

Diversity Joint Venture for Conservation Careers Management Board Letter of Commitment

As a member of the Diversity Joint Venture for Conservation Careers (DJV) Management Board, I commit to supporting the mission of the DJV to strengthen the conservation workforce by increasing diversity, equity, and inclusion. I understand that my role carries a significant responsibility to the DJV and its partner organizations. This includes a minimum commitment of attendance at the Board's monthly calls and at onsite meetings which will be held at least once (1) and up to four (4) times per year at locations agreed to by a majority of the Management Board members. I have a duty of care to always work in the best interests of the DJV and to further the goals of the DJV as laid out in its governing documents.

Barring any changes to my current work status, I commit to the following:

- Serving a three-year term
- Offering my skills and expertise to help ensure the health and success of the DJV
- Making every effort to attend in person or virtually, the required number of meetings each year
- Responding to all Board requests in a timely manner
- Actively engaging in DJV activities through subcommittees, special projects, and other opportunities
- Contributing strategically to ongoing operations by assisting in bringing financial resources or in-kind services to the organization*
- Communicating the DJV's role to our most important audiences
- Practicing deep listening, keeping an open mind, and considering everyone's opinions and concerns
- Representing the organization in a positive and supportive manner
- Always seeking to communicate effectively, work collaboratively and address conflict in a manner which upholds the principles of diversity, equity, and inclusion
- Safeguarding the DJV's reputation and integrity as well as the privacy rights of individuals and donors connected with the DJV and the Board by strictly maintaining the confidentiality of all privileged or sensitive information. I accept this principle as one that should survive my period of Board service.

**The DJV recognizes that each member will assist with fundraising within the legal allowances of their member organization.*

In addition, I understand that every Board member is chosen based on their skills as well as the organization they represent. Should a member decide to leave the Board or their representing organization during their tenure, the board position is not guaranteed to the organization which they represent.

I have read and fully agree to this Letter of Commitment and look forward to assisting the DJV Management Board and its partners as a member of the DJV Management Board.

Applicant Signature: _____ Date: _____

Applicant Name (print): _____

Title/Organization: _____

As the Executive Director or equivalent, I affirm our organization's partnership with the DJV. I fully support our candidate's application to serve on the Diversity Joint Venture Management Board. If selected, I commit to ensuring that our candidate is able to fulfill their commitment to the DJV Management Board as outlined above.

Signature: _____ Date: _____

Name (print): _____

Title/Organization: _____