

# Let's Diversify!

- Why
- Define
- Develop



# Let's Start

## C. Diversify



## A. Elephant



## B. Open-Minded

# Let's Take a Look: State of Diversity in Environmental Organizations

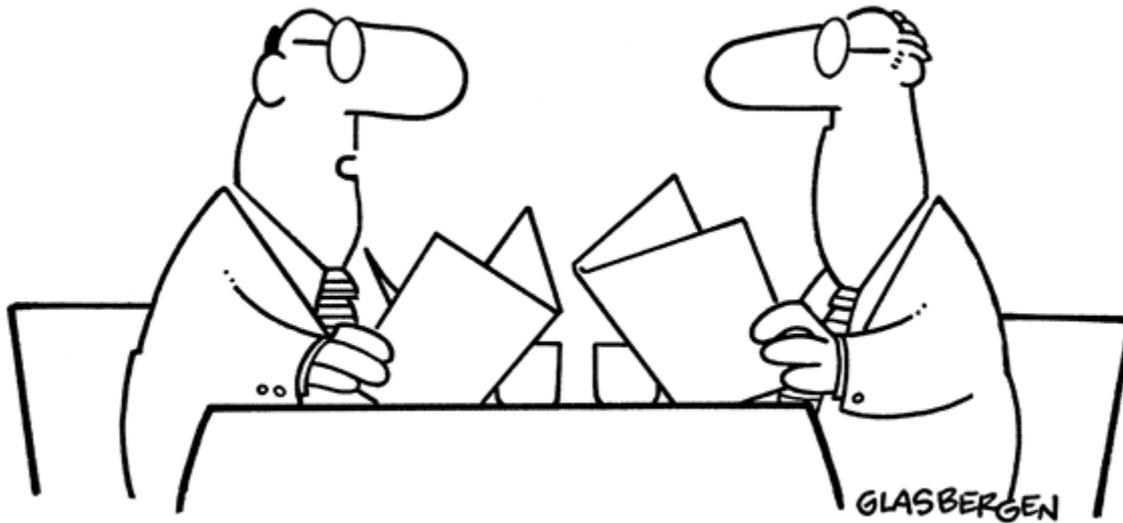


- **Study of 3 types of Environmental Institutions**
  - 191 conservation and preservation organizations
  - 74 government environmental agencies
  - 28 environmental grantmaking foundations
- **Findings of Interviews**
  - 21 environmental professionals
- **Racial Diversity Results (Main Points)**
  - Increased, though does not exceed 16%
  - Lower ranks
  - Severely underrepresented
  - Diversity Managers



# Let's Define One Way

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**“On the way to lunch, I listened to a hip-hop station on the car radio. I believe that satisfies our cultural diversity requirement for another year.”**



# Let's Define Another Way



[http://www.huffingtonpost.com/2009/11/24/a-black-hiker-believe-it\\_n\\_368825.html](http://www.huffingtonpost.com/2009/11/24/a-black-hiker-believe-it_n_368825.html)



# Let's Define a Collaborative Way



**Sustainable Choices LLC**



# Let's Question AND Answer

Framework:

- What is my and/or my organizations experience?
- What is a success, particular positive, and/or change that has occurred?
- What does future look like?



# Let's Move Forward

- **Start: Define Diversity**
- **Develop connections and/or resources**
- **Create a foundation**
- **Implement**
- **Patience**

