



**US Forest and Wood
Products Sector
Inclusion Council**

STRATEGIC FRAMEWORK

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STRATEGIC FRAMEWORK

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Our Story

In the summer of 2022, the U.S. Endowment for Forestry and Communities created the US Forests and Wood Products Sector Inclusion Council (Inclusion Council) to develop and champion a strategy to promote equity, diversity, and inclusion in the forest sector. This document provides the framework for activities and initiatives to advance the Vision and Mission of the Inclusion Council within the US forest and wood products sector.

Our Vision

The future of the U.S. forest and wood products sector requires a diverse and inclusive workforce. We are committed to creating inclusive workplaces, ensuring everyone feels valued, safe, and empowered to contribute to sustainable forestry practices.

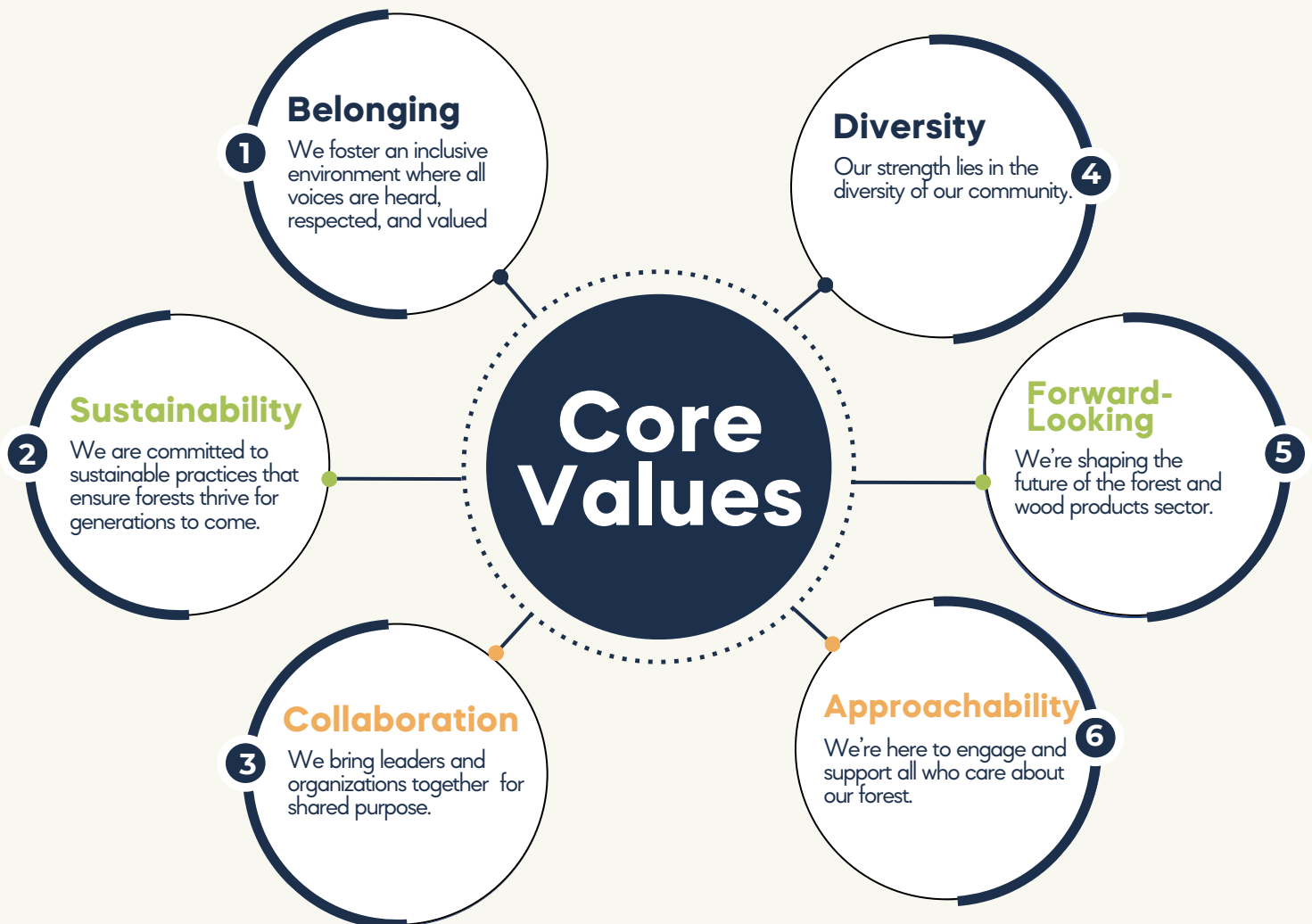
Our Mission

Our mission is to implement our Strategic Framework and build partnerships in order to accomplish our vision within the US forests and wood products sector.

