DDCSP
HOMECOMING
WELCOME PACKET

APRIL 4-7 2019

ISLANDWOOD
DDCSPNETWORK.ORG
| BEFORE | 1 | WELCOME LETTER  
by homecoming planning committee |
| | 2 | ABOUT DDCSP & ELP  
about, mission, what we do |
| | 3 | ABOUT OUR GATHERING SPACE |
| | 4 | PACKING LIST  
postcards, comfy clothes, and more |
| | 5-6 | GETTING HERE  
find a travel buddy |
| DURING | 7-13 | PROGRAM  
an overview of our time together |
| | 14-17 | SESSION DESCRIPTIONS  
more detailed descriptions of session choices |
| | 18-29 | BIOS  
bios for presenters and ELP staff |
| | 30-31 | SITE MAP  
go explore Islandwood |
| | 32 | REFLECTION/JOURNALING  
questions to ponder |
| | 33 | COLLABORATIVE ART PROJECT  
we're making art together! |
| | 34-35 | FAQ |
Welcome friends,

With the advent of spring, there begins the chorusing of songbirds; migrants, wanderers, seekers, traveling from all across the country to places familiar and new. Like a flock of birds touching down in the boughs of a many-armed tree, we welcome you to Homecoming. We’re so excited to see you all again! We hope for this gathering to be a place where we finally put stories to names. We’ve begun connecting through virtual spaces, emails, and our alumni network; at times, only glimpsing a fraction of the threads weaving among our DDCSP family. We envision Homecoming as a space to share the places we’ve been, the places we’re at, and the places we hope to go. The planning committee has worked ceaselessly to organize this event with you in mind! There are spaces for workshops, dialogues, dancing, reflecting, and imagining. Drawing upon the multifaceted visions of DDCSP, we are making room for the many forms of conservation. A space where we can ask questions, speak candidly about our experiences, and reminisce. Some of the best memories have been made through DDCSP, and we hope that Homecoming is no exception. We invite you to quiet conversations over tea, to raucous ones over tabletops and to serious musing under the stars. The field of conservation is so much richer when there are people like you to share this with. We can’t wait to start talking! #DDCSPHoCo19

Much love,

Frances Ngo on behalf of
The Homecoming Planning Committee
About The Network:
The Doris Duke Conservation Scholars Program (DDCSP) Alumni Network was established in 2017 to support the ongoing networking and professional development of the 150+ alumni of DDCSP. DDCSP is an initiative funded by the Doris Duke Charitable Foundation (DDCF) to diversify the conservation workforce by preparing the next generation of diverse, environmental conservation professionals.

Our Mission:
DDCSP Alumni Network aims to cultivate a supportive community where a new generation of environmental leaders can connect, build their capabilities and unleash their collective power in the environmental workforce to address systemic challenges and inspire new equity-centered solutions for the environment, their communities, and society.

What We Do:
The Environmental Leadership Program manages the continued development of the DDCSP Alumni Network through online programming and leadership retreats to:

- Strengthen and sustain relationships of DDCSP cohorts and cultivate new and lasting cross-program alumni connections
- Support the ongoing leadership and professional development of DDCSP Alumni
- Connect DDCSP alumni to broad network of conservation and environmental professionals and new career opportunities
ABOUT OUR GATHERING SPACE

We want to acknowledge that we gather as DDCSP Homecoming on the shared lands and waters of Coast Salish, Suquamish, Duwamish, and Twana/Skokomish peoples past and present, and honor with gratitude the land itself and the people who have stewarded it throughout the generations. This calls us to commit to continuing to learn how to be better stewards of the land we inhabit as well.

"IslandWood was founded in 2000 as an environmental learning center created to improve access to meaningful, nature-based learning experiences for our region’s children. In the nearly two decades since, we have expanded the ways our work is advancing innovative and inclusive education that fosters greater environmental health, a sustainable future, and social and ecological wellbeing for all.

Our place-based, experiential learning programs offered on our 250-acre campus on Bainbridge Island, in Seattle neighborhoods, and at the King County Brightwater Center serve more than 12,000 students every year. We have deepened our impact by co-developing science curriculum for Seattle Public Schools, providing teacher training in Next Generation Science Standards, offering an innovative Master’s level graduate program in education, through policy engagement and authentic community partnerships, and with our Nature Passport app.

We are also a resource and gathering space for community-building and education, offering summer day camps; free and low-cost community programs; and conferences and retreat services for nonprofits and corporations. IslandWood is a registered 501c3 charitable organization." - From IslandWood Website
PACKING LIST

☐ Blank Postcard (approx. 4”x6”, can be bigger/smaller, any material) See below for example to the right >
☐ Comfortable walking shoes
☐ Layered clothing for all weather – sun/wind/rain
☐ Umbrella and/or rain gear
☐ Flashlight
☐ Insect repellent/bug protection
☐ Luggage that can be rolled easily or carried backpack-style (porter service is not provided and lodges are set back from the parking lot) = aim for small carry-on sized bag
☐ Personal Toiletries
☐ Waterproof jacket
☐ Waterproof shoes
☐ Warm clothes to layer (pants, sweaters...)
☐ Medication
☐ Refillable water bottle
☐ Pen and notebook for the sessions
☐ Flip flops/ thick socks for the cabins
☐ Chargers for electronics
☐ Sunglasses
☐ Portable phone charger (optional)
☐ Markers, pens, stickers..... Anything personal to you to decorate with
☐ Board games, cards or anything else for the hangout area

Seattle Area Folx: bean bag chairs and other comfy seating, yoga mats, and art supplies.
1  **AIRPORT TO LIGHT RAIL**
   Once you arrive, please walk to the Light Rail station (~0.3 miles) and get on a train heading north toward the University of Washington Station, and ride it to the Pioneer Square Station. It costs $2.75 per person, and you must buy a ticket at a kiosk before boarding the rain.

2  **LIGHT RAIL TO FERRY**
   From the light rail station, walk to the Seattle Ferry terminal at 801 Alaskan Way (~0.4 miles). There is an overpass to get to the terminal from the surface streets. Purchase a passenger ticket to Bainbridge Island for $8.50.
   Ferries depart at 705am, 755am, 845am, 935am, 1040am, 1125am, 1225pm, 110pm, 205pm, 310pm.

