



TWS OUT IN THE FIELD

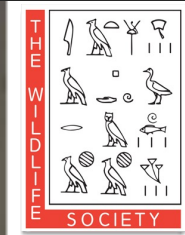
The Wildlife Society

The Wildlife Society's Out in the Field Initiative

Colleen Olfenbuttel (CWB®)
Black Bear & Furbearer Biologist
NC Wildlife Resources Commission

Katie O'Donnell
Ecologist and Decision Analyst
Compass Resource Management
Vancouver, B.C.

Andy Tri (CWB®)
Bear Project Leader
MN Dept of Natural Resources



THE WILDLIFE SOCIETY

Leaders in Wildlife Science, Management and Conservation

- Founded in 1937
- More than 11,000 members
 - Wildlife professionals and wildlife students

TWS Mission:


"To inspire, empower, and enable wildlife professionals to sustain wildlife populations and habitats through science-based management and conservation."

What is TWS Out in the Field (OiTF)?

- The start...
 - Article in TWS popular magazine *The Wildlife Professional* – 2019
 - Initiative created by TWS members



Travis Booms
Claire Crow
Colleen Olfenbuttel
Katie O'Donnell

COMMENTARY

The Wildlife Society has granted permission for this article to be shared and distributed in its original form for educational purposes. Any other reprinting, republishing in part or whole, or using it for commercial or promotional purposes is protected under copyright laws and requires further permission from the publisher. ©2019 The Wildlife Society, 425 Barlow Place, Suite 200, Bethesda, MD 20814, USA.

I Am One of You

A GAY WILDLIFE BIOLOGIST'S PERSPECTIVE ON OUR PROFESSION

By Travis Booms

I'm in the back seat of a Super Cub flying wildlife surveys near the Yukon River in northern Alaska. It's late November and I'm focused on counting the species of the day from my window while trying to keep the hose that delivers heat from the engine of the drafty little plane pointed at my feet. It's -20 degrees Fahrenheit and the cold is seeping through my bunny boots.

The pilot and I are making small talk to pass the time between wildlife sightings, so he starts telling jokes. Pretty soon I realize where this is leading. Yup, he just cracked a gay joke. It wasn't unusually crude or graphic, but its message — even if unintentional — was crystal clear.

You're not one of us.

Like any gay man, I have been through this routine before. You laugh it off and move on. It's not worth making a scene over, especially with one of five guys with whom you will be sharing a one-room bunkhouse later that night in a remote Alaskan village. But it lingers in my mind, even if only subconsciously.

You're not one of us.

Though I have been through this countless times before, it still gets my blood pressure up because, dang it, I *am* one of you! I have worked just as hard, taken the same classes, built the same general skill set and climbed the same ladder as most of you, progressing from nearly useless volunteer tagalong neophyte to president of a student chapter of The Wildlife Society to a professional biologist employed by a state agency.

And like many of you, TWS has played a significant role in my professional development. What's more — like many of you — being a wildlife professional isn't just a career to me; it's an inherent part of who I am.

I commend TWS and other professional organizations for making major and tangible progress



THE WILDLIFE PROFESSIONAL

The Graying of the Green
Facing the retirement gap

Border security trumps wildlife

How close is too close?

Building online communities

Credit: Nick Duray

What is Out in the Field (OiTF)?

