

# GREEN JOB FACT SHEET

## DEI SPECIALIST



Diversity, Equity, and Inclusion (DEI) specialists work closely with the human resources team, and often with a director or manager of diversity and inclusion. They are a supportive member of the larger HR family, focusing on an organization's overall diversity, equity, and inclusion strategies, programs, advancements, and retention. They are subject matter experts in the fields of diversity, equity, and inclusion, and are trusted to bring creativity and compassion to the department.

### The Big Picture

DEI specialists ensure equity in the organization, by:

- **Developing, coordinating, and evaluating** employee-focused DEI programming that is fair to all current and prospective employees.
- **Consulting, educating, and advising** employees on human rights legislation.
- Helping remove any conscious or unconscious biases or barriers that may exist in a company's work environment.



### IS THIS CAREER RIGHT FOR YOU?

ARE YOU AN EXCELLENT COMMUNICATOR WITH A PASSION FOR JUSTICE IN THE WORKPLACE? DO YOU CARRY A HIGH LEVEL OF RESPECT FOR GLOBAL CULTURES AND DIFFERENCES AND ARE YOU EXCITED BY TEAM-BUILDING OPPORTUNITIES?

If so, this might be the perfect career for you!

DEI specialists must have a talent for speaking, collaborating, and understanding the diverse backgrounds of others. They do diversity presentations and trainings to multiple divisions and departments of the organization. They analyze data and deliver reports to their supervisors. To succeed in this job, you must value diversity and commit to an inclusive working and learning environment.

### Salary

U.S. salaries range from about \$52,000 to \$64,000 per year and average about \$59,000.

### Where Can You GROW?

A career in DEI can include work as a **Diversity Coordinator, DEI Analyst, or DEI consultant**. Some possible employers:

- Federal, state, or local government agencies
- Forest industry companies
- Educational institutions
- Consulting firms

### Moving Forward

The road to working as a DEI specialist is different for everyone. Many people have training in a related field, such as forestry.

- **HIGH SCHOOL:** Study a wide range of subjects and focus on developing your communication skills.
- **COLLEGE:** Work toward a bachelor's degree in Business Administration, HR Management, Organizational Development, Management Studies, Communications, Psychology, Public Policy, Political Science, or Liberal Arts.

For more about green jobs, visit [www.plt.org/workingforforests](http://www.plt.org/workingforforests)