

Ramsey Conservation District Racial Equity and Inclusion Policy

The Ramsey Conservation District is dedicated to encouraging a supportive, diverse and inclusive culture, with the overall mission of conserving and enhancing natural resources by supporting Ramsey County's residents and partnering organizations. Our aim is to ensure that diverse communities have access to, and are given equal opportunity in an equitable and inclusive manner that is representative of services the conservation district provides. Improving water quality measures amongst underrepresented communities, coupled with stakeholder input from culturally diverse groups, will expand our outreach and education efforts extensively.

With regards to budgeted programs, The district will use portions of its funding mechanisms to ensure diversity efforts are concentrated in three areas. the concentrated areas of focus are, Hiring Practices, Contract Compliance, and Education and Outreach Programs.

i. Hiring Practices- The RCD in a collaborative effort with partnering organizations, will increase its recruitment efforts of people of color by actively posting employment opportunities with organizations who serve people of color and/or recruit people of color, from minority professional gatherings and hiring events. In order to carry out this initiative the district will collect data, and provide strategic outcomes with measurable results, to determine if benchmarks have been met successfully.

ii. Contract Compliance- The RCD is committed to ensuring the usage of minority owned vendors, consultants, and design firms in its day to day operations with partnering organizations and the public, in a concerted effort to carry out conservation/preservation programs. In keeping with federal affirmative action law requirements, the district board and staff will diversify its resources by seeking out the aforementioned consultants from diverse communities, and awarding project contracts. By doing so the district shows a "Good Faith Effort", in its retention of talented professionals.

iii. Education and Outreach Programs- Increasing racial diversity in delivering conservation preservation programs is a high priority for the district, and has to be broadened to include a wider range of people and the issues they are concerned with. Therefore, the RCD shall expand its buy in efforts from communities of color when attempting to provide environmental educational programming. The RCD will actively partner with environmental organizations of color, and share resources with said organizations providing volunteers, technical and organizational expertise. The RCD will also expand it's outreach to schools in underrepresented communities, educating students about about conservation and conservation practices. The district will also sponsor conservation forums in a collaborative effort with partnering organizations, at times when the general public is able to attend. This will include evening hours and be held in areas where public transportation is accessible.

The Ramsey Conservation District Racial Equity and Inclusion policy will be monitored, annually to ensure equity and diversity are continually promoted, and metrics have been met.