



UPPER COLORADO RIVER
FIRE AND AVIATION MANAGEMENT UNIT
BLM - NORTHWEST DISTRICT
BLM - SOUTHWEST DISTRICT
USFS - WHITE RIVER NATIONAL FOREST



Diversity Inclusion Group

April 13th @ 1000

Rita Clipperton, Justin Conrad, Chad Johnson, Jake Lloyd, Linde Jacks, Sarah Culhane, Mary Flynn, Todd Ayres, Patrick Kieran, Sarah Hankens, Courtney Murray

Mission Statement: *Striving towards promoting a positive work environment and providing opportunity to work towards culture change and retention in an open and honest respectful work place.*

Definition: *A group of passionate, committed individuals proactively working towards creative solutions to our complex human nature, in support of the UCR's mission.*

Voted on As the UCR Turns as our newsletter name. Spoke with Rob and he thought it was indicating kind of a negative light; therefore we changed it to Headlamp which was the group's second choice.

How do we get the DOI/BLM involved in the harassment conversation prior to something happening in the BLM to discuss it?

Talked a bit on Mentoring, we put that on the Expanded Group.

DIG Monies – Promote active members that support the mission and the definition of the group to go to “outside” of the box / to be a good human training. We focus on training for qualifications, supervisory, leadership, so why not focus on outside the box and to assist in our drive to change culture and how we treat people. Rob wanted to ensure that the DIG is not it's own entity and create it's own power. Therefore, all training will go through the workforce development process just like everyone else. He encouraged us to get someone to come in give everyone the training versus individuals. Also to get the word out that there could be opportunities for training and make sure we have something in our IDPs along these lines.

Discussed Rob sitting in on one of our meetings.

May's Quarterly Newsletter. (Rob would like to see monthly, but we agreed upon quarterly for now)

Action Items:

- Employee Highlight – Dusty Calfee – Justin Conrad
- Accomplishments – Sarah Culhane
- Brain Teaser – Courtney Murray
- On this month/day/week – Jake Lloyd
- Talking points – if you want to become a member... do this – no one was assigned this
- Personal Growth - Done



Sara Brown Lunch Open Forum Discussion

Scott Fitzwilliams, Sarah Hankens, Rita Clipperton, Justin Conrad, Mari Lliteras, Chad Johnson, Jake Lloyd, Linde Jacks, Sarah Culhane, Mary Flynn, Todd Ayres, Patrick Kieran, Lydia LaBelle de Rios, Courtney Murray

“Would you support your daughter, wife, cousin, or female friend to become a wildland firefighter in today’s fire world? Why or Why not? – Different perspectives for sure, some yes, some no. We went in more depth on women in fire, maybe if we had more women in leadership roles maybe we would not see as much harassment, are they linked? But we are not keeping women in fire not alone leadership roles; therefore, the issue could be there.

We are looking at bringing her over here to talk about this stuff with us, do you think this would benefit the FS in general or should it stay with Fire? Yes, everyone thought it would be relevant for the both agencies and that opening it up for everyone to come would be really beneficial.

She has been out of Fire for 11 years, so is all of this still relevant? Are things happening like this now in fire or even in the FS? Hard to define right this moment, but there were a few females that could relate to her “masculinity” approach, even outside of fire. There were also women in fire that did not relate to that either.

