



# The Wildlife Society Diversity, Equity, and Inclusion Network

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September 2022 Newsletter

## TWS Org Unit Activities

### Updated Resources from NPWMWG

Be sure to check out the [Native Peoples' Wildlife Management Working Group of TWS'](#) webpage for some new updates and resources. The Resources page is compiled of resources for those wishing to further their knowledge related to topics facing Native Americans, specifically regarding environmental issues.

View the resources page: <https://wildlife.org/npwmwg/resources/>

### Racial Equity and Environmentalism Workshop

[The Colorado Chapter of TWS](#) will host a workshop titled, Racial Equity and Environmentalism on **October 13 at 6 p.m. ET**. This workshop will provide the history of the construction of race, a key component in driving these inequities, while also evaluating environmental policies that have negatively impacted the environmental movement and produced the racial homogeneity we see today. This workshop will challenge participants to examine the ways in which they have interacted with race on internalized, interpersonal, institutional, and systemic levels.

Register for this workshop:

<https://us02web.zoom.us/meeting/register/tZAscu-qrDljH9PuVIGIzHZigSLkvksmfJRy>

## **WY-TWS IDEA Statement and Actions**

[The Wyoming Chapter of TWS](#) has been thinking deeply about how they can improve inclusion, diversity, equity, and awareness (IDEA) in the wildlife profession. In September 2022, the chapter released a list of 9 action items they intend to implement over the next year, including an ad-hoc committee. The chapter is currently seeking member feedback and engagement to create meaningful change.

*Read the statement and list of action items:*

<https://mailchi.mp/6072e6ba6a41/wy-tws-idea-statement-and-actions?e=7a83d09875>

## **OiTF Travel Grants**

[The Out in the Field Community of TWS](#) is accepting applications through **September 24, 2022** for up to two travel grants for \$500 each to LGBTQ+ members of TWS (students and professionals) to assist them in offsetting the cost of attending the 2022 TWS Annual Conference. Preference for funding will be given to applicants who have a role in the conference, but this is not a requirement to be considered for the grant. Recipients must be a member in good standing of TWS at the time of application, identify as LGBTQ+, and the \$500 will be provided to the recipient at the conclusion of conference.

*Learn more and apply for the travel grant:*

<https://wildlife.org/wp-content/uploads/2022/09/TWS-OiTF-Conference-Grant-Application-2022.pdf>

## **Alberta Chapter of TWS is Seeking a New Executive Director**

[The Alberta Chapter of TWS](#) is seeking an Executive Director (ED) to lead the organization. In this exciting position, the successful candidate will interact with a multidisciplinary team of wildlife professionals to advocate for, and advance the conservation of, wildlife and other natural resources in the province. The deadline to apply is **September 30, 2022**.

*Learn more and apply for this position:*

<https://www.actws.ca/blog/2022/09/01/were-hiring-a-new-executive-director/>

## **College and University Education Working Group of TWS Workshop Series**

[The College and University Education Working Group of TWS](#) will host a workshop on **September 29, 2022** focused on creating a more inclusive classroom. This is the first workshop in a series of workshops that the working group will be offering around practical advances for DEI that can improve classrooms and programs. The working group would also appreciate any ideas for a workshop on the theme: Recruiting, retaining, training, and mentoring: making an impact with DEI in our college and university wildlife programs.

*Register for the upcoming workshop: <https://go.unl.edu/pzyg>*

*Share your ideas for future workshops: <https://forms.gle/i8FE9pb2JYwtY9AT6>*

## **OCTWS DEI Award**

[The Ontario Chapter of TWS](#) believes the wildlife profession should be a safe, welcoming environment for everyone and wants to hear your stories. All student members of the OCTWS are invited to submit a fieldwork photo either of themselves in the field or a picture they have taken during fieldwork. Participants will present their photo and description in three minutes or less at a live virtual session on **October 6, 2022 at 6:00 p.m. ET**. Applicants must indicate their intent to participate by applying and uploading their application materials by **October 4, 2022 at 6:00 p.m. ET**.

Learn more and apply: <http://www.octws.ca/dei-award.html>

## **Upcoming Events & Opportunities**

### **The Foundations of Wildlife Chemical Capture Donated Enrollment**

[Global Wildlife Resources](#) would like to empower underrepresented members of The Wildlife Society through an opportunity to enroll in the course, [The Foundations of Wildlife Chemical Capture](#), free of charge. This online self-paced course offers access to materials for a full year, interactive Zoom sessions with instructor and CEO Dr. Mark R. Johnson, and certificate of training upon completion. To express interest in utilizing 1 of up to 4 free registrations for the year, please contact Jamila ([jblake@wildlife.org](mailto:jblake@wildlife.org)) with your name, email, and no more than 5 sentences explaining why this would be a valuable experience for you.

