

Ethics Statement

The Science for Nature and People Partnership is committed to incorporating the principles of Diversity, Equity, Inclusion, and Justice (DEIJ) in all of its working groups and programmatic offerings. This commitment is reflected clearly in the program's public Ethic & Inclusion statement on the SNAPP website (<https://snapppartnership.net/our-people/ethics/>).

"SNAPP values diversity of identities, knowledge systems, and worldviews and strives to meaningfully incorporate Diversity, Equity, Inclusion, and Justice (DEIJ) in our work. We appreciate and respect the voluntary contributions of every individual in our community.

SNAPP values acceptance. Discrimination (e.g., unjust or unkind treatment on the basis of sex, race, gender identity, sexual orientation, religion, socioeconomic background, national or regional origin or status, education level, physical and mental ability, age, physical appearance, political views, opinions and ideas) will not be tolerated."

SNAPP Proposal Application and Evaluation Criteria

Additionally, applicants for SNAPP's annual request for proposals are evaluated on their planned efforts to meaningfully incorporate contributors from underrepresented groups in conservation, science, and academia into their working group leadership and outcomes. Our RFP form includes evaluation criteria and a specific question on inclusivity (below) for every proposal and is a key factor in the overall evaluation of proposals advanced as full SNAPP working groups.

"Evaluation Criteria, Inclusion: The group composition includes confirmed members representing diversity in sectors and disciplines. This is a collaborative effort with no one or two organizations dominating. Group demographics and worldviews are varied and inclusive of the Global South and other groups less dominant in academic literature."

"Question 5 of 6: Inclusion: Diversity, equity, inclusion, and justice are core to SNAPP's values. We are interested in fostering leadership and participation in all of our efforts from the Global South, early career scientists, and other historically excluded groups in academic literature. Please elaborate on how you will meaningfully incorporate these principles in your working group."

DEIJ Training for SNAPP Research Fellows

Via SNAPP's Research Fellows program, SNAPP is actively working to improve the competency and incorporation of DEIJ in the skillsets and activities of a global cohort of early career scientists. SNAPP Research Fellows engage in training opportunities throughout their tenure with the program which include sessions on DEIJ topics, such as the full day training completed in May of 2023 and captured in this video on effective and equitable strategies for engaging communities in scientific inquiry and conservation (<https://youtu.be/w9Hb-rYRs00?si=ovzsoZOXwnUa62ft>).