**RESOLUTION 2020-05**

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| **SHORT TITLE:** Diversity, Equity & Inclusion Statement & Work Plan Development |

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| **SPONSOR CD:** Pierce & Clark Conservation Districts |

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| **AREA: 🗵** NW **🗵** SW 🞏NC 🞏SC 🞏NE 🞏SE |

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| **RESOLUTION TYPE:**  🞏 **Policy**  🞏 **Position Statement**  🞏 **Recognition**  **🗵** **Study** |

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| **RESOLUTION ACTION AGENCY** (check any option that applies):  **🗵 WACD**  **🞏 WSCC**  **🞏 OTHER STATE AGENCY \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **🞏 NRCS**  **🞏 NACD**  **🞏 NON-STATE/FEDERAL PARTNER \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |

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| **BACKGROUND/PROBLEM STATEMENT:** Washington state is a very diverse with many different natural resource concerns and land users. In order to ensure our programs are addressing natural resource concerns that are of importance to *all* people we serve in our district areas we should be mindful that approximately 13% of Washington state residents speak a language other than English, 30% are people of color, and 15% are immigrants or refugees. Washington is also home to many Native American Tribes. These groups of people may not be as well connected to or aware of the natural resources services that districts provide. These groups may also have their own natural resources concerns that the district may not be already aware. Recognizing this is an important first step in looking at how we can ensure our programs and services are inclusive and of value to all in our community. Continuing to support the WACD and districts to engage in building awareness of what it means to bring an equity, diversity and inclusion framework to their work, and practically deliver natural resources conservation programs to people with different life experiences and primary languages would allow CDs to ensure more equitable service delivery. |

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| **PROPOSED RESOLUTION LANGUAGE:** WACD will convene a task force to develop a Diversity, Equity, and Inclusion policy recommendation by September 2021. This recommendation will be provided to all Conservation Districts for consideration at their Area Meetings with action by the WACD at its annual meeting.  The Task Force will also provide information, suggested resources, and guidance for districts that are interested in developing their own diversity, equity, and inclusion initiatives. |

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| **TYPE OF TEXT OF RESOLUTION** (check all boxes that apply):  🞏 Technical (changes address grammar, punctuation, sentence flow and makes **NO** substantive change(s) to the existing policy.  🞏 Substantive change to existing policy. If in doubt, check the box.  **🗵** New policy. |

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| **IS THERE A BUDGET IMPLICATION TO IMPLEMENT THE POLICY?**  **🗵** **NO**  🞏 **YES** (briefly explain): |