



WICC Environmental Justice Strategy

Prepared by

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NONDISCRIMINATION POLICY

The WICC Board of Directors approved our nondiscrimination policy on March 30th, 2023. The resolution passed and included in the current Bylaws can be read [here](#).

Water Insecurity Correction Coalition, Inc. is an Equal Opportunity Employer and will not discriminate on the basis of age, race, creed, color, national origin, sexual orientation, military status, sex, marital status or disability in employment or otherwise.

The above language must be included on all WICC hiring postings.



ENVIRONMENTAL JUSTICE POLICY & COMMITMENTS

People matter. Environmental nonprofit organizations have historically centered efforts on issues facing white people, and their leadership has reflected that. In 2022, over 60% of the leadership at environmental nonprofits were white¹, despite non-white Americans experiencing environmental injustices and exposure to environmental harms at disproportionate rates.

Environmental justice research has found that disproportionate environmental burdens, especially water security issues, are experienced by low-income communities and communities of color. Studies also show that there is a link between socioeconomic status and water insecurity; a 2019 epidemiological study found an association between nitrate concentrations and proportions of Hispanic residents in the United States². Environmental justice in water insecurity organizations can be achieved more effectively if a) programming meaningfully targets and includes the communities experiencing water insecurity issues, and b) said organizations are made up of people that understand the issue and have actually experienced it.

To ensure that the Water Insecurity Correction Coalition is part of the national effort to address environmental injustice, WICC has examined our own practices and is committed to expanding our programming to better encapsulate environmentally just practices. We want our internal makeup to sufficiently reflect the nature of the problem we address by representing those that have or are experiencing water issues. We want to ensure our external programming is meaningful, wanted, and effective. We want the policy issues we advocate for to be reflective of the needs of the communities we work with and for by consulting and meaningfully engaging community members in project development and implementation.

Since its founding, WICC has utilized a spirit of ingenuity and dedication to innovative approaches to the complex issue of water insecurity in the United States. In that vein, we want to pioneer a meaningful approach to

¹ "2022 NGO & Foundation Transparency Report Card." Green 2.0, 30 Mar. 2023.

² Schaider, L.A., Swetschinski, L., Campbell, C. et al. Environmental justice and drinking water quality: are there socioeconomic disparities in nitrate levels in U.S. drinking water?. *Environ Health* 18, 3 (2019).



environmental justice in the water insecurity sector. We hope that our internal and external commitments, as outlined below, reflect that.

DEFINITIONS

Environmentally injusticed community: A community of color, low-income community, or otherwise vulnerable community that has a) disproportionately been affected by pollution and contamination due to – or b) had the negative impacts of environmental or climate-related stressors exacerbated by – systemic inequalities like racism, classism and/or industrial exploitation.

Stakeholder: Local representative groups or individuals that have intrinsic expertise and cultural insight into the needs and wants of their community.

Water-insecure community: A water-insecure community lacks access to or availability of clean, reliable drinking water due to infrastructural and systemic issues, contamination and pollution, and/or weather and climate-related stressors.



ENVIRONMENTAL JUSTICE GOALS

INTERNAL GOALS

1. **REPRESENTATION:** Improve **representation** of affected communities within our organization.
2. **EQUITY:** Ensure that organization **practices are equitable** and **promote diversity** in all forms.
3. **UNDERSTANDING:** Improving our **understanding** of how **water insecurity affects marginalized communities** differently than more privileged communities.
4. **COMMUNITY:** Ensuring that the projects we implement are developed with a cohesive understanding of the community/group the project targets by **meaningfully consulting and partnering** with localized stakeholders, leaders, and residents in all phases of the project.

INTERNAL METRICS

- Achieve 30-50% of staff from (currently residing or has lived in) water-insecure communities by 2025.
 - Targeted hiring in water-insecure communities
 - Internal survey for baseline metric
 - Overhaul & analysis of current programming approach
- New non-discrimination policy and comprehensive DEI policy by end of 2023.
- In the project development phase for all current and future long-term projects (i.e. longer than 6 months), consult with at least 3 local representative groups or individuals on a) needs and wants of target community, b) cultural insight of community, and c) potential, proposed, and finalized project goals.
- Establish DEI and EJ Committee with WICC organization staff, with at least one committee member from each Organization team (Fundraising, Advocacy, Social Media, Executive, etc) by mid-2023.
- Monthly reports from DEI/EJ Committee to the Board of Directors on committee recommendations for policy, programming, and



commitments beginning when the Committee is established. Elect one member from the Committee as Liaison to the Board.