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Our Values



US FOREST AND WOOD PRODUCTS SECTOR INCLUSION COUNCIL

Organizational Structure

Advisory Council

Engage in decision-making and strategic planning activities of the Council. Advisors have primary responsibility for informing the strategic direction of the Council. This group of visionary, practical and supportive leaders will serve as advocates for the broader effort and ensure equal representation from a diversity of backgrounds, organizations, and views.

Working Group

Engage in the implementation of the activities of the Council and organized around the 4 key pillars: Knowledge, Mobilization, Workforce, and Impacts. Working Group members have primary responsibility for informing the design of tasks and initiatives that support the strategic direction and enable the Planning Team to act on the mission of the Council.

Planning Team

Endowment Staff, Council co-Chairs, and Consultants that support Council operations and the implementation of Council activities in coordination with the Working Groups.

Ambassador Network

This network includes past Council-members and representatives of organizations or individuals that have endorsed and commit to supporting the 4 key pillars of the Strategic Framework: Knowledge, Mobilization, Workforce, and Impacts. The ambassador network will follow, elevate, and support the work of the Inclusion Council within their organizations and spheres of influence.

*The Council is composed of the Advisory Team members and representatives from all of the Working Groups. These roles are not mutually exclusive.

Members



Al Davis
Texas A&M Forest Service



**Alejandro Barbero
Rayonier**



Alicia Cramer
US Endowment for Forestry
and Communities



Angela Coleman
USDA Forest Service



Asia Dowtin
Michigan State University



Bethaney Wilkinson
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Bettina Ring
The Nature Conservancy



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Colin Mosely
Green Diamond Resource
Company



Danyelle O'Hara
Center for Heirs Property
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Ron Crear
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Sam Cook
NC State University



Shannon McCabe
Association of Consulting
Foresters



Terry Baker
Society of American
Foresters



Thomas Jackson
Enviva



Tia Beavert
Yakama Nation Tribal
Forestry



Tiffanie Starr
Timberland Investment
Resources

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Introduction

The **US Forest and Wood Products Inclusion Council (Inclusion Council)** presents its Strategic Framework, designed to champion diversity, sustainability, and collaboration to shape a more inclusive forestry sector. This plan is organized around 4 key pillars: **Knowledge, Mobilization, Workforce, and Impacts**, with actions broken into 3 categories: grow, sustain, and belong.

- **Knowledge** involves collecting and sharing research, best practices, and resources.
- **Mobilization** focuses on providing actionable recommendations and learning opportunities.
- **Workforce** aims to attract and retain a diverse workforce.
- **Impacts** represents the positive outcomes of the action plan.

Through these pillars, the Inclusion Council aims to establish a strong foundation for sector-wide transformation and sustainable growth.



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Knowledge



Grow.

- collect & commission important sector-wide research & workforce analysis
- find out what information would be of value to the sector

Sustain.

- build a collection of best practices
- share best practices, tools, and resources

Belong.

- create partnerships and community building
- provide opportunities for storytelling and sharing of experiences



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Mobilization



Grow.

- provide actionable recommendations based on information gained in sector-wide research and workforce analysis
- host learning labs for sector

Sustain.

- aggregate the community, create a cohort of organizations, and potential collaborators
- train the trainer with DEI practitioners

Belong.

- define and support development of affinity groups, employee resource groups (ERGs), and business resource groups (BRGs)
- benchmark best practices and effective strategies



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Workforce



Grow.

- enable the sector to create diverse, sustainable growth

Sustain.

- recruit, retain, and develop talent through adoption of effective sector-wide strategies and lasting top-level leadership
- sustain the workforce of the future/a workforce that reflects society

Belong.

- create environments where people feel valued, thrive, and are being taken care of through bottom-up, self-directed, and bespoke strategies

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Impacts



Grow.

- create a sector wide strategy and recruitment pipeline
- communicate and share information about Inclusion Council activities
- invite sector wide participation

Sustain.

- establish standards of excellence for creating inclusive organizational cultures
- create opportunities for engagement and support of a national action plan building upon this Framework
- invite membership in the Inclusion Council

Belong.

- benchmarks for accountability
- evaluate conditions and outcomes in the sector that measure progress toward the Council's vision



US Forest and Wood Products Sector Inclusion Council

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The **US Forest and Wood Products Inclusion Council (Inclusion Council)** is committed to creating inclusive workplaces, ensuring everyone feels valued, safe, and empowered to contribute to sustainable forestry practices.

