



Dear IslandWood Community,

As part of our commitment to applying a JEDI (justice, equity, diversity & inclusion) lens to our work at IslandWood, we promised to share quarterly updates about our JEDI goals and progress toward those goals. This winter had us so busy with changes in programming and preparing for our annual fundraising event that we didn't share an update with you about our 3<sup>rd</sup> Quarter (January – March) JEDI work. We apologize and are here with an update on our 3<sup>rd</sup> and 4<sup>th</sup> quarter (April – June) JEDI work!

**You can read all the details about these priorities and our recent work toward those priorities here.**

Some key highlights:

- Our staff training topic for this timeframe was unconscious bias. All staff participated in an **online training program about unconscious bias** and watched a series of short videos selected by our staff-run JEDI council that were then discussed, with guiding prompts and questions, amongst teams. We will continue to explore this topic with an all-staff workshop led by external facilitators in the next few months. (External facilitators engaging on these topics are busier than ever, and that's a great thing!)
- Earlier in the year, we completed a community stakeholder survey to engage people in providing feedback and an assessment of our JEDI efforts. Stakeholders included alumni from our graduate program, teachers, administrators, event guests, docents, and donors. A consistent theme from respondents was that they wanted more specific information about how our JEDI approach was informing programs, policies, and decisions at IslandWood. (What great feedback!) These past two quarters, we've been working to outline, by program and team, how JEDI shows up in our work. **You can find that work here.**
- For many years, IslandWood has been **an advocate for public policy solutions that advance environmental education**. As we've committed to a JEDI lens throughout our work, we realized we needed clarity and guardrails that will help us decide what public policy issues to engage on. Over these past two quarters, we assembled a task force of staff and board members that created a decision-making lens to help guide future efforts.

We'll continue to learn and work toward our goals of embedding justice, equity, diversity, and inclusion in all our work. Thank you for your encouragement, feedback, and questions on this critical issue.

With gratitude,

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