

**Colorado Chapter of the Wildlife Society
Antiracism Statement**

3 May 2022

The Colorado Chapter of the Wildlife Society (CCTWS) does not condone racism or any other form of discrimination, bias, oppression, prejudice, public humiliation, among other forms, at personal, interpersonal, institutional and structural levels. The CCTWS is committed to the principles and values of inclusivity, diversity, equity and awareness (IDEA). A recent event in Colorado caused significant mental and emotional harm to a wildlife agency employee who was the subject of racially insensitive remarks by a superior at a conference and in front of a large gathering of wildlife professionals and other stakeholders and citizens. Our institution unequivocally denounces behavior that further marginalizes underrepresented individuals and communities. We urge thoughtful reflection, learning, and growth to develop redemptive, constructive solutions to cultivate a diverse, equitable, and inclusion profession. We deeply express our sorrow that this individual had to endure such an upsetting experience. We stand united with her and too many others who face oppression in the wildlife field. This recent event hinders our vision for a diverse and inclusive wildlife profession, and is just one example of the daily experiences that often go unreported. We can and must do better. The CCTWS is continuing to take steps to cultivate a culture of belonging, respect, safety, and accountability.

The CCTWS initiated an IDEA Committee in 2020 and the CCTWS Board approved an IDEA statement in June 2021. The preamble of the statement (in part) is as follows:

The Colorado Chapter of the Wildlife Society (CCTWS) values human diversity as a foundation of the Chapter's identity and culture, philosophical framework, and operational priorities. We further strive to be an anti-discriminatory organization that identifies and removes barriers for individuals from underrepresented groups and all walks of life (based on race, disability, gender, sexual orientation, marriage or civil partnership, pregnancy or maternity, religion or belief, ethnicity, education, economic status, employment, nationality, and physical or mental ability).

We are focused on providing resources and opportunities for our members to gain DEI acumen and fulfill our IDEA committee's charge.

We urge wildlife institutions of Colorado to proactively and ambitiously develop and implement DEI trainings, resources, and mentoring. Our profession is better, more in-tuned with society, more creative and imaginative, more representative, and we are better problem solvers if we are a diverse community of people. The CCTWS welcomes people of diverse backgrounds and identities to be engaged participants and to follow a path of a wildlife career and we call on all Colorado wildlifers to think and behave with DEI aptitude in ways that make being a wildlife professional in Colorado safe, equitable, and fulfilling for all.



Nate Bickford
President Colorado Chapter of The Wildlife Society



Patrick Magee
Chair CCTWS IDEA Committee