3  **FERRY TO ISLANDWOOD**
   You will be met on the other side at the Taxi Stand area by a UW Vehicle - a White Minivan. Drivers will be UW staff, and they will have a DDCSP sign. Vans only carry up to 7 people at a time, so if there is no van there, please wait.
WANT A TRAVEL BUDDY?

CHECK OUT THE INFO HUB:
bit.ly/ddcsphoco19

*Offer to host
*Coordinate AirBnB sharing
*Flight Coordination/Ferry Travel
*Bainbridge Island To-Dos
*Announcements
*Lost & Found

Make sure to check out our SLACK channel too!
bit.ly/ddcspsslack
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>12:30PM - 2:30PM</td>
<td>Registration opens at Islandwood</td>
<td>GREAT HALL</td>
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<tr>
<td>2:30PM - 3:30PM</td>
<td>Plenary - Welcome, territory acknowledgement, diversity welcome, and opening circle</td>
<td>GREAT HALL</td>
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<tr>
<td>3:30PM - 4:30PM</td>
<td>Community Building</td>
<td>GREAT HALL</td>
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<tr>
<td>4:30PM - 5PM</td>
<td>Break</td>
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<td></td>
<td>Rooms are now available to move into</td>
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<tr>
<td>5PM - 6:30PM</td>
<td>Birth Story of DDCSP, community building and cohort reconnection</td>
<td>GREAT HALL</td>
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<tr>
<td>6:30PM - 7PM</td>
<td>Happy Hour opens</td>
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<tr>
<td>7PM - 8PM</td>
<td>Dinner with cohorts</td>
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<td>8PM - 9:30PM</td>
<td>Campfire</td>
<td>FRIENDSHIP CIRCLE</td>
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<tr>
<td>Time</td>
<td>Activity</td>
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<tr>
<td>7 AM - 8:30 AM</td>
<td>BREAKFAST &amp; SELF-ORGANIZED ACTIVITIES</td>
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<td></td>
<td>Optional, Tree Houses Open</td>
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<tr>
<td>8:30 AM - 9:30 AM</td>
<td>PLENARY</td>
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<td></td>
<td>GREAT HALL - territory</td>
<td></td>
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<td></td>
<td>acknowledgement and opening circle</td>
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<tr>
<td>9:30 AM - 10:30 AM</td>
<td>PLENARY - VISION OF DDCSP</td>
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<td>GREAT HALL - DDCF, DDCSP &amp; ELP Staff</td>
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<tr>
<td>10:30 AM - 11:00 AM</td>
<td>BREAK</td>
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<tr>
<td>11:00 AM - 12:30 PM</td>
<td>SESSION 1</td>
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<tr>
<td>Conservation</td>
<td>Applying to and Thriving in Grad School</td>
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<tr>
<td>Storytelling</td>
<td>Joshua Jenkins, Masters of Public Administration candidate</td>
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<tr>
<td>Roger Fernandes, local artist/storyteller</td>
<td>Meera Lee Sethi, Ph.D candidate Sasha Seroy, Ph.D candidate Learning studio 102</td>
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<tr>
<td>Great Hall</td>
<td>How to Navigate Predominantly White or Dominant Spaces from the Margins</td>
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<td></td>
<td>Donna Hope, ELP Senior Fellow and Karla Brollier, The Climate Initiative</td>
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<td></td>
<td>Justice Initiative Learning studio 102</td>
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<tr>
<td>“Why are There No Black Female Gardeners Attending the City of Seattle's Pesticide Recertification Seminar?”</td>
<td>Paris Yates, ELP Senior Fellow Learning studio 105</td>
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<td>Amplifying DDCSPers’ Individuality, Creativity, and Power Vanessa Rivas Villanueva, DDCSP Alumni UW Ichthyology</td>
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<tr>
<td>12:30 PM - 1:30 PM</td>
<td>LUNCH</td>
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SESSION 2

2pm - 3pm
What Am I Doing with My Life? Career Planning for Conservation Researchers and Practitioners
Alexandria Moore, American Museum of Natural History
Learning Studio 102

2pm - 3pm
DDCSP Alumni Sparking a Movement
Manisha Rattu, DDCSP UCSC
Learning Studio 103

2pm - 3pm
Transforming field-based conservation: preventing harassment and assault, building a culture of inclusion
Erika Zavaleta
Program Director, DDCSP UCSC
Learning studio 105

2pm - 3pm
Transitions to the "Real World"
DDCSP Alumni Panel
Ichthyology

SESSION 3

4:30pm-5:30pm
Taking your movement to the political level: Running for office and life inside local government
Justin A. Cummings, Ph.D.; Program Director, UCSC DDCSP and Vice Mayor City of Santa Cruz, CA
Learning Studio 102

4:30pm-5:30pm
Exploring Intersections: Food & Conservation
Estefania Narváez, Uprooted & Rising
Learning Studio 103

4:30pm-5:30pm
Queer Theory & Conservation
Eric Medina
DDCSP Alumni UCSC
Learning Studio 105

4:30pm-5:30pm
Peer Assist Resumes & Grad School Applications
Ichthyology
FRIDAY

5:30PM - 6:30PM  SESSION REPORT OUTS
GREAT HALL

6:30PM - 7:30PM  DINNER

7:30PM - 9:30PM  NETWORKING MIXER
WITH ELP SENIOR
FELLOWS &
ENVIRONMENTAL
LEADERS FROM PNW
GREAT HALL

9PM - 10PM  SKILLS TRADE
GREAT HALL
DDCSP ALUMNI PRESENT

GAME SHOW 2019

SIGN UP TO JOIN A TEAM!