EXTERNAL GOALS

1. **PROJECTS:** Target **environmental justice issues** and **environmentally injusticed communities** for present and future water insecurity projects.
2. **PARTNERSHIPS:** As an organization, make an effort to **partner** with organizations that represent and are composed of individuals from **vulnerable and environmentally injusticed communities**.
3. **POLICY:** Raising awareness of current federal, state, and local legislation and **advancing policy issues** that focus on **uplifting environmentally injusticed communities** and **protecting particularly vulnerable** ones from future water insecurity.
4. **PUBLIC: Reporting** to the public on how DEI and EJ commitments are progressing.

EXTERNAL METRICS

- New Environmental Justice Framework for project considerations and implementation by end of 2023
- One advocacy project explicitly targeting an EJ community piloted and/or ongoing by the end of 2023.
- 50%-70% of all WICC advocacy projects explicitly target EJ communities by 2025.
- Develop one sustainable relationship with an organization that meets one or more of our five key action areas in an environmentally injusticed or vulnerable community (i.e. youth organization, community-based org in target community, etc.) by 2024.
- 50-70% of programming has components focused on uplifting environmentally injusticed communities and protecting particularly vulnerable ones from future water insecurity by 2025.
- Quarterly reporting to the public and WICC membership on ongoing DEI and EJ policy, programming, and commitments by mid-2023.



GOAL EVALUATION

Selected Internal Metrics Baseline

Internal Goal 1 (Ensure that organization practices are equitable and promote diversity in all forms) and the first identified Internal Metric (Achieve 30-50% of staff from (currently residing or has lived in) water-insecure communities by 2025) prompted an internal overhaul of our organization's current makeup. To establish baseline metrics for the organization's current demographic makeup, we implemented an internal survey to all WICC team members as of April 2023 to evaluate DEI. The following baseline metrics were determined:

BASELINE

Current percentage (%) of staff from (currently residing or has lived in) water-insecure communities: **between 16.7 and 33.4%**

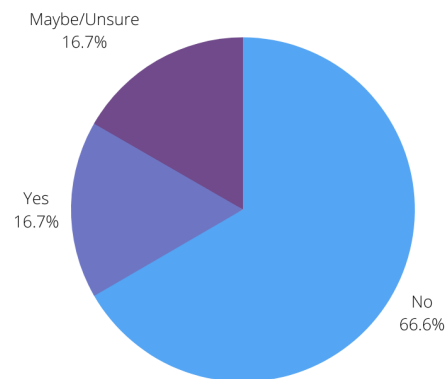
CHANGE NEEDED TO MEET GOAL

Need a minimum of **16.6%** or as much as **33.4% increase** in staff from (currently residing or has lived in) water-insecure communities by 2025. If the staff size remains the same, this would mean **hiring an additional 2-4 members** from these communities/**retaining 4-6 members from these communities** by 2025 evaluation.

Selected External Metrics Baseline

To establish baseline metrics for the organization's current environmental justice practices, we implemented an internal survey to the Core Team to evaluate current and past projects. The following baseline metrics were determined:

HAVE YOU EVER OR DO YOU CURRENTLY RESIDE IN A WATER INSECURE COMMUNITY?



Currently, only 16.7% of our staff are from water insecure communities.



BASELINE

Current percentage (%) of all WICC projects that explicitly target environmentally injusticed communities: **27%**

According to the Internal **+** Project Tracker, the WICC team undertook 15 projects in the Spring 2023 Quarter. The core team survey indicated that 4 current projects target environmentally injusticed communities.

CHANGE NEEDED TO MEET GOALS

Need a **23-44%** increase in the total WICC advocacy projects that explicitly target environmentally injusticed communities by 2025.

We did not measure this via the Core Team survey, but it is worth noting that the Strategy also outlines a need for 50-70% of programming to have components focused on uplifting environmentally injusticed communities and protecting particularly vulnerable ones from future water insecurity by 2025. This will likely be achieved by implementing the internal changes needed to achieve the external project goal highlighted above.

