

DEI SUBCOMMITTEE MEMBERS

- JOHN STOKES, Councilmember, City of Bellevue
- MELANIE O'CAIN, Councilmember, City of Kenmore
- DIANE BUCKSHNIS, Councilmember, City of Edmonds
- ALEXANDRA DOTY, Puget Sound Partnership
- DAVID BAIN, Sno-King Council
- CORINNE HELMER, Cedar River Council
- JASON MULVIHILL-KUNTZ, WRIA 8 Salmon Recovery Manager
- LAUREN URGENSON, WRIA 8 Technical Coordinator
- CARLA NELSON, WRIA 8 Administrative Coordinator





WRIA 8 DIVERSITY, EQUITY & INCLUSION STRATEGIC PLAN

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DEI Subcommittee
Ground Rules,
Definitions &
Related Terms

Purpose

Tribal
Acknowledgement

Vision Statement

DEI Goals

DEI Strategies &
Roadmap



DEI SUBCOMMITTEE PURPOSE

- Develop Strategic Plan to advance diversity, equity, and inclusion in WRIA 8 salmon recovery.
- Provide recommendations to the WRIA 8 Salmon Recovery Council and committees.
- Lead implementation of DEI strategies and actions.
- Ensure continuous learning, partnerships, ongoing engagement, evaluation, and adaptation.

WRIA 8 DEI GOALS

1. Achieve equitable and intentional distribution of resources, benefits, and risks of WRIA 8 salmon recovery work.
2. Identify and address barriers that may prevent diverse and inclusive participation in WRIA 8, so we reflect all people in the watershed and benefit from a richness of perspectives, experiences, and skills.
3. Center environmental justice in opportunities and outcomes of WRIA 8 salmon recovery.
4. Ensure WRIA 8 provides culturally appropriate and accessible opportunities and information for the communities we serve.
5. Support tribal treaty rights in recovering sustainable and harvestable salmon stocks that, in turn, sustain tribal fisheries.

INITIAL STRATEGIES

Establish

Establish a WRIA 8 SRC Subcommittee to create and implement WRIA 8's DEI vision.

Fund

Revise grant funding applications and review criteria to strengthen DEI principles in the grant round process and funding decisions and outcomes.

Communicate

Incorporate DEI principles in WRIA 8 communications and outreach.

Connect

Strengthen connections between WRIA 8 community groups and organizations focused on environmental equity and justice.

STRATEGY ROADMAP

Purpose: Lay out steps to operationalize and achieve our DEI strategies.

1. Connect strategies to DEI goals.
2. Define SMART objectives.
3. Track whether we are achieving desired outcomes.



STRATEGY ROADMAP EXAMPLE

Strategy: Revise grant funding applications and review criteria to strengthen DEI principles in the grant round process and funding decisions and outcomes.

SMART Objectives -

Specific/Measurable/Achievable/Relevant/Timebound

Objectives - DEI Subcommittee Work

Objectives - WRIA 8 (SRC and Committees)

Objectives - External to WRIA 8

WHAT'S NEXT?

Upcoming 2021 Salmon Recovery Conference presentation:
“Salmon and People Living Together – Cities
Working to Build Diversity, Equity, Inclusion in Salmon Recovery”



Next monthly DEI Subcommittee meeting April 9 2:00 pm

SHARE YOUR THOUGHTS!

WHICH OF THE GOALS ARE YOU MOST INTERESTED IN WORKING ON?

*WHAT OPPORTUNITIES DO YOU SEE TO ADVANCE WRIA 8 DIVERSITY,
EQUITY & INCLUSION GOALS?*

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WRIA 8 DEI GOALS

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