**RESOLUTION 2020-06**

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| **SHORT TITLE:** Diversity, Equity & Inclusion Statement |

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| **SPONSOR CD:** King Conservation District |

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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:** Diversity, Equity and Inclusion statements typically are aspirational and a promise to consider taking action if the occasion occurred, but never intentional. Equity is something that has crept into the lexicon and is the hard work in progress. Since the creation of the conservation commission in 1939, conservation districts have worked hard to change the landscape across the state. Over that time, the focus and faces around conservation has changed. We acknowledge that Diversity, Equity and Inclusion, is hard work, but now conservation districts have to move from aspirational to intentional; WACD is now in a unique position to take action.  WACD believes that the future of conservation is tied to those that believe in making it a priority across Washington state. In adjusting to how much the state has changed since its inception of the conservation commission in 1939 and recognizing that systemic racism has and continues to be a formidable barrier to change,  Equity begins when the commission understanding what diversity looks like in each conservation district and seeking to improve upon that. Inclusion is the work needed to bring unrepresented voices to the table. Whether conservation districts exist in a rural county or a suburb, conservation should touch everyone and that can only happen when we are committed to a diverse body, with inclusion of people of color in leadership roles, and ensuring that there is equity as conservation districts go about the business of conservation. |

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| **PROPOSED RESOLUTION LANGUAGE:**  WACD will create a DEI Task Force that will develop any recommendations by September 2021 to all Conservation Districts for consideration at their Area Meetings with action by the WACD at its annual meeting to address to include but not limited to the following:  1. Ensuring that the services offered by conservation districts are available to underrepresented communities.  2. That equity is prioritized from services offered to and employment throughout all districts.  3. That the Boards of Supervisors commit to annual diversity, equity and inclusion seminars.  4. That elections be held publicly and that communities of color are engaged around elections.  5. That the commission works to recruit and retain an diversity, equity, and inclusion officer that will work with the election’s officer to promote engagement of communities of color across the state and addressing the disparity gap around services and elections.  6. That conservation districts make a commitment to bring diversity into leadership roles and, if no person of color is elected to the board of supervisors, encourage the state commission to appoint persons of color to those appointed seats. |

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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): |