



Colorado Forest Restoration Institute Diversity, Equity, Inclusion, and Social Justice Team Charter

Revised January 28th, 2022

The goal of Colorado Forest Restoration Institute's Diversity, Equity, Inclusion, and Social Justice (DEIJ) team is to build and enhance shared understanding of how our organization implements inclusive practices in our work. CFRI's mission is to collaboratively develop and apply science-informed solutions that reduce wildfire risk and restore forest resilience. Our success is dependent on our ability to communicate effectively across cultural boundaries and work with diverse groups of students, faculty, staff, professional partners, and community stakeholders. The DEIJ team will develop, support, and/or implement initiatives that foster a more inclusive culture, increase diversity and enhance equity amongst our staff, and contribute to improving social justice issues impacting forest and fire research and management.

The Team will address contemporary DEIJ issues in the organization in the context of historical exclusion and marginalization in natural resource professions and society. In alignment with Colorado State University's Commitment to Inclusive Excellence, CFRI uses the broadest possible definition of diversity, and is committed to welcoming diversity in age, culture, disability, ethnicity, familial status, gender identity and expression, geographic background, marital status, national origin, perspectives, race, religious and spiritual beliefs, sex, sexual orientation, socioeconomic status, and veteran status. By promoting a culture where different perspectives are valued and respected, yet also held accountable to facts and reasoned discussion, a culture of accountability develops amongst all staff as well as between CFRI and our partners.

The CFRI DEIJ team aims to:

- Increase transparency about our initiatives, practices, and science in ways that promote respectful dialogue and empower social accountability within and outside our organization.
- Enhance diversity of perspectives who may not be heard and amplify underrepresented voices.
- Provide well-researched and considered advice on DEIJ issues relevant to CFRI.
- Coordinate with and serve as a bridge between CFRI leadership, other CFRI Teams, and individual staff on DEIJ related issues.
- Facilitate action on productive ideas no matter where they originate from.

DEIJ Team Measures of Success

- Pursue meaningful change within realistic expectations, and aim to improve our DEIJ practices and relationships “one degree at a time”.
- Ensure our work moves beyond education and results in actions that improve our practices and outcomes.
- Avoid token gestures and insincere actions.
- Maintain a safe space where all CFRI staff and partners feel welcome, valued, and respected.
- Promote an institutional culture where employees are empowered to speak up about concerns and celebrate successes, and can expect a compassionate and informed response from their coworkers and/or leadership.
- Increase diversity of CFRI staff at all levels within the organization.
- Our DEIJ efforts attract resources and sustain improvements within the organization, and with external partners.

Team Membership

The team will be comprised of representatives across the work areas and other CFRI teams at every staff level. The team will aim to approximate the demographic diversity of current CFRI staff across as many spectrums as possible. Participation on the committee is voluntary and will be open to anyone in the organization. Team members and CFRI leadership will work together to ensure a breadth of perspectives are represented on the team. CFRI members of Warner College of Natural Resources (WCNR) DEI Committees will participate as active members on the CFRI DEIJ Team and act as liaisons between CFRI and WCNR committees.

Team Member Responsibilities

All CFRI staff are expected to be knowledgeable of DEIJ issues and best practices in order to carry out CFRI projects and uphold our mission. Individual DEIJ team members are expected to develop additional expertise and dedicate time for some of these activities, but not all. Collectively, the CFRI DEIJ Team members are charged with the following responsibilities:

- Participate in and/or organize training opportunities, workshops, and other activities that advance CFRI goals to enhance DEIJ awareness and practices;
- Participate in at least one DEIJ training offered by the WCNR or CSU annually;
- Provide informed advice, recommendations, and information regarding DEIJ to the Director, Leadership Team, and other staff, teams, or programs to enhance and improve DEIJ initiatives within the organization;
- Stay informed about DEIJ resources available at CSU and in the community. Serve as a hub for sharing information and communicating efforts related to DEIJ across CFRI;
- Serve as an “informed ear” and additional resource for staff to talk with about DEIJ issues. Respond to concerns by providing information about available resources;

- Facilitate the compilation, analysis, and sharing of data related to Colorado Forest Restoration Institute DEIJ initiatives;
- Develop a work plan for the team that clearly articulates goals and objectives, defined outcomes, and strategies (short- and long-term) to achieve those outcomes; and
- Address other related issues as requested by the Director, other CFRI staff, the WCNR Diversity and Inclusion Program, or other CFRI stakeholders.