



Turtle Survival Alliance Equity, Diversity, and Inclusion Statement

Turtle Survival Alliance (TSA) strives to foster belonging and empowerment by celebrating differences, with the firm belief that differing approaches and points of view strengthen our ability to deliver turtle conservation outcomes. We value the strengths present in diversity - in perspectives, race, ethnicity, age, culture, gender, personal beliefs, physical abilities, religion, and sexual orientation. We work to create a supportive, positive, and inclusive environment for our employees, contractors, interns, volunteers, Directors, officers, partners, and event attendees. Both of these – the strengths found in diversity and creating a supportive environment for our constituents - are critical to our mission: ***transforming passion for turtles into conservation action.***

With input from our Equity, Diversity, and Inclusion (EDI) Committee, TSA's Board of Directors and senior staff is working to proactively promote equity, diversity, inclusion, and accessibility for underrepresented groups, including but not limited to women, minorities, partners, indigenous peoples, and LGBTQ communities inside and beyond TSA, for the benefit of the broader turtle conservation community. We aim to:

- 1) Grow TSA's ability to include a diverse range of cultures, disciplines, stakeholders, and communities more widely in our activities and events, promoting best practices in equity, diversity, and inclusion, including those of our partners.
- 2) Continually strengthen the Annual Symposium on the Conservation and Biology of Tortoises and Freshwater Turtles as a platform for sharing knowledge and supporting professional development for all groups. We will aim to support and provide opportunities, in particular, for early-career turtle conservationists, aligning with TSA's commitment to build the capacity of the next generation of turtle conservation leaders.

Additionally, we work towards:

- 1) Identifying opportunities to engage with its broader constituency to promote equity, diversity, and inclusion.
- 2) Incorporating diversity and inclusion into the TSA strategic plan, values statement, website, communication tools, hiring practices, and purchasing.

- 3) Serving as a communications vehicle with clear standards for internal and external messaging to staff, interns, volunteers, Directors, and officers, and event attendees on EDI efforts and best practices.
- 4) Improving our cultural competency by enabling TSA staff, interns, volunteers, Directors, officers, and event attendees to work across cultures, genders, disciplines, and world views to develop and implement creative conservation solutions that integrate multiple perspectives.
- 5) Ensuring that opportunities are available for staff, interns, contractors, volunteers, Directors, officers, and event attendees to provide feedback to TSA leadership concerning organizational climate and culture.

Internally, we will:

- 1) Create and pursue professional development opportunities for TSA employees, Directors, and officers to deepen and develop better personal understanding of equity, diversity, and inclusion at a personal and an organizational level.
- 2) Annually evaluate, assess, and continually improve TSA equity, diversity, and inclusion practices.