passion for the profession. Misty asked Diana to get a group together to talk about ideas of what could be done. Perhaps an article about it would be reasonable. Quentin noted that the University working group is talking about having a short blurb in each issue of the Wildlife Professional; perhaps we could do that.

#### **Raising Money**

We need more. Misty would like to have enough funds available to help with board travel and to meet other expenses. As members it behooves us to seek ways to get money to put into the pot.

#### **FUTURE PROJECTS AND PROPOSALS**

#### **LUNCH SYMPOSIUM –**

Deadlines for symposia coming up soon. Ideas for open discussions included “microaggressions in the work place” and “know your words” (being used by WOW next year). We should include the perspective of minorities and regarding gender equality. Diana noted that she and Columbus had a discussion at the museum along the lines of “how does that make you feel?” The impression of the North Carolina meeting promotion is that it is all white-focused and on the surface does not provide an inviting presence. A suggestion was made for folks to read a book called “waking up white” that touches on all the issues we’re concerned about.

Concern is helping others to understand how the minority feels. Selma mentioned that it would be good to have an open conversation with managers and upper level administrators about these things. This way communication would come from above to those who need to understand how to interact with their peers. Misty pointed out it appears it’s come back to a theme of microaggressions.

There might be more flexibility to address these issues in a workshop. We could consider how to do training for others in a workshop format. On a Saturday we could offer a workshop addressing these items. Columbus asked – who is not getting the training – probably the younger people, students and young professionals. Erin Saunders (?) pointed out that our two primary populations are professionals and students. Students don’t get here until later in the week.

Ways to entice people to come might include continuing education credits or using it as part of certification?

Also, the effort could focus on the student leaders and hope/assume they will carry it back and teach others. If we want to focus on students and developing professionals, we need to focus on those we want to reach when they are here.

It was noted that Native Peoples has a great student development program – could we do something like that?

Molly O’Grady will chair a subcommittee to help with getting information out on the website.

#### **DUES –**

A note will go out to the membership maybe leaving \$5 for students and 10 for regular members. There will be more discussion and a vote online.

The meeting adjourned at 2:29