CORE TEAM SURVEY RESULTS

| | completed projects, EJ communities targeted | completed projects, stakeholders consulted | current projects, EJ communities targeted | current projects, stakeholders consulted/consulting |
|--------------|---|--|---|---|
| advocacy | 2 | 3 | 2 | 0 |
| fundraising | 0 | 0 | 1 | 0 |
| social | 1 | 0 | 1 | 0 |
| TOTAL | 3 | 3 | 4 | 0 |



Internal Metrics Evaluation

| Metric | Success is: | Actions to achieve success |
|---|---|--|
| MORE STAFF FROM WATER-INSECURE COMMUNITIES | Metric 1: Achieve 30-50% of staff from (currently residing or has lived in) water-insecure communities by 2025. | Increasing staff from (currently residing or has lived in) water-insecure communities by a minimum of 16.6% or as much as 33.4% by 2025. |
| | | Action 1: Targeted hiring in water-insecure communities. |
| | | Action 2: Internally survey WICC staff to establish baseline metric. |
| NON-DISCRIMINATION POLICY AND DEI POLICY | Metric 2: New non-discrimination policy and comprehensive DEI policy by end of 2023. | Action 3: Analysis of Current Programming Approach. |
| | | Action 1: Pass and implement a non-discrimination policy. |
| | | Action 2: Develop Inaugural DEI Policy. |
| STAKEHOLDER CONSULTATION | Metric 3: In the project development phase for all current and future long-term projects (i.e. longer than 6 months), consult with at least 3 local representative groups or individuals on a) needs and wants of target community, b) cultural insight of community, and c) potential, proposed, and finalized project goals. | Action 3: Implement Inaugural DEI Policy & Continue Growth. |
| | | Action 1: Mandate the use of the EJ Project Considerations Checklist for all new project proposals. |
| | | Action 2: Encourage Team Leads to work with Project Leads on recurrent consultation. |
| DEI & EJ COMMITTEE ESTABLISHED | Metric 4: Establish DEI & EJ Committee with WICC organization staff, with at least one committee member from each Organization team (Fundraising, Advocacy, Social Media, Executive, etc) by mid-2023. | All future projects work to consult with stakeholders in a meaningful way. |
| | | DEI & EJ Committee established and convened at least once by summer 2023. |
| | | Action 1: Advertise Committee internally. |
| | | Action 2: Select members, schedule inaugural meeting, & craft solid agenda. |



| | | | |
|---|--|---|---|
| DEI & EJ COMMITTEE LONG-TERM EXECUTION | Metric 5: Monthly reports from DEI/EJ Committee to the Board of Directors on committee recommendations for policy, programming, and commitments beginning when the Committee is established. Elect one member from the Committee as Liaison to the Board. | The DEI & EJ Committee and Board establish a relationship and Liaison is elected by the DEI & EJ Committee. | Action 1: Board adds recurrent space to monthly meeting agendas. |
| | | | Action 2: Add election of Board Liaison to DEI & EJ inaugural agenda. |
| | | | Action 3: Have DEI & EJ Committee meeting agendas and members consistently review policy and look for meaningful methods of implementation. |

ACHIEVING METRIC 1:

Targeted hiring in water-insecure communities. This can be done by adding language to all hiring that encourages specific involvement by these groups, i.e. “All are encouraged to apply, with preference for individuals that currently reside or have ever lived in water-insecure communities.”

Internally survey WICC staff to establish baseline metric. This was achieved with the April 2023 internal surveying. This will help us figure out how far we need to go to achieve this metric.

Analysis of Current Programming Approach. Knowing what we are currently doing and the existing environmental justice-oriented practices we are unconsciously and/or unofficially performing will help us understand how much further we can and should go.

ACHIEVING METRIC 2:

Pass and implement a non-discrimination policy. The Board of Directors approved the proposed non-discrimination policy in March 2023. Ensuring that that policy is implemented and the non-discrimination language is on all hiring postings and job descriptions will be crucial to achieving this metric.



Develop Inaugural DEI Policy. This document contains a proposed DEI policy, if the Strategy is approved then the Inaugural DEI Policy will be passed and move into the implementation phase.

Implement Inaugural DEI Policy & Continue Growth. The establishment of the DEI & EJ Committee will prompt initial codification and implementation of this policy, and in the long term encourage perennial updating of the organization's DEI policy and practices.

ACHIEVING METRIC 3:

Mandate the use of the EJ Project Considerations Checklist for all new project proposals. This checklist mandates that all new project proposals explain how they will work to consult at a minimum 3 stakeholders during project development and implementation.

