



Diversity, Equity and Inclusion Report
January 14, 2022

Goal of the INPCA DEI Committee

- To create an INPCA in which all members have an equal voice in the conversations, no matter their gender identity, sexual preference, age, experience, or the color of their skin. This group will be stronger if we all feel comfortable and confident that our opinions and actions are valued. We would also like to bring a greater diversity of voices to this group.



DEI Committee Members

Mike Everidge
meveridge@TNC.ORG

Nic Garza
nicmartinez6454@gmail.com

Lydia Loyd
lmiramontes@soilsolutions-inc.com

Coralie Palmer
palmer@indianawildlife.org

Alyssa Nyberg
anyberg@tnc.org

Betsy Yankowiak
b.yankowiak@lrwp.org

A photograph of three young women standing in a field of tall grass. The woman on the left is wearing a dark blue polo shirt and has her hair in a ponytail. The woman in the middle is wearing a blue t-shirt with 'Summer 2003' printed on it and is smiling. The woman on the right is wearing a light-colored top and has her hair in a bun. They are all looking down at something held in their hands. An orange horizontal bar is located at the top left of the slide.

First Step – Survey Members

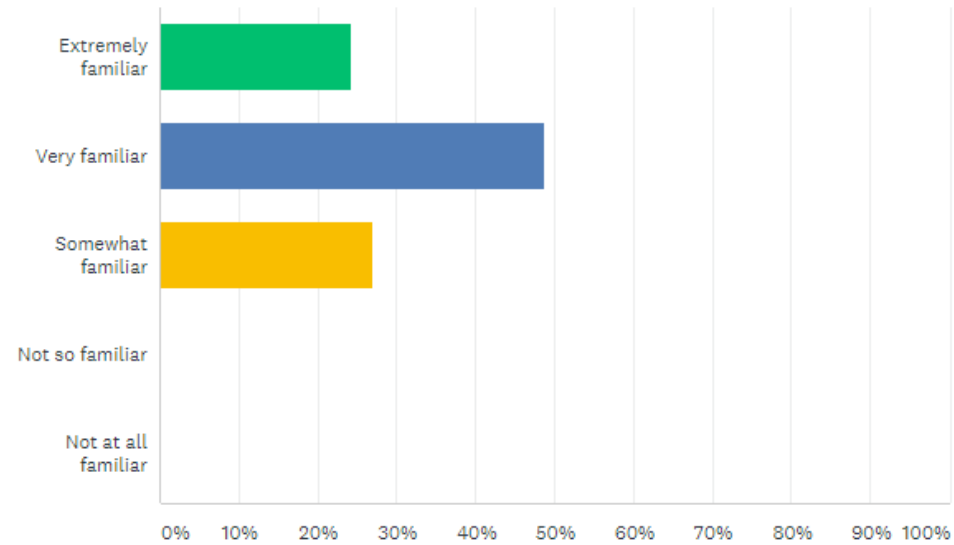
- In June 2021, the DEI Committee created and distributed a 10 - question survey through Survey Monkey
- Thank you to all of the 37 respondents of 72 members that took the time to give our committee feedback
- Due to this response rate, please note that there is bias in our survey results

Why we did it and what we will do with information

- Reason for the survey:
 - To create a baseline for our group's understanding of diversity, equity, and inclusion
 - To gather information from our members about what communities we may want to actively engage with our mission
 - Understand if our members needs, including accommodations to participate in our events and programs
- Anticipate an annual survey to monitor our progress

How familiar are you with the terms: diversity, equity and inclusion (DEI)?

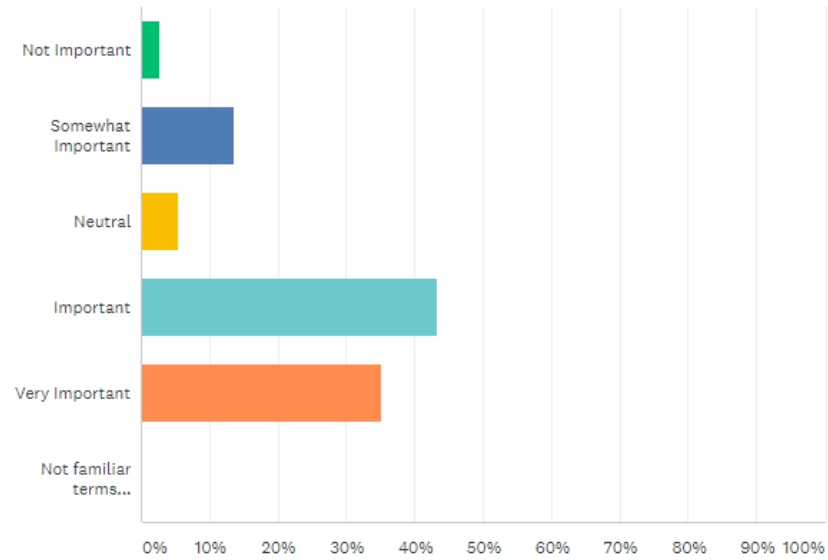
Answered: 37 Skipped: 0



ANSWER CHOICES	RESPONSES
Extremely familiar	24.32% 9
Very familiar	48.65% 18
Somewhat familiar	27.03% 10
Not so familiar	0.00% 0
Not at all familiar	0.00% 0
TOTAL	37

Do you feel that DEI is an important component of our mission at INPCA?

