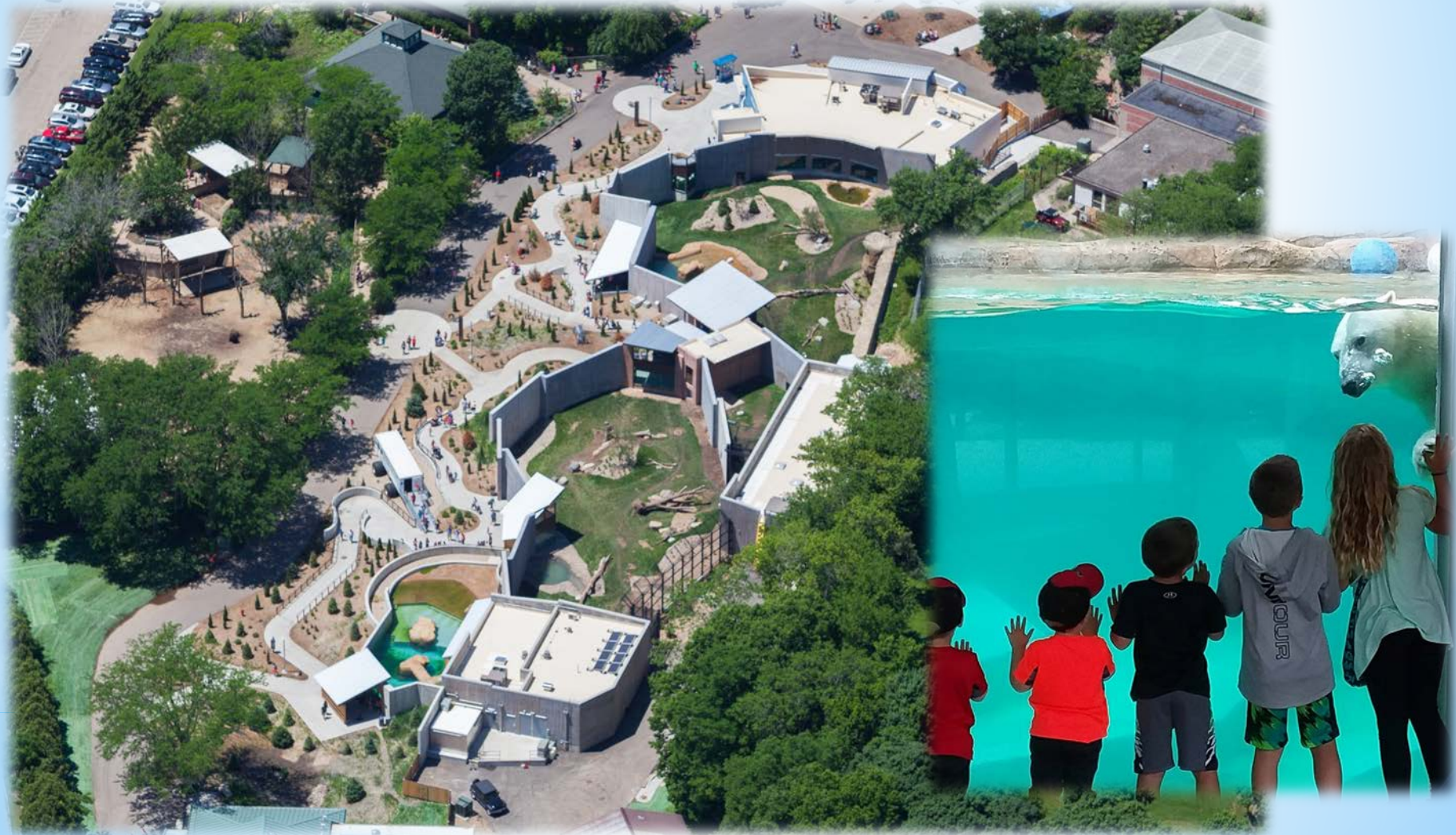


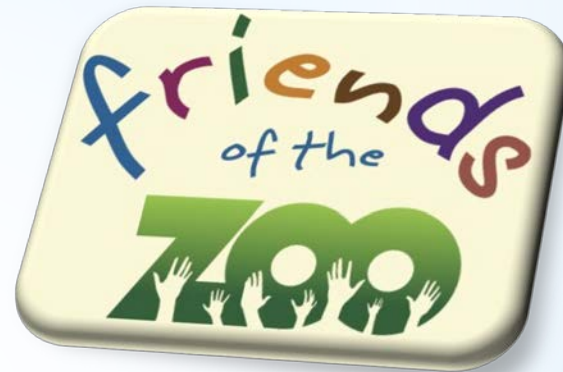
# Racial Equality and Inclusion work plan