Encourage Team Leads to work with Project Leads on recurrent consultation. Team Leads should be trained and adequately informed about the goals outlined in this Strategy so they can encourage meaningful and recurrent consultation of stakeholders throughout project implementation and development.

ACHIEVING METRIC 4:

Advertise Committee internally. Talk to team members at recurrent team meetings. Send messages in Slack and create a specified Slack channel for the DEI & EJ Committee. Create Committee interest form and distribute.

Select members, schedule inaugural meeting, & craft solid agenda. After staff members show interest in the Committee, plan the first meeting and put together action items for a solid first agenda.



ACHIEVING METRIC 5:

Board adds recurrent space to monthly meeting agendas. This will ensure that there is always space for the Liaison to speak, even if they yield their time/the Committee doesn't convene in the month prior.

Add election of Board Liaison to DEI & EJ inaugural agenda. This will ensure that a real discussion and vote takes place at the first meeting. This person will report to the Board on the things discussed at the first convening.

Have DEI & EJ Committee meeting agendas and members consistently review policy and look for meaningful methods of implementation. This will ensure that the DEI/EJ Policies put forth in this Strategy are truly "living" and a long-term commitment for the organization.

External Metrics Evaluation

| Metric | | Success is: | Actions to achieve success |
|--|---|--|---|
| IMPLEMENT ENVIRONMENTAL JUSTICE FRAMEWORK | Metric 1: New Environmental Justice Framework for project considerations and implementation by end of 2023 | Creating, approving and implementing and Environmental Justice Framework for WICC by January 1, 2024 | Action 1: Write EJ Framework with specific goals, metrics, and intentions. |
| | | | Action 2: Present EJ Framework to the Board of Directors for comments. |
| | | | Action 3: Vote and approve new EJ Framework. |
| ENVIRONMENTAL JUSTICE PROJECT PILOT | Metric 2: One advocacy project explicitly targeting an EJ community piloted and/or ongoing by the end of 2023. | Develop and/or implement an EJ project by January 1, 2024 | Action 1: Complete internal development and approval process for EJ projects. |
| | | | Action 2: Contact and collaborate with stakeholders in the EJ community. |
| | | | Action 3: Evaluate EJ goals throughout projects. |



| | | | |
|--|---|---|--|
| ENVIRONMENTAL JUSTICE ADVOCACY | Metric 3: 50%-70% of all WICC projects explicitly target EJ communities by 2025. | Increasing the number of WICC EJ projects by 23-44% by 2025 | Action 1: Target projects to EJ communities. |
| | | | Action 2: Establish baseline metric of current projects. |
| PARTNERSHIP DEVELOPMENT | Metric 4: Develop one sustainable relationship with an organization that meets one or more of our five key action areas in an environmentally injusticed or vulnerable community (i.e. youth organization, community-based org in target community, etc.) by 2024. | Establishing an ongoing, specific, and intentional relationship with an organization to assist with project development, implementation, or general consultation. | Action 1: Initiate contact with identified organizations or individuals in the EJ community. |
| | | | Action 2: Discuss and specify the goals of the partnership. |
| | | | Action 3: Maintain consistent contact with partners throughout projects. |
| ENVIRONMENTAL JUSTICE PROGRAMMING | Metric 5: 50-70% of programming has components focused on uplifting environmentally injusticed communities and protecting particularly vulnerable ones from future water insecurity by 2025. | Increasing the number of projects focused on uplifting EJ communities and protecting particularly vulnerable ones from future insecurity by 23-44% by 2025 | Action 1: Establish baseline for programs with EJ components. |
| | | | Action 2: Incorporate EJ components into targeted projects and initiatives. |
| | | | Action 3: Conduct annual review of EJ programming. |
| PUBLIC REPORTING | Metric 6: Bi-monthly reporting to the public and WICC membership on ongoing DEI and EJ policy, programming, and commitments by mid-2023. | Reporting via Newsletter, WICC website, and/or board meetings about EJ programming from the EJ/DEI committee | Action 1: Create EJ reporting section on the WICC website and newsletter. |
| | | | Action 2: Maintain communication about EJ programming at all meetings. |

ACHIEVING METRIC 1:

Write EJ Framework with specific goals, metrics, and intentions. This will give WICC a written and approved set of guidelines and standards that are measurable. This Framework is intended to be a living document that can grow and change with the needs of the organization.



Present EJ Framework to the Board of Directors for comments. Printed copies of the EJ Framework will be mailed to all members of the Board of Directors for review and consideration. The input of the entire board will be paramount to the final stages of the writing process.

