

Overview of BNZ equity and inclusion work

Welcome to a space that we want to be safe for all, though we recognize that this might not be true for everyone.

Let's fumble forward together and allow ourselves to be vulnerable.

Equity, diversity, and inclusion work is heart-work and hard-work, and is motivated by justice and ethics.

Please participate to listen and to learn from others, particularly those from historically underserved communities.

Overview of BNZ equity and inclusion work

We did a lot to build community and prepare for the new proposal!

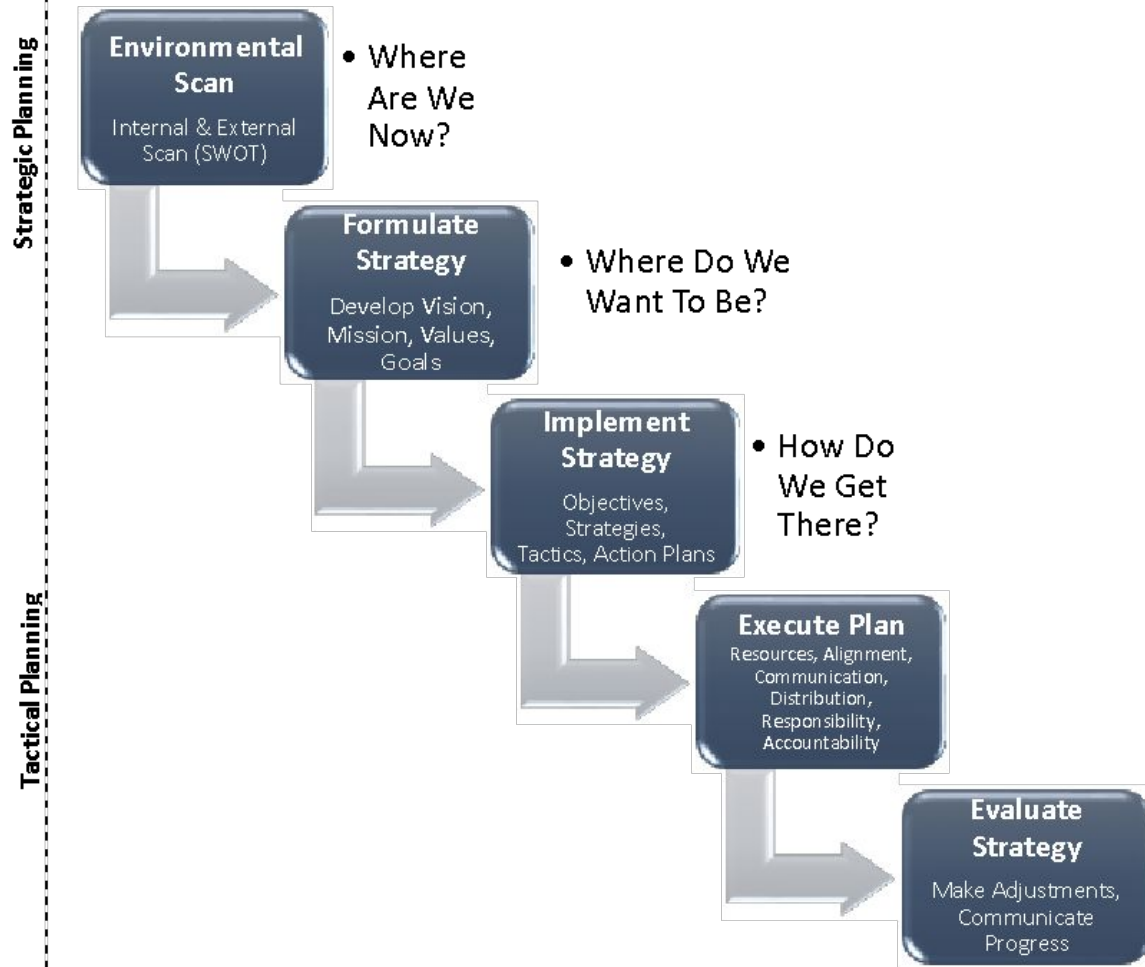
- Created a community-supported BNZ professional code of conduct
- Wrestled mentally with our land acknowledgement
- Community inclusivity and climate survey
- Participated in LTER network-wide activities and meetings
- More to add here?

General recognition that we have an opportunity now to step back, regroup, and strategize. What's next for this heart-work at BNZ?

Community-supported priorities for BNZ equity and inclusion work

- T1: Revisit our code of conduct to add more clear rules and transparency. How do we ensure that we are living the values embedded in that document?
- T2: Support capacity for co-learning and co-monitoring of the boreal environment in BNZ and AK communities. Build on the existing capacity for residents and Indigenous knowledge holders to use their “eyes on the land” to inform monitoring.
- T3: Improve BNZ mentoring programs, including peer-to-peer mentoring, to aid BNZ community building. Can we create a program that develops, highlights, and shares best practices?
- T4: Support our land acknowledgment with real action, in conjunction with the advisory board.

Strategic Planning Process



Today's activity

1. Self-select a breakout group that corresponds to the theme you are most interested in prioritizing or championing.

Theme/BG1: Code of conduct

Theme/BG2: Co-learning/co-monitoring

Theme/BG3: BNZ mentoring

Theme BG4: Beyond land acknowledgments

2. Identify a lead/recorder. Work through the prompts on your theme's jamboard. Record everything please!

3. We will spend the last 5 minutes convening as a larger group. Be ready to share your highlights.