

Equity in Watershed Management Workshop

Agenda

April 25, 2022 ~ 6:00 – 8:00 p.m.
Crystal Community Center

Welcome and Introductions

Hennepin County Commissioner Irene Fernando

Vulnerable Communities and Environmental Justice: Locations and Definitions

Karen Galles, Land & Water Supervisor
Hennepin County Environment and Energy



Reflecting on Personal and Professional Experiences with Environmental Injustice

Kristel Porter, Executive Director
Minnesota Renewable Now



Small Group Discussion (15 minutes)

Environmental Healing in Relationship with Community

Laura Scholl, Associate Director and Director of Development at Metro Blooms
Erika Schlaeger dos Santos, Director of Community Relations at Metro Blooms



Small Group Discussion (15 minutes)

Moving Toward Equity in Watershed Management

Abby Moore, Training and Community Learning Specialist
Mississippi River Watershed Management Organization



Discussions by Watershed

Adjourn – 8:00 p.m.

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Definitions* and Resources

D **Diversity** encompasses the varying experiences, strengths, skills, perspectives, personal characteristics, cultures, and backgrounds represented by and within a community.

E **Equity** is the fair and just treatment of all members of a community. Equity requires commitment to strategic priorities, resources, respect, and civility, as well as ongoing action and assessment of progress toward achieving specified goals.

I **Inclusion** embraces and celebrates the perspectives, voices, values, and needs of each individual to generate a culture where all feel heard, respected, valued, and represented.

A **Accessibility** is giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings including access to spaces, processes, and decisions.

DEIA Resources

- **Harvard's** Implicit Bias and Association tests: implicit.harvard.edu/implicit/index.jsp
- **Hennepin County's** Disparity Reduction Programs: www.hennepin.us/disparity-reduction/
- **MN Renewable Now** Environmental justice movement for an equitable clean energy transition: www.mnrenewablenow.org/
- **Blue Thumb's** Environmental Justice Hub: bluethumb.org/ej-hub/
- **Mississippi WMO** Watershed Management Plan: www.mwmo.org/about/watershed-management-plan/
- **CREATE Initiative Toolkit** to address grand challenges at the intersection of environment and equity: create.umn.edu/toolkit/
- **Restorative Development Partnership** for a model of urban redevelopment that equitably optimizes environmental, social and economic outcomes: restoratedevelopmentpartnership.org/
- **Capitol Region Watershed District's** Diversity & Inclusion Plan: www.capitolregionwd.org/about-crwd/diversity/

**There are many nuanced ways to define the terms diversity, equity, inclusion, and accessibility. The statements above could be used as a starting place in your own work and were adapted from Water Environment Federation and American Alliance of Museums.*