Vote and approve the new EJ Framework. Not until the Framework is approved can it be implemented into WICC programming. A vote to approve the EJ Framework will occur during a regularly scheduled monthly board meeting after comments have been addressed to ensure the document is complete and cohesive.

ACHIEVING METRIC 2:

Complete internal development and approval process for EJ projects. By developing a project with environmental justice considerations, the DEI & EJ Committee can effectively approve and comment on new projects.

Contact and collaborate with stakeholders in the EJ community. This will ensure that the needs of the community are met by the project, as well as contribute to the development of a meaningful relationship with the community.

Evaluate EJ goals throughout projects. Intentional evaluation of the project will ensure that team members are held accountable for their project accomplishments and areas of improvement. This will allow for the project to be executed as best as possible while informing future projects.

ACHIEVING METRIC 3:

Target projects to EJ communities. This will ensure that more projects are focused in EJ communities. An immediate increase in projects focused in these areas will be measurable upon completion.

Establish baseline metric of current projects. Improvement will only be effectively measured by understanding how much we need to improve our practices. Measuring a baseline will ensure that the goal is concrete.



ACHIEVING METRIC 4:

Initiate contact with identified organizations or individuals in the EJ community. After researching the EJ community for groups or representatives that could inform the proposed project, contact by phone, email, or social media should demonstrate WICC's commitment to partnership development.

Discuss and specify the goals of the partnership. Outlining the details of the partnership, as well as WICC's roles and responsibilities will encourage productive collaboration. These goals can be project-focused, or more broad.

Maintain consistent contact with the partner throughout project development, implementation, and evaluation. This could consist of regular meetings, or just consistent communication via email or other means. Including stakeholders throughout the entire project is important for relationship-building within the community.

ACHIEVING METRIC 5:

Establish a baseline for programs with EJ components. A baseline for all programming across the organization will aid in overall programming development that is meant to reach this goal.

Incorporate EJ components into targeted projects and initiatives. Although every team may not be focused on specific projects, social media, advocacy, and fundraising initiatives can have EJ components that sufficiently contribute to the overall EJ programming goal.

Conduct annual review of EJ programming. This will be conducted by the DEI & EJ Committee and reported. The report will be used to inform further programming and possible changes to the EJ Strategy.

ACHIEVING METRIC 6:

Create an EJ reporting section on the WICC website and newsletter. This will ensure that the public is up to date with EJ initiatives and projects, as well as progress in achieving aforementioned metrics.



Maintain communication about EJ programming at all meetings. This will be achieved through the forming and development of the DEI & EJ Committee, and the designation of a Liaison that reports on EJ programming at team and board meetings.



WICC ENVIRONMENTAL JUSTICE FRAMEWORK

OUTCOME 1: INCORPORATE EQUITY AND ENVIRONMENTAL JUSTICE INTO PROJECT DEVELOPMENT.

To ensure that all new projects consider equity and inclusion in the development phase (meeting Internal Goals 2 and 4), in addition to environmental justice issues being at the forefront of all new projects (achieving External Goals 1 and 3), WICC developed the Environmental Justice Project Considerations Checklist. All new projects from the time of this proposal's adoption will be required to fill out the checklist and attach their project's checklist to all project proposals.

It is a primary goal of WICC's Environmental Justice Framework to consider environmental justice issues and environmentally injusticed communities for present and future water insecurity projects. WICC has measurable goals to achieve this: to have 50%-70% of all WICC advocacy projects explicitly target EJ communities by 2025 and ensure that 50-70% of all programming has components focused on uplifting environmentally injusticed communities and protecting particularly vulnerable ones from future water insecurity by 2025.

All new projects must show how they will meet all three of the initial equity considerations outlined in Step 1 of the Checklist. To be considered an Environmental Justice Project, a program must meet one or more of the considerations outlined in Step 2 of the Checklist.

All projects must conduct sufficient research that provides background knowledge as well as historical and technical context for the project. Project members must complete the literature review process of their project within the first 3 weeks after project proposal approval.

Literature Review

A template for completing literature reviews can be viewed and copied above.

EJ Project Considerations Checklist

The EJ Project Considerations Checklist can be accessed above.



OUTCOME 2: REMAIN COMMITTED TO EQUITY AND ENVIRONMENTAL JUSTICE THROUGHOUT PROJECT IMPLEMENTATION & ALL LONG-TERM PROJECTS AND PROGRAMMING.

