



# The Wildlife Society Diversity, Equity, and Inclusion Network

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October 2022 Newsletter

## TWS Org Unit Activities

### TWS Storytelling Event at the 2022 Annual Conference in Spokane, Washington

Join the [Inclusion, Diversity, Equity and Awareness Working Group](#) for a fun and exciting storytelling event at the annual TWS conference in Spokane! These personal stories from our wildlife colleagues celebrate the diverse human identities and experiences involved in wildlife conservation, from animal encounters to personal struggles and triumph. Join us on **Thursday, November 10th from 7-9 pm PT** in the Davenport Grand Terrace Room East for a memorable event hosted by the Inclusion, Diversity, Equity and Awareness WG and co-sponsored by the [Human Dimensions WG](#), [Biometrics WG](#), [Nutritional Ecology WG](#), [Urban Wildlife WG](#), [Biological Diversity WG](#), [PA Chapter](#), [Early Career Professionals WG](#), TWS DEI network, [Western Section](#), and [Wildlife Damage Management WG](#).

*Learn more about this event:*

<https://wildlife.org/tws-conference-event-shares-the-stories-behind-the-science/>

## Upcoming Events & Opportunities

### USDA is Hiring its Permanent Chief Diversity and Inclusion Officer (CDIO)

The [U.S. Department of Agriculture](#) is hiring a Chief Diversity and Inclusion officer as part of building out the Diversity, Equity, Inclusion and Access (DEIA) efforts of the agency. The CDIO is a Senior Executive Service position and reports to the Office of the Secretary. The role is intended to create and improve policies and structures that elevate employee experiences, build positive work culture, and diversify the workforce. **Applications will be accepted through October 27.**

*Learn more and apply:*

<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.usajobs.gov%2FGetJob%2FViewDetails%2F681669700&data=05%7C01%7C%7C845e691104734c7bca6108daade74771%7Ced5b36e701ee4ebc867ee03cfa0d4697%7C0%7C0%7C638013540447190441%7CUnknown%7CTWFpbGZsb3d8eyJWljoiMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6Ikk1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=RVRcjDWh%2FZX96%2F51tL5Zf2CGIx6ISFi%2FzbcDcJ3Sf0E%3D&reserved=0>

### Outdoor Afro is Hiring an Executive Director

[Outdoor Afro](#) seeks an operational executive director to support the national network's developing programs and growing team. A successful candidate will be an outdoor enthusiast with a genuine commitment to and passion for the outdoors and creating Black Joy through building community. Interested candidates can now submit a resume and cover letter to either [sally@carlsonbeck.com](mailto:sally@carlsonbeck.com) or [kendall@carlsonbeck.com](mailto:kendall@carlsonbeck.com).

*Learn more and apply:*

<https://outdoorafro.org/2022/10/19/national-not-for-profit-outdoor-afro-seeks-executive-director/>

## Highlighted Resources

### We've Got Your Backs: Show Up for Your Transgender & Nonbinary Colleagues

What can we do today to build more safety, more trust, and more belonging for our transgender & nonbinary employees? How can we establish gender inclusive policies, practices, and systems that recognize gender beyond the binary? On June 16, [Rhodes Perry](#) moderated a panel discussion with Autumn Wylder, Tatyana Moaton, and Nico Calvo to respond to these critical questions.

View the webinar: <https://www.youtube.com/watch?v=QGItcRIITDE>

## Accessible and Inclusive Learning in Outdoor Education

Universal Learning Design (UDL) is a framework that guides the design of learning experiences to proactively meet the needs of all learners. When you use UDL, you assume that barriers to learning are in the design of the environment, not the student. Dr. Sherry Adrian demonstrates how to apply UDL principles to environmental education, specifically with the modification of [Project WILD](#) materials.

*View the webinar:*

<https://www.youtube.com/watch?v=-6LNSbUNBlo&list=PLGqiMnErkUG4jTQtJ5IE23w1pNFImfeqA&index=114&t=2s>

## TWS Annual Conference

### Women at Work: Stories of Wildlife Research and Management Symposium

This symposium on Thursday, November 10 at 8:30 a.m.-12:00 p.m. PT focuses on the work of women biologists. The goal of this symposium is to have a series of presentations on wildlife research and management topics that exemplify the leadership roles that women play within the scientific realm of wildlife biology. The [Women of Wildlife Community of TWS](#) believes that highlighting the amazing and diverse work that women contribute to the field of wildlife biology in a symposium such as this can normalize women as leaders in this field as well as provide role models to younger members of TWS as they forge their career paths in the wildlife profession.

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

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

### TWS Council Meeting

The Wildlife Society will meet during the conference on **Thursday, November 10 at 1:30-3:00 p.m. PT in the Davenport Grand: Terrace Room East.**

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

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

## TWS Headquarters Updates

### Meet the Ombuds

The Wildlife Society is pleased to announce that it will provide Ombuds Services at its 29th Annual Conference in Spokane, WA, from November 6-10. This action is taken to support the DEI Vision of TWS and the goal of cultivating a safe, welcome, and inclusive conference for our attendees. The Ombuds will serve as an independent, neutral, off-the-record, and confidential resource for conference attendees to discuss any concerns they may have regarding conference related behaviors and activities. The Ombuds office will be located in the Ballroom 111 Show Office.

Learn more about the ombuds: <https://twconference.org/ombuds/>

### Apply for TWS Joe Burns Memorial Wildlife Policy Internship Program

The Wildlife Society has an opening for a paid wildlife policy intern with an interest in U.S. federal natural resource policy issues. Interns learn how to work cooperatively with TWS members, fellow professional societies, and conservation organizations to push for national-level policies of importance to the profession. This remote internship is a full-time, paid position running from January-June 2023, with a stipend of \$2,000 per month. **Applications will be accepted until November 2.**

Learn more and apply:

[https://wildlife.org/wp-content/uploads/2022/10/Policy\\_Internship\\_Spring-2023\\_FINAL.pdf](https://wildlife.org/wp-content/uploads/2022/10/Policy_Internship_Spring-2023_FINAL.pdf)

## 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.](#)