

**EXTERNAL PARTNERSHIP
COMMITMENTS**

External Commitments are what we will do when interacting with outside organizations, especially communities of color and how we will support the Equity & Environment Agenda

**INTERNAL ORGANIZATIONAL
COMMITMENTS**

Internal Commitments are what we will do within our organizations to advance racial equity.

Cascade Bicycle Club

- Amplify the agenda through communication networks and to engage members
- Ensure that our policy agenda supports the goals and strategies of the EE Agenda
- Show up to support the launch of the agenda
- Listen

- Create pathways to employment through paid internships, provide salary ranges on job descriptions, deepen recruitment in CoC, ensure office culture is welcoming to people of many different backgrounds
- Build relationships with partners that extend beyond the grant process

Climate Solutions

- Listen
- Ask how we can help
- Invest time and effort to build long-term, authentic relationships with Communities of Color
- Show up to events sponsored by our partners and Communities of Color

- Finalize an equity assessment of our organization before beginning a process to improve conditions

Earth Ministry

- Identify and support local faith leadership for Creation care in diverse communities, especially faith communities of color and immigrant faith communities;
- Publicly promote and uphold these diverse religious voices and perspectives on environmental justice;
- Support the goals and strategies of the EE Agenda; honor leadership of COC's on issues that affect them.

- Review mission of "Inspiring and mobilizing the religious community to play a leadership role in building a just and sustainable future" through lens of equity and inclusion for those most affected by environmental injustice;
- View outreach opportunities as a way of creating genuine and on-going connection with diverse religious communities;
- Engage in equity assessment while developing five-year strategic plan.

Historically White Led Environmental Organizations’ EQUITY & ENVIRONMENT AGENDA ALLY COMMITMENTS

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| <ul style="list-style-type: none"> Participate in and promote events related to the EE Agenda announcement and subsequent events to demonstrate our support and continued engagement. Support goals and strategies of the EE Agenda through our policy, program & communications work. Work with community partners to identify opportunities to create more equitable communities. Bring our background in real estate and policy to drive resources towards achieving that vision. | <ul style="list-style-type: none"> We are reviewing our Strategy for Diversity, Inclusion and Equity to assess our progress. To bolster our review and update we will utilize the Equity and Environment Agenda and what we've learned as an additional filter for ensuring we 1) pursue racially equitable, authentic and mutually beneficial partnerships and allyship in our work; 2) strengthen recruitment hiring processes to increase the racial diversity of employees at all levels; 3) clarify diversity priorities for the Board of Directors and sustain proactive recruitment and nomination processes accordingly, and 4) recruit volunteers at all levels that reflect and engage the wide spectrum of communities in our region. Identify opportunities to strengthen existing community engagement and programming. Throughout our work, keep asking ourselves: Who is missing that we need to engage now and into the future? We will build new relationships with a spectrum of communities, and drive work based on our diversity, inclusion, and equity goals together with advice from our partners. |
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The Nature Conservancy in Washington

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| <ul style="list-style-type: none"> Community: Engagement with diverse leaders and communities, supporting their leadership in the environmental field is a core value and fundamental part of our work. Ensure conservation goals are aligned to positive outcomes for people and communities. Support actions in the environmental movement to increase capacity for those most-affected by environmental issues to lead on solutions. Research & Analytics: Integrate equity lens into conservation planning, science, and analysis. Support conservation activities that compensate for historic disproportionate impact. | <ul style="list-style-type: none"> Recruitment & Retention: Demonstrate commitment to a diverse team through proactive recruitment, hiring, retention and advancement of staff that reflects the communities we serve in Washington. Office Climate: Our inclusive culture recognizes, understands values, engages, and leverages different perspectives, experiences, and values to inform our work, strengthen our conservation outcomes and ensure that all individuals contribute to their full potential. |
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Resource Media

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| <ul style="list-style-type: none"> Support and help promote the EE agenda (including communications assistance if needed) | <ul style="list-style-type: none"> Expand Resource Media’s pilot program that allows/encourages staff to provide pro bono assistance to POC led community groups. Develop specific ways to publicize this program within POC led groups (per feedback from meeting participants) Evaluate and revise our initial Sustainability and Justice paid fellowship (which ends in June) and re-launch recruitment effort before years end. Establish rule and capacity for paid internships (rule adopted). |
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Historically White Led Environmental Organizations’ EQUITY & ENVIRONMENT AGENDA ALLY COMMITMENTS

Seattle Parks Foundation

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| <ul style="list-style-type: none"> Fundraising with and convening POC and COC organizations to facilitate prioritization of open space improvements <u>in their own vision</u>. Supporting and advocating for direct dialogue between POC and COC organizations and city and county agencies relevant to open space planning and development. | <ul style="list-style-type: none"> Expanding a “Community Fund”—direct stipends/honoraria/contracts with residents of COCs and support for meeting and event attendance—to finance underserved POC participation in open space planning and implementation. Ongoing cultural competency development for both staff and board focused on the intersection of our individual/organization work and diversity, equity and inclusion. |
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Sierra Club

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| <ul style="list-style-type: none"> Be open to criticism. Listen. Change. Promote EE Agenda to membership, social media and internally. Attend events related to EE Agenda announcement and subsequent events. Attend meetings & events of CPSC for sake of relationship building not transactional goals. | <ul style="list-style-type: none"> Recognize Power. Equity Assessment to identify internal mistakes. Create a plan going forward to address mistakes. Apply for grants to attend Sierra Club DEI trainings (https://sites.google.com/site/sierraclubdei/). Paid Environmental Justice Internship - research funding sources & make recommendations. Candidate endorsement questionnaire and endorsement process reflects that Sierra Club prioritizes equity & environmental justice in all the work we do. View all work through a lens of equity & environmental justice. We wish to support, encourage, facilitate and enable new opportunities for those most affected by environmental injustice to lead on solutions. |
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Washington Environmental Council and Washington Conservation Voters

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| <ul style="list-style-type: none"> Show visible support with leadership for the launch of the Agenda on April 22, if desired by the community partner steering committee. Identify appropriate and useful ways to share our support for the Agenda and its partners with our members, volunteers, donors, and funders – centering our message on the Agenda, not ourselves. Be respectful of our partner’s time and resources when making requests for speaking engagements and other similar activities, and make steps to alleviate any burdens our appeals create. Pursue conversations with partner groups across the environmental and equity communities about concrete professional pathways that connect with WEC and WCV; we’re eager to explore the idea of a collaborative environmental fellowship or apprenticeship-style program specifically for people of color, immigrants or refugees, people with low incomes, and individuals with limited-English proficiency. We are also happy to provide some leadership in this space, including some resources to help move the process forward (if requested by partners). | <ul style="list-style-type: none"> Through ongoing organizational racial justice planning this year, assess how our missions, programs, and activities connect with the Agenda, including specific recommendations for aligned action. Looking through the Agenda, there are many points of overlap with our work and we are eager to identify more concrete actions we can take to support and help make progress on the recommendations. Educate WEC and WCV’s boards, management teams, and respective staff about the Agenda’s goals and activities and our commitments to it, and include our full team in the Agenda assessment process. Continue to improve our hiring procedures, including: consistent review of job descriptions and job requirements, recruitment tactics and audiences, and interview expectations and assumptions, to remove false barriers to entry and to connect with professionals with a diversity of backgrounds and skillsets. As an outcome of WEC and WCV’s racial justice planning, both organizations will continue to refine our equity framework, including an honest assessment of our organizational cultures, their impact on people of color, and tangible ways to improve. |
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