To remain committed and attentive throughout a project's implementation, project leads should begin the process by completing a **Metrics and Evaluation Sheet** just before their project is ready to be implemented. This Sheet would identify broader **impacts**, the project's activity-driven **goals**, and specific and measurable **metrics** to evaluate said goals, in addition to the project's **timeframe**.

Environmental Justice Projects will utilize this same Sheet, making sure that they include the specific goals they identified in **Step 2 of the Checklist** in the goals section of the Sheet and identify the metrics they will use to evaluate progress on the Environmental Justice-related goals. If desired, project leads can **consult the EJ & DEI Committee** for advice or review of a draft Metrics and Evaluation Sheet.

Project leads will develop this initial Metrics and Evaluation Sheet for their project and **periodically return to it to measure progress** on their goals and specified metrics. For environmental justice projects, progress reports will include an evaluation of specified EJ-related metrics based on what's identified in the EJ Project Considerations Checklist. The **timeline for periodic evaluations** should be determined based on the project's total projected length discussed between the project lead and their respective team lead.

+ WICC Project M&E

The Metrics and Evaluation Sheets for all current WICC projects, as well as a useable M&E Sheet template, can be accessed above.



WICC DIVERSITY, EQUITY, & INCLUSION POLICY

OUTCOME 1: ESTABLISH DEI COMMITTEE

ACTION: PASS RESOLUTION ESTABLISHING COMMITTEE. The WICC Board of Directors should pass the following resolution to establish a Diversity, Equity, and Inclusion and Environmental Justice Committee, also known as the DE Committee, that will bring forth perennial suggestions on acting upon DEI values and improving environmental justice programming and practices. The DE Committee would a) annually review the organization's DEI and EJ policies and b) periodically, at least annually, review progress on the Environmental Justice Strategy's goals.

JUNE DE Committee Resolution

The proposed draft resolution is also copied on the next page.



**PROPOSED DRAFT Resolution by the Board of Directors
for
Establishment of the Diversity, Equity, & Inclusion and Environmental Justice Committee**

We, the undersigned, comprised of a majority of the directors of this Corporation, consent and agree that the following corporate resolution was made via Zoom meeting on the 29th day of June 2023.

WHEREAS, the WICC Environmental Justice Strategy is a comprehensive document that includes WICC’s Nondiscrimination Policy, WICC’s Environmental Justice Policy, Commitments, and Goals, WICC’s Environmental Justice Framework, and WICC’s Diversity, Equity & Inclusion Policy.

WHEREAS, the Environmental Justice Strategy (Strategy) sets forth a Diversity, Equity, and Inclusion Policy (Policy) to be implemented as a result of the Board adopting the Strategy. The Policy recommends that the Board of Directors establish a Diversity, Equity, and Inclusion and Environmental Justice Committee, also known as the DE Committee, that will bring forth perennial suggestions on acting upon Diversity, Equity, and Inclusion (DEI) values and improving environmental justice (EJ) programming and practices. The DE Committee would a) annually review the organization’s DEI and EJ policies and b) periodically, at least annually, review progress on the Environmental Justice Strategy’s goals.

WHEREAS, a 2010 survey of employees of nonprofit organizations found that more than a quarter of the respondents of color reported having left a job “due to lack of diversity and inclusiveness.”

WHEREAS, according to San Diego Foundation, having a diverse and equitable means an organization can “significantly broaden their reach and increase their chances of success” while fostering a healthier workplace and bringing in staff that “better reflect those they serve” than non-diverse organizations.

WHEREAS, environmental justice research has found that disproportionate environmental burdens, especially water security issues, are experienced by low-income communities and communities of color. As highlighted in the Strategy, environmental justice in water insecurity organizations can be achieved more effectively if a) programming meaningfully targets and includes the communities experiencing water insecurity issues, and b) said organizations are made up of people that understand the issue and have actually experienced it.



WHEREAS, as of April 27th, 2023, the Board of Directors and the broader WICC Organization recognizes an “Eligible Voter” as a WICC staff member who has been working with/for the organization for at least two quarters, OR a recently hired team member that has an agreed-upon term length that is at least two quarters long.

WHEREAS, on page 10 of the WICC Environmental Justice Strategy, Metric 4 of the stated Internal Metrics to achieve the stated Internal Goals of the strategy reads as follows:

Establish DEI & EJ Committee with WICC organization staff, with at least one committee member from each Organization team (Fundraising, Advocacy, Social Media, Executive, etc) by mid-2023.

