



# Building Pathways for DEIA



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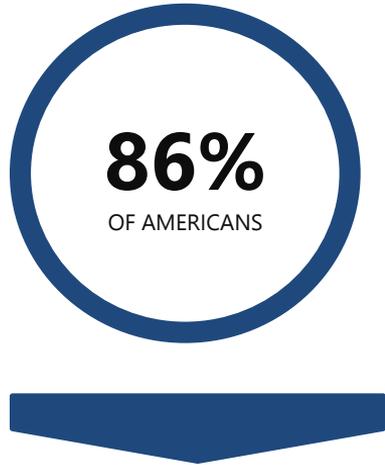
Collaborative Conservation:  
Partnerships in Practice (C2P2)  
October 2022



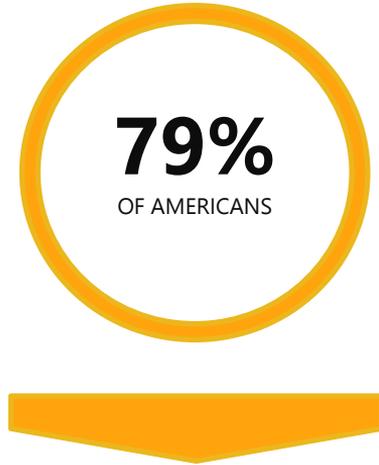
Working with others to conserve, protect, and enhance fish, wildlife, plants, and their habitats for the continuing benefit of the American people.

# People Love Nature and Wildlife

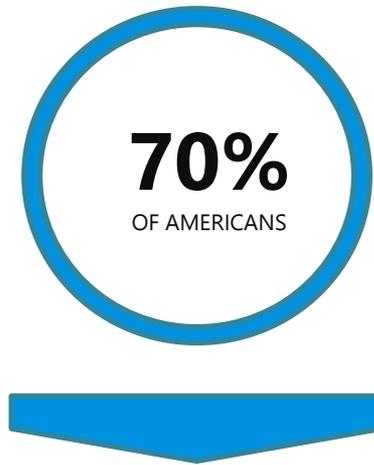
2017 NATURE OF AMERICANS STUDY CO-SPONSORED BY THE USFWS



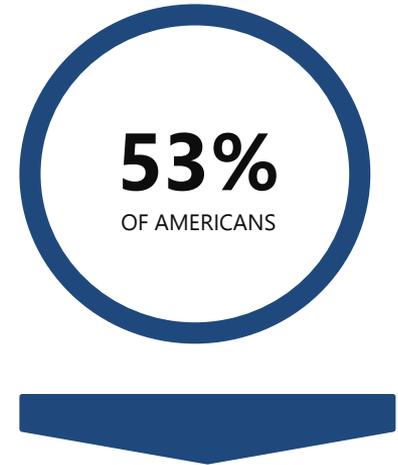
Being in nature gives me a sense of peace



Certain smells and sounds of nature bring some of my happiest memories



Being in nature helps give meaning and purpose to my life



Programs for Americans to enjoy nature and wildlife are underfunded

# The U.S. Fish and Wildlife Service is working on conservation for ALL Americans.

*We are at our best when our decisions are informed by a diversity of thought, our perspectives reflect the public we serve, and our employees reach their full potential.*

*We must recruit, welcome, and empower bright, driven professionals from diverse backgrounds who can help us find effective solutions and connect with a rapidly changing America.*



# The Service's 2020–2024 Diversity and Inclusion Implementation Plan (DIIP)

## Three Strategic Objectives:

- **Engagement**—consistent and meaningful message that prioritizes inclusion.
- **Barrier Analysis and Removal**—Identify and engage in barrier elimination
- **Recruitment and Hiring**—Connect with the values of a diverse public and enhance support for conservation

[Director's Order 226](#), Advancing Diversity, Equity, Inclusion, and Accessibility for Transformational Change in the U.S. Fish and Wildlife Service

[Director's Order 227](#), Fulfilling the Trust Responsibility to Tribes and the Native Hawaiian Community, and Other Obligations to Alaska Native Corporations and Alaska Native Organizations, in the Stewardship of Federal Lands and Waters

