



WASHINGTON RESOURCE

CONSERVATION & DEVELOPMENT COUNCIL

OUR COMMITMENT TO EQUITY

Our Appreciation for a Dynamic and Complex Environment

The WRCD acknowledges we are working in a dynamic and ever-changing environment AND

- complex natural resource issues cannot be solved alone.
- people have diverse expertise, understanding, connection, and relationship to the natural world.
- each individual relationship to the natural world generates a different perspective.
- combined, diverse perspectives bring thoughts, energy, and innovation to find solutions.

And we believe that providing service to our communities with equity at the center of our work can help mobilize change to meet community values and priorities and change interactions between people, systems, and nature.

The Change We Want

Belonging.

We aspire for all individuals to experience a profound sense of belonging, recognizing its intrinsic value in fostering both personal well-being and collective endeavors that contribute to the resilience of landscapes and communities amidst environmental challenges.

Balance.

We aim for a balanced representation of voices and perspectives to help shape how and what decisions are made.

Clarity.

We strive for clarity in systems and power to provide transparency, build understanding, foster trust, and promote a healthier and more inclusive environment for all stakeholders.

Culture of Support.

We accept how each person shows up. We will provide time for reflection and connections. We want each individual to feel honored and supported inside and outside of work, professionally and personally, to be able to address challenges they encounter.

Respect.

We desire acknowledgment and trust in our work and the work of our team.

Our Commitment

We strive to create a collaborative and inclusive work environment that facilitates access to resources, information, and connections. We will put people first, strive to evolve, and work to advance diversity, equity, and inclusion. We hold our organization accountable and maintain a responsibility to our partners to align our collective equity-centered vision and goals. Our commitment to equity is founded in our core values.

Our Core Values

Collaboration. We are a partner.

We dig deep to understand partner needs, challenges, and vision. We approach our work with a focus on the relationships, reciprocity, and thoughtfulness that we would want for ourselves.

Inclusivity. We embrace diverse voices, perspectives, and lived experiences.

Community-based organizations, our partners, our team, and the environment are our stakeholders. We consider them in every decision.

Empowerment. We believe in local priorities, local leadership, and local action.

We aim to provide value to others, leverage opportunities, and capitalize on our own strengths and those of others to expand the collective impact of all of our efforts.

Accountability. We honor commitments.

We hold ourselves responsible for decisions and actions, and view mistakes as opportunities for growth.

Authenticity. We value openness and sincerity.

We hold transparency, honesty, and vulnerability as a standard of integrity in our work and interactions with others.

Our Equity-Centered Working Agreements

We commit to working in the following ways.

How We Honor Individual Qualities

We create a space for each person to express, create, and be. We honor and respect individual thoughts and feelings and acknowledge the value of different backgrounds and life experiences.

How We Engage in Collaboration

We cultivate a growth and learning mindset. Through respect and honesty, we are open to ideas, accept feedback, and the good intentions and the willingness of all to create change.

How We Show Up

We are intentional and mindful. We bring humanity, vulnerability, active listening, and commitment to ourselves, to our partners, and to our work.

How We Address Power Dynamics

We acknowledge and engage hierarchies and privileges present in our environment. We promote honest and transparent communication by defining clear boundaries and creating spaces to share ideas and perspectives.

How We Take Care of Each Other

We put people first. We ask for help and offer to help when we are able. We care for each other by honoring the whole person - their health, well-being, and individuality.