WHEREAS, on page 11 of the WICC Environmental Justice Strategy, Metric 5 of the stated Internal Metrics to achieve the stated Internal Goals of the strategy reads as follows:

Monthly reports from DEI/EJ Committee to the Board of Directors on committee recommendations for policy, programming, and commitments beginning when the Committee is established. Elect one member from the Committee as Liaison to the Board.

Suggestions for meeting this metric, as set out by the Strategy, are to add the election of a Board Liaison to the DE Committee’s inaugural agenda, to ensure that a real discussion and vote takes place at the first meeting. This person will report to the Board on the things discussed at the first convening. It also suggests that the Board of Directors adds recurrent space to monthly meeting agendas for the DE Committee Liaison. This will ensure that there is always space for the Liaison to speak, even if they yield their time or the Committee doesn’t convene in the month prior.

RESOLVED, the Board of Directors of the Water Insecurity Correction Coalition, Inc. heretofore establishes the Diversity, Equity, and Inclusion and Environmental Justice Committee, colloquially known as the DE Committee, effective as of this resolution’s passage.

RESOLVED, membership of the Diversity, Equity, and Inclusion and Environmental Justice Committee will be on a volunteer basis. Joining the Committee will be open to any staff members that are recognized as “Eligible Voters” by the *Resolution by the Board of Directors for Establishment of Voting Procedures for Officer Election*.



RESOLVED, the Board of Directors calls on Arianna Trapp, Executive Director, and Annabel Gregg, Board President, to organize the first meeting of the Diversity, Equity, and Inclusion and Environmental Justice Committee within two months of this resolution’s passage. This includes the internal advertisement to eligible staff members to join the Committee and attend the meeting.

RESOLVED, the Board of Directors calls on the Diversity, Equity, and Inclusion and Environmental Justice Committee, at its first convening, to elect a Liaison that attends both monthly Board of Directors meetings and DE Committee meetings to provide streamlined communication between the two groups.

We, the undersigned members of this Corporation constituting a quorum of the Board, consent and agree to all of the above on this 29th day of June 2023.



OUTCOME 2: INCORPORATE DIVERSITY, EQUITY, & INCLUSION INTO HIRING AND ORGANIZATION MAKEUP

ACTION 1: HIRING. Organization leaders should ensure that the WICC Nondiscrimination Policy is on all hiring announcements and posts, and within all documents describing positions.

ACTION 2: ENCOURAGE DIVERSITY OF IDEAS. Organization leaders should encourage diversity in all types, including the often ignored concept of diversity of ideas among our staff. While this doesn't necessarily need to be enforced by hiring practices, encouraging awareness of different ways of thinking and mental skill sets would be beneficial to an efficient and enmeshed organization. The DE Committee could annually organize and implement staff members to take tests that provide insight into ways of thinking and personality types, for example, the "True Colors" test. Knowing the differences among staff members will help team leads coordinate their methodologies and planning.

ACTION 3: COLLECT DATA ON STAFF DEMOGRAPHICS. The DE Committee should perennially, at least annually, collect data on the demographics of our staff to ensure sufficient and equitable inclusion of people from all walks of life. A baseline understanding of WICC's current demographics can be referenced as a starting point on page 27. The DE Committee can determine the best ways to improve diversity from there by drafting and recommending hiring policy changes or whatever else they believe would honor WICC's diversity commitments.



OUTCOME 3: INCORPORATE DIVERSITY, EQUITY, & INCLUSION INTO ORGANIZATION PRACTICES

ACTION 1: PROVIDE TRAININGS TO STAFF. The DE Committee, with the support of the Board, should either develop or bring in third parties to train staff members on the values of diversity, equity, and inclusion as well as educational information on environmental justice and how it is and will be incorporated into the organization's practices.

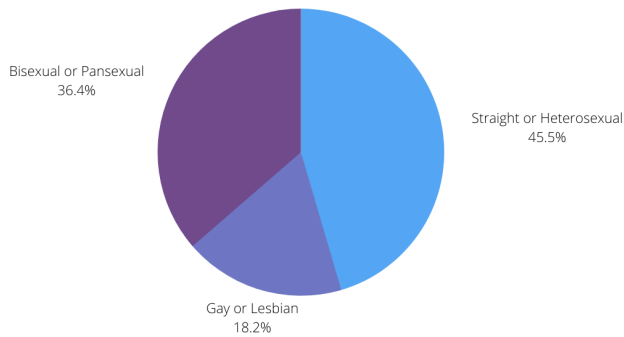
ACTION 2: ASSESS POLICIES REGULARLY. The DE Committee should regularly, at least annually, review and assess policies and practices relating to DEI and Environmental Justice for the organization and the Board. New recommendations and changes can be suggested to the Board by the Committee as a result of these reviews.



