



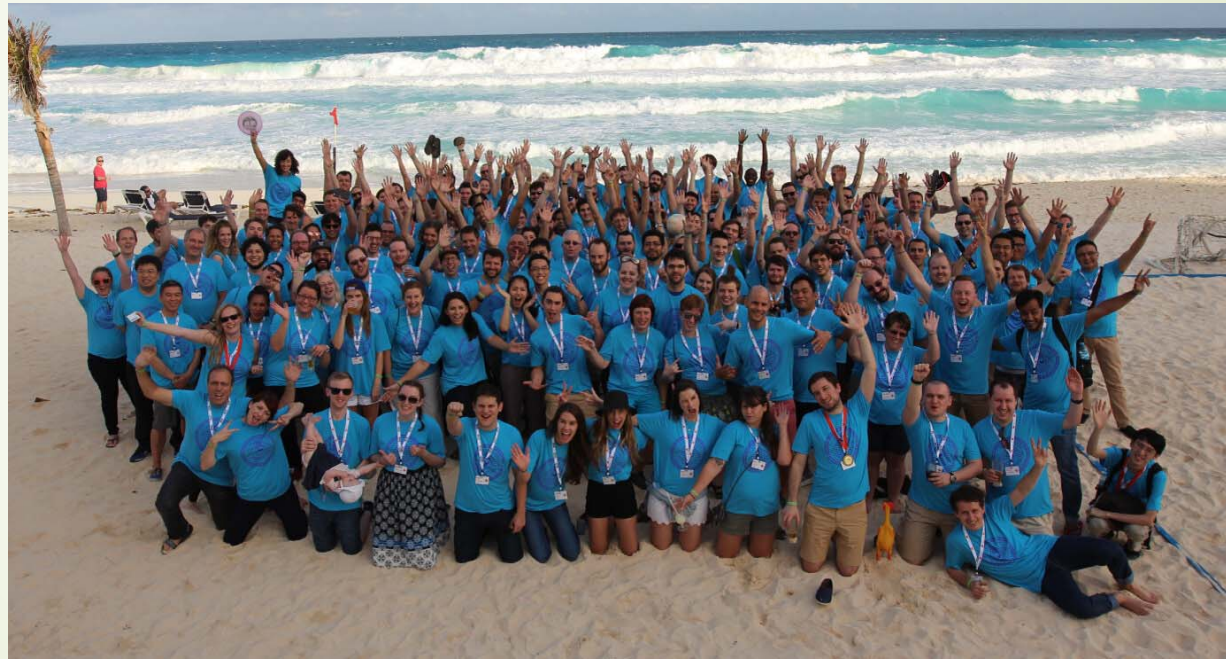
Volunteer Symposium

The IDEA of a Changing World

MaryLynn Mack

COO, South Coast Botanic Garden

The World Is Changing

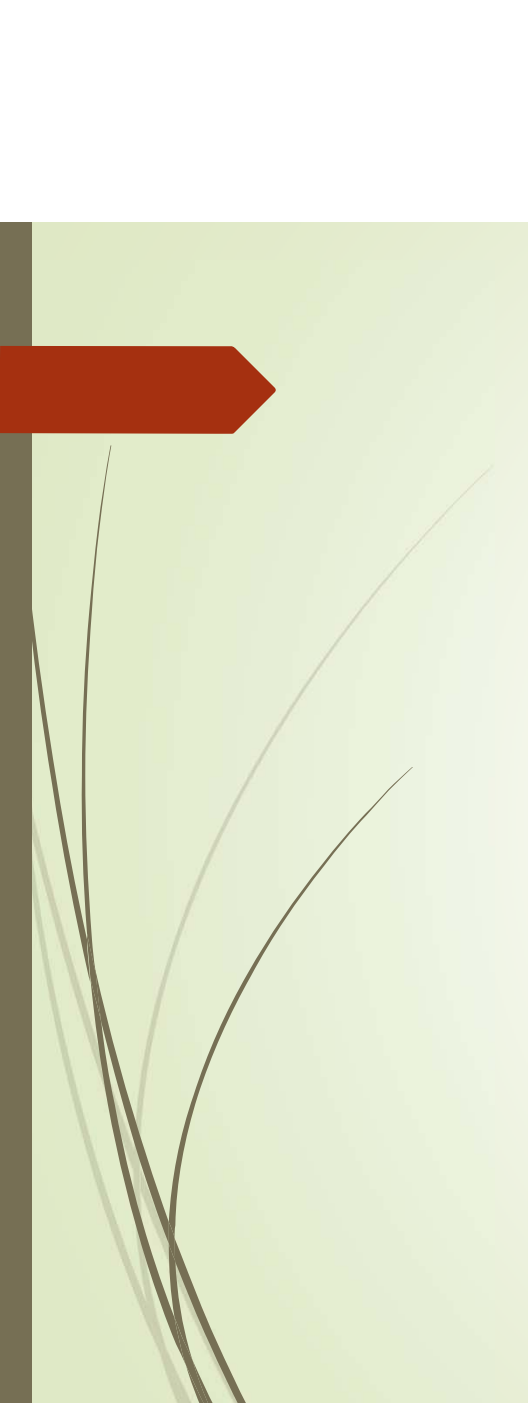


Garden Clubs, Societies, Estates



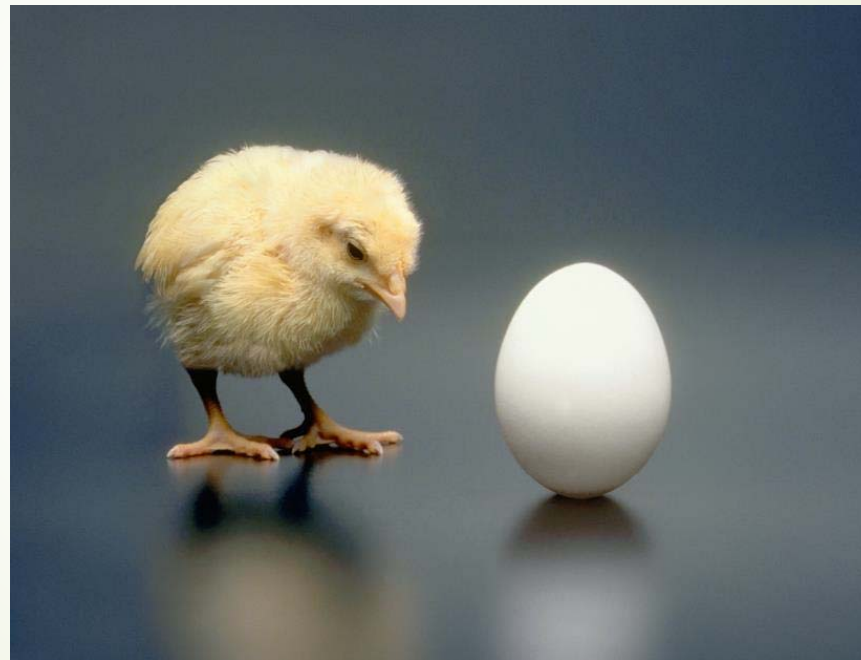
The World is Changing





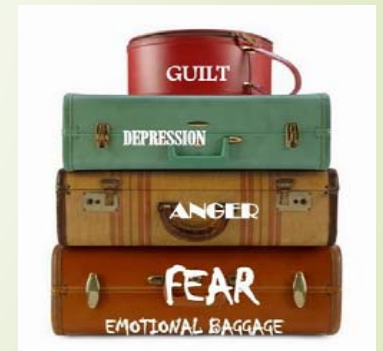
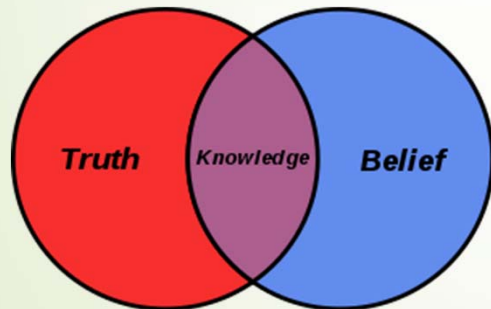
Inclusion indicates an environment in which a diversity of identities are not only represented, but are also supported and embraced through consistent institutional behaviors, practices and policies. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all members.