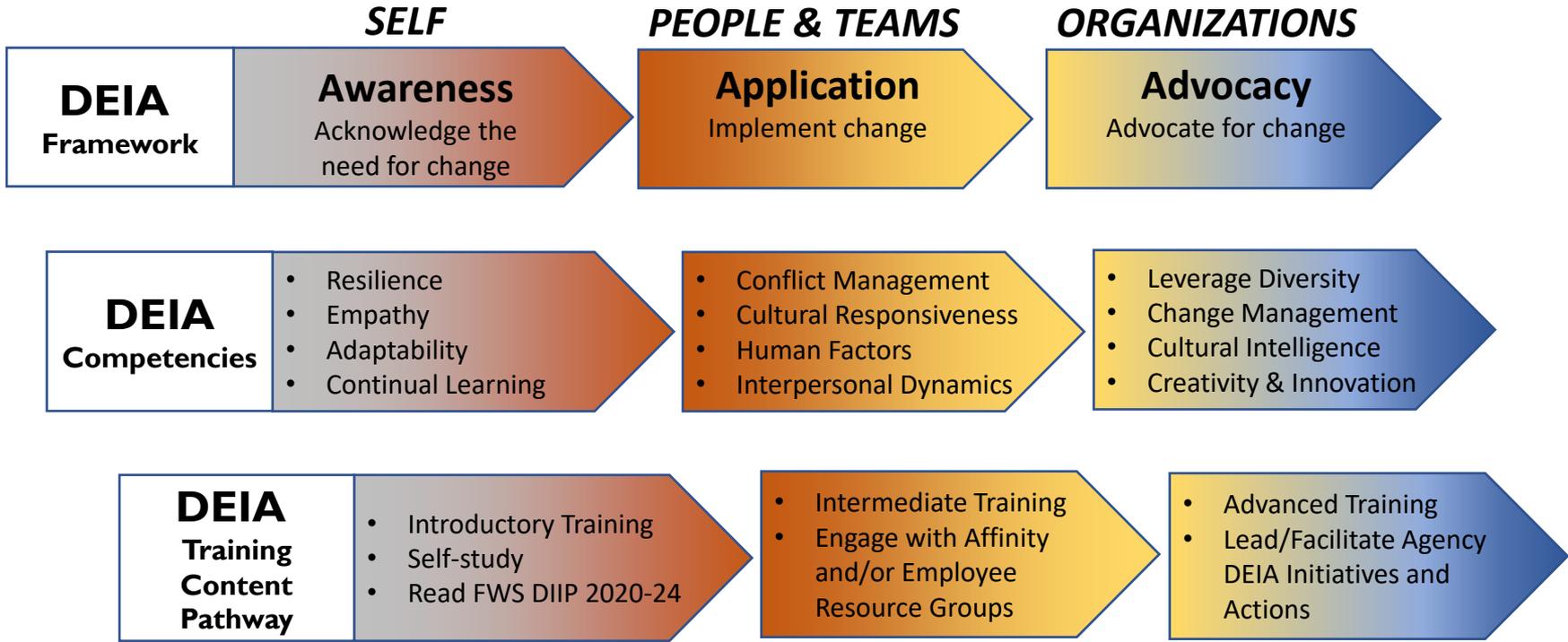
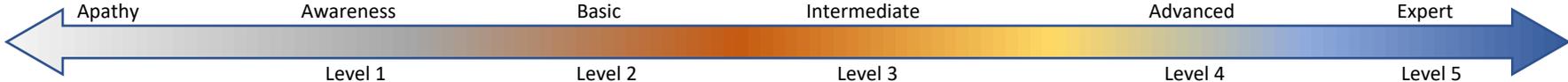
What key policies or directives are guiding DEIA work at your agency?

How will you foster and support a welcoming workplace?

**WELCOME ALL**



# DEIA Framework – Competencies – Training Pathway Step-down



# 28 Leadership Competencies



- Interpersonal Skills
- Oral Communication
- Written Communication
- Continual Learning
- Public Service Motivation
- Integrity/Honesty
- Internal/ Self Awareness

*Leading Self*

- Vision
- Strategic Thinking
- Influencing/ Negotiating
- Customer Service
- Developing Others
- Leveraging Diversity\*
- Technology Management\*

*Leading People*

- Flexibility
- Accountability
- Creativity/ Innovation
- Team Building
- Technical Credibility
- Political Savvy
- Entrepreneurship\*
- Human Capital Management\*

*Leading Teams*

- Problem Solving
- Partnering
- Conflict Management
- Decisiveness
- External Awareness
- Resilience\*
- Financial Management\*

*Leading Organizations*

Required proficiency levels based on role/activity

Annual Competency Self-Assessment

What kinds of training is supporting DEIA work in your agency?

