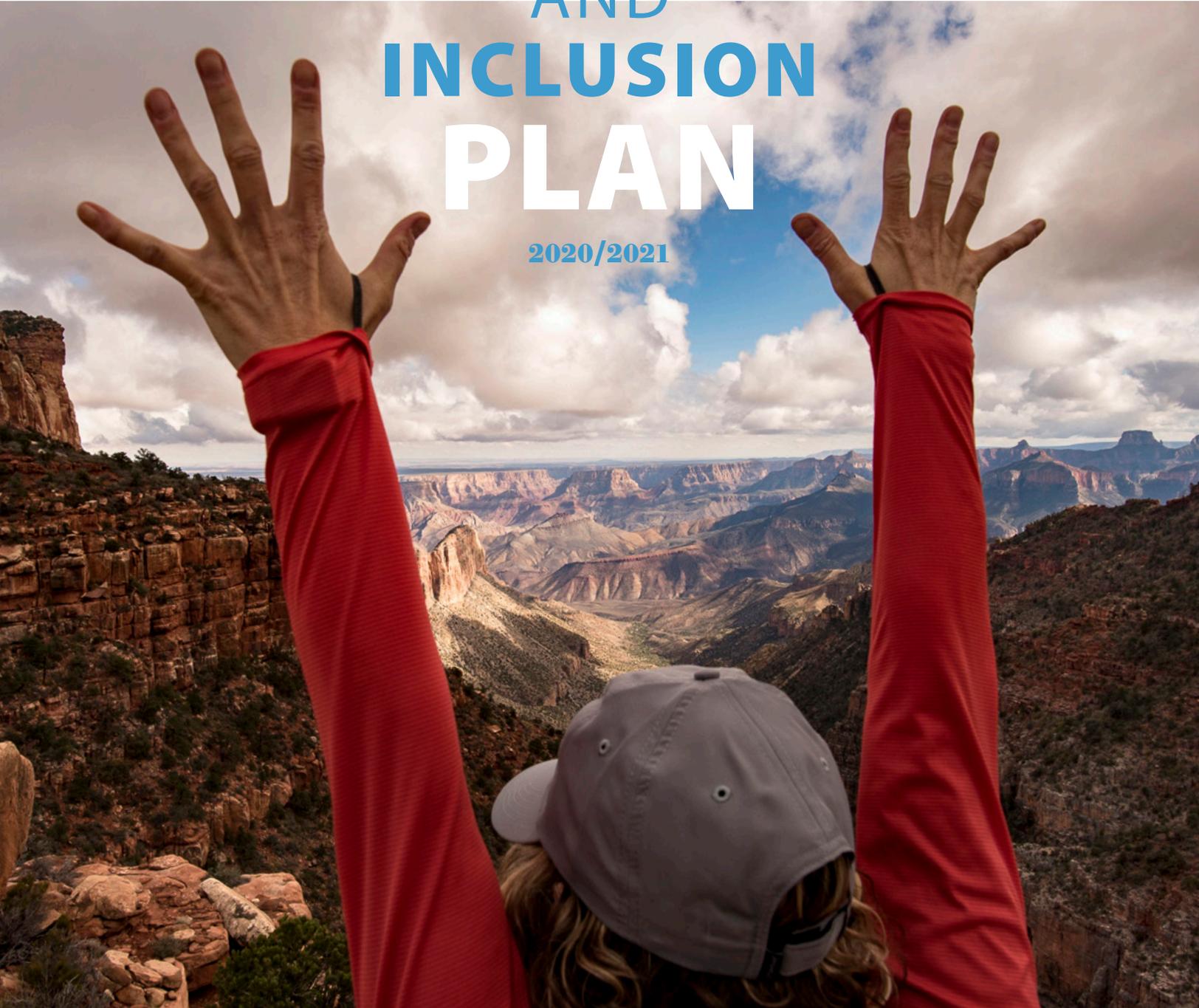


# JUSTICE EQUITY DIVERSITY AND INCLUSION PLAN

2020/2021



DAWN KISH



GRAND CANYON  
TRUST



TIM PETERSON

**The Grand Canyon Trust’s Justice, Equity, Diversity, and Inclusion Plan** expresses strategic goals we have set for our organization related to justice, equity, diversity, and inclusion (JEDI). These goals support our mission and vision for the Colorado Plateau through intentional integration of JEDI into our operations and culture. The JEDI plan is designed to integrate with the Trust’s strategic plan, providing scaffolding for every staff member to meaningfully incorporate JEDI principles and practices into their everyday work.

The JEDI plan centers on elevating the voices of and making more space for underrepresented communities, particularly communities of color, in our work. This work is an evolving process that will take continued time and commitment. We acknowledge that we will make mistakes along the way and we are committed for the long-haul. We will revisit the JEDI plan on a yearly basis and adjust, adapt, and hold ourselves accountable to progress as we learn and grow.

