

Equity in Watershed Management Workshop

April 25, 2022

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: <https://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.*