Launched initiative at 2019 Conference

- Luncheon
- LGBTQ+ Ambassador Ribbons
- Rainbow pins and pledge cards

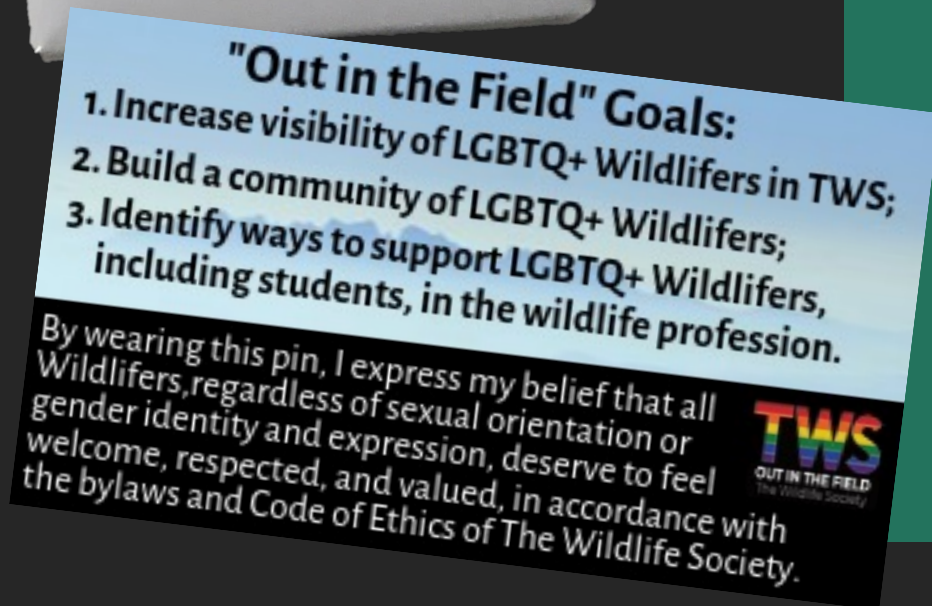


What is Out in the Field (OiTF)?



OiTF has three Goals:

1. to increase visibility of LGBTQ+ wildlifers in TWS,
2. to build a community of LGBTQ+ wildlifers, and
3. to identify ways to support LGBTQ+ wildlifers, including students, in the wildlife profession.



Why the need?

- Increasingly diverse society

POLITICS FEBRUARY 17, 2022

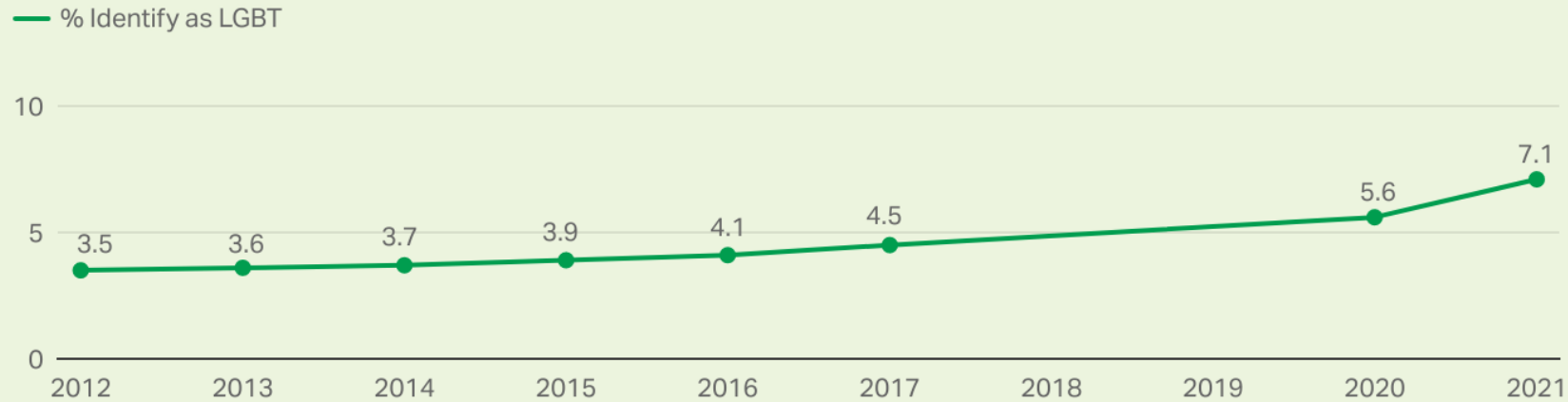
LGBT Identification in U.S. Ticks Up to 7.1%

- LGBT identification up from 5.6% in 2020
- One in five Gen Z adults identify as LGBT
- Bisexual identification is most common

Why the need?

Americans' Self-Identification as Lesbian, Gay, Bisexual, Transgender or Something Other Than Heterosexual

Which of the following do you consider yourself to be? You can select as many as apply. Straight or heterosexual; Lesbian; Gay; Bisexual; Transgender



