



Inclusion, Diversity, Equity, and Accessibility (IDEA)

Hawk Mountain Sanctuary intends to demonstrate core values of inclusion, diversity, equity, and accessibility (IDEA) throughout all its operations and to model these values as we advance our conservation mission. Senior staff meet quarterly to review challenges, ideas, and success stories, and each board committee chair includes an update on IDEA within each program area. This intentional journey will help us weave IDEA throughout everything that we do. We welcome your input to help us grow and improve.

Accomplishments

- Established an IDEA Fund to encourage access and drive equity in the outdoors, support underrepresented communities in discovering the Sanctuary and raptors, and to address issues of representation and barrier removal. More than \$10,000 was added to the fund for scholarships in 2022.
- Received 13 applicants for IDEA Fund scholarships for Summer Nature Day Camp in 2022 and the new Appalachian Ecology Course designed for teens and are actively promoting the scholarships for 2023 positions. Funds supported 10 young people, helping to connect diverse youth and several in the foster care system with important outdoor experiences.
- Raised funds to diversify the board by recruiting two racially diverse and international candidates. Ernesto Ruelas Inzunza, a Mexican ornithologist and professor, and Colombian forestry engineer and bird conservationist Ana Maria Castaño are now entering their second year on the board.
- Hosted the first formal diversity training for all board and senior staff and will continue ongoing training in a variety of areas, including inclusion, accessibility, and diversity.



Visitor Services

- Provide access to the closest overlook using Hawk Mountain's nationally award-winning Silhouette Trail. This trail exceeds national park standards for accessibility in the outdoors.
- The ADA viewing platform at South Lookout allows people who use wheelchairs to enjoy the migration and connects visitors to a nearby ADA outdoor learning area, the Laurelwood Niche, for programs or informal gatherings.
- Opened in 2020 a new Amphitheater that features universal accessibility, ADA van parking, ADA restroom access, and the ability for people using a wheelchair to have multiple entry and seating options.
- Constructed an ADA trail that links the Visitor Center to the nearby Amphitheater.
- Partnered with the Kutztown University Visual Impairment Program to provide Braille booklets that can be used at no charge for those with visual impairments as a guide to the Native Plant Garden.
- Marked all accessible programs with an ADA symbol in print and online event listings.
- Published raptor coloring books in Spanish and French that are available free on the Hawk Mountain website.
- Completed visioning process for upgrades to Hawk Mountain Visitor Center with accessibility and inclusion at the forefront of the initial rendering.



Conservation Science

- Published a Spanish-language Flight Guide for use as an educational tool at all the partner watchsites in Central and northern South America (pictured). Distribution is underway and continues.
- Facilitated a strategic Conserve the Corridor initiative to advance raptor conservation throughout the North-Central-South American flyway. The goal is to strengthen networking opportunities between count sites, share educational resources and effective strategies to protect raptors where they are most at risk, and build long-term sustainability.
- Researched translation tools for website and are seeking funds to support implantation of the best approach for Hawk Mountain.
- Hosted the second Conserve the Corridor meeting in Spanish which connected 19 leaders from seven countries for information sharing and collaboration.

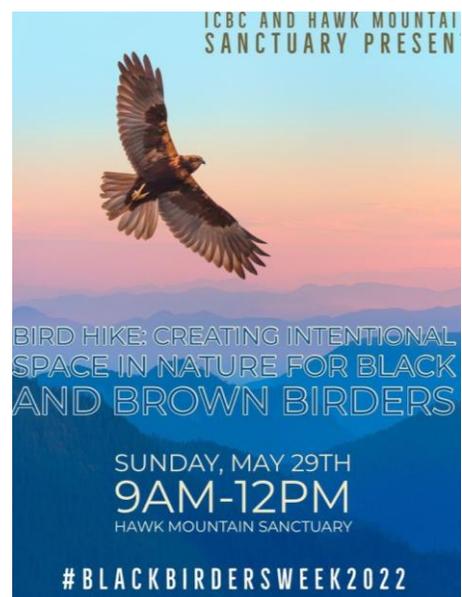


- Trained nearly 500 individuals from 76 countries on six continents, offering visitors the chance to interact and learn from culturally and ethnically diverse young conservationists.
- Maintained stats that show more than 60 percent of trainees and graduate students are female, elevating the status of women to leadership positions in conservation fields.
- Advertised traineeship opportunities to North American universities with diverse student bodies through handshake.com and direct outreach and have received several applications.



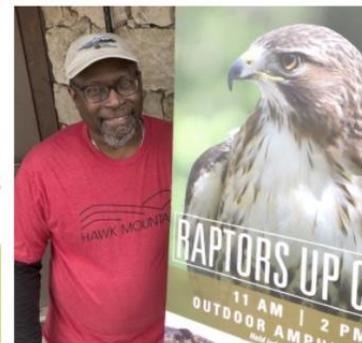
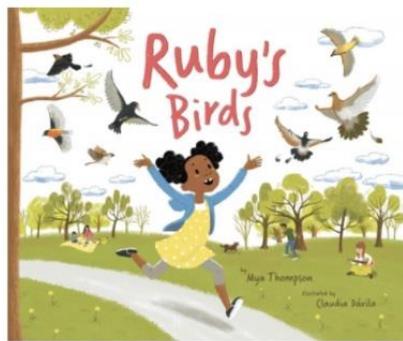
Communications and Outreach

- Established an IDEA tab on every page of the Hawk Mountain website and embedded links on education pages on ways to apply for financial assistance.
- Published a Spanish phrase guide for staff and board to improve wildlife interpretation at our lookouts.
- Installed a widget to ensure accessibility of the Hawk Mountain website, with features that include ability to adjust font size, colors, contrast, dyslexia features and more.
- Celebrated national recognition events such as Black Birders Week, Birdability, and Pride Month with a variety of free programs, bird outings, social media posts or awareness-raising messages and shares and intend to replicate new events this year.
- Added captioning to social media videos and zoom programs, and updated DE&I and service animal statements for the website.
- Held a meeting with a local LGBTQIA+ organization to improve use of inclusive language and plan a future training. As a result, added gender pronouns with an informational link to staff email signatures.
- Increased Spanish language materials, including a membership card, a Spanish-language episode of the podcast “The Hawk’s Call,” and the Spanish-language flight guide for use in Mesoamerica count and educational sites.
- Reviewed content and have worked to better document visually our current diverse audience in promos, general updates, and in online and print content.



Education

- Selected Spring Education Trainees affiliated with partner count sites in Veracruz River of Raptors and Kéköldi Indigenous Reserve, Costa Rica, and trained the first domestic Latino education trainee during fall 2021, the first black North American trainee in summer 2022, and continue to target diverse applicants. The spring 2023 Education Trainee is Diego Rodriguez, a counter at the Costa Rica watch site.
- Continued to offer free weekend programs to remove economic barriers.
- Continued the Stay-at-Home Speaker Series, a free virtual program during winter months that removes geographic and financial barriers. The webinars highlight diversity of partners local to global, including the work of the Institute for Tribal Environmental Professionals, Native Nations, and the Yurok Tribe's efforts to reintroduce the condor in their tribal lands.
- Partnered with the Native American Heritage Programs to present two free programs in 2022, one held in March highlighting women of Lenape culture and one in November, Native Heritage Month, about Lenape culture. Will replicate this work in 2023.



This document represents a summary of accomplishments to date and is updated quarterly.
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