APRIL 8 STARTS 7:30

MEET @ THE GREAT HALL

ANY QUESTIONS? ASK KIM H., CHARMAINE P., HEATHERLEE L. OR MARY K.
# Saturday

## 7 AM - 8:30 AM

**Breakfast & Self-Organized Activities**

Optional, Tree Houses Open

## 8:30 AM - 9:30 AM

**Plenary**

GREAT HALL - Territory  
Acknowledgment & Opening Circle

## 9:30 AM - 10:30 AM

**Collective Processing & Action on Climate Change**

GREAT HALL

## 10:30 AM - 11:00 AM

Break

## 11:00 AM - 12:30 PM

### Session 4

<table>
<thead>
<tr>
<th>Topic</th>
<th>Speaker(s)</th>
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</thead>
</table>
| Navigating the Emerging Narrative | Tamara Toles O'Laughlin  
Executive Director, Maryland Environmental Health Network |
| Organizing for Change in Environmental Careers | Johnny Fikru & Malaysia Marshall  
Got Green |
| Organizing for Change in Academic Institutions | Aradhna Tripati  
Associate Professor, UCLA |

**From Grassroots to Grasstops (Inside/Outside): Roles of Social Change Part 2:**

- Lyli Ayalla, Coordinator to Congresswoman Jayapal  
- Tiffany Mendoza, Front and Centered  
- Pah-Tu Pitt, Sierra Club  
- Na’ah Illahee, Climate Justice Organizer  
- Moderator: Sudha Nandagopal, Social Venture Partners International  
- Great Hall

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**Navigating the Emerging Narrative**

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- Learning Studio 103

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- Johnny Fikru & Malaysia Marshall  
- Got Green  
- Learning Studio 103

**Organizing for Change in Academic Institutions**

- Aradhna Tripati  
- Associate Professor, UCLA  
- Learning Studio 105

**Organizing Our DDCSP Alumni Network**

- Dyaami D'Orazio & Saloni Dagli  
- DDCSP Alumni UW  
- Ichthyology
SATURDAY

12:30 PM - 1:30 PM
LUNCH

2 PM - 4 PM
ALUMNI SELF-ORGANIZED
EMERGENT CONVERSATIONS
MULTIPLE LOCATIONS - Signup sheets to
be posted

4 PM - 4:30 PM
BREAK

4:30 PM - 5 PM
PLENARY- ENVISIONING
INCLUSIVE CONSERVATION
FOR THE EMERGING FUTURE
GREAT HALL

5 PM - 5:30 PM
ALUMNI-LED BREAKOUT
SESSIONS

5:30 PM - 6:30 PM
HAPPY HOUR OPENS

6:30 PM - 7:30 PM
DINNER

7:30 PM - 8:30 PM
UNTALENT GAME SHOW
GREAT HALL - hosted by Alumni
Planning Committee

8:30 - 10 PM
DANCE PARTY & GAME NIGHT
GREAT HALL & ICHTHYOLOGY - DJ'd
by Wendy, DDCSP UW
# SUNDAY

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8 AM - 9 AM</td>
<td><strong>BREAKFAST</strong></td>
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<tr>
<td>9 AM - 9:30 AM</td>
<td><strong>PLENARY</strong>&lt;br&gt;GREAT HALL - Territory&lt;br&gt;Acknowledgement, Opening Circle, and Icebreaker</td>
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<tr>
<td>9:30 AM - 10:30 AM</td>
<td><strong>ACTION PLANNING FOR DDCSP ALUMNI NETWORK</strong>&lt;br&gt;GREAT HALL</td>
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<tr>
<td>10:30 AM - 11:30 AM</td>
<td><strong>SMALL WORK GROUPS</strong>&lt;br&gt;GREAT HALL</td>
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<tr>
<td>11:30 AM - 12 PM</td>
<td><strong>REPORT OUT &amp; CLOSING CIRCLE</strong>&lt;br&gt;GREAT HALL</td>
</tr>
<tr>
<td>12:30 PM - 1:30 PM</td>
<td><strong>LUNCH</strong></td>
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<tr>
<td>1:30 PM - 3 PM</td>
<td><strong>DEPARTURES</strong></td>
</tr>
</tbody>
</table>
AMPLIFYING DDCSPERS’ INDIVIDUALITY, CREATIVITY, AND POWER

Life demands an intricate balance of many things that often feels like an impossible undertaking. Adulting. Climate change. Goals. Imposter syndrome. Relationships. Institutionalized hatred. The cheeto administration. That said, DDCSPers are known for their unique perspectives, creativity, talent, and thoughtful action. Together we will explore the different strengths we each have and help each other embrace the unique power we hold. We will build our DDCSP community by identifying ways we can amplify these strengths in our personal and professional lives once we leave Homecoming.

APPLYING TO AND THRIVING IN GRAD SCHOOL

These sessions will facilitate discussion and conversation about applying to, navigating, and thriving in a graduate school program. Attendees will come away with an understanding of the general processes involved in finding and applying to graduate programs, as well as what it takes to successfully complete an advanced degree. We will discuss some common challenges that all grad students face, as well as those that are particular to students of color—and offer some management strategies to address them. Attendees will also create connections with whom they can follow-up with questions as they go through the graduate school process. The workshop is meant to provide resources, both academic and emotional, on how to get through graduate school.

HOW COME THERE ARE NO BLACK FEMALE GARDENERS ATTENDING THE CITY OF SEATTLE’S PESTICIDE RECERTIFICATION SEMINAR?

This presentation will discuss how cultural (implicit) and institutional (explicit) biases in the environmental industry have contributed to zero black female gardeners attending the recertification seminar. It will also explore how industry recruitment, mentoring, and succession practices have systematically excluded black females from environmental employment.

HOW TO NAVIGATE PREDOMINANTLY WHITE OR DOMINANT SPACES FROM THE MARGINS

Helping graduates navigate post-graduation “real life” from perspective of Q+POC+ DEI professionals! Donna and Karla will provide resources, share experiences and glean techniques on how to show up bravely in any space.
ORGANIZING FOR CHANGE IN ACADEMIC INSTITUTIONS
This session will discuss the story of why and how my students and colleagues in the natural and social sciences are creating through disruption a university center working towards inclusive diversity in environmental science, and our vision for a consortium towards equity, justice, and peace. Our goal is to empower a diverse national and global community of people including dreamers, navigators, and peace-seekers to address environmental and technological challenges, while moving towards a more just and inclusive world. I will discuss our history, culture, and impacts, as well as challenges encountered within a culture that is shaped by historically white institutions.

ORGANIZING FOR CHANGE IN ENVIRONMENTAL CAREERS
Got Green cultivates leaders to be central voices in the green movement to ensure the benefits of the green economy reach those most impacted by environmental injustice, low-income and communities of color. In this session, we will speak to the history of Got Green and provide an overview of Got Green’s Young Leaders in the Green Movement and our Green Jobs Campaign. The Green Jobs Campaign is about fighting for entry-level living wage career pathways for folks of color. We will share victories as well as lessons learned from our Campaign. We will also discuss the Green Pathways Fellowship Program, a partnership between Got Green and Rainier Valley Corps that will launch in September 2019.