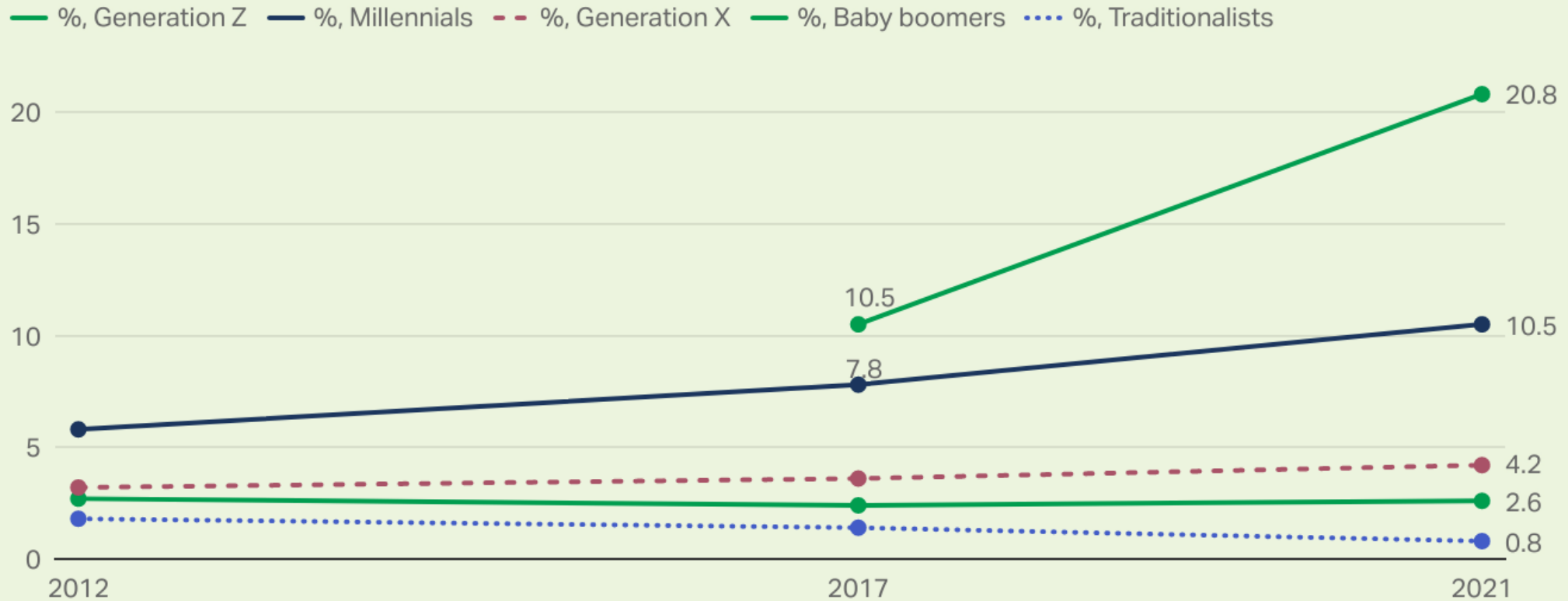
--Respondents who volunteer another identity (e.g., queer, same-gender-loving; pansexual) are recorded as "Other LGBT" by interviewers. These responses are included in the LGBT estimate.

--Data not collected in 2018 and 2019.

--2012-2013 wording: Do you, personally, identify as lesbian, gay, bisexual or transgender?

GALLUP®

Trend in LGBT Identification by Generations of U.S. Adults, 2012, 2017 and 2021



--Generation Z are those born between 1997 and 2012. In 2017, only those born between 1997 and 1999 had reached adulthood. In 2021, only those born between 1997 and 2003 had reached adulthood.

--Millennials are those born between 1981 and 1996. In 2012, only those born between 1981 and 1994 had reached adulthood.

