



Community Building Plan



Goals

Goal 1: Prioritize and support the diversity of the staff and Board of Directors

- a. WRV will implement best policies and procedures to serve diverse community in these areas:
 - i. Board of Directors: prioritize racial diversity and ability (to increase our capacity to engage a range of mental and physical abilities).
 - ii. Staff: prioritize racial diversity (particularly representing the Latine community) and language (Spanish-speaking, either fluent and/or native).

Goal 2: WRV's volunteer community represents the Front Range community

- a. Prioritize inclusion and racial diversity in our volunteer community by offering projects close to where people live, offering bilingual events etc.

b. Initiate at least 1 new community partnership with an underrepresented group outside of the Youth & Family Program by 2026.

c. Offer 3+ projects each year that are focused on providing inclusive opportunities to engage diverse communities. This involves providing spaces for affinity groups, such as LGBTQIA2S+, Women's+ projects etc. Projects will also focus on reducing barriers to participation, such as providing childcare, physical accessibility, bilingual outreach and leadership, transportation support, etc.

d) Make all WRV projects as inclusive as possible, as defined by specific and measurable criteria, and re-evaluate project inclusiveness based on these criteria at least once in 2025.

Goal 3: Create a culture of inclusivity throughout the WRV community

a. Offer trainings and discussion opportunities each year for staff (11/year), Board (1/year), and volunteers (offer at least 4 opportunities).

i. 100% of new leaders, staff, and Board participate in Diversity, Equity and Inclusiveness training.

ii. By 2026, 100% of staff lead a discussion focused on DEI.

iii. Provide continued engagement opportunities (at least 2 a year) such as cultural events and facilitated discussions for volunteers.

b. Continue to implement inclusiveness best practices for WSLs and volunteer leaders on projects, including in the following areas.

i. Establish and enforce our Code of Conduct and Staff Response Plan.

ii. Create a safe space for community members to raise concerns and provide feedback to ensure we stay accountable.

iii. Continue to review expectations around DEI practices on projects, such as land acknowledgements and going beyond them, providing pronouns, and more.

iv. Provide all relevant resources in bi-lingual format/access.

c. Examine internal policies and re-evaluate DEI best practices and procedures for internal culture, including in hiring and human resources.