

PROFESSIONAL DEVELOPMENT WORKSHOP
Hosted by MINRC
Wednesday, October 28, 2020
2:00 – 5:00 p.m. EST

Purpose of Meeting: This conference workshop will focus on learning how to create a welcoming environment within your department and ways to enhance the employee experience.

Meeting Moderator: Mercedes Bartkovich (ADCNR)

I. Introductions & Housekeeping

II. Presentation from 2019 Diversity Award Winners

- ADCNR & ODWC will each give a presentation on activities and programs they promoted within their agency's that increased diversity and inclusion in their workplace and outreach

III. Being Out in the Field

- Sharon Fuller-Barnes (USFWS) will cover the importance of pronouns and share insight on recruitment

IV. Deeds & Needs Discussion

- **Equity vs Equality (George Braxton; VADWR)**
 - What do they mean and how are they different?
 - Why this needs to be considered when creating opportunities to bring diversity into your agency
 - The often-overlooked exclusivity of some volunteer and internship programs (Phillip Stephenson; USFWS)
- **Communication (David Buggs; TPWD)**
 - Why and how inclusivity is important
 - How to be a good manager when I can't relate
 - Word usage and political correctness
 - The Diversity Bonus
- **How diversity adds value (Cayley Birchfield; TPWD)**
 - Hiring techniques
 - Non-traditional university partnerships