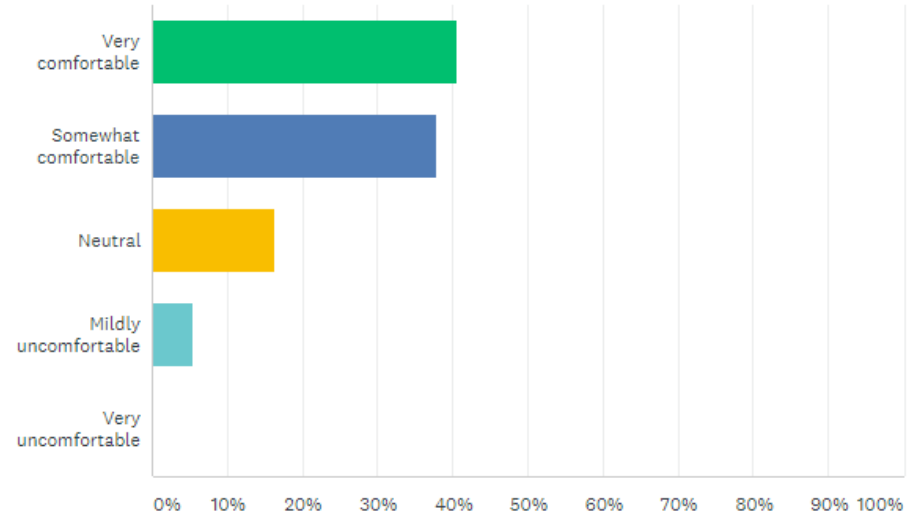
Answered: 37 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Not Important	2.70% 1
▼ Somewhat Important	13.51% 5
▼ Neutral	5.41% 2
▼ Important	43.24% 16
▼ Very Important	35.14% 13
▼ Not familiar terms diversity, equity, and inclusion	0.00% 0
TOTAL	37

Is DEI a comfortable topic for you?

Answered: 37 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Very comfortable	40.54% 15
▼ Somewhat comfortable	37.84% 14
▼ Neutral	16.22% 6
▼ Mildly uncomfortable	5.41% 2
▼ Very uncomfortable	0.00% 0
TOTAL	37

Q4 Summary - Do you have suggestions on how INPCA can be an inclusive organization?

- Aware and respectful
- Outreach to underserved communities
- Minority groups involved
- Invite diversity of people to leadership
- INPCA leadership
- Partner with organizations with high racial diversity.
- Social media groups that focus on DEI in the outdoors.
- Speakers and events reach outside the "typical" circle.
- Use academic connections
- Accessible program and use common language
- Convey intention of INPCA to be inclusive.

Q5 - Are there other groups that you believe we should reach out to in order to help INPCA build a diverse coalition to protect our state's imperiled plant species?

- Elected officials
- Urban and rural audiences
- Younger and older audiences
- Economic development staff from counties and state
- Economists
- Indiana residents from non-European backgrounds
- This may be geographic specific
- Garden clubs
- Student organizations (high schools and colleges)
- Master Gardeners/Purdue Extension to reach young and minority farmers
- Cemetery prairies
- City and county planners and parks
- Any group that has a green house
- Indigenous/First Nations people
- TNC and other land trusts, Audubon (Indiana and national chapters)
- Afro Outdoor has a presence in Indiana.
- NRCS for info on homeowners converting low-productivity land to pollinator, wetland and/or other habitat

Q6 - Do you have any special needs that you would like to make us aware of so that we can make every effort to support you and/or others as a member of the INPCA?

- Recognize that people may be anxious in groups or have reservations about talking to others in large group settings
- Ensure we are reaching audiences that may not communicate electronically



Q7 - What types of resources can we provide you to best support you as a member of the INPCA (language, meeting location selections, etc.)?

- Be diverse when, where, and how we host our meetings, events, and programs
 - Request that we make videos available on-line after events for people to be informed if they cannot attend meetings
 - A clear understanding of any terms used to describe the conservation work we want to accomplish. Being sensitive to others experience and skill levels so no one feels excluded
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Q8 - Optional: as you feel comfortable, please share any attributes about yourself such as age, ethnicity, gender, race, preferred language that will help us better understand the diversity that we will support within our group.

- 14 responded
 - 8 mentioned being white, Caucasian or of European ancestors
 - 1 mentioned Latino, 1 mentioned Hispanic
 - 1 mentioned Catholic
 - 1 is retired
 - Ages ranged from 23-75
 - 4 females and 7 males, 3 did not answer
 - No language besides English reported
 - No one mentioned sexual preference
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Q9 - Optional: please feel free to list your name, organization, and email address. Please also indicate if we may reach out to you about this survey.

- Four individuals gave permission and contact information for follow up questions
 - All four individuals have been contacted
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Q 10 - Please share any additional thoughts, ideas and suggestions for the DEI team.

- This question produce many answers thanking our committee for creating this survey.
- These responses were encouraging to the committee and made our work feel valuable to completing INCPA's mission.
- Here are two responses we wanted to share:

This is a difficult issue to deal with and I don't think that I have any real constructive suggestions. I believe diversity and inclusion are important in all aspects of a functional society. Unfortunately our field is not very diverse, but it also is made up of a tiny fraction of a percent of the population.

I am proud to be a part of a nature group that is taking this seriously.

Action Steps for INPCA

- Always act with kindness and respect
- Accessible meetings/Information sharing
 - Physically
 - Remotely
 - Video recordings
- Expand our circle to include diverse stakeholders
- Everyone is welcomed
- Anonymous platform to share concerns and recommendations
- Website to access our committee and our goals, can join committee



How DEI Committee Can Help You

- Give ideas and contacts to include diverse communities
- Facilitate conversations and connections
- How else can we help you?
- Contact: Alyssa Nyberg Alyssa Nyberg
anyberg@tnc.org



Thank you!

- Raw data from the survey is available. Please reach out to Betsy Yankowiak at b.yankowiak@lrwp.org for results.