QUEER THEORY AND CONSERVATION: A DISCUSSION
This session will be an open dialogue where we will use queer theory to dissect dichotomies present in the conservation field. This process allows us to better understand a field we are all a part of, as well as challenge common understandings/narratives within the field. All are welcome to participate in this discussion which will occur in rotating small groups.
REBUILDING THE MOVEMENT IN OUR IMAGE

It’s time to channel your inner Superhero! In our session, “Rebuilding The Movement in our Image”, three leaders of color will use storytelling (it’s going to get personal), interactive games, and engaging dialogue to convey the trickiness of white spaces and provide guidance on moving through these spaces with ease while continuing on a path toward leadership, and bringing up others all at the same time (while practicing self-love, patience, and kindness). We promise this is possible! This conversation will be interactive, fun, thought-provoking, and challenging.

This session will include: (1) sharing around navigating white spaces with grace and dignity; (2) specific examples of POC led campaigns that protect the environment while building an equitable and inclusive movement; 3) exploring movement building, specifically around affecting change from inside organizations and using external influence/pressure/incentives; and (4) dialogue with participants around a collective vision for how POC will continue to rise and lead in this space.

TAKING YOUR MOVEMENT TO THE POLITICAL LEVEL: RUNNING FOR OFFICE AND LIFE INSIDE LOCAL GOVERNMENT

In 2017, Santa Cruz, CA was ranked the fourth most unaffordable city in the world (https://www.kion546.com/news/santa-cruz-ranked-the-fourth-least-affordable-place-in-the-world/672614492). It was during this time that I witnessed many of my close friends and other working class people in my community get displaced from their homes due to skyrocketing rents. I decided to get involved with a grassroots organizing group to work on a rent control campaign and as a result of my involvement, decided to run for city council. In fall of 2018, I received the highest number of votes and was elected Vice Mayor of the City of Santa Cruz. Now having been in office for a few months, I have had the opportunity to understand the inner workings of local government, dynamics that influence a city council, and how governing officials engage with public and what effective engagement looks like. This session will focus on how people can engage with local officials to pass policy, use grassroots campaigns to fuel political campaigns, and give a basic understanding of the inner workings of local politics.
TRANSFORMING FIELD-BASED CONSERVATION: PREVENTING HARASSMENT AND ASSAULT, BUILDING A CULTURE OF INCLUSION

Fieldwork is an exciting and integral part of conservation across disciplines and sectors. It also comes with particular challenges, some of them addressed (as with specialized field medicine courses) and others not. Two-thirds of field participants encounter harassment or assault in the course of their work. This has profound impacts on inclusion, retention and nearly everyone’s ability to thrive in our profession.

My session focuses on building practical knowledge to foster communicative, inclusive field teams whose members look out for each other across ranks, and to prevent harassment and assault. It focuses on the special conditions we encounter beyond the office or lab, but it applies equally to those settings. Participants will spend most of the session discussing scenarios and problem-solving in small groups to mobilize tools and strategies I will present.

WHAT AM I DOING WITH MY LIFE? CAREER PLANNING FOR CONSERVATION RESEARCHERS AND PRACTITIONERS

This session will be an opportunity for participants to reflect on their own academic and work history while exploring potential future directions and gaining skills in career planning, networking, and self-promotion. Come join us for an afternoon gathering to learn about potential career paths in conservation! Interested in industry? Aching for academia? Never gonna give up non-profits? Pretty sure you’re perfect for policy? Wooed by science writing? Then bring your curious self to our workshop, where we’ll be doing hands-on self-assessment activities, discussing varied options in conservation career pathways, and sharing in small-groups about the challenges and rewards of the work we’d like to do. We invite senior scientists to speak about their experiences, post-docs and graduate students to group-share their goals, and undergraduates & high schoolers to discuss their developing ideas.
**BIOS**

**DR. ALEXANDRIA MOORE**

Dr. Alexandria Moore (she/her/hers) is a Postdoctoral Fellow conducting independent research in restoration ecology and teaching conservation biology. As a scientist, she is most interested in understanding how species interactions influence the health of natural ecosystems. As an educator, she is most passionate about engaging with students from underrepresented backgrounds to encourage them to find their place in STEM fields. amoore@amnh.org

**ARADHNA TRIPATI**

Aradhna Tripati (she/her) is a climate scientist and professor at UCLA who has mentored over 130 people, where they have worked together on research, and on community outreach. Aradhna has received numerous awards for innovative research, education, and outreach, including a Presidential Early Career Award in Science and Engineering from President Obama in January 2017. She began university at the age of 12 at CSU Los Angeles, completed a Ph.D. at UC Santa Cruz, had stints at the University of Cambridge and Caltech, and has collaborated with the Broad Museum.

**CHANTE COLEMAN**

As the Director for the Choose Clean Water Coalition, Chante Coleman (she/her) leads the Coalition’s work to protect the Chesapeake Bay by bringing together 200+ organizations in the watershed. Chante focuses on planning and development of grassroots/grasstops outreach, political strategy, federal policy and analysis, lobbying, media outreach, organizing conferences and workshops, research, writing and fundraising. Chante attended California Western School of Law where she graduated Cum Laude and completed a one year internship in the legal clinic at San Diego Coastkeeper focusing on public health harms; the Clean Water Act/water pollution (specifically TMDLs); threats to species in San Diego (specifically lobster); expanding enforcement in marine protected areas; and water recycling/drought initiatives. Growing up in San Diego, Chante’s passion for clean water started at a very young age. She learned to swim before she could walk; she began surfing at age twelve; and she became a certified scuba diver a few years after that. ColemanC@nwf.org, @Chante_Faith
**BIOS**

**DAVID LAMFROM**

David Lamfrom (he/him) works for National Parks Conservation Association, as the director of California Desert and Wildlife Programs. He works on policy, legislation, media, building community, and connecting desert voices to power. David has run campaigns to protect tens of thousands of acres of sacred desert lands from inappropriate development. He has been fortunate to work with desert communities to designate 3 new national monuments, totaling 1.8 million acres, including a new national park service unit. David is a published author and photographer and formerly worked in wildlife biology and environmental science. He volunteers with local desert organizations, the Center for Diversity and the Environment, and TREC. dlamfrom@npca.org, @reddiamondback

