



The Wildlife Society Diversity, Equity, and Inclusion Network

December 2022 Newsletter

TWS Org Unit Activities

Women of Wildlife Community Team Webinar

On December 15 at 1:00 p.m. ET, the [Women of Wildlife Community of TWS](#) will present the webinar, Parenthood in the Field: Challenges and Advice for Raising Your Own Brood. This discussion will provide personal stories from parenthood focused on work-life balance and how to find support in the workplace. This webinar will be a follow up to a panel discussion held at the 29th Annual Conference to share what has been learned about challenges facing parents in the wildlife profession.

Learn more and register: <https://wildlife.org/webinars/>

Upcoming Events & Opportunities

How to Show Up: Developing Partnerships with Diverse Organizations

[The Association of Fish and Wildlife Agencies Diversity and Inclusion Working Group](#) will host their next DEI Coffee Talk, How to Show Up: Developing Partnerships with Diverse Organizations, on **December 19 at 2:00 p.m. ET**. Agencies are grappling with how to first find diverse organizations in their communities, then develop meaningful relationships with them, and finally, how to be the best partner to them. Ashley Smith, co-founder of Minority Outdoor Alliance, will engage in a conversation about how to take the mystery out of relationship-building.

Learn more and register:

<https://fishwildlife-org.zoom.us/meeting/register/tZUkcuiorDsoE9150Y2CLoGpwM4k8h1v1XwI>

NAFWS Funding Opportunity Webinar Series

[Native American Fish and Wildlife Society](#) is hosting webinars on upcoming U.S. Bureau of Indian Affairs Wildlife & Parks funding opportunities, including: Tribal Youth Initiative Program (**December 13**), Fish Hatchery Maintenance Program (**December 15**), and Final Application Questions (**January 5**).

Learn more and register: <https://www.nafws.org/events-training/>

HECHO is Hiring

Formed in 2013, [Hispanics Enjoying Camping Hunting and the Outdoors \(HECHO\)](#) was created to help fulfill our duty to conserve and protect our public lands for future generations. HECHO provides a platform for Hispanics/Latinos to contribute knowledge and perspectives about public land conservation. HECHO is now accepting applications through **January 9, 2023** for a Deputy Director and Communications Coordinator.

Learn more and apply: <https://www.hechoonline.org/employmentopportunities>

Tamamta Graduate Fellowship

[The Tamamta Graduate Fellowship](#) provides funded graduate fellowships to Indigenous and allied M.S. and Ph.D. students at the University of Alaska Fairbanks with National Science Foundation support. The Tamamta program will fully fund fellows for 2 years (including stipends, health insurance, tuition, and professional development) and assist students in pursuing additional funding as needed to complete their graduate studies. Tamamta is now accepting applications through **January 17, 2023**.

Learn more and apply: <https://www.tamamta.org/apply>

StemNoire 2023 Conference Registration Open

Registration is now open for the [STEMNoire](#) annual conference which will take place in San Juan, Puerto Rico from **June 22-25, 2023**. Early bird registration runs through **April 1, 2023**. STEMNoire is a counterspace that serves to uplift and connect Black women in STEM during their personal, academic, and professional journeys. Through culturally-relevant workshops, research presentations, panels, and keynote speeches, this conference seeks to provide unique opportunities for Black women in STEM at or beyond college/University-level.

Learn more and register: <https://www.stemnoire.org/overview>

Highlighted Resources

WOW Guide for Ethnic and Gender Diversity Events

[The Women of Wildlife \(WOW\) Community Team](#) is a community of TWS members of all genders who promote and support women in the wildlife profession. One of the ways that WOW pursues their mission is through hosting events that promote and educate TWS members and other wildlife professionals about diversity, inclusion, and equity. WOW offers this guide to help and encourage others to host their own events throughout the various TWS organization units.

Learn more:

https://wildlife.org/wp-content/uploads/2022/11/How-to-Guide-for-Ethnic-and-Gender-Diversity-Events_October-2022.pdf

OiTF Packet: How to implement OiTF in your TWS Organization Unit

[The Out in the Field \(OiTF\)](#) Packet was created to empower TWS organization units to help achieve the OiTF goals within the membership of their organization unit. This packet is designed to share tools, outreach material, and information on how TWS organization units can implement the OiTF initiative within their organization unit, including at their annual meetings. Once you receive this packet, we encourage TWS organization units to contact OiTF to review the packet content, as well as discuss potential events and activities that can be implemented. Please contact Colleen Olfenbuttel (colleen.olfenbuttel@ncwildlife.org) to set up a conference call/virtual meeting to discuss the packet and your subunit's interest in OiTF.

Learn more:

https://wildlife.org/wp-content/uploads/2022/10/TWS-OiTF-Packet-for-TWS-Subunits_updated-Oct-2022.pdf

Who is Missing From Executive Positions of Conservation Organizations? Part 1: People with Disabilities

This article series from [Diversify Outdoors](#) highlights the necessity to bridge gaps in leadership in the conservation field. This part of the series focuses on historic and current barriers for people with disabilities and how that can be compounded across an individual's identities. The article outlines some of the current obstacles of the field and elevates current efforts and proposed solutions.

Learn more:

<https://www.diversifyoutdoors.com/blog/2022/12/1/who-is-missing-from-executive-positions-of-conservation-organizations-part-1-people-with-disabilities>

TWS Headquarters Updates

2023 TWS Awards Nominations

The Wildlife Society is now accepting nominations for the 2023 awards season, and we encourage members to recognize the contributions of their peers by participating in the nomination process. The Wildlife Society's Awards Program annually honors professional excellence, recognizes outstanding achievement, and highlights contributions to wildlife science and management. There are three nomination deadlines depending on the award for which you are nominating: **February 1, March 1, and May 1, 2023.**

Learn more and submit nominations: <https://wildlife.org/engage/awards/>

TWS DEI Network Resources & Contact Information

Contact Jamila Blake at 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.](#)