



Our Commitment to Justice, Equity, Diversity and Inclusion

[Justicia, equidad, diversidad e inclusión](#)

We're an organization steeped in collaboration. We recognize that conservation must go hand-in-hand with prosperous communities, and that a healthy, resilient ecosystem is only possible when people of *all* identities are included.

We protect, connect and restore the wildlands and wildlife vital to the Pacific Northwest's natural heritage which belongs to *all* people. We restore wildlife, forests and wild places by working with diverse stakeholders. Through dialogue, we find common ground and collaborative solutions for challenging issues across our region.

Since the early days of Conservation Northwest, indigenous peoples have been vital partners in our work. We support indigenous Rights and Title, including the treaty rights of these sovereign nations. We're honored to collaborate with indigenous nations across the region, and indigenous representatives have long participated on our [Board of Directors and Advisory Board](#).

Our program work coordinates with tribal leaders and natural resource representatives daily, and collaborative efforts have included:

- Reintroducing fishers with leaders of the Nisqually Indian Tribe, Upper Skagit Indian Tribe and Lummi Nation;
- Advancing forest restoration, watershed health and wildlife recovery through partnerships and coordination with the Yakama Nation, Tulalip, Muckleshoot and Snoqualmie tribes.
- Conserving mule deer, Canada lynx, and sharp-tailed grouse in eastern Washington with the Colville Confederated Tribes;
- Restoring grizzly bears in southwest British Columbia alongside the Okanagan Nation Alliance, Stó:lō and St'at'imc First Nations, among others; and
- Forging a 25 year ongoing partnership with the Lower Similkameen Indian Band of the Syilx First Nation on numerous objectives related to habitat and cultural conservation, sovereignty, and prosperity.

Among conservation groups, we are also a leader in developing genuine relationships with rural communities, often through our field staff working with local stakeholders and leaders in the small towns, forests and backcountry across our region.

Important conservation strategies are most durable when reached through collaboration with the people who live on or near affected landscapes. From working with local ranchers and farmers to reduce conflicts with wildlife, to incorporating the knowledge and livelihoods of rural and tribal communities during forest management planning, we believe in listening and responding to community values.

Additionally, we are increasingly focusing on the benefits of healthy forests, wildlife habitat and watersheds for downstream communities who rely on clean water, clean air and other ecosystem services. Our Central Cascades Watersheds Restoration program works with rural,

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urban and suburban communities so that both people and animals can sustainably reside and recreate in areas near to growing communities and important for our Northwest natural heritage.

At Conservation Northwest, we're working to continue and further extend our strategic collaboration with marginalized, underrepresented and disadvantaged communities, and invite new voices and perspectives into our work. **We recognize that creating an equitable space where all voices are heard is an ongoing process. That's why we've established specific goals and objectives to integrate diverse perspectives in our work, so our efforts to keep the Northwest wild are as effective as possible.**

WE KNOW THAT BY WORKING TOGETHER, WE'RE BUILDING A STRONGER, WILDER FUTURE FOR THE GREAT NORTHWEST!

Our Goals & Objectives

1. Be a responsible, engaged partner and bolster our current collaborations in the areas we serve by:
 - Building and retaining a membership base that is representative of our program areas;
 - Supporting and fostering authentic relationships with people and organizations that serve diverse communities;
 - Expanding our local relationships, community presence and program relevance to a broader constituency.
2. Be transparent and intentional about our efforts to integrate equity and inclusion into our work, and invite members and partners to participate and share in our learning process.
3. Foster an inclusive and welcoming environment for all by implementing a recruiting and hiring process that mitigates privilege and bias and attracts a diverse and inclusive candidate pool.
4. Play an active role in working toward a just, equitable and inclusive conservation community by reducing barriers and building capacity for underrepresented groups.
5. Broaden the role of a conservationist by empowering diverse perspectives and voices, as well as examining our biases and how our words and actions are perceived by different communities.

Learn more at: www.conservationnw.org/diversity-and-justice

HAVE FEEDBACK OR SOMETHING TO SHARE? WE ENCOURAGE YOU TO CONTACT US AT OUTREACH@CONSERVATIONNW.ORG. THANK YOU!