



IALE - NORTH AMERICA

NORTH AMERICAN REGIONAL CHAPTER OF THE INTERNATIONAL ASSOCIATION FOR LANDSCAPE ECOLOGY

STRATEGIC PLAN FOR EQUITY, INCLUSION, AND DIVERSITY

INTRODUCTION

Our regional chapter of the International Association for Landscape Ecology, now including the entirety of North America, has the opportunity to pursue its goals for a more diverse, equitable, and inclusive membership representing a vast and diverse area of the globe. We envision a more connected chapter that supports traditionally underrepresented voices from across the region. Therefore, we propose a five-year strategic plan to expand equity, promote inclusion, increase diversity, and build capacity to sustain these efforts beyond the 5-year horizon. We will assess progress in achieving specific objectives under the four overarching goals presented on the following pages.

Landscape ecologists are fundamentally interested in what shapes landscape patterns and how these patterns influence various ecological processes. We begin by recognizing that the current North

American landscape reflects a set of native and colonial land management legacies across a diverse landscape. The physical environment provides the stage for ecological pattern and process through its structure and composition and its history. The distinctive ecological diversity of Holarctic and Neotropical biogeographic realms and their intersection in North America contribute to the dynamics and drivers of change. Essential to adaptation, movement is the hallmark of species, communities, and ecosystems across North America, with climate comprising a major driving factor in the flow of energy, organisms, and materials (Figure 1). As part of our regional efforts toward equity, inclusion, and diversity, visualizing the variation in biodiversity and environments provides a foundation for understanding and working with people and communities across North America.

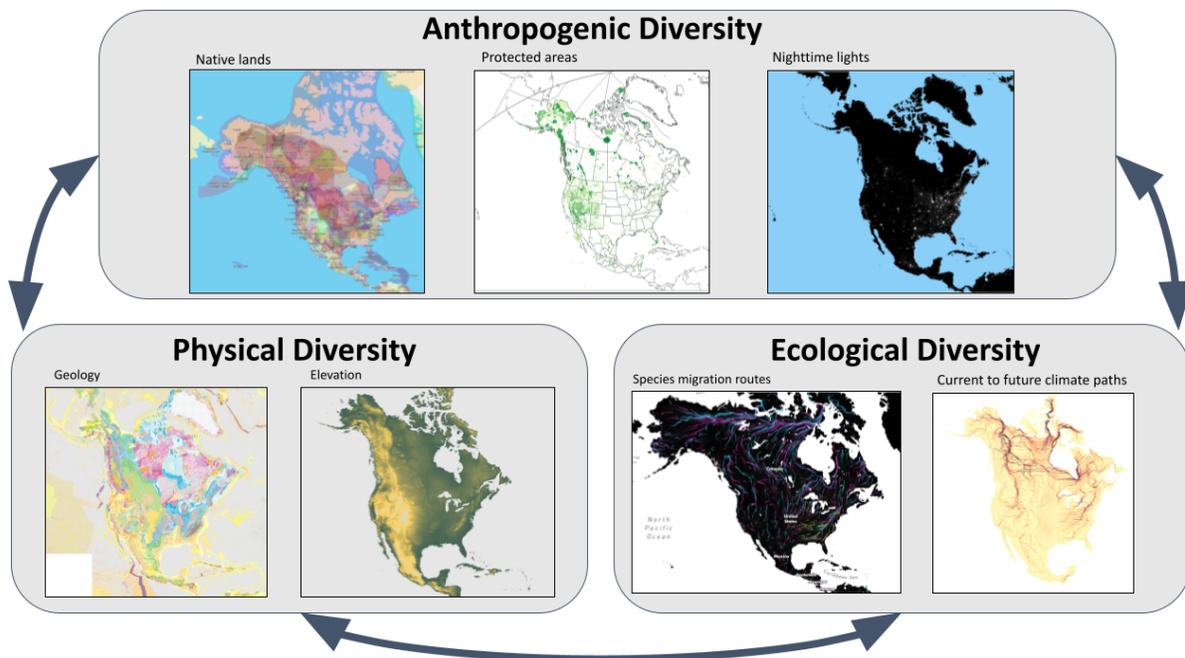
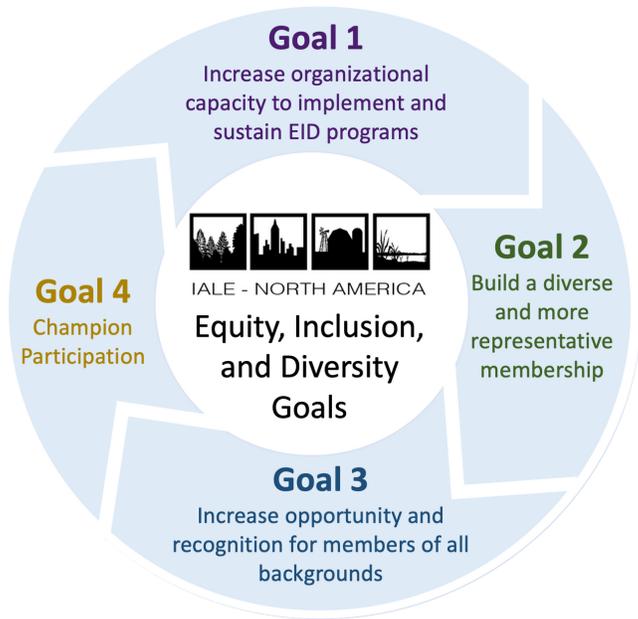


