

# Justice, Equity, Diversity, and Inclusion (JEDI) Committee Update

Delta Conservancy Board Meeting

May 26, 2021

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SACRAMENTO - SAN JOAQUIN

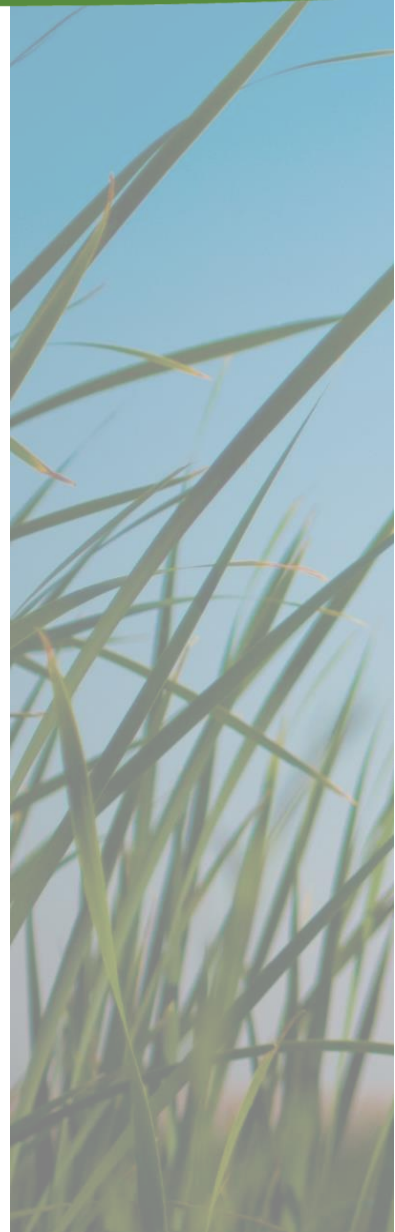
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# What is JEDI?

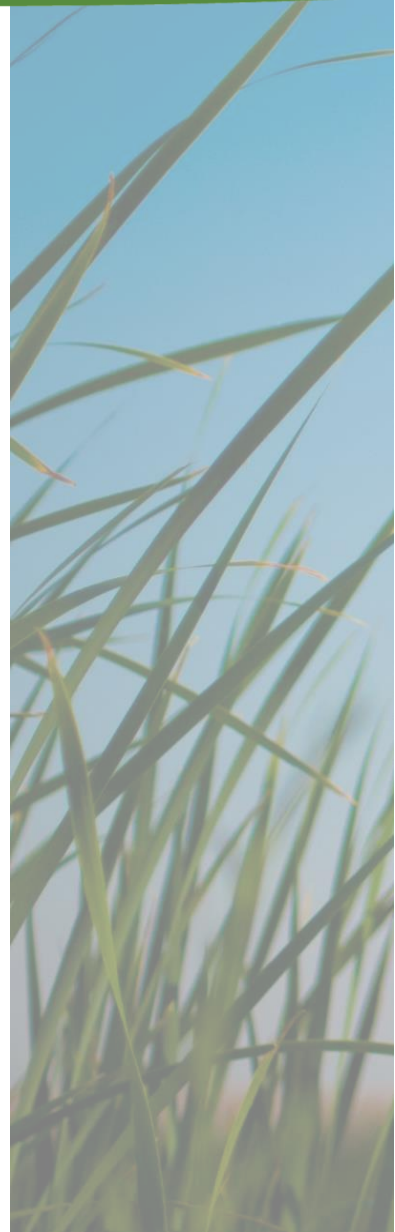
**JEDI:** Justice, Equity, Diversity, and Inclusion

- Reflects both internal and external work
- Specific projects but also holistic approach to our work
- Considerate of how we can address issues of diversity in a way that advances our mission



# Draft JEDI Goals

- Increase staff awareness and understanding of issues relating to justice, equity, diversity, and inclusion
- Foster a workplace culture that is inclusive and supportive of all Conservancy staff and stakeholders
- Coordinate with other state and Delta entities to improve engagement with Delta communities
- Develop justice, equity, diversity, and inclusion principles to steward our work both internally and with the Delta community



# Status of JEDI Efforts

- JEDI Committee co-leads facilitate monthly collaborative learning sessions for staff, who have all received implicit bias training
- Conservancy executive leadership meet with leadership of the Delta Stewardship Council and Delta Protection Commission to coordinate JEDI efforts
- Conservancy staff communicate with other state agencies, including the State Coastal Conservancy and Natural Resources Agency, to share information about existing JEDI efforts
- JEDI co-leads drafted a procedure for developing JEDI principles and are working with executive staff to begin implementing the process

# Staff Education

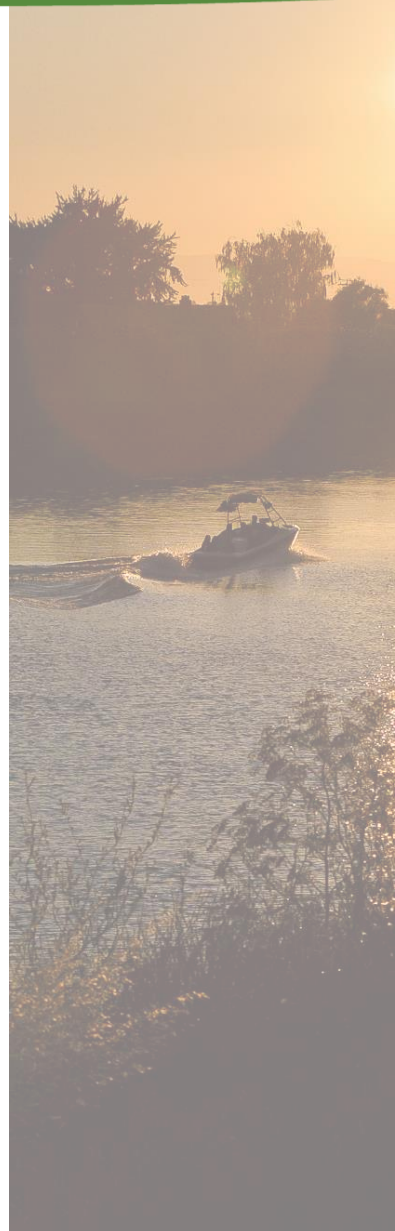
## Learning Outcomes

1. Define concepts of Justice, Equity, Diversity, and Inclusion
2. Understand how inequality, inequity, and oppression are present in the workplace and our communities
3. Recognize the impacts of inequality, inequity, and oppression on ourselves and others
4. Consider our roles as individuals and as an organization in making justice, equity, diversity, and inclusion a reality



# Looking Forward

- Continue work with the Delta Stewardship Council, Delta Protection Commission, and other state agencies
- Finalize the JEDI principles
- Welcome the Delta community to be a part of our JEDI efforts while respecting the capacity and available resources of community members and organizations



# Contact Information

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