



Memorandum

To: CESU Council, CESU Directors, and Partners
From: CESU Network National Coordinator
Subject: CESU Diversity, Equity, Inclusion, and Accessibility Statement and Principles
Date: 01 March 2024

In alignment with provisions outlined in the Cooperative Ecosystem Studies Unit (CESU) Network interagency Memorandum of Understanding, whereby the CESU Council shall establish policies and standard operating procedures guiding the activities of the network, this memo hereby establishes the CESU Diversity, Equity, Inclusion, and Accessibility (DEIA) Statement and Principles. All parties are expected to observe and advance the principles outlined herein as standard practice in the execution of CESU activities from this date forward. This memo shall henceforth be incorporated by reference into each CESU agreement (Article II).

Background

The CESU Network represents a national consortium of federal and nonfederal partners working together to support informed natural and cultural heritage and public trust resource stewardship. As of February 2024, the network comprises 19 federal agencies and more than 500 nonfederal partner organizations across 17 bioregional CESUs, encompassing all 50 states, the District of Columbia, and U.S. insular areas. The CESU Council DEIA Working Group developed the statement and principles drawing from numerous examples, acknowledging that the language included is subject to change in the future as relevant attributes and concepts continue to evolve.

CESU DEIA Statement

The CESU Network is committed to advancing the principles of diversity, equity, inclusion, justice, and accessibility.

CESU DEIA Principles

- *create and maintain a diverse and inclusive culture built on mutual respect and understanding*
- *foster a sense of belonging for all participants by adopting equitable policies and practices*
- *enhance and sustain diversity by taking concrete measurable actions to promote opportunities for and increase the participation of historically underrepresented and marginalized individuals, populations, and institutions*
- *embrace and value people regardless of differences in race, color, ethnicity, national origin, culture, language, sex, gender, gender identity, gender expression, sexual orientation, marital status, parental status, disability, age, career stage, lived experience, discipline, ways of knowing, religion or spirituality, political ideology, socioeconomic status, military or veteran status, and/or other legally or constitutionally protected attributes or affiliations*

Contact the CESU Network National Program Office with any related questions.