Figure 1. Maps help to illustrate the wide range of anthropogenic, physical, and ecological diversity across the North American continent. Map sources: Native lands: native-land.ca; Protected areas: cec.org; Nighttime lights: sos.noaa.gov; Geology: ngmdb.usgs.gov; Elevation: Global DEM (GTOPO30); Migration routes: maps.tnc.org; Climate paths: adaptwest.databasin.org



- 1** Ensure sustainability in EID actions
 - Build a strong volunteer base
 - Identify funding opportunities
 - Partner with other organizations to share knowledge and ideas
 - Establish a sustaining communication plan

LEGEND

GOAL **1** **OBJECTIVE** **ACTION**

GOAL 2: BUILD A DIVERSE AND MORE REPRESENTATIVE MEMBERSHIP

- | | | |
|---|--|---|
| <p>1 Establish a membership baseline</p> <ul style="list-style-type: none"> Establish a baseline profile of current membership diversity Establish understanding of the demographics within the organization's geographic scope Conduct network analysis to understand opportunities and barriers to member connectivity | <p>2 Engage under-represented groups</p> <ul style="list-style-type: none"> Cultivate relationships with minority-serving institutions Promote IALE-NA membership at external conferences with diverse audiences Explore innovative communication strategies to reach new audiences | <p>3 Represent the field to external audiences</p> <ul style="list-style-type: none"> Work toward decolonizing land management perspectives and curriculum Promote work of landscape ecologists from underrepresented audiences (e.g. videos, working papers, blogs) Encourage use of land acknowledgements Encourage membership to act as ambassadors |
|---|--|---|

GOAL 3: INCREASE OPPORTUNITY AND RECOGNITION FOR MEMBERS OF ALL BACKGROUNDS

1 Ensure conference activities are accessible

-  Develop meeting code of conduct
-  Provide quality childcare at conferences
-  Select accessible online platforms
-  Broaden language representation
-  Increase travel funds for scholars and students from all relevant countries
-  Develop EID guidelines
-  Offer training on diversity and inclusion at the conference

2 Increase diversity of award recipients

-  Expand the definition of service in the Distinguished Service Award to include advancing EID principles
-  Consider evaluating nominee's contributions to EID as part of Awards
-  Proactively encourage nomination of diverse candidates for all awards
-  Provide materials or training on explicit and implicit bias for Executive Committee and anyone evaluating awards
-  Expand travel awards to support greater number of individuals from under represented groups

3 Create a mentorship program

-  Establish mechanisms for linking professionals based on shared interests and identities
-  Prioritize mentoring activities at annual meetings through organized events
-  Identify methods to reduce financial burden on participants
-  Encourage long-term communications, mentorship activities, and collaborations between mentors and mentees beyond annual meetings

GOAL 4: CHAMPION PARTICIPATION

1 Increase diverse representation on boards and committees

-  Establish inclusive training process for members unsure of their leadership potential
-  Provide incentives for those serving in leadership capacities
-  Assess current criteria for leadership diversity and modify as needed

2 Create opportunities for inclusive, international networking

-  Facilitate international research network
-  Develop lecture exchange
-  Develop opportunities for student exchanges
-  Host pre-conference workshops
-  Create inclusive networking activities at conferences

3 Ensure diverse representation in conference plenary sessions

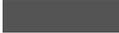
-  Offer honorarium or speaker fees
-  Work to develop diverse speaker panels



MEASURING SUCCESS AND ENSURING ACCOUNTABILITY

This strategic plan represents both detailed, short-term objectives and a longer term vision for IALE-NA. To document our progress, we have assigned metrics to each objective and a timeline for accomplishing each metric based on feasibility and priorities. As this plan is a living document, each year, the IALE-NA EID

committee will list accomplishments toward meeting goals and objectives, and will identify when certain objectives have been achieved. The EID committee will report progress to the IALE-NA Executive Committee and coordinate with the Executive Committee on major actions and initiatives.

 = Accomplished

	2021	2022	2023	2024	2025	Long-Term
<input checked="" type="checkbox"/> Increased capacity to meet the metric timeline set in this strategic plan						
<input checked="" type="checkbox"/> Increased representation in membership						
1 Baseline established Network analysis conducted						
2 Three partnerships with institutions per year Three touchpoints with diversity-based associations per year New communication platforms adopted						
3 Sample curricula available Videos promoted on website Land acknowledgement guidelines available Ambassador program established						
<input checked="" type="checkbox"/> Increased representation in award recipients, conference attendance, and mentoring						
1 Meeting code of conduct established Online platforms made accessible Spanish, French, and English translations available for key conference materials Foreign scholar and student awards doubled EID guidelines established						
2 Increase in Distinguished awards to individuals from underrepresented backgrounds Increased awareness of explicit and implicit bias Increased conference attendance by individuals from underrepresented backgrounds						
3 Established mentorship program that broadly serves individuals from underrepresented backgrounds Mentorship program receives favorable reviews						
<input checked="" type="checkbox"/> Increased exchange in ideas, knowledge, and experience						
1 Individuals from underrepresented backgrounds serve on the IALE-NA Executive Board and committees						
2 Expanded exchange of research across borders through lectures, networks, and workshops Increased participation in conference activities by individuals from underrepresented backgrounds						
3 Financial support for speakers provided Speaker panels represent the diversity found within the landscape ecology community in North America						