Current Organizational Makeup

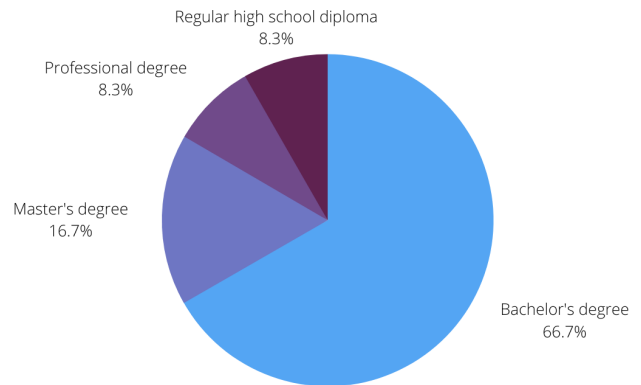
To establish a baseline for the goals stated in Outcome 2 Action 3, we sent out an internal survey in April 2023 to the entirety of the WICC staff to gauge the current demographics of our organization. While most of the survey was optional to complete, 100% of respondents answered all of the questions the survey posed. The survey was anonymous and staff were given time to complete it during regular team meetings.

SEXUAL ORIENTATION



Our staff is very diverse in our sexual orientations.

EDUCATION



91.7% of our staff are currently pursuing a secondary degree.

AGE

Our staff's age range falls between 19 years old and 34 years old. 92% of our staff are in their early twenties, and a quarter of our staff are age 20.

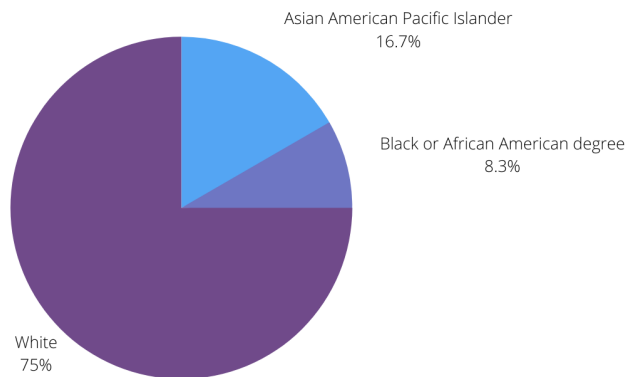
GENDER

66.7% identify as women. 8.3% are non-binary. A quarter of our staff identify as men.

MARRIED? VETERANS?

91.7% of our staff are not married. No staff members voluntarily identified a history of having a disability, and no staff members are currently serving on active duty or are veterans of the US Armed Forces.

RACIAL/ETHNIC MAKEUP



75% of our staff is white.

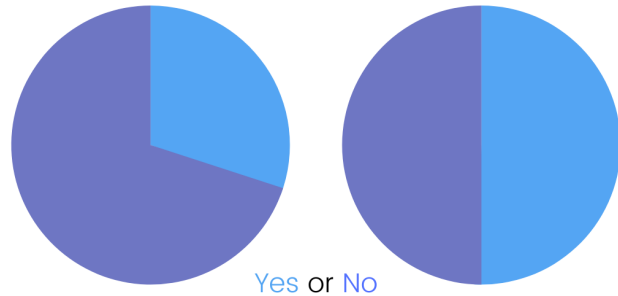


Ideal Makeup by 2025

Based on the current staff makeup, we project the following goal for our Organization’s makeup in regards to staff from water-insecure communities over the next two to three years.

Other than the statistic identified on the right, this Strategy directs a soon-to-be-established DE Committee to ensure sufficient and equitable inclusion of people from all walks of life amongst WICC’s staff by drafting and recommending hiring policy changes or whatever else they believe would honor WICC’s diversity commitments, via Outcome 2 Action 3.

HAVE YOU EVER OR DO YOU CURRENTLY RESIDE IN A WATER INSECURE COMMUNITY?



Projections for year 2025.