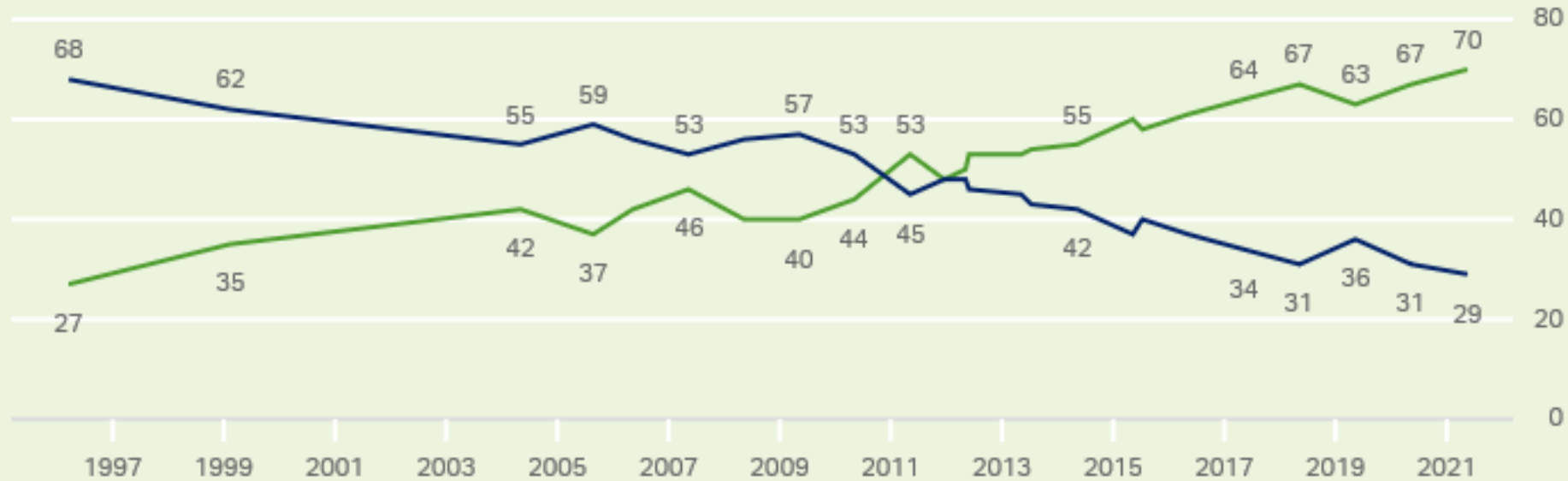
--Generation X are those born between 1965 and 1980.

--Baby Boomers are those born between 1946 and 1964.

--Traditionalists are those born before 1946.

Do you think marriages between same-sex couples should or should not be recognized by the law as valid, with the same rights as traditional marriages?

— % Should be valid — % Should not be valid



Trend for polls in which same-sex marriage question followed questions on gay/lesbian rights and relations

GALLUP

Why has the % of people identifying as LGBT increased?
As society becomes more accepting, more people feel comfortable being open about their identity.

Why the need?

- Yet...
 - 42-68% of LGBTQ+ individuals report employment discrimination;
 - 90% of surveyed transgender respondents report harassment or discrimination at work;
 - ~30% of UK LGBTQ+ scientists said that they had considered leaving their workplace because of an unfriendly or hostile climate or because of discrimination

Common issue is the safety and acceptance of places
where jobs are offered



Why the need?

31 people with ties to White nationalist group arrested for conspiracy to riot near a Pride parade in Idaho

By Andy Rose, CNN

🕒 Updated 9:45 PM ET, Mon June 13, 2022



North Country Off Grid/TMX/Saturday
Coeur d'Alene, Idaho

NEW DETAILS

31 MEMBERS OF WHITE NATIONALIST GROUP ARRESTED NEAR PRIDE EVENT



NEWSROOM

Why the need?