**DONNA HOPE**

Donna U. Hope (she/her) is the founder and President of UHope-Consulting, LLC, a NY-based consulting company specializing in diversity, equity and inclusion in environmental fields. Lists of clientele includes The Trust for Public Land, The JPB Foundation, and the U.S. Department of Energy National Renewable Energy Lab (NREL). Donna is also a Green 2.0 working group advisor of The Raben Group, a Co-Chair of Climate Reality Project’s NYC chapter, and a Managing Partner of HBCU Greenfund. Donna is an EcoDistricts AP, a LEED Green Associate, and a Senior Fellow of the Environmental Leadership Program (ELP). In 2018 she was awarded “Top Woman in Conservation and Environmental Justice” by EcoDiversity Magazine. Donna has a B.S. degree from Spelman College, and a B.S. and M.S. from Rensselaer Polytechnic Institute (RPI) in civil engineering and environmental engineering, respectively. Donna@UHope-Consulting.com

**DR. ELEANOR STERLING**

Dr. Eleanor Sterling (she/her) has interdisciplinary training in biological and social sciences and has over 30 years of field research and community outreach experience with direct application to biodiversity conservation in Africa, Asia, Latin America, and Oceania. Her work currently focuses on the intersection between biodiversity, culture, and languages; the factors influencing ecological and social resilience; and the development of indicators of wellbeing in biocultural landscapes.
ERIC MEDINA

Eric Medina (he/him/his) is a student at the University of California Santa Cruz where he is studying Ecology and Evolutionary Biology and Latin American Latino Studies. He is an alumnus from the 2016 cohort of the Doris Duke Conservation Scholars Program at the University of California Santa Cruz. Eric is passionate about facilitating connections between people and outdoor spaces through gardening and natural history. He believes these are fundamental components to empowered and thriving communities.
eimedina@ucsc.edu

ERROL MAZURSKY

Errol (he/him) manages the day-to-day operations of ELP in addition to the recruitment and selection process of ELP’s regional networks, oversees the development and planning of fellowship programming and supports ELP’s national network of over 1,000 Senior Fellows. Previously, Errol was a public health fellow at the U.S. Environmental Protection Agency where he worked on community outreach programs and the development of international cohort studies to investigate the environment’s impact on children’s health and development. Errol served in the U.S. Peace Corps as a health volunteer in The Gambia, West Africa and was a Crisis Corps Volunteer in New Orleans, LA where he contributed to the response effort of Hurricane Katrina. Errol currently serves on the Board of the Emerging Wildlife Conservation Leaders Program, and the Board of Impact by Design, he is a former Board Director of Greenbelt Homes Inc., and the Greenbelt Development Corporation. In 2011 Errol was awarded a TogetherGreen Fellowship in recognition of his expertise in leadership and network weaving and in 2013 received an Emerging Leader Grant from the Claneil Foundation. errol@elpnet.org
ERIKA ZAVALETA

Erika Zavaleta (she/her) has served on the University of California-Santa Cruz faculty since 2003, in Environmental Studies and Ecology & Evolutionary Biology. Erika’s teaching has centered on field-based learning for 25 years and emphasizes learning by doing and exploring. Erika mentors students in several departments (EEB, Environmental Studies, Digital Arts) and helped found a new professional MS program at UCSC in Coastal Science and Policy. She is trained as an ecologist (Ph.D. Stanford University 2001) and anthropologist (A.B., A.M. Stanford 1995), and her work bridges research, teaching and mentoring to just and effective conservation practice. Erika is a Fellow of the California Academy of Sciences and the Ecological Society of America, and her recent book Ecosystems of California (2016) won accolades including a California Book Award. She was raised in New York City by parents who immigrated from Bolivia and India. Her favorite pastimes are exploring new places with her husband and four kids, and making dinner for an impromptu crowd (drop by!). Zavaleta@ucsc.edu

JENNA RINGELHEIM

Jenna (she/her) manages various components of ELP’s internal operations and is a lead staff in supporting ELP programs on a national scale, including curriculum development, retreat center contracting and logistics, the expansion of ELP’s community of leadership practitioners, and the development of lifelong learning opportunities for ELP’s Senior Fellow community. Jenna has 15 years of experience working with environmental non-profits in leadership positions, including The Northwest Earth Institute, Wild Gift, The Trust for Public Land, and the Nature Conservancy. Jenna has a BA in Environmental Studies and Anthropology from Skidmore College, an MA in Urban and Environmental Policy and Planning from Tufts University, an MBA in Sustainable Systems from Pinchot University, and a Certificate in HR Management from Portland State’s Center for Executive and Professional Education. Jenna is both a Wild Gift Fellow and a Senior Fellow of the Environmental Leadership Program. Jenna has contributed to a variety of magazines and published her first book in 2008, entitled “Best Hikes with Dogs, Boston and Beyond.” She currently resides in Portland, Oregon. jenna@elpnet.org
JOHNNY FIKRU
Johnny Fikru (he/him) is a proud Black Ethiopian community organizer. During his time in undergrad, Johnny gained a passion for social movements. The passion stemmed from inspiring mentors who loved him into being an advocate for real change. His heroes include Kwame Ture and Assata Shakur. After school Johnny moved to Philadelphia and spent a year working with folks that come formerly incarcerated or substance abuse backgrounds. He currently serves as the Young Leader organizer for Got Green. You can catch Johnny running around Seattle, fighting for liberation and listening to hip-hop.

JOSHUA JENKINS
Joshua Jenkins (he/him) is a 2nd Year Master of Public Administration student at the University of Washington. He is passionate about the intersections of environmental, food systems, and social policies. He is a South Carolina native where he received his B.A. in Secondary Education - History from the University of South Carolina - Upstate. "From each according to their ability, to each according to their needs." joshua.jenkins97@gmail.com

JUAN LAZO BAUTISTA
Juan (he/him) supports outreach, recruitment and selection for ELP's Fellowship Programs, focused on the West Coast Regions. Previously, Juan served as a Resource Assistant with the USDA Forest Service through the Hispanic Access Foundation, supporting program management with the office of Conservation Education. He led a national program to engage diverse communities in conservation education action projects and increase access to their public lands, develop their leadership experience and open new professional pathways in the field of natural resources.
Juan also has experience in labor organizing, youth development and immigrant rights-related work. He is a graduate from the University of California, Berkeley, receiving a B.A in Interdisciplinary Studies with a focus on environmental sustainability and indigenous transnational organizations. Juan is a certified forest bathing guide with the Association of Nature and Forest Therapy (ANFT), connecting people to nature, themselves and others through sensory experiences of their natural environment.
KARLA BROLLIER
Karla Brollier (she/her) is Ahtna Athabaskan of the Yidateni Na, a small tribal arctic community in Alaska. She is the founder and director of the Climate Justice Initiative, which is designed to address the multifaceted issue of climate change in marginalized communities by means of community-led empowerment and the development of strategies and methodologies for mitigating and adapting while preserving cultural heritage and honoring diversity. She holds a dual undergrad in English and Philosophy as well as an MBA. She started her career researching environmental toxicology and community organizing which led into dedicating over 15 years advocating around climate change, environmental justice and indigenous rights on a local, national and international level. She has been honored to give plenary presentations and talks at the international level including the World Economic Forum and the United Nations, lectured at multiple universities, as well as facilitated and taught workshops and classes across the world.
karla@climatejusticeinitiative.org

