



WMSWCD Organizational Diversity, Equity and Inclusion Guiding Principles.

DRAFT Date: November 2019

The following includes overarching District principles for the advancement of diversity, equity and inclusion. These are intended to provide clarity, commitment and accountability to the District and the communities it serves.

- a) **Inclusivity:** The WMSWCD is an inclusive organization that welcomes and engages all people in all facets of our organization, activities and programs.
- b) **Diversity:** The Board and staff of the District, the contractors we hire and the people who benefit from our work reflect the demographics of our service area.
- c) **Equitable Engagement:** The District meaningfully engages historically marginalized communities decision making, programs, and policy.
- d) **Equity Accountability:** The District works proactively and deliberately to understand and advance equity outcomes.
- e) **Racial focus:** WMSWCD will lead with racial inclusivity, diversity, equity and accountability actions and policies that result in positive outcomes for all.

How and why to use this document: By clearly stating our commitment to diversity, equity and inclusion as an organization, the District seeks to provide actions that hold ourselves responsible for progress. These also serve as a foundation and should be incorporated in the overall mission, goals, makeup, programs and services of the District. These principles provide the groundwork for the creation of refined diversity, equity and inclusion strategies with measureable objectives that feed into annual work plans for every staff and program at WMSWCD.

Why Center on Race?

Our District has taken the initiative to review the history of racial disparity in Oregon, and how this history persists in the form of unconscious biases and cultural barriers that contribute to disparities in how we work, whom we work with and whom we serve. We recognize that gaining the perspectives of, and working with, communities of color will increase our organization's overall strength. The District acknowledges that racism requires attention and focus for long term change to take place. We understand that as we deepen our ability to understand and eliminate racial inequity, we are better equipped to transform individual actions, systems and institutions to enhance equity outcomes for all. While the District leads with race, we recognize that many other forms of oppression are perpetuated by the interactions of institutions, individuals, and culture operating amidst their historic contexts. Although we must prioritize our strategies, we maintain an approach that recognizes that all oppressions are inter-connected and, that by addressing some of the most glaring disparities, others oppressed may benefit. The District supports and encourages actions that lead to increased diversity, equity and inclusion outcomes for all.