



# The Wildlife Society Diversity, Equity, and Inclusion Network

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November 2022 Newsletter

## TWS Org Unit Activities

### Maryland-Delaware Chapter of TWS Offers DEI Scholarships

[The Maryland-Delaware chapter of TWS](#) acknowledges the importance of inclusivity and representation in modern wildlife management and wishes to encourage engagement with both a diversified constituency and workforce. The Diversity, Equity, and Inclusion (DEI) committee is offering up to four \$250 / Max \$1000 Scholarships for the Spring 2023 Semester. **Applications are due by December 16, 2022.**

*Learn more and apply:*

[https://docs.google.com/forms/d/e/1FAIpQLSeQeJufRdzABZEXxZN5t5VdoVGK\\_2unuVART3V1N\\_IsfvAMyA/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSeQeJufRdzABZEXxZN5t5VdoVGK_2unuVART3V1N_IsfvAMyA/viewform?usp=sf_link)

### University of Arizona Student Chapter of TWS Creates New Board Position

[The University of Arizona Fish and Wildlife Society Chapter](#) is currently recruiting interested members to run for a newly created board position, Diversity, Equity, and Inclusion Coordinator. The duties of this position include creating a welcoming atmosphere and safe space for people of all backgrounds and identities. Some responsibilities will include making flyers, using social media, and making slides to highlight underrepresented groups in history.

*Learn more about the student chapter:*

<http://clubs.arizona.edu/~wildlife/?fbclid=PAaAatCldrsGFZTTCgg5CqdHPFrEEk3EQS78AnU1HynEtRYZkM6MhgqNbcSts>

## **Ales and Allies: How to be a great conference participant and get invited back**

Officers from the [Michigan](#) and [Washington Chapters of TWS](#), supported by several active members of The Wildlife Society DEI Network, developed a quick guide and advice for professional behavior and conduct at TWS' Annual Conference in November 2022. The article seeks to clarify expectations and provide easy reference to important TWS guidance documents for members and event attendees to keep in mind.

*Read the full article: <https://wildlife.org/ales-and-allies/>*

## **Upcoming Events & Opportunities**

### **Budget for Belonging Webinar**

[Rhodes Perry Consulting](#) will host a webinar, Budget for Belonging, on **November 30 at 1:00 p.m. ET**. This workshop is intended to help you clarify why a professional development budget is an essential component to career growth. During the webinar, speakers will discuss how you can utilize it to develop as an inclusive leader.

*Learn more and register: <https://belongingatwork.kartra.com/page/nov-30-22>*

### **Seeing the Forest for the Queers: December Gathering!**

[Seeing the Forest for the Queers](#) will host their December gathering focusing on the theme of "Seasonal Topics" on **Thursday, December 8 at 7:00 p.m. ET**. This event is designed to create a safe space for community and empowerment among people who identify with the LGBTQIA+ community within the natural resource fields. This event welcomes professionals and students within forestry and natural resources who identify with the LGBTQIA+ community. Please respect this space. The group hopes to have an event open to everyone in the near future.

*Learn more and register:*

*<https://us02web.zoom.us/meeting/register/tZcqu6vrT8tGN30hXt03j9AltAvwCI748hO>*

## **2022 Green 2.0 NGO and Foundation Transparency Report Card Release**

**On December 13 at 10:00 a.m. ET**, [Green 2.0](#) will release its sixth NGO & Foundation Transparency Report Card. This year's report will include new diversity, equity and inclusion metrics, and provide comprehensive updates on progress being made in the movement. To accompany the release of the report, Green 2.0 will host a concise, informative presentation followed by a panel of NGO and foundation leaders, who will offer their perspectives on how to accelerate needed changes both in organizations and throughout the environmental sector.

