## Workgroup Work Plan

**Date:** September 2019

**Workgroup Name:** Diversity and Inclusion

<table>
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<tr>
<th>Chair: Jennifer Newmark (NV)</th>
<th>Vice Chair: David Bugg (TX)</th>
<th>Staff: Patricia Allen</th>
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**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:**

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:
   - Resiliency through diversity
   - Diversity Joint Venture (DJV)
   - Relevancy Road Map

**List Activities and Objectives that will be Accomplished in the Coming Year:**

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. Look at creating/using communication tools to communicate regularly with this work group (ie. newsletter, periodic blog, emails, etc); create a diversity/inclusion presentation that can be used by state fish and wildlife agency staff as needed in their agencies.
5. Will explore the idea of Code of Conduct as a possible future project

**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** | |