



GREAT RIVER GREENING

Diversity, Equity, and Inclusion (DEI) Plan

Mission Statement:

Great River Greening inspires, engages and leads local communities in conserving and caring for the land and water that enrich our lives.

Values:

Science-led: We lead with a scientific approach, grounded in data-driven best practices and the expertise of our trained ecologists.

Community: We commit to a collaborative, community-focused approach, one rooted in mutual, mission-based goals to steward land and water.

Partnerships: We build strong, community-based partnerships, from staff and Board of Directors to volunteer groups, donors, municipalities, vendors, schools, and the State of Minnesota. Minnesota's land and water are shared natural systems, and we rely on the passionate support from so many groups and individuals to protect them.

Education: We educate communities of all ages through a hands-on approach to create passionate, informed environmental stewards.

Environmental Equity: We acknowledge that historic and present-day inequities have created systemic barriers of access to natural systems and green spaces for communities of color, Indigenous peoples, and lower-income communities. We therefore intentionally incorporate diversity, equity, and inclusion (DEI) goals into both our communal work and internal organizational development.

Equity Statement:

Great River Greening believes that Minnesota's natural areas should be accessible to all. From public parks to expansive wildlife habitat to healthy lakes and rivers, our work ensures that people experience the benefits that nature offers. We acknowledge that communities of color, Indigenous peoples, and low-income communities have been and continue to lack access to clean water and green spaces. Great River Greening is committed to making inclusivity and equity core components of our work. We are dedicated to focusing on underserved communities, educating and raising awareness, and reducing barriers to access while continuing toward our mission of inspiration, engagement, and leadership in the conservation and caring of our land and water.

Integration into Departments:

Our Diversity, Equity, and Inclusion plan is integrated into all our departments including Conservation and Volunteer Programs, Finance and Administration, Advancement, and our Board of Directors.

Conservation and Volunteer Programs' goal is to increase outdoor participation in communities of color, Indigenous communities, and low-income communities by reducing barriers to access and increasing the quality of shared open spaces.

Finance and Administration's goals are to research and develop best practices for inclusive and equitable recruitment and hiring, create ongoing annual DEI focused professional development, and seek underrepresented vendors for Great River Greening as a whole.

Advancement Team's goal is to secure sufficient resources for Great River Greening's DEI goals, and to ensure digital and print content are accessible, inclusive, welcoming, and representative of the communities we work in.

Great River Greening's Board of Directors' goal is to make board membership more attainable and equitable to a more diverse group of candidates through recruitment and support, while also ensuring Great River Greening is meeting its goals.

Great River Greening will educate stakeholders on environmental racism and ongoing solutions as well as sourcing funding and building budgets in support of our DEI goals.