

NLC Diversity & Inclusion Workgroup Position Message Map

tu.org/diversity
#onetu



Three goals:

- 1 A more diverse membership profile;
- 2 A more diverse leadership profile; and
- 3 A welcoming & inclusive culture at every level of TU.

WHY are we doing this?

TU is falling behind on representing the angling public on about every measurable data point.

TU needs the strength and viewpoints of a diverse culture to confront the many threats facing trout and salmon.

Until we represent a broader group of stakeholders and bring them to the table, TU's solutions remain incomplete.

What can I do?

- Visit tu.org/diversity to check out the many resources available.
- Join us on a monthly diversity & inclusion phone conference.
- Focus on the culture of inclusion at your local TU chapter level. Small things like having nametags can make a big difference.
- Partner with groups that target underrepresented demographics in the outdoors.
- Promote your chapter to new audiences.
- Diversify your events. Plan events that focus on conservation and not only fly-fishing trips.

How does the Diversity & Inclusion Workgroup work?

The initiative is organized as a volunteer-led workgroup under TU's National Leadership Council (NLC) and supported by TU staff.

You do not need to be a NLC Representative to participate.

The workgroup meets monthly on the phone to share resources, at the TU Regional Rendezvous, and at the TU Annual Meeting.

So why all the focus on women's specific events?

Six percent of TU's members are women, when RBFF cites that 31 percent of all fly-fishing participants are women.* This, therefore, remains a central focus of the workgroup.

Women's specific events are just one tool we use to engage women with fly fishing and conservation in a comfortable environment. The ultimate goal is integration.

Why the title DIVERSITY and INCLUSION?

In 2011, the workgroup started with a focus on engaging women, but in 2017, the workgroup voted to expand its focus.

The expanded focus promotes out-of-the-box, inclusive thinking that incorporates all ethnicities, ages, genders, interests, and geographical locations.

Women's Initiative coordinators are still encouraged at the chapter or council level and would fall under the diversity & inclusion umbrella.