THE GOALS WITHIN THE JEDI PLAN ARE DIVIDED INTO FOUR LEVELS. While work within all four levels is happening simultaneously each level supports the next as our JEDI Plan builds on itself.



## Individual

The individual level expresses the JEDI work our staff will engage in on an individual level, based on each staff person's interests in and opportunities related to continuing justice, equity, diversity, and inclusion education.



## Programmatic

The Programmatic level of the JEDI plan commits all of our program teams to think critically about how they can engage in practices that enact justice, equity, diversity, and inclusion in striving towards our long-term goals.



## Internal and Institutional

The Internal and Institutional level commits the Trust as an organization to create and maintain structures that support a sense of belonging, value, and collective ownership of success at all levels within the walls of the organization



## External

The External level commits the Trust to enact justice, equity, diversity, and inclusion-focused social change on the Colorado Plateau and in the conservation movement through our outward-facing work.



ADRIAN HERNANDEZ

## Individual

### **1** Provide continual learning opportunities in justice, equity, diversity, and inclusion for staff

- A. Provide resources to staff including educational materials and individual and organization-wide trainings.
- B. Support staff in developing at least one JEDI objective in their work plans each year.

## Programmatic

### **2** Integrate JEDI into all programs

- A. Ensure that at least one strategy relating to JEDI exists for each long-term goal and in associated work plans.
- B. Create JEDI evaluation criteria for assessing new initiatives and institutionalize their ongoing application.

## Internal and Institutional

### 3 Support organizational development in cultural sensitivities to facilitate respectful advocacy for Indigenous lands and the rights of Indigenous peoples

- A. Facilitate a cross-program conversation annually to support a common understanding of our values and motivations for engaging with Indigenous communities.
  - 1. Assess the history of our relationships with Native communities and in doing so identify opportunities to repair broken trust and strengthen genuine long-term partnerships.
- B. Provide opportunities for staff to attend Indigenous community events.
- C. Examine internal policies and systems annually to ensure they support Indigenous staff and respectfully engage Indigenous communities.



BLAKE MCCORD

### 4 Attract and hire a diverse staff that is receptive to JEDI values

- A. Develop equitable hiring protocols that are consistently implemented in all staff, internship, and fellowship hiring processes.
- B. Proactively seek a diverse applicant pool.
- C. Define clear salary ranges and promotional pathways during hiring processes.

### 5 Strengthen and support organizational systems to foster a culture based in JEDI

- A. Implement clear and consistent onboarding practices for new hires with integrated JEDI values.
- B. Assess and adjust existing employee policies (Employee Handbook Sections 4, 5, and 6) to be inclusive of staff of all identities and backgrounds.
- C. Ensure transparent, clear, and consistent professional growth opportunities for staff.
  - 1. Discuss and identify employee professional goals and professional development pathways at annual performance reviews.
  - 2. Assess, remedy, and share patterns of salary equity across the organization on an annual basis.
  - 3. Allocate organizational resources for professional development for all employees.
- D. Assess conflict management practices and resources annually; update as needed.
- E. Survey organizational culture and belonging to inform, at a minimum, every strategic planning process.

### 6 Sustain support from our board of trustees to strengthen and reinforce our JEDI work

- A. Diversify our board of trustees through intentional outreach and recruitment.
- B. Support regular and ongoing communication and collaboration on JEDI work between Trust staff and board JEDI committees.



JAKE HOYUNGOWA

## External

### **7 Contribute to inclusive engagement in the conservation movement, starting by building a diverse community of Grand Canyon Trust members and funders**

- A. Assess membership survey findings to identify underrepresented regional populations in our membership base.
- B. Develop and implement inclusive giving levels and reduce barriers to becoming a Grand Canyon Trust member.
- C. Use development publications and relationships with funders to communicate and build appreciation for the intersectionality of our conservation and environmental justice work.
- D. Cultivate donors that would be amenable to supporting JEDI-related work.

### **8 Prioritize all forms of Indigenous leadership and elevate Indigenous voices**

- A. Include Indigenous perspectives in all conversations about public land use on the Colorado Plateau.
- B. Prioritize Indigenous perspectives and knowledge in program work.
  1. Support existing and developing Indigenous-led work that aligns with our mission and vision.
  2. Incorporate Indigenous perspectives by working with Indigenous consultants, partners, and contractors wherever possible.
  3. Ensure that Indigenous voices are in the room with policy makers at every opportunity.

### **9 Make our work accessible to all identities by strategically building relationships with a diversity of communities, organizations, and groups**

- A. Identify communities that are underrepresented in our work and develop strategies for making our work accessible to and inclusive of those communities.
- B. Form a JEDI cohort with representation from other committed organizations for active support, problem solving, and networking in the JEDI field.
- C. Include an honest, outward-facing educational component about environmental justice and the history of land and Indigenous peoples on the Colorado Plateau in our communications and outreach.



ALEXEY SULOEV



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