

Diversity and Equity Statement
National Association of University Fisheries and Wildlife Programs
10/12/20

The National Association of University Fisheries and Wildlife Programs affirms its commitment to deconstruction of barriers to Black, Indigenous, Hispanic, and People of Color, LGBTQ+ and other underrepresented groups in the fish and wildlife profession. The natural resources professions have been conspicuously underrepresented by individuals and perspectives that reflect all people of the country and the world. As a result, our profession lacks the richness of ideas and engagement to address the complex breadth of challenges facing us. We recognize that enhancing diversity in our profession entails much more than simply recruiting from underrepresented groups, and that achieving our goals is built on a foundation of equity and inclusion. Advancing these efforts calls for a number of deliberate and immediate efforts.

- We must listen to the needs of those we serve and adapt our thoughts, actions and organizations to address systemic racism.
- It is imperative to change how we communicate as professionals with the public and with our students.
- It is imperative to assess how we conduct research and continue to use an “equity lens” in all that we do.
- We must start by building welcoming and inclusive learning communities, where differences are respected, celebrated, and promoted rather than discounted. Every person must feel valued, listened to, and included.
- We must open up pathways that have historically precluded people representing diverse perspectives and backgrounds from seeking and advancing in the natural resources professions.
- We must build partnerships across universities and outside of academia, with K-12 and community programs, agency and industry groups, and others to partner in ways that build stronger pathways into the profession for individuals from underserved communities.
- We must act today with deliberative efforts, but concomitantly commit to long-term efforts.
- We must strive to continue to learn from each other in an effort to dismantle systemic racism in our institutions and in our professions.

The NAUFWP commits to addressing these critical issues through the creation of learning opportunities, learning communities, and shared resources to ensure that, collectively, the fish and wildlife profession moves from discussion to action.