

Diversity Strategic Planning

In 2010, CRWD's Board of Managers developed the following diversity statement.

“The Capitol Region Watershed District embraces and values diversity and seeks to recruit, promote and retain employees that reflect the community we serve. We believe that a diverse mix of employees enrich the workplace and enhance the quality of our service. The Capitol Region Watershed District encourages all qualified to apply for open positions.”

In 2016, the Board directed staff to begin developing a Diversity Plan and to initiate a request for qualifications to hire a consultant to guide the District through the process. A Diversity Committee was developed comprised of Managers Joe Collins and Seitu Jones, CAC member Pat Cavanaugh and staff member Mark Doneux. Jessica Bromelkamp joined the Committee in 2017 to help coordinate plan development and review.

The Diversity Committee conducted interviews and hired Val Jensen of Azon Consulting to develop a Diversity Plan in January 2017. As part of this process, Azon Consulting conducted interviews of key Board, CAC and staff to establish a baseline of knowledge and level of cultural competency. Azon also reviewed reports, assessments and the 2010 Watershed Management Plan to better understand CRWD's mission, vision and values and how they relate to diversity and inclusion efforts.

The Diversity Committee drafted the following goals to guide CRWD in the planning process.

- 1) CRWD and its service providers should reflect the racial, gender and cultural demographics of the watershed and City of St. Paul.
- 2) Understand and incorporate cultural perspectives on water and government.
- 3) Create opportunities for people of color in the environmental/water resources profession through training and recruitment.
- 4) Consider equity and equality as a means to achieve diversity.
- 5) Use water management as a tool to help address local and community concerns.

In September 2017, Val Jenson of Azon Consulting worked closely with staff and the Diversity Committee to refine the draft CRWD Summary & Findings and Diversity Strategic Plan prior to presenting both documents to the Board, CAC and staff. The Board accepted receipt of the Summary & Findings and Diversity Strategic Plan and directed staff to adapt the plan for implementation in October 2017.

Mark Doneux and Jessica Bromelkamp met with the District's Division Managers to discuss and refine the draft 2018-2020 Diversity Strategic Plan. Their recommendations were shared with the Diversity Committee for review and comment on April 18 and May 8, 2018. The Committee's recommendations were incorporated into the draft plan for review and comment and shared with the Board at workshops on May 21 and June 6, 2018. The CAC, staff and Diversity Committee provided comments that are reflected in the draft plan presented at the August 2018 Board Meeting.

Enc: 2018-2020 Draft Diversity Strategic Plan

Value: Capitol Region Watershed District values diversity and inclusion and can achieve cleaner waters through engagement across communities.

Commitments				
	Innovation We will be innovative in our approaches to communities who truly represent our district.	Collaboration We will continue to collaborate across differences.	Open We will be open to the challenges our community presents as it relates to diversity and inclusion.	Passion We will approach our efforts of inclusion with the same level of passion as water resource protection.
Goals/Priorities	Action Steps	Indicators of Progress	Timeline	
1. Expand CRWD’s internal awareness of the opportunities and challenges related to creating a more diverse and inclusive environment.	Action 1. a) Create safe spaces and opportunities to explore and understand unconscious bias and increase cultural competency.	Indicator 1. a) Attend 1-2 workshops or cultural experiences annually.	2018-2020, ongoing	
	Action 1. b) Formalize regular reviews of progress made implementing the Diversity Strategic Plan and share with CRWD’s staff, Board and CAC.	Indicator 1. b) Provide quarterly Diversity Strategic Plan updates at CAC, Board and staff meetings.	2018-2020, semi-annual	
2. Deepen relationships with many communities in CRWD by increasing outreach.	Action 2. a) Use local data to learn more about the audiences CRWD serves.	Indicator 2. a) Meet with diverse groups, community leaders and partner organizations to identify three underserved ¹ communities to focus engagement and communications work.	2018-2019	
	Action 2. b) Create an outreach plan which includes community engagement focused on building long-term, sustainable relationships.	Indicator 2. b) Implement an outreach plan for two underserved communities with guidance from members of the community.	2019-2020, ongoing	
	Action 2. c) Create a communications plan which includes materials that are culturally appropriate.	Indicator 2. c) Implement a communications plan for the same two underserved communities (identified in 2. b) with guidance from members of the community.	2019-2020, ongoing	
3. Increase organizational diversity and inclusion efforts by increasing recruitment of candidates who truly represent our district for staff, CAC and service providers.	Action 3. a) Identify organizations, schools and student groups working with people of color and underserved communities to encourage them to enter the environmental field.	Indicator 3. a) Engage 3-5 organizations and schools working with people of color and underserved communities.	2019	
	Action 3. b) Formalize best practices in hiring staff are used to ensure an inclusive process and to provide diverse pool of candidates.	Indicator 3. b) Research and ensure best practices in hiring are used.	2018, ongoing	
	Action 3. c) Outline recruitment efforts for the CAC in communities of color.	Indicator 3. c) Engage community leaders and organizations to invite participation on the CAC.	2018-2020, ongoing	
	Action 3. d) Develop and implement best practices to increase contracting with Targeted Group/Economically Disadvantaged/Veteran Owned Small Businesses ² .	Indicator 3. d) Increase the number of contracts and vendors from the certified Targeted Group/Economically Disadvantaged/Veteran-Owned Small Businesses.	2018-2020, ongoing	
4. Be a Leader in Diversity and Inclusion.	Action 4. a) Develop and maintain a list of diversity and inclusion partners.	Indicator 4. a) Invite our partners to explore and implement diversity and inclusion efforts.	2018, ongoing	
	Action 4. b) Create a leadership forum focused on sharing diversity and inclusion work with other watershed districts and partners.	Indicator 4. b) Host semi-annual diversity and inclusion workshops for watershed districts, conservation agencies and environmental non-profit organizations.	2019-2020, ongoing	
	Action 4. c) Advocate for diversity and inclusion.	Indicator 4. c) Promote CRWD’s approach and efforts at a variety of forums.	2018-2020, ongoing	

¹ Underserved is defined as communities where Capitol Region Watershed District has less presence.

² The MN Office of State Procurement’s Targeted Group/Economically Disadvantaged/Veteran-Owned Small Business Procurement Program supports small businesses owned by a woman, racial minority or person with a substantial physical disability and certified as Economically Disadvantaged or Veteran-Owned.