

Diversity in Your Organization



DIVERSITY

➤ *What is diversity?*

- Differences in people which include their national origin, gender, race, culture, economic status, religion, sexual orientation, physical or cognitive ability, age and/or family structure.

➤ *Why diversity?*

- Strength in each society is found in diversity. Today there is a disparity between the diversity of our community and the people that work and visit our zoos and aquariums.
- Our workplace should reflect our communities, but our communities must know about the opportunities available and have ways to obtain the training and education to apply.

Does your organization have a diversity plan?

- Do you have a diversity plan for your volunteer department?



AZA has a Diversity Special Committee

➤ MISSION

We are creating a culture within AZA that inspires respect and understanding of the value of diversity

➤ VISION

AZA becomes a Diversity model for the world

➤ CORE VALUES

Our passion for each other mirrors our passion for the animals we conserve

AZA Special Committee

- In principal and in practice, AZA has committed time and resources to increasing diversity of our workforces.



Survey AZA Institutions

- The special committee conducted a survey in 2000 to determine race and gender makeup
- Second survey in 2005
- Gather info on plans of zoos and aquariums to attract employees from diverse backgrounds and how well the staff reflects their local community


Results

- 146 of the 214 organizations responded
- 25% have a diversity program
- 21.5% are considering starting a program



- 50% with no plans for a program
- 64% managed by HR, 24% senior staff
- 89% with a diversity program had a diversity statement or felt the program was part of their mission

Planned Actions from Organizations for Recruitment

- Broaden recruitment strategies
 - Staff Training
 - Manager Training
 - Mentorship and/or internships
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Desired Services from Organizations

- Resources on obtaining diversity activities and workshops
- Database of applications
- Workshops on how to develop diversity programs



Diversity Programs

- May range from sparking an interest in students with future careers in zoos and aquariums to an all-encompassing diversity plan



➤ **Folsom Children's Zoo and Botanical Gardens:** Evening guided tours for non-English speaking visitors.

- Recruited from high school language classes
- Trained guides
- Info sent to cultural community centers
- Churches with refugees
- Provided transportation (obtained grant)

➤ **Chattanooga Zoo PEDZ Program** (Promoting Ethnic Diversity in Zoos) in co-op with Inner City Ministries: Work program for minority teens designed to address the lack of staff diversity.

- Offers promising teens a paid work experience as a zookeeper
- Discuss all aspects of zoo operations including biology, animal behavior, educational programming and management
- Possibility to remain employed for another session

➤ Tennessee Aquarium: Husbandry and Education Aides

- Objective is to recruit minority college students in the biological sciences or environmental science education field for paid training opportunities which will prepare them for careers in public aquariums in animal husbandry or informal education.
- Our desire is to promote overall diversity in jobs not typically occupied by a diverse group of employees.

➤ Two full-time temporary positions each summer in husbandry and education.

- Target students who have completed at least their sophomore year in college and are studying in the biological, environmental science and/or education fields. College students or graduate students will also be considered.
- Colleges with strong environmental science programs and diverse student populations--work with schools to identify qualified candidates

- Husbandry candidates will have opportunities to work in a variety of biology-related positions such as aviculture, aquariology, entomology and herpetology.
- Education candidates will work closely with experienced educators on special projects, gallery programs, and participate in classroom educational programs for school children
- 40-hours a week/summer-- \$10 a hour. A housing allowance of \$300 monthly may be provided for out of town students as well as assistance in finding housing arrangements.
- Assistance for travel may be provided for on-site visits and interviews.

How can my institution become more diverse?

- Offer programs and services and a facility that are welcoming, engaging and relevant to people living in your community
- Practice diversity through recruiting, retaining and valuing people
- Advertise in varied publications
- Use many spokespeople in the media that drawn different audiences



NASCAR AD

“There is room for everyone”

