

Diversity, Equity and Inclusion at Conservation Biology Institute

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Conservation Biology Institute (CBI) is a non-profit organization whose mission is to provide advanced conservation science, technology, and planning to empower our partners in solving the world's critical ecological challenges.

How We Define DEI

Diversity

Diversity is all the ways in which people differ in relation to one another, including, but not limited to race, gender, age, national origin, self identification, religion, disabilities, neurodiversity, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance.

Equity

Equity establishes fairness and justice, and is distinguished from equality: Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to the resultant imbalances. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.

Inclusion

Inclusion is the act of creating safe, supportive and welcoming environments in which every person can be and feel invited, respected, supported and valued to fully participate and thrive.

Our Commitment to DEI

We at CBI value the fundamental right of all people to inhabit a planet that provides them with healthy food, clean air, clean water, and natural spaces, regardless of gender, race, ethnicity, income, age, religious beliefs, sexual orientation, or disability. The planet cannot truly thrive unless all living creatures that inhabit it are thriving.

We recognize that globally, conservation practices and policies have long exercised discrimination and exclusion - both unknowingly and deliberately - which has resulted in

a limited community of people that are trained, employed, and feel welcome to participate in the field. We also recognize that longstanding systemic barriers have impeded the advancement of fair and inclusive environmental policies and that impoverished, Indigenous, and marginalized communities across the globe are disproportionately negatively impacted by climate change and environmental degradation. We believe that the work we do at CBI can have a positive impact on these issues, and are driven to be a part of the solution rather than perpetuate the status quo.

CBI values diversity and inclusivity in how we conduct ourselves and our work. We continually strive to ensure that our organization is a comfortable, equitable, and inclusive place for our employees, prospective employees, clients, and partners regardless of gender, race, ethnicity, age, religion, disability, or sexual orientation. We believe it is critical to empower the voices of our staff, clients and stakeholders in the work that we do. We embrace and value personal characteristics such as knowledge, ideas, working styles, communication and leadership styles that are the unique products of our varied and valuable cultural backgrounds and life experiences.

A core component of CBI's practice involves engagement of a diverse set of stakeholders in many of our projects, with a goal of aligning interests, minimizing conflict and ensuring representation of the communities that will be impacted by the outcomes of our work and/or recommendations. Whenever possible, we work to educate ourselves in historical and cultural context and communication styles to successfully engage representatives of communities that may be impacted by our work, and advocate for giving them a seat at decision-making tables. We respect and value other knowledge systems and where ever appropriate we will make every effort to include traditional knowledge and citizen science in our projects.