

## Diversity, Equity, Inclusion, and Justice (DEIJ) Statement

Adopted on October 13, 2021 by the SCCF Board Of Trustees

***Our pursuit of diversity, equity, inclusion, and justice is an essential element in our bedrock commitment to protecting and caring for Southwest Florida's coastal ecosystems.***

SCCF believes that the successful execution of our mission-driven work is only possible with a full-throated, intentional, and broadly conveyed commitment to diversity, equity, inclusion, and justice in all we do. At the time of SCCF's founding in 1967, the organization's scope was limited to a small and homogenous island population with a shared commitment to advancing conservation principles and practices within their community. In the subsequent years, our focus has substantially broadened geographically and demographically. The issues we address, including water quality and wildlife habitat preservation, are of interest to a larger, more diverse, and previously underrepresented population whose members are all deserving of a protected natural world to live within, enjoy and protect. Particularly regarding our leadership, staffing, regional partnerships, and educational outreach, SCCF is proud to invite and include a much wider, diverse, and more representative population within our conservation family.