JUSTIN CUMMINGS
Justin Cummings (he/him) grew on the south side of Chicago and attended Eastern Illinois University from 2001 – 2006 where he earned a BA in Spanish and a BS in Biological Sciences. Justin began graduate school during fall of 2007 at UCSC. As a graduate student his work focused on tropical forest restoration in Panama and in 2013 he earned his PhD in Ecology and Evolutionary Biology and a Masters equivalent in Environmental Studies from UC Santa Cruz. After spending two years in Miami, FL working on a post-doc at Florida International University, where his work focused on how changes in climate influenced the ecosystem carbon balance in the Everglades, he returned to Santa Cruz in 2015 to help co-create and become the director of the UCSC Doris Duke Conservation Scholars Program. In 2018, Justin decided to run for local office in Santa Cruz, CA. In addition to being the top vote getter, he was unanimously elected by the city council to become Vice Mayor and is the first African American male to be elected to office in the city of Santa Cruz. jacummin@ucsc.edu
BIOS

LORI BRAUNSTEIN
Lori (she/her) supports outreach, recruitment and selection for ELP’s Fellowship Programs. The founder of the non-profit civic group Sustainable Cherry Hill and former Director for Green Schools at The Delaware Valley Green Building Council, Lori also provides digital marketing and outreach services to mission-based organizations through her company, Take This Journey, LLC. An alumna of the Cloud Institute for Sustainability Education’s and LaSalle Non-Profit Center’s Certificate Programs, Lori is also an ELP Senior Fellow (ERN ’10), a LEED Green Associate and was named as USGBC “Best of Green Schools” Ambassador in 2013. The proud mom of two adult children, she currently lives in Philadelphia, PA with her husband and very large dog, Oliver.

LYCIA (LUZ) ALEJOS
Lucy or Luz (she/her/hers) manages digital communications for DDCSP Alumni Network, including webinar experiences and social media. Common threads that have run throughout Lucy’s career are relationship-building, curriculum design, and resource sharing. Prior to joining ELP, Lucy coordinated grants, outdoor education programs, and special events for the REI Co-op’s Mid-Atlantic Market and Houston Market. Lucy is grateful to serve as a Natural Leader and Fresh Tracks Trainer for Children & Nature Network and a member of National Parks Conservation Association’s Next Generation Advisory Council. Lucy grew up surrounded by mesquite trees, cactus, and roadrunners on the lands and waters of the Tonkawa peoples (San Antonio, TX).

LYLIANNA ALLALA
Lyliana’s (she/her) work is centered at the intersections of community, environment, and justice. As the lead on environment and climate for Congresswoman Jayapal, Lyliana works to bring community closer to the policy making process. She is the Chair for the board environmental justice non-profit Got Green and supports the advancement of young people in the green economy as an advisor to the Young Leaders organizing campaign. Lyliana is the co-chair for King County’s Open Space Equity Cabinet, serves on the Earth Day NW Leadership Group and is a new board member for Short Run, Seattle’s comix art festival. Lyliana is proud to say she’s reviewed applications for the UW DDCSP for the past 5 years!

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MALAYSIA MARSHALL

With an interest in design, planning, and social studies—more specifically how one’s built environment influences behavior and thinking—Malaysia Marshall (she/her) was initially drawn to the science and creative nature of architecture and design. Born and raised in the Atlanta area, she decided to pursue a B.F.A. in Interior Design with a minor in Design for Sustainability at the Savannah College of Art & Design. After having the opportunity to design sustainable solutions and volunteer with various non-profit organizations, she aimed to be directly involved in the advancement and implementation of sustainability efforts. Malaysia moved to Seattle sight unseen and found herself at the intersections of nature, design, policy, and community engagement with the intent to promote equity and access within the built environment. She currently works on the Biophilic Design Initiative on behalf of the Intl. Living Future Institute. This initiative focuses on the advancement and adoption of biophilic design as a widespread practice to promote health and well-being within the spaces we live, work, eat, and play.

MARCELO BONTA

Marcelo Bonta (he/him/his) is the founder of the Center for Diversity & the Environment, an organization devoted to racially and ethnically diversifying the U.S. environmental movement, and the founder of the Environmental Professionals of Color, a growing network of over 300 leaders of color across the U.S. Marcelo’s work has been featured in numerous publications, including The New York Times, Grist Magazine, Saving Land Magazine, and High Country News. He serves on the Diverse Partners for Environmental Progress National Council, Orion Grassroots Network Advisory Board, Saving Land Magazine Editorial Board, Columbia Land Trust Board of Trustees, and the Verde Advisory Council. Marcelo has worked on biodiversity conservation, land use, and policy issues for organizations, including Defenders of Wildlife, the National Park Service, and Massachusetts Audubon Society. He received a joint master’s degree in biology and environmental policy from Tufts University and a bachelor’s degree from Yale University. He resides in Portland, OR with his wife and two daughters. marcelo@jediheart.com
MEERA LEE SETHI
Meera Lee Sethi (she/her) was born in Singapore in 1979. She moved to the U.S. in 1998 and earned a BA in Comparative Literature and a Masters in Children’s Literature and Teaching. She worked as a middle school humanities teacher, a textbook editor, and a freelance science writer before realizing she wanted to go back to school to become a scientist herself. She is currently in the 4th year of her Ph.D in Biology at the University of Washington, where she is interested in discovering how climate affects the complex relationships plants and insects have with each other. “There’s really no such thing as the ‘voiceless’. There are only the deliberately silenced, or the preferably unheard.” — Arundhati Roy meeralee@uw.edu

