

Diversity and Inclusion at North Texas Master Naturalist

June 11, 2020

As North Texas Master Naturalists, we pledge to “subscribe to the highest standards of integrity and conduct.” Given the current unsettling events in our country, it is time to be forthcoming and unwavering in our commitment to this pledge within our community.

Nature teaches us that biodiversity ensures the stability, productivity, and progression of an ecosystem and what affects one element in nature will in turn affect the entire ecosystem. At present, we have a diverse community, but we *do not* presently have a diverse organization. We recognize we must do more to increase diversity, provide equity, and promote inclusion in our North Texas Master Naturalist membership, programming, and activities.

In January, we formed a Diversity and Inclusion Task Force, which was charged with researching, creating, and establishing guiding principles relating to equality, equity, and inclusion. We seek open dialogue and input from all of our members. While we may stumble along the way, we will not let that deter us from the crucial work of moving this chapter toward fully realizing the values implicit in our mission which we hold so dear.

Our pledge to the black people and people of color in our chapter and in our community is to speak openly about injustices and create a more welcoming, supportive environment for all who want to enjoy and preserve nature. We pledge to critically examine our own complacency and biases in order to effectively make substantial and long-lasting changes. Finally, we pledge that by the end of the summer, the Diversity and Inclusion Task Force will provide actionable, strategic steps in making these vows a reality, all the while remaining fully transparent.

We are committing to all our members and the North Texas community to improve and enhance who we are as an organization. The work required to achieve this will not be easy, nor will it be comfortable. It is a long trail to hike and a tall mountain to climb. However, together with our chapter members, partners, stakeholders, and our community members, we will create and cultivate a diverse and thriving ecosystem.

If you have any questions about this, please email us at contact@ntmn.org

Board of Directors
Texas Master Naturalist Program
North Texas Chapter