

Statement of Diversity, Equity, and Inclusion for the International Association for Landscape Ecology (IALE) - North America

Approved by the IALE – North America Executive Committee on 9/25/20

Given the interdisciplinary nature of landscape ecology, inclusion of and enrichment by diverse backgrounds and viewpoints will greatly enhance our capacity to address complex ecological and/or socio-ecological topics or challenges. As our Regional Chapter of IALE moves to an international (North America) organization, we aim to provide support for diverse and traditionally underrepresented voices by proactively addressing diversity, equity, and inclusion (DEI) within the chapter. Our membership welcomes and values participation by all individuals regardless of age, race, ethnicity, religion, gender expression, sexual orientation, sexual identity, ability, language, family circumstances, socioeconomic status, and cultural backgrounds. We foster a shared culture that promotes the goals of accepting, respecting, and valuing all people, and therefore reject prejudice, discrimination, and stereotyping. We recognize that developing this culture requires engaging with and addressing challenges faced by individuals at all career stages, from students to professionals. We will work with IALE-International to achieve these shared goals of promoting diversity and inclusion while championing participation in landscape ecology among all people. We will work to develop a strategic plan, action items and organizational capacity to increase diversity, equity, and inclusion.

Our objective is to develop initiatives that will benefit all members. Part of this work will be accomplished by integrating DEI activities into other IALE-North America committee programs. We will expand the dialogue among the Regional Chapter members about diversity, equity, and inclusion to include the entire field of landscape ecology across all levels, including the public, students, professionals, and leaders in the field. We will work to identify under-represented groups and ways to reach those groups, and we will form equitable partnerships with relevant programs and organizations to improve recruitment, retention, and active participation within the Regional Chapter. We will broaden diversity, enhance equity, and facilitate inclusion in the Regional Chapter by including representation on Regional Chapter boards and committees, in Regional Chapter governance and activities, within Regional Chapter award recipients, and within the active membership of the Regional Chapter.