

Building a Diverse Coalition: Our Story

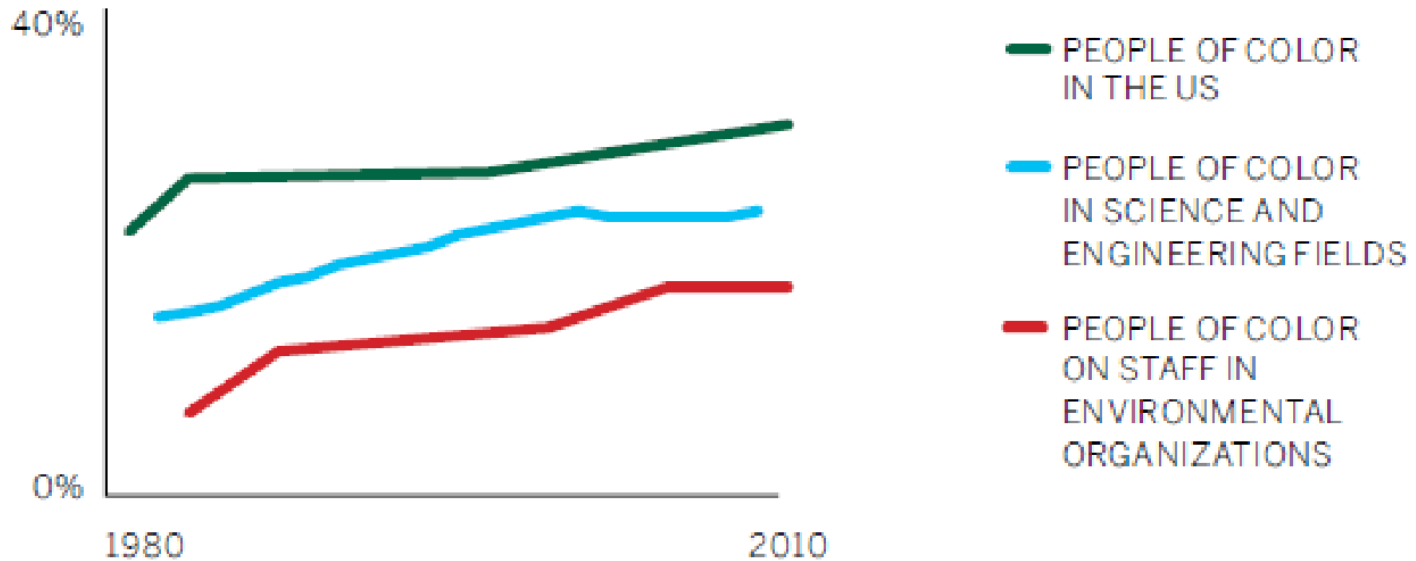
Chante Coleman – Choose Clean Water Coalition

