

## **Anti-racism and Anti-Discrimination Vision**

International Programs (IP) aspires to improve the lives and opportunities of all individuals associated with our mission by examining how systemic racism, intersectional discrimination, and implicit bias impacts our operations. We imagine an organizational transformation to better accomplish our collective goals and live up to our values.

## **Anti-racism and Anti-Discrimination Policy**

International Programs is committed to the Forest Service's core values and reaffirms its anti-harassment policy to ensure a work environment in which all people are treated with dignity, fairness, and respect; and prohibits behavior which discriminates on the basis of race, color, national origin, religion, sex, gender identity and expression, sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity. International Programs will hold any employee, contractor, partner, business associate, or program participant who engages in discriminatory behavior accountable.

We recognize the years of unjust practices that have occurred in our agency and Department. International Programs acknowledges the racist history of land acquisition and ownership in the United States. To fulfill the Forest Service mission and [Tribal Relations Strategic Plan](#), International Programs acknowledges with honesty and humility the longstanding oppression inflicted upon tribal communities - the original stewards. In domestic and international programming, IP will introduce and fairly represent the historical realities and current expertise of indigenous peoples and local communities, as well as explore future opportunities for knowledge exchange.

Furthermore, nature conservation movements and international development professions have explicitly excluded people of color. International Programs recognizes systemic racism and implicit bias persists today and impedes the innovation and outreach of our work around the world, as well as the pursuit of social and environmental justice domestically. We have a responsibility to stand up to racism, harassment, bullying, intimidation, retaliation, and exclusionary practices in all their forms.

We work to foster inclusivity and promote equity in our work environment and community. We take proactive measures at all organizational levels to ensure we have a culture and system in place that respects all: physically, psychologically, and socially. International Programs is dedicated to understanding, addressing and eradicating systemic racism and implicit bias at all levels of our internal and external decision-making and will pursue anti-racist, anti-discriminatory, and inclusive practices in all facets and representation of our work in the United States and globally.

*The U.S. Equal Employment Opportunity Commission enforces Federal laws prohibiting employment discrimination. We encourage anyone who experiences discriminatory behavior to speak to a trusted manager and seek further information from [USDA guidance](#) and the U.S. Equal Employment Opportunity Commission.*