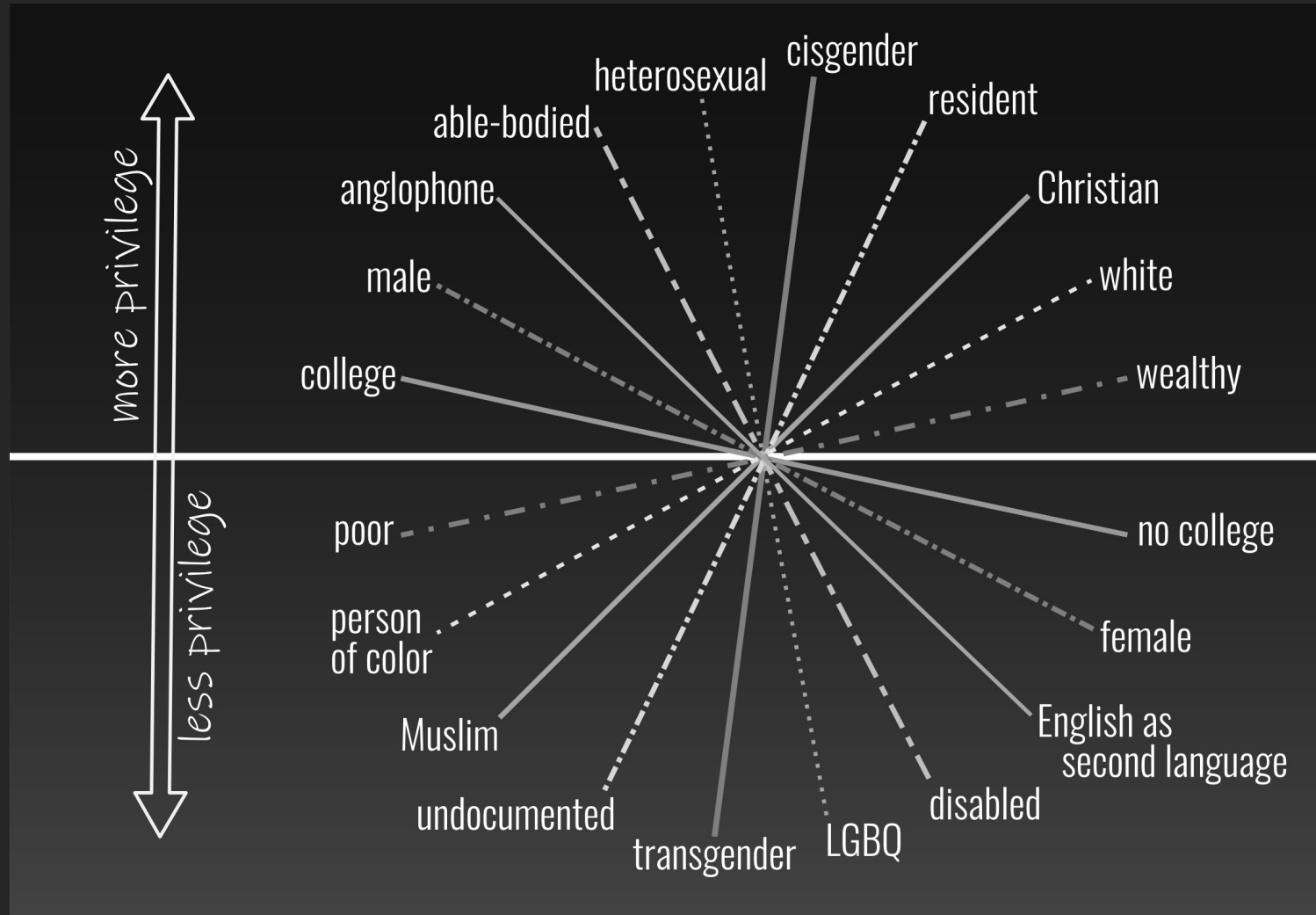


Figure: O'Donnell K.M., B. McComb, T. Booms, C. Crow, and A. Navarro. Breaking the Binary: LGBTQ+ Wildlifer Perspectives. 2022. Ch. 8 in C. Chambers & K. Nicholson (eds.), *Women in Wildlife Science: Building Equity, Diversity, and Inclusion*. Johns Hopkins Press.

