

Diversity, Equity, and Inclusion

Diversity: Acknowledging that an individual is not diverse but teams comprised of individuals representing differing backgrounds, disabilities, political views, religions, races, sexual orientations, nationalities, ages, sizes, gender identities, etc. are diverse.

Whale and Dolphin Conservation (WDC) recognizes that whales play an integral role in the resiliency of our climate while, at the same time, acknowledges that climate change disproportionately impacts communities of colour, a demographic that is significantly underrepresented in the field of marine mammal science and conservation. Diverse teams improve performance and outcomes. WDC is committed to taking steps to improve diversity within the organization and the field of marine mammal science and conservation. A diverse team is better equipped to help us realize our vision of a world where every whale and dolphin is safe and free.

Equity: Acknowledging that every individual has different needs, experiences, and opportunities.

WDC aims to have a respectful and supportive workplace that enables us to attract and retain a diverse workforce (employees, consultants and volunteers) who will help us reach our shared goals. WDC is committed to ensuring that each individual has the best chance to succeed in their role by creating processes that recognize and support the varying needs of each individual.

Inclusion: Recognizing that practices within the workplace must ensure that individuals feel a sense of belonging and support.

WDC aims to create an inclusive workplace where everyone feels valued and respected for who they are. Our workplace should be somewhere where every worker can be themselves so they can reach their potential and help us achieve our goals.

This document is intended to be an evolving pathway to creating a diverse, equitable, and inclusive workplace. WDC's commitment to this effort means that each member of its workforce understands what we are working toward, and is committed to working together, viewing their work and actions through a diverse, equitable and inclusive lens, and embrace necessary changes.

This plan is everyone's responsibility. All workers have the responsibility to maintain an environment that is safe, respectful, inclusive and productive.

Short term actions

- Workforce diversity – Modify recruitment strategies and adjust baseline qualifications to ensure that employee and volunteer recruitment meets a broad pool of potential candidates.

- Provide DEI and implicit bias training annually for all staff, contractors, and volunteers
 - Review job descriptions and qualifications for roles
 - Review job postings
 - Review where applications are posted
 - Review interview questions
 - Require recruitment specific DEI and Implicit bias training for staff involved in recruitment and management of staff prior to interviewing candidates
 - Develop a mentor programme for all new staff
- Workforce Equity – Develop strategies which support the needs of individuals so they can succeed in their roles.
 - Review pay structure and role responsibilities
 - Modify where applicable policies with a view toward gender neutrality and equity across diverse parameters
 - Evaluate PTO policy to ensure it reflects cultural and religious diversity
 - Quantitatively analyse the workforce to evaluate the diversity within the current staff
 - Review policies and strategies based on workforce survey to identify areas where equity can be improved
 - Workforce Inclusion – Develop strategies which foster a culture that encourages collaboration, flexibility and fairness to enable all workers to contribute to their potential and increase retention.
 - Review communications strategies within the organization and with the public to ensure that language is inclusive to a diverse audience
 - Quantitatively analyse the workforce to identify areas where inclusion can be improved
 - Review policies and strategies based on workforce survey and adjust as needed
 - Accountability – identify and breakdown systemic barriers to full inclusion by embedding diversity and inclusion in policies and practices.

Long term action

- Diversity and inclusion is a key consideration in developing all strategic and operational plans.