



ENHANCING DIVERSITY, EQUITY, AND INCLUSION IN THE COASTAL SECTOR

Workshop Agenda:

Let's Leave With:

- A deeper understanding of individual and institutional bias and how it shows up in the coastal conservation, restoration, and management industry
- Strategies for identifying and combating bias during recruitment, hiring, and promotion processes
- A deeper awareness of institutional barriers and how to approach dismantling those barriers
- Actionable tools to engage in and promote DEI efforts within their own organizations
- Motivation and support to continue to center DEI in their work back home
- A deeper awareness of manifestations of racial bias & other forms of oppression within ourselves, society at large, and within the coastal sector
- Stronger connections and a sense of community with each other

9:00-9:05 am	Welcome Jeff Benoit, RAE President & Nicole Breslin-Romano, RAE Operations Manager
9:10-10:00 am	Welcome, Introductions, and Framing The Avarna Group, Sophie Sarkar, CJ Goulding
10:00-11:00 am	Grounding in Definitions of Diversity, Equity, Inclusion, & Justice The Avarna Group, Sophie Sarkar, CJ Goulding
11:00-12:00 pm	Foundations of Individual Bias
12:00-12:45 pm	Working Lunch (with discussion prompts)
1:00-1:45 pm	Foundations of Institutional Bias
1:45-2:45 pm	Past, Present, Future: Bias in the Coastal Sector & Hiring
2:45-3:45 pm	Creating a New Coastal Culture: Retention and Action Items
3:45-4:00 pm	Gratitude and Closing