OiTF Resources

- Twitter @tws_oitf 
- wildlife.org/oitf



OiTF Resources

OiTF Virtual Happy Hours for LGBTQ+ Wildlifers



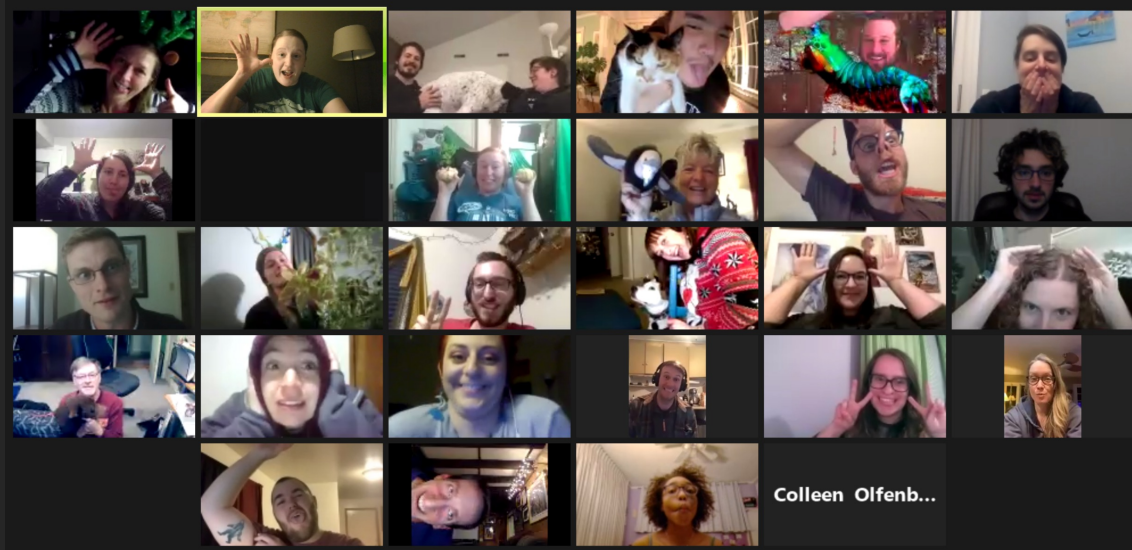


2019

Virtual socials helped our community
continue to grow during COVID-19



2020–2022

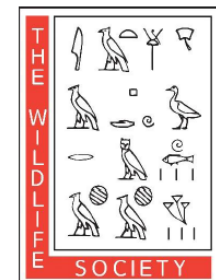


OiTF Resources

- TWS OiTF Packet
 - wildlife.org/oitf, click “News”
 - Designed with TWS organization units in mind to spread the initiative



The Wildlife Society's Out in the Field (OiTF) Packet



Version 1 (September 20th, 2020)

OiTF Resources

- TWS OiTF Packet
 - wildlife.org/oitf, click "News"
 - Designed with subunits in mind to spread the initiative
 - Ideas for OiTF events/activities

"Out in the Field" Goals:

1. Increase visibility of LGBTQ+ Wildlifers in TWS;
2. Build a community of LGBTQ+ Wildlifers;
3. Identify ways to support LGBTQ+ Wildlifers, including students, in the wildlife profession.

By wearing this pin, I express my belief that all Wildlifers, regardless of sexual orientation or gender identity and expression, deserve to feel welcome, respected, and valued, in accordance with the bylaws and Code of Ethics of The Wildlife Society.



I Pledge to:

1. Not use anti-LGBTQ+ language or slurs.
2. Speak out when witnessing discrimination, bullying, or harassment.
3. Respectfully use the pronouns that others identify as theirs.
4. Let my LGBTQ+ colleagues know that I accept them for who they are.
5. Encourage others to be Allies.



TWS VIRTUAL

Colleen Olfenbuttel,
CWB, OiTF Organizer

(She/Her/Hers)

North Carolina Wildlife
Resources Commission



How to use the TWS OiTF Packet

The OiTF Packet was created to empower TWS subunits to help achieve the OiTF goals within the membership of their subunit. These goals are:

- (1) to increase visibility of LGBTQ+ wildlifers in TWS,
- (2) to build a community of LGBTQ+ wildlifers, and
- (3) to identify ways to support LGBTQ+ wildlifers, including students, in the wildlife profession.

After the success of the inaugural OiTF events at the 2019 AFS-TWS Conference (see March/April 2020 TWP article), the OiTF organizers received inquiries from several TWS members on how they could launch OiTF events within their TWS subunit.

This packet is designed to share tools, outreach material, and information on how TWS subunits can implement the OiTF initiative within their subunit, including at their annual meetings.

Once you receive this packet, we encourage TWS subunits to contact us to review the packet content, as well as discuss potential events and activities that can be implemented. Please contact Colleen Olfenbuttel (colleen.olfenbuttel@ncwildlife.org) to set up a conference call/virtual meeting to discuss the packet and your subunit's interest in OiTF.

The following are examples of events/activities that can be considered for your TWS subunit:

- Encouraging meeting attendees to have the pronoun of their preference on their name tag.
- Having moderators communicate with the speakers in their session on preferred name and pronoun to use for speaker introductions.
- Distributing the TWS OiTF rainbow pin and pledge card.
- Establishing an OiTF Ambassador within your subunit.
- Hosting a social gathering at your meeting to introduce the OiTF initiative to attendees and TWS subunit members. This is often best done early in the meeting to serve as an ice-breaker, show LGBTQ+ Wildlifers they are welcome, and help attendees understand the distribution of other materials (e.g., OiTF rainbow pin, pledge card, ambassador ribbon) during the meeting.

