



# Grounding Assumptions

- We respect that each person is at a different point in the learning process.
- We will seek first to understand and ask clarifying questions with curious minds.
- We will listen for a person's intent and support the core of their message.
- We will call people in, rather than call people out.
- We may not always have the right words to explain our perspective. If you have a different approach that you would like to suggest as an alternative, demonstrate it in your response.
- We will remain open to learning.
- We accept mistakes as part of our learning process.
- We can all contribute. Just because you are, doesn't mean you know everything. Just because you're not, doesn't mean you don't know anything.
- This conversation must happen at the individual, institutional, and socio-cultural levels, and it's important that we engage in all three.

Thinking  
about your  
watershed  
work or  
watershed  
management  
generally...



What questions or ah-ha moments jumped out to you during the panel discussion?



Who is missing that you would like to engage more?



Share a success you've seen related to advancing DEI.



Where do you see opportunities to advance DEI?



What barriers have you encountered or anticipated?



What information or support do you wish you had to help you advance DEI?

# Wrap-up



What is one takeaway from either the panel or your small group reflection that you want to make sure everyone hears today?



What future conversations around DEI in watershed management would you like to see? Where do you want to see this conversation going next?

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people working for healthy watersheds**

You are a watershed leader if you  
work

*your land,*

for clean water, healthy soils, and  
thriving landscapes.

