



# CFRI DEIJ Efforts

Updated 11/14/2021

Identify current (and potentially past) DEIJ initiatives CFRI has implemented.  
Goal: provide transparency and inform all CFRI staff of DEIJ initiatives, and to help identify gaps where new initiatives might be needed.

## Internal initiatives:

- Started a CFRI DEIJ team
- Created space to regularly discuss DEI initiatives in bi-weekly team meetings
- Organize required annual DEIJ trainings for all field crew and field based staff:
  - WCNR Field Crew DEI training
  - CSU Sexual Harassment training from CSU's Office of Equal Opportunity
  - Diversity and Inclusion training from CSU Student Organizations office
  - CFRI led discussion of [CSU Principles of Community](#), CFRI [Code of Conduct](#), to develop common understanding of behavior expectations and tools for conflict resolution
  - Review [this document](#) with field crew about tips and tools for being an active bystander and how to engage with people to change their behavior, while also working to improve my own interactions.
- A category on RA staff annual evaluations focuses on DEIJ efforts and accomplishments to provide opportunity for staff to receive recognition for DEIJ achievements and communicate expectations that all CFRI staff are expected to work on improving their DEIJ practices
- Make staff aware of DEIJ trainings and encourage their attendance
- Intentionally reach out and recruit applicants from different student clubs and student perspectives on campus when hiring students, including Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS), CSU Diversity Centers, and colleges besides WCNR. Incentivize hiring and training inexperienced students.
  - Have provided more resources to field crews including camping gear, cooking gear, etc. to make entry level jobs more equitable and accessible for students with different economic status'.
  - Develop a gear stipend for field crew to support buying better personal field equipment
- Intentionally show pictures of different people and perspectives (age, race, gender, etc.) in CFRI position advertisements to recruit diverse applicant pools. Ask Rickey Frierson and other WCNR staff to review position announcements to make them as inclusive as possible before advertising.
  - Need to report on demographics of current and past employees, and if possible applicant pools for RA and student positions
- Implemented a new diversity statement co-developed with Rickey Frierson for RA job posting advertising
- Intentionally adding more DEIJ interview questions during staff hiring
- Dedicated funding in current CFRI annual workplan to initiate an internship/fellowship program to enhance participation of more diverse perspectives in forestry and fire collaboration.



**Existing partnerships with under resourced or underrepresented communities:**

- Cal-Wood Education Center ([Calwood.org](http://Calwood.org)) is a non-profit organization providing natural resource and outdoor education to underrepresented students from Front Range secondary school, particularly focusing on those from LatinX communities. CFRI (particularly Marin, Camille, Katarina) is partnering with Calwood by:
  - Serving as a resource to help Calwood become a long-term research site following the 2020 Calwood Fire
  - Has installed multiple research and monitoring project sites on Calwood property
  - Has participated in outdoor education for underserved high school students, instructing students on forest and fire ecology topics as well as teaching student basic forestry measurements
  - Will be installing long term educational monitoring plots for elementary-high school students to learn basic forestry measurements
- Montrose High School/Forestry Internship Program is a partnership between CFRI, USFS-GMUG, and Montrose High School students for Uncompaghe Plateau CFRLP monitoring. Many of these interns are from communities underrepresented in forest science and management, particularly LatinX communities.
- Translated two RMRS briefing papers related to RMRS-GTR-373 Colorado Front Range Principles and Practice of Forest Restoration into Spanish to facilitate communication for and with people working in forestry who don't speak English as a first language. Continue to build capacity for translating additional materials into languages other than English.

**Informal initiatives:**

- Professional mentoring
  - CFRI staff members serve as mentors for multiple early career professionals who are underrepresented in forestry (Marin, XX, XX)
- CFRI is developing standardized color blind inclusive color schemes for use in maps, data figures, and PowerPoint presentations
- CFRI staff have encouraged and discussed why using pronouns in email signatures, virtual meetings, and in-person events can be more inclusive

**Future Initiatives**

- Connect more with El Centro, specifically youth and El Triunfo program, to provide more forest and fire education resources for the program.
- Connect with Latino Outdoors: <https://latinooutdoors.org/>
- Increase Indigenous land acknowledgement into more CFRI programs and products