

Workgroup Work Plan		
Date: October 2020		
Workgroup Name: Diversity and Inclusion		
Chair: Jennifer Newmark (NV)	Vice Chair: David Bugg (TX)	Staff: Patricia Allen
Workgroup Charge: To encourage each generation of fish and wildlife conservation leaders to value differences in cultures, persons, and perspectives, and show it through their actions in responding to changing constituent demographics and in enhancing the workplace environment.		
Changes to the Charge:		
List Major Activities and Objectives Accomplished During the Last Year: <ol style="list-style-type: none"> 1. The Diversity and Inclusion Working Group met twice during the last year, both at the AFWA Annual Meeting and the North American Wildlife and Natural Resources Conference. The group has grown into an energized number of individuals that focused on the following topics: <ul style="list-style-type: none"> • Resiliency through diversity • Diversity Joint Venture (DJV) • Relevancy Road Map 		
List Activities and Objectives that will be Accomplished in the Coming Year: <ol style="list-style-type: none"> 1. Work towards increased relevancy of states to broader constituencies by incorporating concepts of diversity and inclusion both internally and externally. 2. Work with other committees and subcommittees/working groups in messaging diversity and inclusion topics and incorporating concepts into outreach materials. Explore opportunities for broadening conference sponsorships to reach new constituencies. 3. Strategize on how to increase relevancy through diversity 4. Utilize the Relevancy Community Site to share information and keep in touch between meetings. 5. Begin developing Best Practices and Guidelines for Diversity and Inclusion. 		
Describe any Changes you Anticipate to the Work Group:		
List Workgroup Members: Jennifer Newmark (NV), David Buggs (TX), Janet Mucknall (USDA), Mary Boyer (ID), Lindsay Rogers (NE), Craig Walker (UT), Johnnie Smith (TX), Maria Gladzisuwski (AK), Elena Takaki (AFWA), Marc LeFebre (AFWA), Kelly Reynolds (AFWA), Judy Weber (Consultant), Renny MacKay (WY), Patty Allen (AFWA), Rae Waddell (FL), Jay Slack (USFWS), Shelly Plante (TX), Kiki Corry (TX), Chris Colclasure (AR), Gary Thorson (CO), Steve Beyer (MI), Kipp Frohlich (FL), Jerrie Lindsey (FL), Julie Kempf (IN), Sarah Hanson (GA)		
Date Workgroup Formed:	Expected Termination Date: TBD	
Comments		
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