



Bassett Creek Watershed Management Commission

MEMO

To: BCWMC Commissioners and Alternate Commissioners
From: Administrator Jester
Date: July 10, 2024

RE: Draft Policy on Diversity, Equity, Inclusion, and Accessibility (DEIA)

At their meeting in April 2023, the Commission briefly discussed the need for a policy on DEIA principals that identifies how and why equity principals are important to accomplishing Commission goals and how they connect with watershed management. The Nine Mile Creek Watershed District's DEIA policy (stated below) was used as an example. Discussion was brief (due to the length of the meeting) but centered on concerns that the NMCWD policy wasn't specific or descriptive enough. No action was taken.

Recently, the Plan Steering Committee (PSC) determined that a policy related to DEIA is needed now so that appropriate goals can be set for some key issues in the watershed management plan. Commissioner Pentel and I worked together to draft the following policy for the Commission's consideration.

BCWMC Draft Policy: The BCWMC is committed to understanding issues and prioritizing improvements in diversity, equity, inclusion, and accessibility as they relate to the Commission's work. The BCWMC strives for diverse representation in decision making, robust engagement and communication with historically underrepresented communities, equitable access to information and resources, and use of social vulnerability and related indices in prioritization of its projects and programs.

NMCWD Policy (as an example): The Nine Mile Creek Watershed District strives to understand and to prioritize diversity, equity, inclusion and accessibility. Within the context of strategic watershed management, the district will work toward addressing current and historical inequities in every facet of its operation.