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