

# JEDI In Conservation Capstone 2022



## Background

Lacy Consulting aims to expand on principles of justice, equity, diversity, inclusion, and accessibility in conservation through applied social science. In addition to focus groups, interviews, and meetings, their team provides interactive and tailored workshops to various environmental organizations to help them meet conservation and community engagement goals. Workshops they offer include JEDI 101, Building Trust, and Listen Empower Transform, alongside the newly created workshops Engaging with LGBTQIA2S+ Communities in Conservation, People Who Require Assistance in Conservation, Emotions and Trust Ecologies in Conservation, and Marginalized Voices in Conservation.



In Partnership with



### MEET THE CEO: LEANDER LACY

Leander is the founder and CEO of Lacy Consulting services. His holistic leadership approach and candidness of his experiences have inspired our team. As a black gay man, Leander is challenging the idea of what a conservationist looks like, empowering each member of the Lacy team to recognize their own power to be change makers in this space. He has crafted an organization that utilizes social science as a powerful tool to guide environmental organizations to break down barriers and trailblazing paths to the equitable engagement of marginalized identities to participate in conservation and sustainability.

## Where in the world is Lacy Consulting?

The answer is everywhere; with our team spanning multiple states, we are harnessing the power of going virtual with capabilities to interact with organizations and people from around the globe!

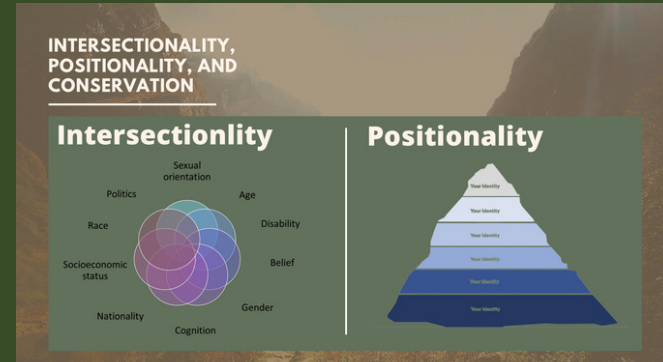


# Key Goals

- ✓ Identify barriers to participation in conservation faced by marginalized communities
- ✓ Create content used to Facilitate Meaningful discussion on equitable Engagement with client's organization
- ✓ Introduce concepts of intersectionality and Positionality
- ✓ Lead clients to define their own "Why JEDI matters" to their projects and organization

“ Using applied social science and robust relationship building to better understand stakeholders. Lacy Consulting Services is committed to helping environmental organizations and sustainability-focused businesses reach their community and conservation goals using social science techniques and diversity, equity, and inclusion principles. ”


## Workshop Content Preview



Above: Content from JEDI Conservation and Relevancy Workshop, Below: Content from People Who Require Assistance in Conservation

### LANGUAGE

A perfect example of "we are learning all the time" and "there is no one right answer"!



- 1 Ask!**  
The first and best thing you can do is ask a person what language they prefer you use in reference to them
- 2 Identity First vs Person First**  
People with disabilities is an example of what's called person-first language, while terms like disabled people are sometimes called identity-first language
- 3 Inappropriate Terms**  
Keep this Disability Language Style Guide from the NCDJ on hand!

## Process, Development & Engagement

Lacy Consulting constantly strives to put forth meaningful and engaging services for various conservation-based clients through innovating existing material and creating new material to bring to the table.

### Intro to the Project

- Evaluated Current workshops and materials
- Began SWOT analysis to guide workshop development and put forth recommendations for updating existing workshop material
- Proposed two additional workshops People Who Need Assistance in Conservation and Engaging LGBTQIA2S+ Communities in Conservation

### Deliverable Development

- Created intro material underlining the importance of JEDI principles in conservation in general
  - Introduces concepts of intersectionality and positionality to clients
- Concluded Content and Workshop Analysis and Recommendations
- Finished new workshop creation
  - each crafted with interactive activities, aspects of language instruction, and the application of equitable practices as it pertains to community engagement through conservation
  - Feedback forms were developed for each workshop

### Research, Development and Engagement

- conducted background research
  - Included meeting with other organizations and community members, gathering literary references, and studying methods for facilitating meaningful conversations around equity and engagement.
- Realized that we were creating material that has yet to be put together in this fashion

### Assessment, Editing and Implementation

- Multiple iterations of feedback internally
- Facilitated our workshops Lacy Consulting Services Summer Capstone Symposium and will be presenting at CU Boulder's Leadership Development Retreat fall 2022



## Meet Our Team

### Claudia Hall

Urban Resilience and Sustainability

Interests: Sustainable business operations , JEDI and Human Resources



### Cheyenne Fouts

Environmental Natural Resource Policy

Interests: Environmental Justice, Climate and Energy Equity