What kinds of training is needed?

What opportunities, connections or gaps do you see in the FWS DEIA Training Pathway?

- **FWS Pride ERG**: Enrich the work-life of LGBTQ+ FWS employees and allies by fostering a work environment free of discrimination and harassment based on sexual orientation, gender identity, and gender expression and where employees feel safe bringing their full authentic selves to work.
- **Black, Indigenous, and People of Color ERG**: Create a safe and inclusive space for people of color to discuss their feelings and concerns openly.
- **People with Disabilities ERG**: Create community and a safe space for anyone to be included in the discussion of disability and to be their authentic selves, to know that there are others that share in their struggles and successes.
- **Women+ ERG**: (In development) Support anyone who self-identifies as a woman, including cis/trans women and non-binary people who would benefit from being part of a women-centered space.
- **Federal Asian Pacific American Council (FAPAC) DOI Chapter**: Support the Dept. of the Interior in addressing issues of interest to the DOI Asian American and Pacific Islander (AAPI) community and to foster professional development and networking among its members.



"Who's Who" of Racial Equity, Justice + DEIA Groups Within the Service

*The National Conservation Training Center acknowledges that it sits on the ancestral lands of many Native Nations. Several Indigenous People stewarded these lands near Shepherdstown, WV or traversed this area during forceful removal. These include, but are not limited to, the Iroquois Confederacy, the Shawnee, and the Delaware. However, the Massawomeck Nation was the most prominent of the People in this area. As we learn more about the Indigenous Peoples who had relationships with these lands before us, we better appreciate the soil on which we work, live and learn, and for this, we give our deepest thanks to the ones that came before. We encourage others to learn more about the land on which they work and reside.*



*The National Conservation Training Center (NCTC) is an organization that welcomes everyone and honors and supports diverse ideas.*

- *We are strengthened by the diverse perspectives, interests, and identities of the U.S. Fish and Wildlife Service and our partners, who work together to address the complex challenges facing the natural world.*
- *We acknowledge our agency's history and strive to be a site of cultural transformation for our organization and the larger conservation community, making it more representative of the aspirations of the American people.*
- *We foster an environment where everyone can learn new skills, find common ground, and explore new ways of engaging with nature.*

*Here at NCTC you are part of the conversation, and your contribution is valued.*



*Works in collaboration with NCTC staff and others Service-wide to provide excellent customer service related to diversity, equity, inclusion and accessibility (DEIA) and justice.*

*Demonstrates respect for others, regardless of ethnicity, sexual orientation, disability, gender identity, or other characteristics.*

*Helps foster a diverse and inclusive environment that is free of discrimination.*

# NCTC Pride Month June 2022



What best practices will you incorporate  
into your partnerships?

# Urban Wildlife Conservation Program

**SCOPE:** All USFWS Programs

**GOALS:**

- Conserve wildlife for the continuing benefit of the American people
- Create a connected conservation constituency

A photograph of a bison grazing in a field of tall grass. In the background, a city skyline is visible under a hazy sky. The text "Urban Wildlife Conservation" is overlaid on the image in white.

**Urban Wildlife Conservation**

# The Standards of Excellence – The “what”

- Know and relate to the community
- Connect people via stepping-stones of engagement
- Build Partnerships
- Be a community asset
- Ensure long-term resources
- Provide equitable access
- Ensure visitors feel safe and welcome
- Model Sustainability



# Critical Elements— The “How”

- Community Focused
- Intentional
- Inclusive
- Collaborative



## Community-focused

Prioritize community needs with long-term commitments.

## Inclusive

Implement equitable solutions to involve systematically excluded communities in solving conservation challenges.

## Intentional

Adopt community engagement methods that are well-informed, purposeful, and measurable.

## Collaborative

Form long-term, transformational relationships with community partners and across Service programs with the goal of increasing the collective impacts of conservation efforts.

# Applying the Critical Elements

## *Activity:*

- Take 8 minutes to individually review Critical Element PDF. (in your folder)
- Choose 1 of the 4 that resonates with you (Community-based, Intentional, Inclusive and Collaborative)
- Move to the corner of the room for your Critical Element
- With your Critical Element team, share 1 potential best practice/ activity you'd like to adopt with your Partnerships relating to your CE. (15 minutes)
- Report out: Identify a spokesperson for your Critical Element team, and have them report out on your team's ideas. (15 minutes)



# Thank You



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