OiTF Resources

- TWS OiTF Packet
 - wildlife.org/oitf, click “News”
 - Designed with subunits in mind to spread the initiative
 - Ideas for OiTF events/activities
 - Information on:
 - OiTF rainbow pin & pledge card
 - OiTF Ambassador Ribbon
 - Pronoun Guidance



Table of Contents

What is the TWS OiTF Initiative?	3
How to use the OiTF packet	4
TWS OiTF Rainbow Pin and Pledge Card	5
TWS OiTF Ambassador Ribbon	7
TWS Pronoun Guidance	9
TWS OiTF Postcard Examples	10
Additional Resources	
We are all Allies	12
The Wildlife Professional's "I Am One of You" article (March/April 2019).....	14
The Wildlife Professional's "Out in the Field" article (March/April 2020).....	16
The Wildlife Professional's "From Bee-eaters to Bats" article (May/June 2021).....	20

OiTF Pins and Pledge card

- Pins allow TWs members to demonstrate support for LGBTQ+ Wildlifers
- Pins are to be attached to pledge cards when distributed
- By wearing this pin, Wildlifers pledge that they express their “belief that all Wildlifers, regardless of sexual orientation or gender identity and expression, deserve to feel welcome, respected, and valued, in accordance with the bylaws and Code of Ethics of The Wildlife Society.”



"Out in the Field" Goals:

1. Increase visibility of LGBTQ+ Wildlifers in TWS;
2. Build a community of LGBTQ+ Wildlifers;
3. Identify ways to support LGBTQ+ Wildlifers, including students, in the wildlife profession.

By wearing this pin, I express my belief that all Wildlifers, regardless of sexual orientation or gender identity and expression, deserve to feel welcome, respected, and valued, in accordance with the bylaws and Code of Ethics of The Wildlife Society.



I Pledge to:

1. Not use anti-LGBTQ+ language or slurs.
2. Speak out when witnessing discrimination, bullying, or harassment.
3. Respectfully use the pronouns that others identify as theirs.
4. Let my LGBTQ+ colleagues know that I accept them for who they are.
5. Encourage others to be Allies.



OiTF LGBTQ+ Ambassador Ribbon

- One objective of the OiTF Initiative is to increase the visibility of LGBTQ+ Wildlifers in TWS.
- Worn only by LGBTQ+ TWS members to identify ourselves and increase our visibility to each other and to conference/meeting attendees.
- Because ambassadors self-identify as LGBTQ+, other LGBTQ+ Wildlifers can confide in them to share their personal stories and experiences.
- Wearers of the ambassador ribbons also distribute OiTF outreach materials.



OiTF Resources

- TWS OiTF Packet


- wildlife.org/oitf, click “News”
- Designed with subunits in mind to sprout initiative
- Ideas for OiTF events/activities
- Information on:
 - OiTF rainbow pin & pledge card
 - OiTF Ambassador Ribbon
 - Pronoun Guidance
 - Additional resources
 - 3 TWS Wildlife Professional articles
 - How to be an ally



OiTF Resources


- TWS OiTF website
 - www.wildlife.org/oitf
 - OiTF contacts



**THE WILDLIFE SOCIETY**
Leaders in Wildlife Science, Management and Conservation

HOMELEARNNETWORKENGAGEPOLICYNEXT GENERATIONCONFERENCE

Out in the Field



OiTF HomeAboutMembershipMeetingsNewsContact

Welcome to the Out in the Field (OiTF) Initiative

The OiTF Initiative was started in 2019 to make LGBTQIA+ TWS members more visible so that we can support and mentor each other, and work with our allies to foster a more inclusive, welcoming culture where diversity of all kinds is clearly embraced. OiTF has three simple goals: (1) to increase visibility of LGBTQIA+ wildlifers in TWS, (2) to build a community of LGBTQIA+ wildlifers, and (3) to identify ways to support LGBTQIA+ wildlifers, including students, in the wildlife profession. OiTF is housed within the [Inclusion, Diversity, Equity and Awareness Working Group](#).

Follow us on [Twitter](#).

Fill out the [Google Form](#) to sign up for the Out in the Field email list.



If we want to be a society
& profession where
everyone feels proud to
bring their whole, authentic
self to the workplace, we
still have work to do!

Figure: O'Donnell K.M., B. McComb, T. Booms, C. Crow, and A. Novarro. Breaking the Binary: LGBTQ+ Wildlifer Perspectives. 2022.
Ch. 8 in C. Chambers & K. Nicholson (eds.), *Women in Wildlife Science: Building Equity, Diversity, and Inclusion*. Johns Hopkins Press.

check out our new **Out in the Field** gear!
(see link in Twitter bio)



sweatshirts // t-shirts // stickers // coffee mugs //
water bottles // neck gaiters // tote bags // and more!



SUPPORTING LGBTQ+ WILDLIFERS