PAH-TU PITT
Pah-tu Pitt G. (she/her) is a Confederated Tribes of Warm Springs member. She earned her Environmental Science Degree at Portland State University and Master’s of Environmental Studies, as well as a Tribal Governance Fellow through the Native Nations Institute. Her research emphasized treaty rights, climate change, Traditional Ecological Knowledge, and management in connection with food sovereignty. She is an active member of Environmental Professionals Color, Seattle chapter. Pah-tu is an accomplished project manager and facilitator with expertise on climate justice, indigenous climate change’ resiliency, just transition, and tribal civic engagement. Currently, Pah-tu is a community engagement specialist at Na’ah Illahee Fund working within native communities on Just Transition. pah-tu@naahillahee.org

PARIS YATES
Paris Yates (he/him/his) was born, raised, and currently live in Seattle, WA. He has A.A.S. in Horticulture from South Seattle College, and a B.A. in Environmental Studies from the Evergreen State College. Over the past twenty years Paris has worked for landscape management organization’s in Washington and California including Washington State Parks, California State Parks, and Mountains Recreation & Conservation Authority. Paris currently works for Seattle Parks & Recreation’s Urban Food System Program.
SASHA SEROY

Sasha Seroy (she/her) is a PhD student in Oceanography at the University of Washington. She studies how marine communities are responding to changing ocean conditions, with a focus on marine invertebrates. She does her research primarily at Friday Harbor Labs in the San Juan Islands. Sasha is actively involved in K-12 STEM education, developing and facilitating sensor building programs at local high schools. She also draws science cartoons and runs the weekly science comic strip "Interviews with Invertebrates". Prior to attending graduate school Sasha received her B.S. in Biology from Stony Brook University, worked as an environmental educator at Frost Valley YMCA and a museum educator at the American Museum of Natural History in New York.
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TAMARA TOLES O'LAUGHLIN

Tamara Toles O'Laughlin (she/her) is an environmental advocate focused on health, equity, access, and justice. She is the new North American Director at 350.org where she is responsible for driving regional strategy in the United States and Canada and leading and managing a diverse team of campaigners and organizers. Her niche in environmental work is developing capacity building programs and creating multimedia campaigns to dismantle privilege and increase opportunities for vulnerable populations to access health air, clean energy, and a toxic free economy at the local, regional and national level.

Tamara casts a wide net in service to community. Among her activities, she is a co-chair of the Green Leadership Trust, which builds a more powerful environmental movement by expanding the impact and leadership of people of color and indigenous people serving on US environmental nonprofit boards. Additionally, Tamara is the outgoing Co-chair of DC Eco Women, serving 6000 professional women in the environment, and she is the Chair and state representative on the Metropolitan Washington Council of Governments, Air and Climate Public Advisory Committee. Tamara also serves as a Director on the Board of Directors of Women's Voices for the Earth based in Missoula, Montana. Women’s Voices disrupts industry standards by forcing ingredient disclosure and the elimination of toxic chemicals from personal care products.

Tamara graduated from the Vermont Law School in 2009, with a Juris Doctor and Masters of Environmental Law and Policy.
TIFFANY MENDOZA

Tiffany Mendoza (she/her) is the Director of Strategic Initiatives for Front & Centered – an environmental justice coalition of over 60 community of color led organizations. For over a decade, Tiffany has worked with advocacy organizations, community leaders, and elected officials including Washington Environmental Council and Moxie Media. As a political consultant she worked to defeat anti-transgender efforts for Washington Won’t Discriminate, pass Initiative 124 to protect hotel workers from sexual harassment and helped elect women of color - including Mayor Victoria Woodards and State Senator Emily Randall - into office. Currently, she is working with F&C to breakdown the cultural and language barriers to voting and help pass statewide environmental justice policies to address health disparities in frontline communities.

TERI BREZNER

Teri (she/her/hers) leads ELP’s Diversity, Equity and Inclusion (DEI) strategies and programming, including the design and implementation of the Doris Duke Conservation Scholars Alumni Network, RAY Marine Conservation Diversity Fellowship and ELP’s DEI curriculum. She has over 12+ years of experience in designing, facilitating and managing leadership and community development projects for 100s of social change leaders fighting for a more just and sustainable world.

Her passion for building inclusive communities stems from her experiences growing up as a third culture kid and learning how to navigate predominately white spaces as a womyn of color. Teri is a first generation Guyanese - Canadian (and now dual American citizen) originally from Toronto, Ontario, she’s spent significant periods of her life in Montreal, upstate NY, Richmond, VA, Spain, Argentina and Peru. What’s brings her joy is seeing the connections, vision and projects that emerge when a small group of individuals come together to create something larger than themselves. She can’t wait to see you in person at Homecoming!
VANESSA RIVAS VILLANUEVA

Vanessa Rivas Villanueva (she/her/hers) currently works on shark conservation and the protection of coastal environments and communities for the Natural Resources Defense Council in San Francisco, CA. Prior to joining NRDC, Vanessa did campaign work that unfortunately was not enough to keep the cheeto out. She also worked on the social and environmental impacts of Amazonian crude extraction and foreign exportation. As a Doris Duke Conservation Scholar, she focused on the interaction between traditional knowledge and Western science and how this shapes land management and community building. Vanessa has a background in education as a previous instructor and tutor for immigrant youth and incarcerated men. She received her bachelor’s degree in Environmental Economics and Policy from the University of California, Berkeley. Her passions for social, economic and environmental justice are shaped by her experiences as an immigrant in the Divided States of Amerikkka. vanessarivas888@gmail.com
www.facebook.com/vanessa.rivas.14
*Copies of maps are available at check-in
what are your hopes for your experience here? how does it feel to be here?

write about one topic you’ve gained interest in/learned about today.

how has your thinking of ecology/diversity changed?

what was your favorite speaker/talk and why?

how has this week inspired you?
COLLABORATIVE ART PROJECT

• NOTE: WE WILL DO THIS ACTIVITY TOGETHER ON THURSDAY!
• Write your name & program on your postcard
• Find someone from another program to trade with (someone you don’t know well!!)
• After trading, you each have 3 minutes each to answer the question: During your time with DDCSP, what was your favorite memory related to water, food, ecosystems, or climate?
• After trading memories, try to capture the essence of the memory on your postcard. You can use collage, sketches, words, abstract figures, anything!

Examples:
Water: In Year 1 we had a guest speaker talk about beavers, he called them “elusive milk duds of the forest”. Later, we measured streamflow with ping pong balls, caught macroinvertebrates, and sniffed beaver secretions (castoreum).

