



Equity and Social Justice (ESJ) Integration

Cooperative Watershed Management (CWM) Grant Program, 2023 - 2024

Snoqualmie & South Fork Skykomish Watersheds

Draft for Forum approval 11/15/2023

Objective

Salmon recovery and watershed health projects in the Snoqualmie and South Fork Skykomish watersheds actively pursue programmatic and project-level components reflecting racial justice, equity, and environmental justice.

Definitions

Diversity – Demographic representation and appreciation of individual, social, economic, and cultural differences that may include race, ethnicity, gender expression, sexual orientation, national origin, socio-economic status, age, educational background, abilities, and religious beliefs.

Equity - Equity is the full and equal access to opportunities, power, and resources so that all people achieve their full potential and thrive. Equity is an ardent journey toward well-being as defined by those most negatively affected. ([King County](#))

Inclusion – A state, quality, or ideal of being a part of a group or structure where the inherent worth and dignity of all people are recognized and respected. More than diversity and numerical representation, inclusion involves authentic and empowered participation and a sense of belonging and of feeling valued.

Social Justice – All aspects of justice including legal, political, economic, and environmental —and requires the fair distribution of and access to public goods, institutional resources, and life opportunities for all people. ([King County](#))

Environmental Justice – The fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, rules, and policies. Environmental justice includes addressing disproportionate environmental health impacts in all laws, rules, and policies with environmental impacts by prioritizing vulnerable populations and overburdened communities, the equitable distribution of resources and benefits, and eliminating harm. ([Healthy Environment for All \(HEAL\) Act](#)).

Frontline Communities – Communities that experience the most immediate and worst impacts of climate change and are most often communities of color, Indigenous, and low-income ([King County](#))

Historical Disadvantage – Disadvantage resulting from historic patterns of institutionalized and other forms of systemic discrimination, sometimes legalized social, political, cultural, ethnic, religious, and economic discrimination, as well as discrimination in employment. This also includes under-representation experienced by disadvantaged groups such as women, Aboriginal peoples, persons with disabilities, LGBT persons and racialized people. ([King County](#))

Considerations and Examples

General

- How does the proposed project conduct an inclusive, equitable, and culturally relevant community engagement process? (see [page 92, Environmental Justice Task Force Final Report](#))
- How does the proposed project provide environmental *benefits* to Indian tribes, frontline communities, or historically disadvantaged populations?
- How does the proposed project meaningfully *engage* frontline communities and historically disadvantaged populations?
- Does consultant and/or staff recruitment actively pursue diversity and inclusion, **how**?
 - Ex. Increase diversity and inclusion in governance processes, partnerships, program development, and contracted services

- How does the project support larger efforts to build capacity for projects and programs serving underrepresented and/or historically disadvantaged communities?
 - Ex. Expand opportunities for historically disadvantaged populations to build skills that will help them acquire better jobs

Capital

- Does the project meaningfully, and with sufficient time, invite relevant frontline and historically disadvantaged communities to contribute to project development ant multiple phases of the project’s lifecycle?
- Does the project employ diversity in staff, labor, and outreach?
- Does the project provide or increase public access to parks, open space, and/or natural resources, where appropriate?

Riparian

- Does the project employ diversity in staff, labor, and outreach?
- If project includes volunteer events, how does the project integrate inclusion characteristics, transportation to the event, food, childcare/child centered activity alongside event, marketing materials (multiple languages, through minority media outlets)

Monitoring and Assessments

- Does the project invite community-based monitoring/research?
- Does the project develop accountability metrics to ensure environmental benefits to frontline or historically disadvantaged communities?

Education and Outreach

- Demonstrate project outreach is culturally relevant and translated, if relevant
- Does the curriculum integrate and/or value multiple ways of knowing, non-Westernized pedagogy?

Learn More

- Resources
 - [Racial Equity Tools](#) online database
 - Community Engagement Guidance Plan (page 108, [WA State Environmental Justice Task Force Final Report](#))
 - [King County Equity and Social Justice Plan, 2016 – 2022](#)
 - [Clean Water Healthy Habitat Strategic Plan, 2020 – 2025](#)
 - [King County Climate Action Plan, 2020](#)
 - [King County Community Engagement Continuum](#)
 - [Puget Sound Action Agenda, 2022-2026](#)
 - [Washington Health Disparities Map, 2021](#)
 - [Justice40 Recommendations, 2021](#)

Next Steps

Snoqualmie Watershed Forum staff commit to continually develop Cooperative Watershed Management grant program to better serve social equity and inclusion objectives. Some next steps may include:

- Working with Forum partners to further define equity outcomes.
- Work with partners to further refine this 2-page guiding document.
- [Equity Impact Review \(EIR\)](#)
- Other