

# SNOHOMISH CONSERVATION DISTRICT

## NATURAL RESOURCES CENTER DB PROJECT

1. In the application on Question 10 (Subcontractor Outreach) a link was provide to the Districts 5-Year Strategic Plan and DEI was clearly piece of the pie. Three major actions were mentioned:

- a. Promote services to underserved communities, address environmental justice concerns, and increase accessibility for diverse populations.

Actions taken since 2023:

- Developed and launched the Growing Urban Forest program to increase tree equity in underserved neighborhoods. SCD is working in collaboration with the Cities of Everett and Marysville, Tulalip Tribes, and local communities to plant, manage, and maintain 6,000 urban trees and 10 food forests. All work is within disadvantaged communities within each partner's jurisdiction, as identified by the US government Climate and Economic Justice Mapping Tool (CJEST). SCD and partners seek to address environmental justice issues, increase resilience to climate change, and improve human health and wellness. This 5-year project will also enhance public awareness about the value of urban forests and build grassroot support to increase tree canopy.
- Developed and launched Equity in Conservation project to address environmental justice issues within the Town of Darrington, which is identified as a distressed community, and for historically underserved individuals (primarily female and BIPOC) throughout Snohomish County. The project is addressing historical barriers and introducing new and historically underserved farmers, ranchers, and forest owners to conservation through outreach, technical assistance, and conservation planning.
- Modified our scoring criteria for project selection to include an environmental justice component.

- b. Engage, support, and collaborate with historically disadvantaged groups to support their efforts in natural resource management.

Actions taken since 2023:

- Launched the Restoration for All project in collaboration with the Latino Educational and Training Institute and Edmonds College to provide habitat restoration internship and training opportunities for Latino students.
- Updated the Rain Garden Handbook for Western Washington in Spanish: <https://acrobat.adobe.com/id/urn:aaid:sc:us:7555062f-4868-48c4-b7c1-85d41a5eb9d6>
- Provided funding to Glacier Peak Institute, located in Darrington, to continue their chipper program to reduce wildfire risk and improve air quality by reducing burn piles.

- c. Increase staff diversity to be more representative of the demographics of the county while fostering a culture of inclusivity and support.

Actions taken since 2023:

- Increased racial diversity of total staff, increasing BIPOC employees from 10% to 14% of overall workforce.

**CAPITAL PROJECTS ADVISORY REVIEW BOARD**

**PROJECT REVIEW COMMITTEE**

**QUESTIONS RE: DB PROJECT APPLICATION**

Meeting Date: June 27, 2024

- Provided two all-day DEI training sessions for staff and board members, facilitated by Allen Sutton, Executive Director for Equity Education at WSU.
- Provided free Spanish lessons to all staff and board members to increase ability to communicate with Spanish speakers.

Does Snohomish have a separate DEI/Inclusion policy or guidelines?

- SCD is currently in process of developing a DEI Plan in collaboration with Allen Sutton, Executive Director for Equity Education.

2. Snohomish Districts 5-Year Strategic Plan does not mention a champion of inclusion. Does the district have a dedicated inclusion professional on their staff or someone that guides and sets performance expectations with regards to diversity and inclusion?

- SCD has a DEI Committee made up of representatives from each of the program teams.

3. Has Snohomish Conservation District reached out to other counties/owners to see how they approach Inclusion and other challenges? Owners often share valuable information that goes untapped.

- The Executive Director served on the Washington Association of Conservation Districts (WACD) DEI Committee. The Executive Director also formerly worked at King County and participated in Equity, Racial, and Social Justice Training and assisted in implementing the Racial Justice Initiative.
- SCD's ED and Board Chair have participated in trainings and conversations with other CDs across the state at the annual WACD conferences.
- Several of SCD's staff also participated in a DEI conference session at the Washington Association of District Employees (WADE) conference.