July 27, 2016



The Green Ceiling

POPULATION AND EMPLOYMENT TRENDS OF PEOPLE OF COLOR





The Goals

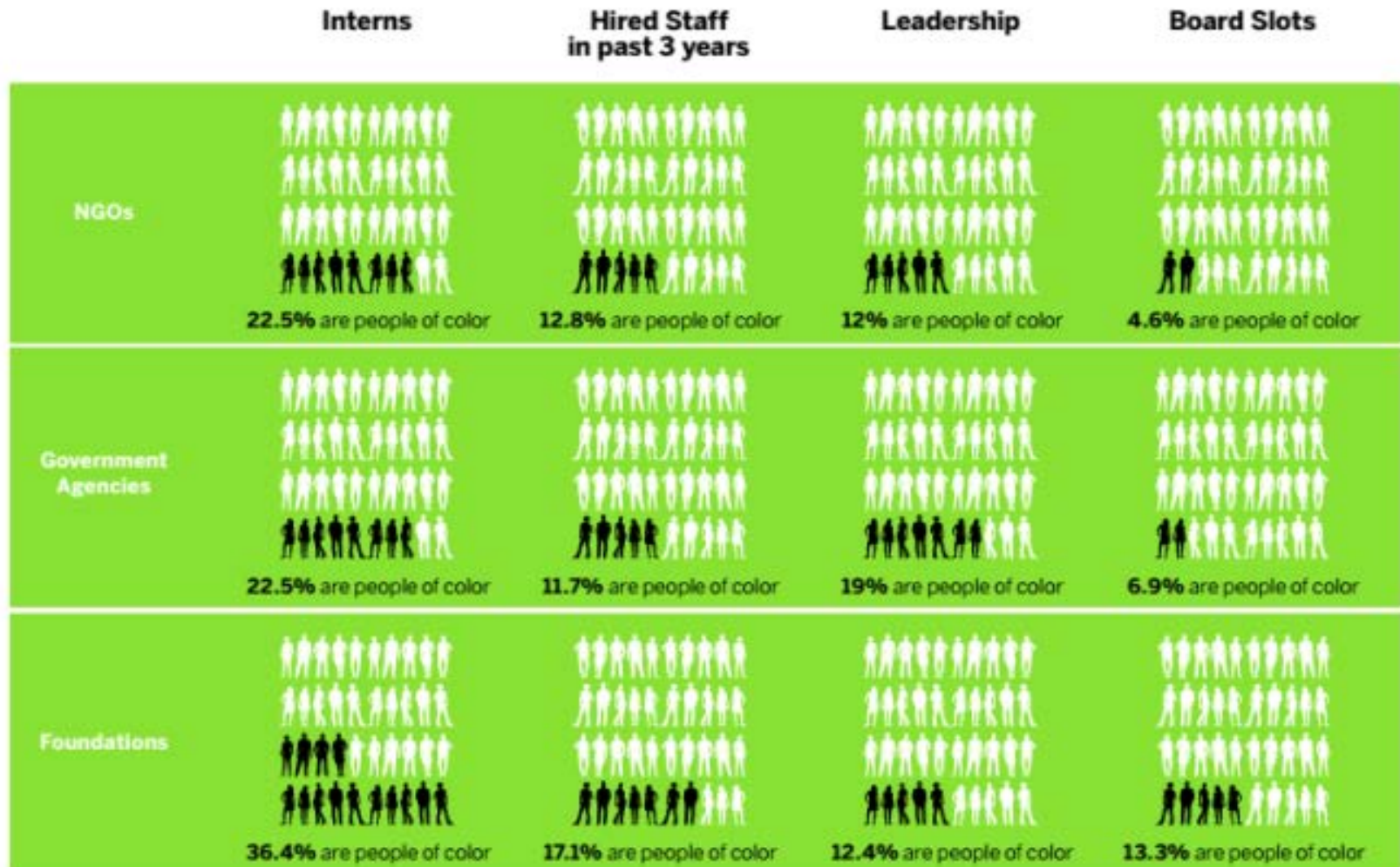
1. The racial make-up of our organizations must reflect the communities we serve
2. We must engage more diverse communities in a meaningful and impactful way





Green 2.0

Formally the Green Diversity Initiative



The impression that there are low numbers of people of color in the applicant pool can be partially attributed to organizations failing to go beyond their use of traditional, limited recruiting practices such as word-of-mouth, environmental websites and informal networks.

Governance:

Diversity and Inclusion Statement/Policies



We respect, value and celebrate the unique attributes, characteristics and perspectives that make each person who they are.

We also believe that bringing diverse individuals together allows us to collectively and more effectively address the issues that face our communities.

It is our aim, therefore, that our partners, strategies and investments reflect these core values.



Strategic Plan

2016-17

Diversity

Goal 1

The Coalition and its members reflect the population they serve.

Strategically recruit organizations to increase the Coalition's diversity, including minority-serving organizations, environmental health organizations, and environmental justice groups.

Provide tools and trainings to encourage Coalition members to diversify their board, staff, volunteers and target outreach communities.

Set goals to increase the diversity and inclusivity of the Coalition and adopt policies and procedures to reach those goals.





