



**HENRYS FORK  
WILDLIFE ALLIANCE**  
CHAMPIONS FOR WILDLIFE

## **Henrys Fork Wildlife Alliance Board Policy on Justice, Equity, Diversity, and Inclusion**

**Approved by Board of Directors August 26, 2021**

Our society is battered by hate, racism, inequity, injustice, and polarization. As individuals and as an organization, we believe we have responsibilities to both model and act for a more just and inclusive society, helping society to heal as we help to heal the land and wildlife.

Henrys Fork Wildlife Alliance is located and works in one of the least diverse states in the country. Idaho is 93% white. Fremont county is 96% white. The Southern Poverty Law Center ranks Idaho as #2 on a list of states with the most hate groups, only after Mississippi. They identify Idaho as having the greatest concentration of hate groups per capita in the U.S. including a KKK group and 5 anti-Muslim groups (as of 2016). This has affected how we carry out our mission, including how we frame our educational work. Additionally, outdoor recreation and conservation groups have long underrepresented people of color and been biased towards representing largely white perspectives and constituencies. Henrys Fork Wildlife Alliance recognizes these disparities. Our efforts are not divorced from the broader trends in society.

Henrys Fork Wildlife Alliance is committed to bringing all people together around the value of wildlife and the need for its conservation. We model openness, transparency, and the inclusion of all voices without regard to race, religion, ethnicity, gender, sexual orientation, disability, or country of origin.

We want all board members, staff, volunteers, members, and publics to feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, or education. We are committed to modeling diversity, inclusion, and equity within our Board and our organization, and maintaining fair and equal treatment for all.

This means we are committed to nondiscriminatory and equal opportunities for employment, volunteering, and advancement in all areas of our work. We respect the value that diverse life experiences bring. We strive to listen to diverse views and give them value.

### **We will fulfill this policy by taking the following actions:**

- To help address the larger problems in Idaho, we will advocate for policies across all sectors that promote diversity, inclusion, and equity, and we will challenge systems and policies that describe inequity, disparity, and oppression through OpEds, public comment, letters to the editor, and social media.



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- We respect the five federally recognized Native nations in Idaho and will seek opportunities to build connections and educational partnerships with Native nations, honoring and learning from their ancestral respect and stewardship for the wildlife and land that we too care about.
- We acknowledge the land of the Henrys Fork as part of the ancestral lands of the Shoshone-Bannock Tribes now located on the Fort Hall Reservation in southeastern Idaho, and we post this land acknowledgement on our website and in printed materials.
- We will strive to increase Board and volunteer diversity including youth, LGBTQ people, people with disabilities, and other under-represented populations in the community.
- We will recognize and repair any inequities or biases in our policies, programs, and services.
- We are alert to and will investigate underlying assumptions that interfere with our diversity, equity, inclusion, and justice policy.
- We commit to leading with respect and tolerance and we encourage all employees and volunteers to express this in their work within our organization.
- We will display our policy on Justice, Equity, Diversity and Inclusion on our website.
- We will speak out publicly, as individuals and as an organization, against hate, bias, prejudice, and injustice. We believe that society would be better if all organizations spoke out when they see hate.
- We will utilize social media to seek to reach people who have been marginalized and to inspire everyone to see themselves as conservationists.
- We will lead and be represented in social justice events locally that reflect our values.
- We will try with our justice and equity efforts to address the larger problems in Idaho and within our sphere of influence.
- We will advocate for policies across all sectors that promote diversity, inclusion, and equity, and we will challenge systems and policies that describe inequity, disparity, and oppression.
- We will formally review our progress on these action items annually.