*Learn more and register:*

[https://www.eventbrite.com/e/2022-green-20-ngo-and-foundation-transparency-report-card-release-tickets-429929429497?aff=odeimcmailchimp&mc\\_cid=d150fa561d&mc\\_eid=7c6b7f4067](https://www.eventbrite.com/e/2022-green-20-ngo-and-foundation-transparency-report-card-release-tickets-429929429497?aff=odeimcmailchimp&mc_cid=d150fa561d&mc_eid=7c6b7f4067)

## **A Call for Poems on Climate Change in the United States**

[The Fifth National Climate Assessment](#) is underway, and scientists believe there is a need for creative storytelling regarding communities' experiences of climate change alongside quantitative data. Poets and storytellers are encouraged to submit poems to amplify the lived experiences of climate impacts in the United States. **The deadline for submissions is December 15, 2022.**

*Learn more and submit:* <https://dearhumanpoems.wordpress.com/>

## **Doris Duke Conservation Scholars Program 2023 Cohort Applications Open**

[The Doris Duke Conservation Scholars Program at the University of Washington](#) integrates multiple academic disciplines and ways of knowing, from a variety of conservation practitioners, to support scholars in finding a conservation practice and career path that is right for them. Scholars will participate in two summer immersion programs with monthly activities during the academic year designed to develop professional and transferable skills. **The deadline to apply is January 27, 2023.**

*Learn more and apply:* <http://uwconservationscholars.org/program/apply/>

## **Scholarship for Women of Color in STEM**

[Orchard](#) has opened applications for the second annual Women of Color in STEM Scholarships. Three scholarships in the amount of \$2,500, \$1,000, and \$500 will be awarded to high school seniors or current undergraduate students. **The deadline to apply is April 1, 2023.**

*Learn more and apply:*

<https://orchard.com/blog/posts/scholarship-for-women-of-color-in-stem>

## Highlighted Resources

### Practical Advice for How to Measure DEI Success Webinar

During this webinar, Kurt Merriweather shared practical advice on what metrics to track and how to gather the necessary data, how to visualize the ongoing progress of your DEI initiatives, and best practices for sharing data for greater leadership buy-in.

*View the webinar recording:*

<https://www.gotostage.com/channel/3378869970ca41c6b2a0d8c716b6277f/recording/6363a6d435644118ae07a6e43b386a3d/watch>

### The DEI ER Hosted by Raven Soloman

Diversity, Equity, and Inclusion practitioner Raven Soloman hosts The DEI ER via LinkedIn Audio Events. Raven covers a variety of topics to assist with navigating conversations in professional and personal settings.

*Learn more:* <https://www.linkedin.com/in/ravensolomon/>

## TWS Annual Conference

### TWS DEI Network Meeting

Thank you to everyone who was able to attend the in-person meeting during The Wildlife Society's 2022 Annual Conference in Spokane, Washington! There were a number of familiar faces along with so many new and enthusiastic attendees at the DEI Network meeting. We discussed some great ideas for activities and areas of focus for the network moving forward. For anyone interested in getting more involved, please reach out to your TWS organization unit officers.

*View the November 2022 meeting notes:*

<https://wildlife.org/wp-content/uploads/2022/11/2022-TWS-Conference-DEI-Network-Meeting-Notes.pdf>

## TWS Headquarters Updates

### Apply now for 2023 Native American Research Assistantship

The USDA Forest Service (USFS) and, starting this year, the U.S. Geological Survey (USGS), through partnership with The Wildlife Society, are offering research assistantships for Native undergraduate or graduate students as part of the Native American Research Assistantship Program for Summer 2023. **Applications are being accepted now through January 15, 2023.**

TWS also developed two graphics to promote this year's NARA program on social media, which may be downloaded [here](#) and [here](#).

*Learn more and apply:*

<https://wildlife.org/apply-now-for-usfs-native-american-research-assistantship-4/>

### The Foundations of Wildlife Chemical Capture Online Course

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, the application form can be completed at any time throughout the year to indicate why this would be a valuable experience.

*Learn more and apply:* <https://forms.gle/UiryvtUt2XvJHBy56>

## 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](#).