

NECANICUM WATERSHED COUNCIL | EQUITY ACTION PLAN

[Adopted by the Board of Directors on February 14th, 2023]

Definitions:

JEDI: Justice, Equity, Diversity and Inclusion

The Necanicum Watershed Council | Overview

The Necanicum Watershed Council (NWC) is a community-based 501(c)(3) corporation operating in Seaside, Oregon. The NWC represents a diverse community of neighbors, tourists/visitors, property owners, businesses, environmental groups and partners, outdoor recreation enthusiasts and advocates and government agencies who all work under a shared vision of an economically and ecologically sustainable future for the 55,000 acres that make up the Necanicum Basin. The NWC is committed to three organizational priorities: ecological restoration, conservation education and community collaboration. We serve Seaside, Gearhart and the surrounding areas of the drainage basin for the Necanicum system.

JEDI Vision Statement

The Necanicum Watershed Council believes that diversity is a foundational strength of community. We recognize that racism, oppression and discrimination have, and continue to cause long-lasting grievous harm. These issues are fundamentally relevant to the work we do. We are committed to our mission and vision with a deep understanding that we must build equity, inclusion and justice across racial, cultural and economic differentiations in order to be successful in our ultimate goal of a sustainable future for all life in the Necancium Basin.

Why do we need this plan?

This action plan is designed and intended to provide the NWC with clear guidance towards being an anti-oppression, multicultural organization, indicative of the diverse community we represent. In doing so, we will strengthen our ability to reach our goals, and extend our reach as an organization. The NWC acknowledges that racism is the driving force of much of the bias and discrimination present in society. It is our intent to focus our actions on prioritizing racial equity which will in turn provide us with the tools necessary to address many of the other issues plaguing our communities.



Intersectionality will be a pillar of how we approach this work. We will attempt to create equity and inclusion efforts that engage people and communities who experience oppression based on a multitude of identity axes, prioritizing those that experience compounding or overlapping forms of oppression.

The NWC Equity Action Plan will attempt to address the following broad priorities:

1. NWC will serve *all* of our communities;
2. Board, staff and volunteers should represent the racial, cultural and economic diversity of the complete watershed community;
3. Projects and programs undertaken by the NWC should always include a tool to address JEDI (Justice, Equity, Diversity and Inclusion) needs;
4. Staff, volunteers and Board will ensure that there is knowledge, background and expertise in supporting equity work through continued education, hands-on and intellectual training opportunities.

Initial Goal:

The NWC will have laid out and adopted specific goals and objectives for each of the above priorities no later than June 1, 2023.