Food: At the last Year 1 field site, multiple people were on dinner duty and they managed to burn a gigantic pot of rice. General upheaval ensued. Somebody stormed out of the kitchen flailing a spoon while tossing rice to the birds.

Ecosystems: While interning with the Quinault Dept. of Natural Resources, we had to chance to talk with tribal elders about the history of the watershed we were surveying.

Climate: Spending a day in WA’s Methow Valley learning about the policies of conservation easements, discussing shifting fire regimes and the possibilities of future climate change refugees.
GETTING HERE/PREPARING

How can I coordinate rides with other people to and from Islandwood?
Check out bit.ly/homecomingchecklist for everyone’s flight info and travel plans! Reach out directly to folks you want to coordinate with.

What if I’m arriving late at night?
The front entrance gate generally closes after hours in the evening. A gate code is required to open it. If the front gate is closed when you arrive, please call IslandWood’s Front Desk, 206-855-4300.

In an emergency, who do I contact?
In a life-threatening emergency, please call 911 first.
IslandWood’s Front Desk, 206-855-4300
Please call or text, Luz, ELP Staff, at 512-939-8354, cell service will be limited

What’s the attire/dress code for Homecoming?
No dress code!! Be as comfy as you need to be. “Professionalism” is a tool of oppression :)

Do I need my laptop? Notepad? What should I pack?
A suggested packing list can be found on page 4 of this Welcome Packet. A laptop is not necessary.

Are there any readings we should do before?
No prior readings are required, but you can take a look at the amazing preview pages of your peers! http://bit.ly/ddcsp19

FOOD

What if I have special dietary needs or food allergies?
If you have other special dietary needs (for cultural or religious reasons) or food sensitivities (like dairy intolerance) beyond what you included in the Checklist bit.ly/homecomingchecklist, please email lucy@elpnet.org as soon as possible. Islandwood’s kitchen staff can accommodate most special dietary needs.

Should I bring food/snacks? Can I bring alcohol?
No outside food or beverage may be brought into IslandWood by the Group or Group attendees.

DURING HOMECOMING

Is there internet? How is cell service?
Free wireless internet is available throughout our campus in main spaces including our Dining Hall and lodges. No password is needed. Cell phone reception is spotty on campus. Cell users with AT&T will not have cell service on campus.
FAQ

Will we have a group google drive to upload things that are relevant to us/the conference before, during, and after it happens?
YES!!! Here is a google drive folder to add your photos and anything else you’d like to share with others: http://bit.ly/ddcsphoco19

What sustainability initiatives are happening at the conference and/or at IslandWood?
Here is an overview of IslandWood’s sustainable design. islandwood.org/about/sustainabledesign
There will also be an opportunity to sign up for a sustainability tour Saturday afternoon.

Filming at Event
We are currently working with Tamarack Media to create an awesome video about ELP and its community, including the RAY Fellowship and DDCSP Alumni Network. The film crew, Melissa and Daniel, will be joining us for Homecoming, conducting interviews and shooting some video/stills that capture the essence of who we are and what we do. Please know that we are committed to minimizing the impact of the filming on the agenda and preserving the “What happens at retreats, stays at retreats” vibe of our organization. ELP Outreach Manager, Lori Braunstein is leading this effort and will be accompanying the film crew throughout the weekend. Please let her know if you do not wish to be filmed, either by email (lori@elpnet.org) or in-person during filming. Lori will also be reaching out separately to specific individuals about setting up pre-scheduled interviews.

DRUGS AND ALCOHOL
Smoking: IslandWood is a non-smoking environment. Smoking is only permitted in designated areas of the parking lot. A $107 cleaning fee will be incurred for any guest who smokes in non-designated areas

Marijuana & Illegal Drugs: Illegal drugs are prohibited on IslandWood premises. An illegal drug is any drug that is either illegal under federal, state, or local law, or illegal under the Federal Controlled Substances Act. This includes marijuana, and medically prescribed marijuana, which are illegal under federal law. A $107 cleaning fee will be assessed to the Group for any smoke damage to indoor locations, including lodging rooms.

Alcohol: IslandWood adheres without exception to Washington State law regarding the serving and consumption of alcohol. Trained IslandWood staff must serve all wine and beer in designated buildings, alcohol may not be removed from designated buildings. IslandWood will not serve alcohol to guests who are underage, who do not have an ID, or who appear intoxicated in the opinion of IslandWood staff.
ANTI-DISCRIMINATION POLICY
The DDCSP Alumni Network is committed to a policy of equal opportunity for all DDCSP Alumni, and recognizes the rights of all participants to work and learn in an environment free from harassment and discrimination. Diversity is a strength and asset of the DDCSP Alumni Network that can foster the sharing of differing perspectives, stimulate creative problem-solving, and broaden the environmental movement. The DDCSP Alumni Network seeks to foster a climate of respect for all types of diversity and flexibility and acceptance with regard to difference. The DDCSP Alumni Network will work to ensure that no program participant is disadvantaged because of their race, ethnicity, age, religion, gender, sexual orientation, physical ability, politics or socio-economic background. Harassment or discrimination of any DDCSP Alumni, ELP staff, DDCF staff, board member, trainer, program partner or guest by any member of the DDCSP Alumni Network is unacceptable and contrary to the policies and philosophy of the DDCSP Alumni Network.

SEXUAL HARASSMENT POLICY
Any DDCSP Alumni, ELP staff, DDCF staff, board member, trainer, program partner or guest found to have violated the sexual harassment policy (outlined in the Code of Conduct) shall be subject to appropriate disciplinary action up to and including discharge according to the findings of the complaint investigation. If sexual harassment has occurred, the harasser may also be legally liable for his or her actions under state or federal anti-discrimination laws or in separate legal actions.

Any DDCSP Alumni, ELP staff, DDCF staff, board member, trainer, program partner or guest bringing a good-faith sexual harassment complaint or assisting in investigating a complaint will not be treated adversely, discriminated against or discharged because of their complaint or involvement. Any such claims of retaliation will be promptly investigated and disciplinary action will be taken if warranted.

LEAVING
Check Out: Check out is at 9:30AM. Please remove your personal belongings from the sleeping lodges and return room keys to the registration desk no later than the agreed checkout time. The Group will be invoiced $50.00 for each lost or unreturned set of keys.