# One Zoo Approach



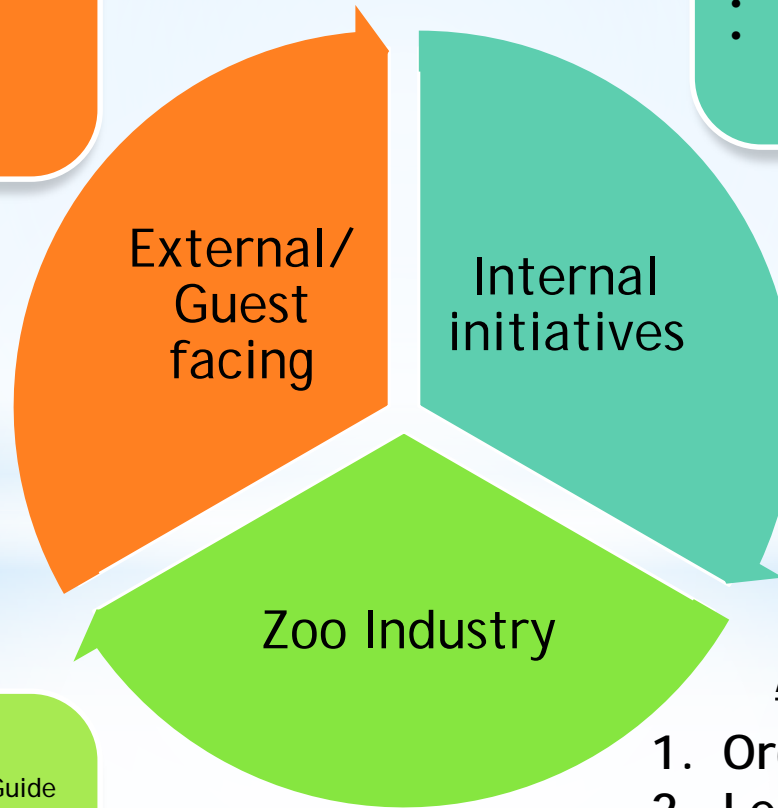
Animal care  
Facilities maintenance  
Education programs  
Conservation



Donation and giving  
Guest services  
Food services  
Gift shop  
Ride operations

- Accessibility to all
- Outreach education
- Social Media
- Program access - guests with disabilities
- Signage (multilingual)
- Grant opportunities
- Brand visibility

- Hiring practice
- Development opportunities
- Front line job positions
- Zoo keeper and Leadership shadow
- Contracted services (Fresh Start)
- Strategic Planning
- Metrics, tools and goal setting



- AZA Diversity committee
- AZA Enhancing Diversity Resource Guide
  - Community Diversity
  - Audience Diversity
  - Staff and Awareness
  - Supplier Diversity
- Development of interest in field
- Development of qualified candidates
- College and University programs
- SAFE species global partnerships

AREAS OF OPPORTUNITY

1. Organizational Commitment
2. Leadership Development
3. Program Innovation.
4. Collaboration
5. Resource Mobilization
6. Brand and Visibility

# AREA OF OPPORTUNITY

## 4. Collaboration

#	Initiative Area	Current Status (Where are we now?)	Chosen Target (Where do we want to be?)	Tactics to Close the Gap (How do we get there?)	Measures of Success (How will we know we're there?)	Lead Staff Responsible (Who? By When?)
4 a.	<i>Internal:</i> Friends of the Zoo (FOTZ)	FOTZ staff is employed throughout the concessions, gift shop, train and carousel. FOTZ is focused on providing job opportunities for diverse candidates.	<ul style="list-style-type: none"> <li>Continued or increased employment of Friends staff.</li> <li>Increased staff, services, and financial commitments from partners.</li> </ul>	<ul style="list-style-type: none"> <li>Budget for staff expansions as possible.</li> <li>Meet/explore areas of opportunity with partners.</li> <li>Continue to provide job fairs for underserved and diverse communities.</li> <li>Secure staff, services, and financial commitments from partners.</li> </ul>	<ul style="list-style-type: none"> <li>Staff/site maintenance or expansions.</li> <li>Increased staff, services, and financial commitments from partners.</li> </ul>	Zoo Senior Management team in conjunction with FOTZ.
4 b.	<i>External:</i> School districts/local non profits	Community partners are involved in all instances. Significant numbers of zoo visitors are persons of color.	<ul style="list-style-type: none"> <li>Increased service commitments from partners.</li> <li>Investigate grant options from partners.</li> </ul>	<ul style="list-style-type: none"> <li>Meet/explore areas of opportunity with partners. Secure staff, services, and financial commitments from partners.</li> <li>Promote diversity programming both on and off-site to schools and diverse communities.</li> </ul>	<ul style="list-style-type: none"> <li>Increased staff, services, and financial commitments from partners.</li> </ul>	Zoo Senior Management team.
4 c.	<i>External:</i> Association of Zoos & Aquariums (AZA) industry standards	Currently have an AZA Diversity Committee that has best practices we can assess and implement.  Continue to work with AZA Diversity Committee on developing new strategies and actions.	<ul style="list-style-type: none"> <li>Identify best practices created by the AZA Diversity Committee.</li> <li>Identify awareness level of industry practices</li> <li>Increase opportunities to develop more qualified diverse candidates.</li> </ul>	<ul style="list-style-type: none"> <li>Assess best practices and develop/implement at our institution.</li> <li>Assess baseline of where we are with diverse practices in line with AZA Diversity Committee recommendations and measure implementation of new practices.</li> <li>Identify and implement best practices for developing more qualified diverse candidates.</li> </ul>	<ul style="list-style-type: none"> <li>Staff awareness and implementation of AZA Diversity Committee best practices</li> </ul>	Zoo Senior Management team and FOTZ staff working with the AZA Diversity Committee.
4 d.	<i>External:</i> Contracted service providers	Currently we have contract service providers through the county bid process.	<ul style="list-style-type: none"> <li>Increase opportunities for businesses run by and supported by diverse communities.</li> </ul>	<ul style="list-style-type: none"> <li>Look at county bid process to see if there are ways to be more diverse and inclusive.</li> <li>Work with FOTZ on their hiring practices for contractors.</li> </ul>	<ul style="list-style-type: none"> <li>Measuring and implementing amount of diverse community contracted services.</li> </ul>	Zoo Senior Management with County and FOTZ staff.

# Saving Animals From Extinction

S.A.F.E.



## Orangutan



### Ecosystem

- Economy
- Health Care
- Conservation
- Sustainability