*Students can also receive a discount to enroll in this course as well as college credit. Learn more about this opportunity:*

<https://drive.google.com/file/d/1OUoen1viBa78xt6O7G-Mic17r7a9gFef/view?usp=sharing>

### **Academics Afield Facilitator Position Opening**

[Georgia Wildlife Federation](#) is hiring a facilitator for the Academics Afield program. Academics Afield (AA) is a program aimed at introducing students from non-traditional backgrounds to hunting and shooting sports. The facilitator will work directly with partners to ensure reliable data collection, to guide them on local implementation and to effectively report program findings and impacts.

Learn more and apply: <https://qwf.org/academicsafielddirector/>

### **oSTEM Conference Registration Open**

[The Out in STEM Annual Conference](#) is returning to an in-person format **November 10-13, 2022** in Boston, MA. This conference is a space for LGBTQ+ students and professionals in STEM fields to share their experiences and learn from one another. The oSTEM conference will offer programs ranging from safe spaces to talk about queer issues to discussing the latest in research conducted by our members. The Wildlife Society is proud to be a sponsor of this year's conference.

Learn more and register for the conference: <https://conference.ostem.org/>

### **Enhancing Tribal Collaboration in the Conservation of Birds and Other Wildlife**

During a webinar on **September 13, 2022 at 2:00 p.m. ET**, the [Institute for Bird Populations](#) will host a webinar to explore the intersection of federal-state-tribal resource management, describe several examples of successful co-management, and offer suggestions for incorporating tribal values and tribal participation into national and local conservation efforts. The webinar will be presented by Dr. Serra J. Hoagland (Pueblo of Laguna) and Steven Albert M.S.

*Learn more and register for the webinar:*

<https://lp.constantcontactpages.com/su/DxL52cC/13Sept22webinar>

### **SACNAS Indigenous CommUNITY and Wellness in STEM Virtual Gathering**

Registration is open for the second annual [SACNAS](#) CommUNITY and Wellness in STEM Virtual Gathering. The event, themed "Centering Indigenous Knowledge" will be held **September 15, 2022 at 1:00-2:45 p.m. CT** with a live Q&A with speakers at 3:00 p.m. CT. Registration is free and open to all SACNAS Native American/Indigenous members and supporting community.

*Learn more and register for the gathering:*

<https://sacnas.site-ym.com/events/EventDetails.aspx?id=1660456&group=>

### **Wildlife Viewer Survey Report Webinar**

[The Dayer Lab at Virginia Tech](#) and the [Association of Fish and Wildlife Agencies](#) Wildlife Viewing and Nature Tourism Working Group released the National and Regional Results of the Wildlife Viewer Survey: Enhancing Relevancy and Engaging Support from a Broader Constituency. To share the valuable information within the [national report](#), the AFWA Wildlife Viewing and Nature Tourism Working Group and Virginia Tech are offering a free webinar on **September 15, 1:00-2:30 p.m. ET**.

*Register for the webinar:*

[https://viriniatech.zoom.us/meeting/register/tZAvf-morjMjGNeIVQsEHvQ6JASo0uk2aMPz?utm\\_campaign=govdelivery-email&utm\\_medium=email&utm\\_source=govdelivery](https://viriniatech.zoom.us/meeting/register/tZAvf-morjMjGNeIVQsEHvQ6JASo0uk2aMPz?utm_campaign=govdelivery-email&utm_medium=email&utm_source=govdelivery)

### **Women of Color in the Outdoors**

[Green 2.0](#) will host a webinar on **September 27, 2022 at 2:00-3:00 p.m. ET**. The discussion with outdoors leaders will focus on why making space for women of color in nature is so important and how we can create welcoming and safe outdoor communities for all. Women of color face many obstacles to accessing the outdoors, including a lack of safety, racism, sexism, and distance to outdoor spaces.

*Register for this webinar:*

<https://diversegreen.us14.list-manage.com/track/click?u=af1470fd6bde533611814ff88&id=3b69f57f7e&e=7c6b7f4067>

### **DEI Coffee Talk: Walking on Eggshells**

As part of the [Association of Fish and Wildlife Agencies](#) Coffee Talk series, panelists will engage in a meaningful discussion on **September 29, 2022 2:00 p.m. ET**. The discussion will focus on why some feel they have to walk on eggshells, what can be done to help those that feel this way become more comfortable with sharing their thoughts, and when someone says something which could be received as inappropriate, what are some ways we would address their actions without alienating the person.

