

# Resolution of the Maryland Sport Fisheries Advisory Commission

## Diversity and Inclusion

Whereas, the State of Maryland is currently home to 6.06 million citizens;

Whereas, the State of Maryland has been ranked as the 5<sup>th</sup> most diverse state in the country, according to a 2018 study, a ranking that is likely to increase as its population continues to grow;

Whereas, as Maryland's comprehensive wildlife and fisheries management agency, the Department of Natural Resources is charged with conserving wildlife and fisheries and promoting recreational opportunities for all of Maryland's citizens;

Whereas, the Sport Fisheries Advisory Commission and the department's leadership value differences in culture, persons, and perspectives, and seek to demonstrate this through their actions in evolving constituent demographics, how Marylanders value wildlife, fisheries and the need to preserve the department's relevance in wildlife conservation and fisheries management;

Whereas, it is a goal of the Sport Fisheries Advisory Commission and department leadership to strengthen the department's workforce by increasing diversity and inclusion, and ensuring a respectful and productive work environment for everyone, which will result in increased creativity, problem solving, innovation, and performance;

Whereas, robust efforts in diversity and inclusion will include factors such as gender, race, ethnicity and age, as well as religion, disability and sexual orientation, and further include personal characteristics such as knowledge, ideas, communication style, life experiences and cultural background;

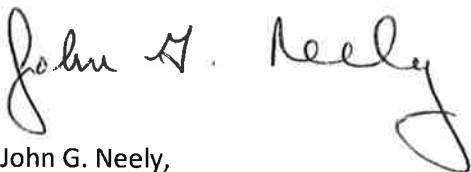
Whereas, a diverse and inclusive workforce will improve outcomes through increased creativity, problem solving, innovation and performance, and is critical to serving the public, developing and maintaining support for the department's mission, and future funding for wildlife conservation and fisheries management; and

Whereas, efforts targeted at reaching diverse audiences outside of the agency further help ensure that the department's conservation efforts will be supported politically, morally and financially;

Now, therefore, be it resolved that the Maryland Sport Fisheries Advisory Commission recommends that the Secretary of the Department of Natural Resources develop an action plan and take actions intended to develop an action plan that will (1) increase diversity and inclusion within the ranks of the staff of the department, and (2) connect with diverse audiences through the department's outreach and conservation efforts; and

Be it further resolved that the department is advised to keep the Sport Fisheries Advisory Commission updated as to the department's diversity and inclusion efforts, both internal and external.

Adopted this 22<sup>nd</sup> day of October, 2019.



John G. Neely,  
Chairperson of the Sport Fisheries Advisory Commission