

WRV Inclusiveness Plan 2020-2023

Note: We will update metrics by fall 2020 to indicate percentage increases and clarify our objectives around “increasing diversity” in Goals 1 and 2.

Goal 1: Increase the diversity of the staff and Board of Directors to better represent the Front Range community by 2023

- a. As positions turn over, WRV will implement best policies and procedures to increase diversity in these areas:
 - i. Board of Directors: increase racial diversity, through recruitment and engagement of BIPOC (Black, Indigenous and People of Color) and diversity of ability (to increase our capacity to engage a range of mental and physical abilities)
 - ii. Staff: increase racial diversity (recruit and hire BIPOC) and language capacity (Spanish-speaking, either fluent and/or native speaker)

Goal 2: Increase the diversity of our volunteer community to better represent the Front Range community by 2023

- a) Increase racial diversity of our volunteer community and of our leadership community by 2023
- b) Build at least 6 new community partnerships with underrepresented groups by 2023, focused on implementing community-led and community-responsive projects
- c) Offer at least 10 projects each year that are focused on providing inclusive opportunities to engage diverse communities. This involves providing spaces for affinity groups, such as Spanish-speaking, LGBTQ+, physical accessibility, etc. Projects will also focus on reducing barriers to participation, such as providing childcare, bilingual outreach and leadership, transportation support, etc.
- d) Make all WRV projects as inclusive as possible, as defined by specific and measurable criteria

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

- a) Offer trainings each year for staff (3-4/year), Board (1/year), and volunteers (offer at least 4 opportunities)
 - i. By 2020, 100% of new leaders, staff, and Board participate in Diversity, Equity, and Inclusion (DEI) training
 - ii. By 2023, 100% of returning leaders (trained prior to 2019) participate in at least one DEI training
- b) Research and implement DEI best practices for WRV staff and volunteer leaders on projects, including in the following areas
 - i. Establish and enforce a system for preventing and responding to DEI incidents on projects
 - ii. Create a safe space for community members to raise concerns and provide feedback to ensure we stay accountable
 - iii. Establish expectations around DEI practices on projects, such as land acknowledgements, providing pronouns, and more
- c) Examine internal policies and implement DEI best practices and procedures for internal culture, including in hiring and human resources