Hiring: Job Descriptions

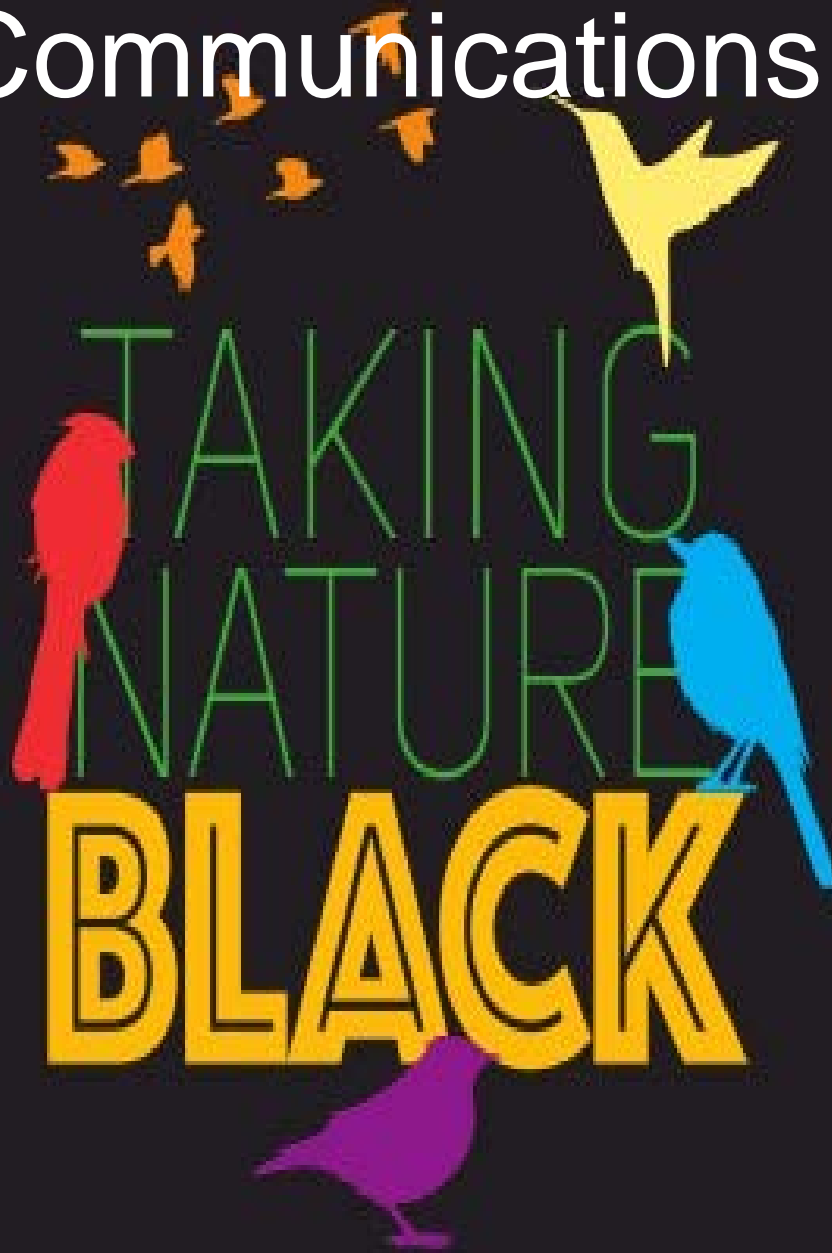


Clean Water Action is an **Equal Opportunity Employer** and welcomes **diversity** in the workplace

American Rivers' internship program provides an exciting opportunity for college students to gain professional experience in the environmental non-profit field...We are committed to enriching the conservation community by **promoting diversity of all types** in our internship program



Communications



Why Cultural Competence?

1. Increase ability to work and engage effectively with people from diverse backgrounds
2. Address organizational change and external community engagement
3. Provide strategies for diversifying hiring and membership
4. Provide strategies for conducting outreach and collaborative projects in diverse communities



RFP 1: Trial and Error

- create a “**safe space**” for people to face potentially difficult realities about their subconscious approaches.
- Each training should be **3 hours** long.



RFP 2: Scope of Work

- Assist the Chesapeake Bay funding and advocacy community to reach a shared vision on DEI with the goal of using these principles in our work and becoming a national leader in building a diverse and equitable community.
- Assess readiness to meaningfully address DEI among CBFN/CCWC members



- Collect and share lessons learned from other DEI initiatives with funders and grantee involvement
- Engage CCWC DEI advisory committee and CBFN members in development of DEI plan
- Develop DEI plan for CBFN/CCWC coalition (includes near term actions like trainings)



Date	Activity
August 2016	select contractor, hold kick off meeting , communicate to members on next steps
September 2016	Readiness assessment, workshop planning and design, field scan of related initiations. Prepare and present report .
October-December 2016	DEI/cultural Competency workshops for CCWC steering and CBFN, planning meetings, member outreach and engagement
January – March 2017	Continued member engagement, DEI plan development and review by CBFN/CCWC DEI committee.
April-May 2017	Participate in CCWC/CBFN Spring membership meetings to assist with presentation of plan, proposal of next steps, solicit feedback, etc.
June 2017	Final Plan submitted with report on the project