*Register for this coffee talk:*

[https://fishwildlife-org.zoom.us/meeting/register/tZMtc-mvqToqHdEFSUCq02\\_K1TslU5ad4sPg](https://fishwildlife-org.zoom.us/meeting/register/tZMtc-mvqToqHdEFSUCq02_K1TslU5ad4sPg)

### **Bridge Program Federal Hiring Event**

The Bridge Program Team will host their 2022 facilitated hiring event on **November 1-2, 2022**. The Bridge Program is a public-private partnership to create an inclusive and innovative hiring pathway that will embolden and diversify conservation employment practices. Registration is now open to join the hiring event.

*Learn more and register for this event:* <https://www.wildernessstewards.org/thebridgeproject>

## **TWS Annual Conference**

### **TWS Inclusion, Diversity, Equity and Awareness Working Group Meeting**

[The Inclusion, Diversity, Equity and Awareness Working Group of TWS](#) promotes the involvement of minorities and women in the wildlife and natural resource professions, especially in areas such as student recruitment, conservation education, and professional development. The working group will host their annual meeting on Wednesday, November 9 at 7:00 a.m. PT.

*Learn more about this year's conference events and activities:*

<https://www.xcdsystem.com/tws/program/3fe8AWm/index.cfm>

### **Nurturing Trauma Informed Conservation Communities**

Nurturing Trauma Informed Conservation Communities workshop will be held on Wednesday, November 9. The focus of this presentation is to help participants recognize trauma, discuss colonial trauma, climate trauma, implications for wildlife organizations, and regenerative/trauma informed practices for organizations. Training on the trauma of colonization on original peoples will be provided. Lastly, discuss how to nurture a culture of compassion, wellness, and inclusivity at work through team building, creating brave spaces and thriving workplaces.

*Learn more about this year's conference events and activities:*

<https://www.xcdsystem.com/tws/program/3fe8AWm/index.cfm>

### **Weaving Ways of Knowing in Wildlife Ecology**

Weaving Ways of Knowing in Wildlife Ecology symposium will be held on Wednesday, November 9. This symposium aims to challenge current colonial paradigms that exclude Indigenous knowledge systems, values, and customs from wildlife ecology, which remains guided primarily by Western-science-based-knowledge systems. Through an interdisciplinary, cross-cultural approach, this session will provide guidance, case-studies, and inspiration for other researchers and environmental professionals to weave both Indigenous Knowledge systems and Western Science into their research, monitoring and management.

*Learn more about this year's conference events and activities:*

<https://www.xcdsystem.com/tws/program/3fe8AWm/index.cfm>

### **Community Building Through Mentorship**

During the Community Building Through Mentorship panel on November 9, participants will be able to learn more about and connect with existing TWS mentorship programs and resources. This will be an opportunity to support a community of lifelong learning and professional development. Especially for students and early-career professionals engaging in the conference, we will discuss ways to initiate and sustain healthy mentorship experiences.

*Learn more about this year's conference events and activities:*

<https://www.xcdsystem.com/tws/program/3fe8AWm/index.cfm>

### **Women in Wildlife Sciences: Building Equity, Diversity, and Inclusion**

The Women in Wildlife Sciences: Building Equity, Diversity, and Inclusion symposium on November 9 will feature diverse speakers promoting diversity, equity, and inclusion in the field of wildlife conservation and management. This symposium highlights findings in a newly-published book, Women in Wildlife Science: Building Equity, Diversity, and Inclusion.

*Learn more about this year's conference events and activities:*

<https://www.xcdsystem.com/tws/program/3fe8AWm/index.cfm>

## **TWS Headquarters Updates**

### **New Intern Joins TWS Team**

The Wildlife Society's Government Affairs programs welcomes its fall 2022 Joe Burns Memorial Wildlife Policy Intern, Madison Chudzik, to the team at TWS headquarters. She recently graduated from Colorado State University with a bachelor's degree in fish, wildlife and conservation biology. During her internship, Chudzik will help track and influence U.S federal policies that impact wildlife and wildlife professionals, enhance TWS policy, and engage in coalition meetings, legislative hearings and agency briefings.

*View the recent article:* <https://wildlife.org/new-policy-intern-joins-tws-government-affairs-team/>

## **TWS DEI Network Resources & Contact Information**

Contact Jamila Blake at [jblake@wildlife.org](mailto:jblake@wildlife.org) with any questions, activity updates, success stories, or other items you would like to share. Please let us know if there is a different contact you would like to receive communications from the DEI Network.

To learn more about The Wildlife Society's DEI efforts and current resources, visit the diversity, equity, and inclusion page: <https://wildlife.org/dei/>

Recent newsletters are also available on [The Wildlife Society's website](#).