A Journey, Not a Destination: An Agency Approach to Incorporate Diversity, Equity, Inclusion, and Justice

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A journey, not a destination
One agency’s approach to Diversity, Equity, Inclusion, and Justice
Alexandra Doty and Elene Trujillo
Puget Sound Partnership
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Who is Puget Sound Partnership?
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Created by the Washington State Legislature in 2007

Part of the National Estuary Program

Regional salmon recovery organization
Six legislated goals of the Puget Sound Partnership

1. Healthy human population
2. Vibrant quality of life
3. Thriving species and food web
4. Protected and restored habitat
5. Abundant water quantity
6. Healthy water quality
What we do:
Our mission is to accelerate and advance the collective effort for the recovery of Puget Sound
Influencing decision-making at multiple scales
Our DEI journey
Timeline

2018  2019  2020
Timeline

2018
2019
2020
What we've done well
Integrating DEI into Human Resources

AGENCY STRENGTHS
- Enduring partner relationships
- Creative and innovative
- Service oriented
- Collaborative
- Agile

CAREER GROWTH
- Commitment to shared leadership
- Mentorship opportunities
- Multiple career paths

CULTURE
- Commitment to values, beliefs, and emotional intelligence
- Mission oriented
- Pride in our performance
- Supports diversity and inclusion

REWARDS
- Mission-driven work
- Intrinsic rewards
- Flexible work schedules
- Modern work environment
- Strong support of health, wellness, and safety

Puget Sound Partnership
Building and maintaining and tribal relationships
Collaborative salmon recovery work
Reflections
Challenges

• Varying levels of cultural competency
• Assessment is needed
• Staff capacity
• Progress feels slow
Where do we go from here?
In the short-term

• Continue with interim work plan, and implement what we can
• Requesting more staff capacity and funding for assessment
• Communicate with staff
• Remain curious and open to feedback
In the long-term

• Develop a better understanding of our current system and structures – where are the leverage points?
• Continue to recruit/amplify new voices and build relationships
• Implement our plan to integrate DEI
What are some lessons learned?

- Support is critical to success
- Take the marathon approach
- Understanding staff cultural competency is key early on
- Celebrate the small successes
- Recognize existence of institutional racism
Thank you!

We want to hear about your DEI journey!
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