

Friends of the Assabet River National Wildlife Refuge

Diversity, Equity, and Inclusion Statement

The Friends of the Assabet River National Wildlife Refuge (FARNWR) strive to increase diversity, foster equity, and prioritize inclusion to support the needs of Friends, volunteers, its partners, and visitors to the refuge. We welcome people of all races, ethnicities, sexual orientation, gender identities and expression, disabilities, ages, religions, and socioeconomic status.

Diversity, equity, and inclusion are at the heart of FARNWR's mission: "to protect and enhance the refuges' flora and fauna, through stewardship activities, education and outreach programs, FARNWR will work to ensure these valuable resources are available for the enjoyment and education of present and future generations." We commit to celebrating diversity, working towards equity, and being inclusive in all our work.

- **Diversity:** We want *all* people to feel welcome and safe when visiting the Refuge. The Refuge belongs to *all* of us. We must celebrate diversity in the outdoors and actively work to ensure *all* children, families, and communities are encouraged to and can safely explore the natural world for the beauty, peace, and education and health benefits that nature and wildlife bring to our souls.
- **Equity:** We understand that systemic oppression, historic privilege, and other ideological imbalances have given unfair advantage to some groups of people while disadvantaging other groups. We strive to provide equitable opportunities to underserved communities so that they may have unfettered access to and full enjoyment of the bounty of resources at the Refuge.
- **Inclusion:** We will work to recognize, appreciate, celebrate, and embrace best ideas and practices to foster an inclusive environment and welcome a rich variety of perspectives, individuals, and organizations at our membership meetings, our activities, and with our board.