



MICHIGAN AUDUBON

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Diversity, Equity, & Inclusion Policy

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As the state's first conservation organization, formed in 1904 in response to a critical need for bird and native habitat conservation, Michigan Audubon has a long history as an independent advocacy organization. As such, we are poised and obliged to address the systemic racism and myriad inequities and forms of discrimination that have created barriers to all people learning about, enjoying, and helping to protect birds, wildlife, and the natural world.

We believe the problems facing birds and the environment require everyone's input and involvement. Having varied perspectives helps us better understand and solve the complex problems of an ever-changing world, ecologically, socially, and politically-speaking.

Just as ecosystems rely on biodiversity to thrive, a nonprofit organization thrives in achieving its mission when it is proactively inclusive, equal, diverse, and just. We believe that our mission--connecting birds and people for the benefit of both--is best achieved when we fully embrace, practice, and integrate these values at every level of the organization.

While the application of the DE&I policy is a responsibility our board and staff share, we are developing a DE&I task force to help us think in a more focused way about how we advance diversity, equity, and inclusion in birding, conservation, environmental education, and similar communities and sub-cultures throughout the state of Michigan.