Call to order/Review Agenda

- Moving creating a welcoming culture to earlier in the agenda to accommodate the speakers [David Buggs] schedule

Bystander Education- David Buggs

- During the NA Conference was creating a more inclusive and inviting work environment in the state agencies
- How to address different situations in the work environment
  - Created a presentation call ‘bystander education’ to help address these issues that may happen in the work environment
- Everyone is a bystander → a person who is present at an event or an incident but does not take part
  - We want people to take part; someone who observes a conflict and responds
    - Become an active bystander
    - It will matter to the person who is a victim; sends a message that this behavior is not tolerated in our community; puts the offender on notice; tells the other non-active bystander that they should engage and become active bystander
  - Bystander situations may include
    - Unprofessional behavior
    - Sexual harassment
    - Bullying
    - Dangerous behaviors
    - And more
  - Steps to take as an active bystander
    - Notice the occurrence out of the ordinary
    - Decide if this is unacceptable [if someone’s body language tells you they are uncomfortable then it’s unacceptable]
    - Ask yourself ‘could I play a role here?’
    - Assess your options for giving help
    - Determine the potential risks of taking action
    - Decide where or not to act, at the time or later
  - Strategies for active bystander
    - In the moment:
      - Name or acknowledge an offense
      - Point to the ‘elephant in the room’
      - Publicly support an aggrieved person
      - Use body language to show you disapprove
• Use humor (with care)
• Encourage dialogue between parties
• Help calm strong feelings
• Call for help [last resort]

  ▪ After the fact:
    • Privately support an upset person
    • Talk privately with the inappropriate actor
    • Report the incident, with or without names

• Why bystanders don’t act
  o Fear of: retaliation, loss of relationships, embarrassment; uncertainty of situation
  o Sometimes feel like it’s someone else’s problem

• Exercise good judgement before you start → evaluate the risk and make a conscious decision, not one based solely on emotion; ask yourself questions and look at your options; be sure to ask questions (both sides)

• If it’s your supervisor with ill behavior → don’t call them out in public; talk to them about the situation by possibly showing an example with yourself; don’t let it go unaddressed

• Do not become part of the ‘bystander effect’
  o Even if someone else has responded, don’t ignore

Work Plan Review

• Read the list of activities and objectives accomplished over the past year
• Review the list of activities and objectives this WG plans on accomplishing over the next year
  o Asked the group is there is anything that should be added or if anything was left out
    ▪ Having a baseline code of conduct created by AFWA to have a foundation to stand on if someone behaves in a way that breaks that code
      • If have is as part of the online registration, and they have to click to acknowledge said code → Makes it clear of what the expectations are (ie. At an AFWA conference)
      • Maybe have this as a suggestion when discussing the AFWA strategic plan during the larger EOD Committee meeting [ACTION ITEM]
    • The group will continue to discuss a code of conduct for the Association of Fish and Wildlife Agencies, potentially as part of the AFWA Strategic Plan.
      o Colleen (Director-Illinois) and Doug, and Rosezzta Bobo (MyFWC) can work on this....
  • Will look to include more people, members and AFWA

Create a communication tool for the D&I WG- what should that look like??

• Would it be a newsletter or other format—what is the best way to create this communication to most effectively; potential recurring features could include state highlights of actions they are
Creating Welcoming Cultures- Deb Hahn

- This was a discussion during the Women in Conservation groups
- Will be having a workshop special session during the NA Conference covering this topic; currently have straw-dog of what we are looking to present
- We recognize we don’t currently have a very welcoming and diverse work place in the state F&W agencies; provide tools to move the needle
- The link to this group seems nature; asking what type of tools might work best to create this welcoming work environment
  - What happening in states, what’s working and what is not; what are the needs
  - The workshop and conversation will continue during the NA Conference
  - If this groups has any thoughts, please reach out to Deb Hahn

Relevancy Road Map- didn’t get a change to discuss → this will be part of the full EOD Committee agenda as well as the WDVCFC committee agenda; please join those discussions