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Salish Sea Ecosystem Conference

2020 Salish Sea Ecosystem Conference
(Online)


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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

Salish Sea Ecosystem Conference

April 22, 2020



PUGET**SOUND**
PARTNERSHIP

Who is Puget Sound Partnership?



Who is Puget Sound Partnership?

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



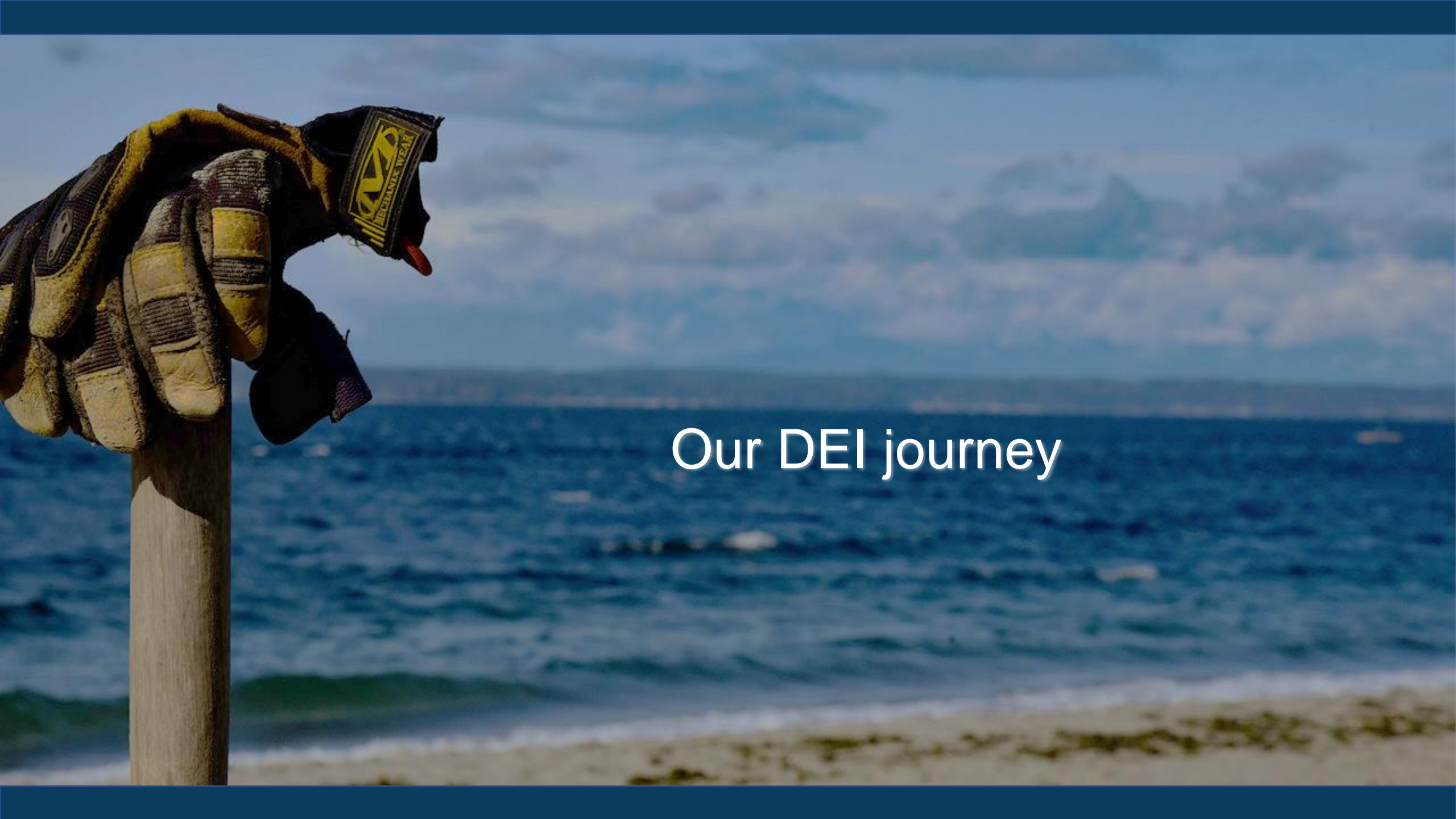


What we do:

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



Timeline

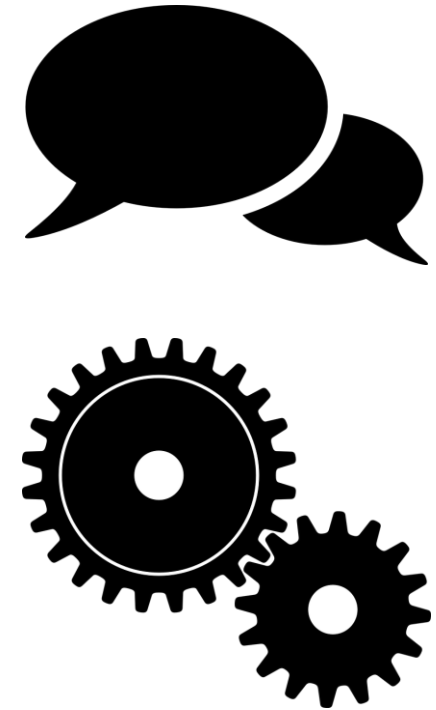
2018



2019



2020



What we've done well

Integrating DEI into Human Resources



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!
Feel free to contact us:

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