

# ***Diversity, Inclusion & Sustainability: What can YOU do as a Sustainability Officer?***

## **1) Learn more!**

- How are you personally taking opportunities to learn more about diversity-related issues?
- What efforts are you taking to increase your understanding around diversity-related terminology (ex: diversity, cultural competence, social justice, inclusion, power, privilege, and beyond)?
- What are you doing to learn more about how your own cultural and ethnic/racial identity intersects with society?
- How are you engaging in conversations with others about the complex issues of diversity, social justice, inclusion, power and privilege in society?
- How are you personally taking opportunities to learn more about how diversity-related issues intersect with sustainability-related issues?

## **2) Critically examine your organization**

- How do you and/or your organization define sustainability, and what is considered the “natural environment”?
- How does your organization determine which physical and community spaces are priorities to protect and advocate for?
- What conversations are you having about the history of environmental conservation, sustainability, and environmental justice in rural and urban communities?
- What perspectives and values are prioritized in your programming or events?
- What communities are most benefitted by your work?
- How does your organization value and define diversity?
- Does your organization regularly incorporate opportunities for professional development in relation to the topic of diversity?
- In your position, do you have the ability to influence how professional development on the topic of diversity is valued?
- Does everyone have equal opportunities to share stories, ideas, and experiences openly within your specific staff, faculty and/or student team?
- Are there some voices that take up more space than others within your specific staff, faculty and/or student team?
- In your position, do you have the ability to influence how power dynamics are addressed within your specific staff, faculty and/or student team?

## **3) Build relationships**

- Who on your campus is doing:
  - diversity and inclusion work?
  - social justice work?
  - cultural competence or diversity educational work? ...while there is often overlap in some of this work, there are also differences that will vary campus to campus.
- How are you currently engaging the staff, faculty and/or students doing diversity-related work?
- Are there any existing relationships and partnerships that you can build on?
- How can you examine your personal approach to others in this work to ensure that you are sincere, have something to offer, and are open to feedback?



*Compiled by Elida Erickson, Adriana Renteria, Flora Lu, Rebecca Rosser  
AASHE Oct. 2016 presentation*

*“Working Towards Inclusive Sustainability at the University of California, Santa Cruz”*

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