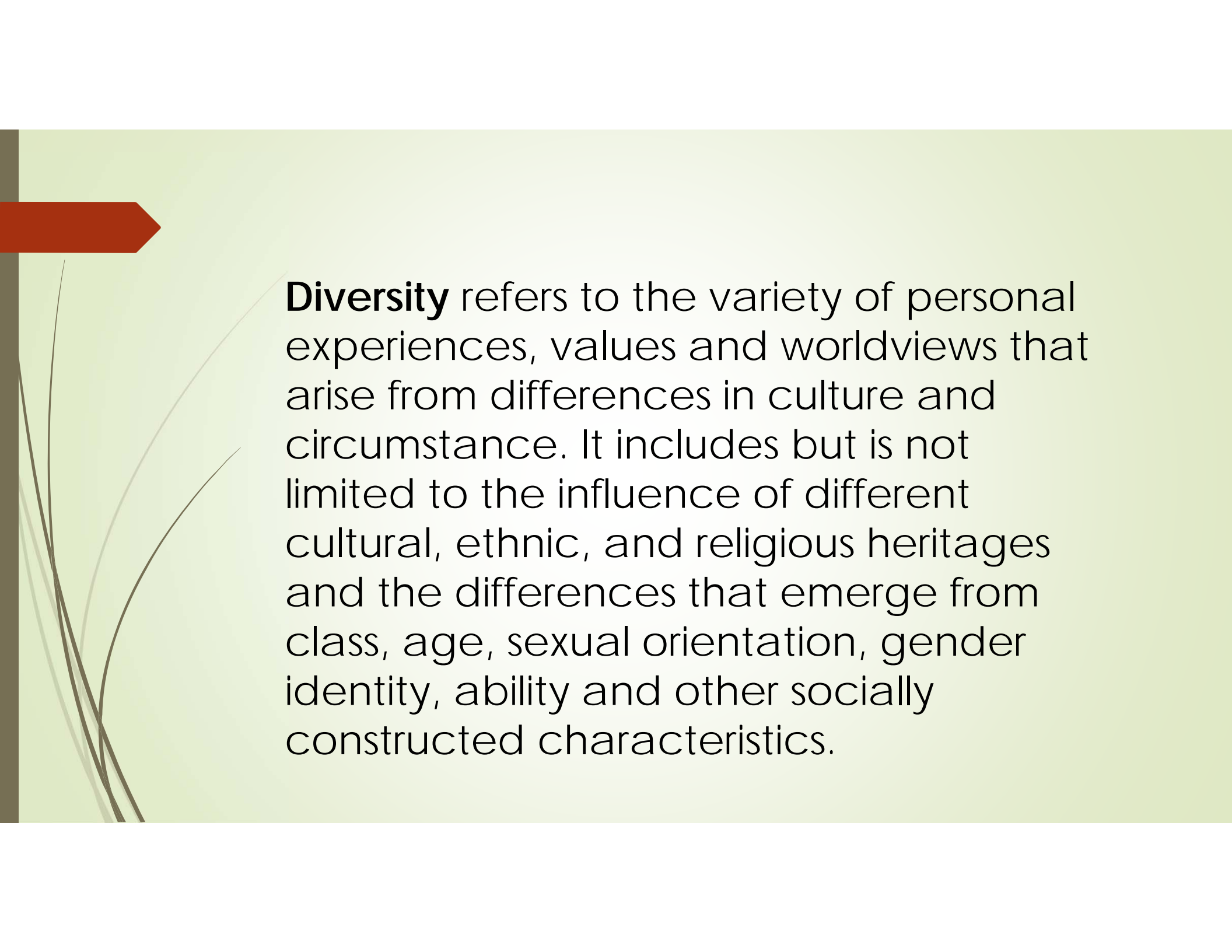
Visitors and Volunteers




Why is this so HARD???

- Bias
- Barriers
- Baggage






Diversity refers to the variety of personal experiences, values and worldviews that arise from differences in culture and circumstance. It includes but is not limited to the influence of different cultural, ethnic, and religious heritages and the differences that emerge from class, age, sexual orientation, gender identity, ability and other socially constructed characteristics.



Equity refers to the guarantee of fair treatment, access, and opportunity for advancement for all individuals. Equity requires commitment to strategic priorities, resources, respect, and civility, as well as ongoing action and assessment of progress toward achieving specified goals.



Accessibility is giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organizations make space for the characteristics that each person brings..



THANK YOU

The American Public Gardens Association is committed to creating an equitable, diverse and inclusive culture where the contributions of all community members are valued, respected and appreciated. The Association also seeks to encourage and support its members in creating this same culture within their own institutions.

Just as the gardens and landscapes we present are biologically diverse and engaging, we seek to consistently re-examine our professional values, modify our existing practices and remove barriers to being diverse and inclusive.

