

# Justice, Diversity, Equity and Inclusion (JEDI)

August 2023

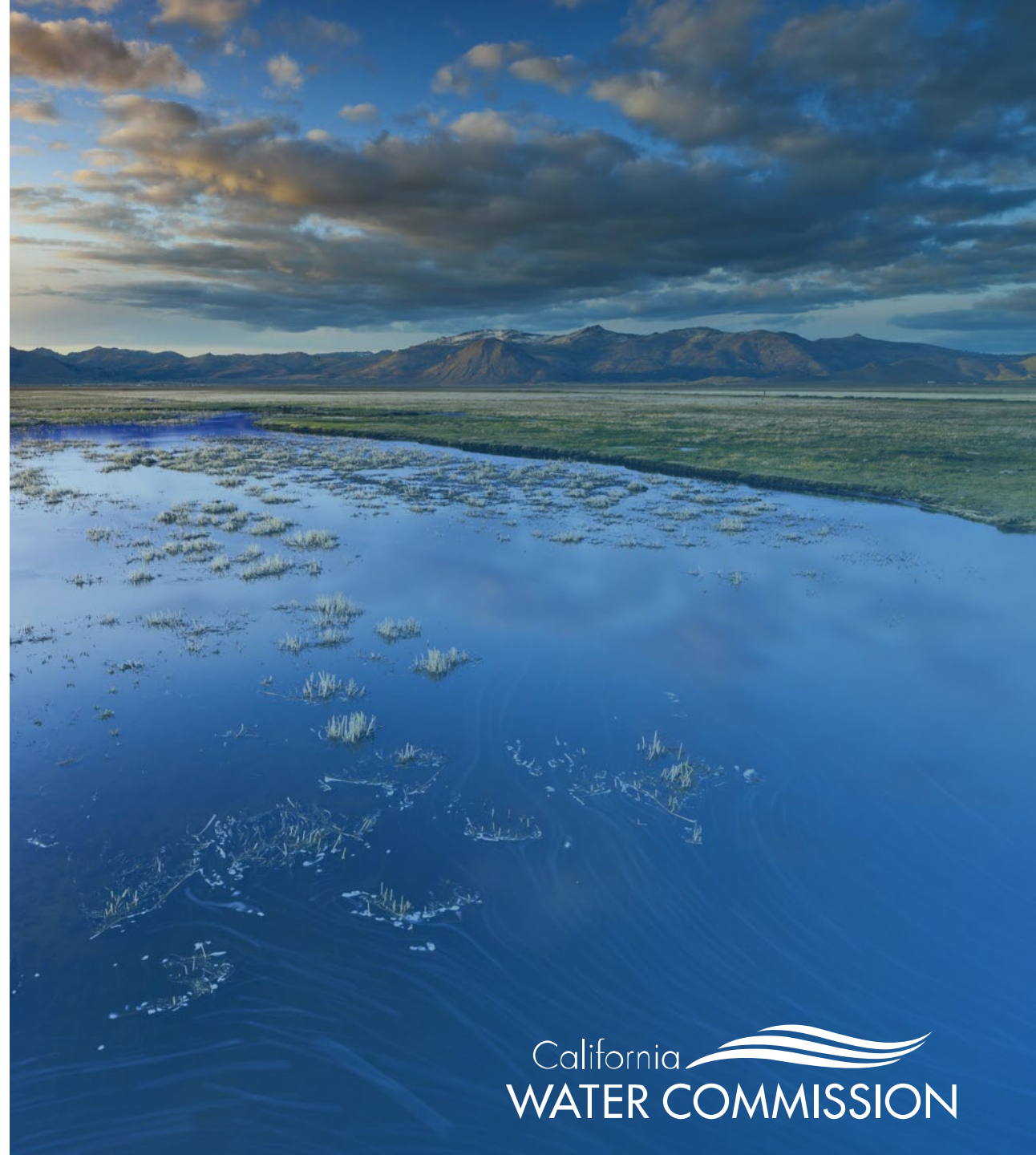
# JEDI and the Commission's Mission

Using its **public forum**, the Commission explores water management issues from **multiple perspectives** and formulates recommendations to advise Department of Water Resources, and as appropriate, the California Natural Resource Agency, the Governor and Legislature on ways to improve water planning and management in response to California's changing hydrology.

The Commission must consider justice, diversity, equity, and inclusion to advance its mission.

# Guiding Considerations

- Governor Newsom mandated that State agencies take steps to embed equity into their operations.
- Commission nested within DWR's and CNRA's equity efforts.



# DWR's Equity Objectives

1. Workforce is Reflective of People of California
2. Improve Community Engagement with Communities Most Impacted by Structural Racism
3. Empower Communities with Technical and Financial Assistance
4. Embed Racial Equity into Our Projects and Programs

## How the Commission Fits In

- Adopt practices employed by DWR HR
- Consider new approaches, e.g., sharing job ads with diverse audiences

- Track engagement at Commission meetings, workshops, etc.
- Track engagement on socials, listserv
- Track translation requests
- Improve language access on website
- Train key staff on equity-focused engagement
- Implement Tribal leader comment policy

- Stay up-to-date on DWR's activities

- Consider adopting environmental justice policy

# Engagement – Commission Meetings

- Average attendees/meeting, 2023: 41
- Average participants/meeting, 2019-2022: 20
  - Average participants/meeting, 2019-2022, outliers removed: 9
- Average participants/meeting, 2023: 6
- Requests for translation: 0
- Participant affiliations, 2023:

General Public/ Unknown	Local or State Gov't	Tribal	Water Agency	Enviro NGO	Comm Based Org	Agriculture	RON Landowner /CE Holder	Other
9%	0%	3%	6%	18%	0%	3%	58%	3%

# Engagement – Online

- **Twitter**
  - 1,460 followers
  - April 9 to July 13, 2023:
    - 70 CWC tweets
    - 49 Follows
    - 99 Likes
    - 45 Retweets
- **Email list**
  - 4,853 subscribers

# Engagement – Other

- **Conveyance (2020-2021)**
  - 103 small-group participants
  - 255 survey respondents
  - ~500 workshop attendees (4 workshops)
- **Groundwater trading (2021-2022)**
  - 86 small-group participants
  - 135 survey respondents
  - 229 workshop attendees (2 workshops)
- **Drought (2022-2023 – in progress)**
  - Step 1 (research phase) – ~90 experts/practitioners engaged
  - Step 2 (outreach phase) – 20 presentations
  - 233 survey respondents
  - 269 workshop attendees (3 workshops)

# Engagement – Staff

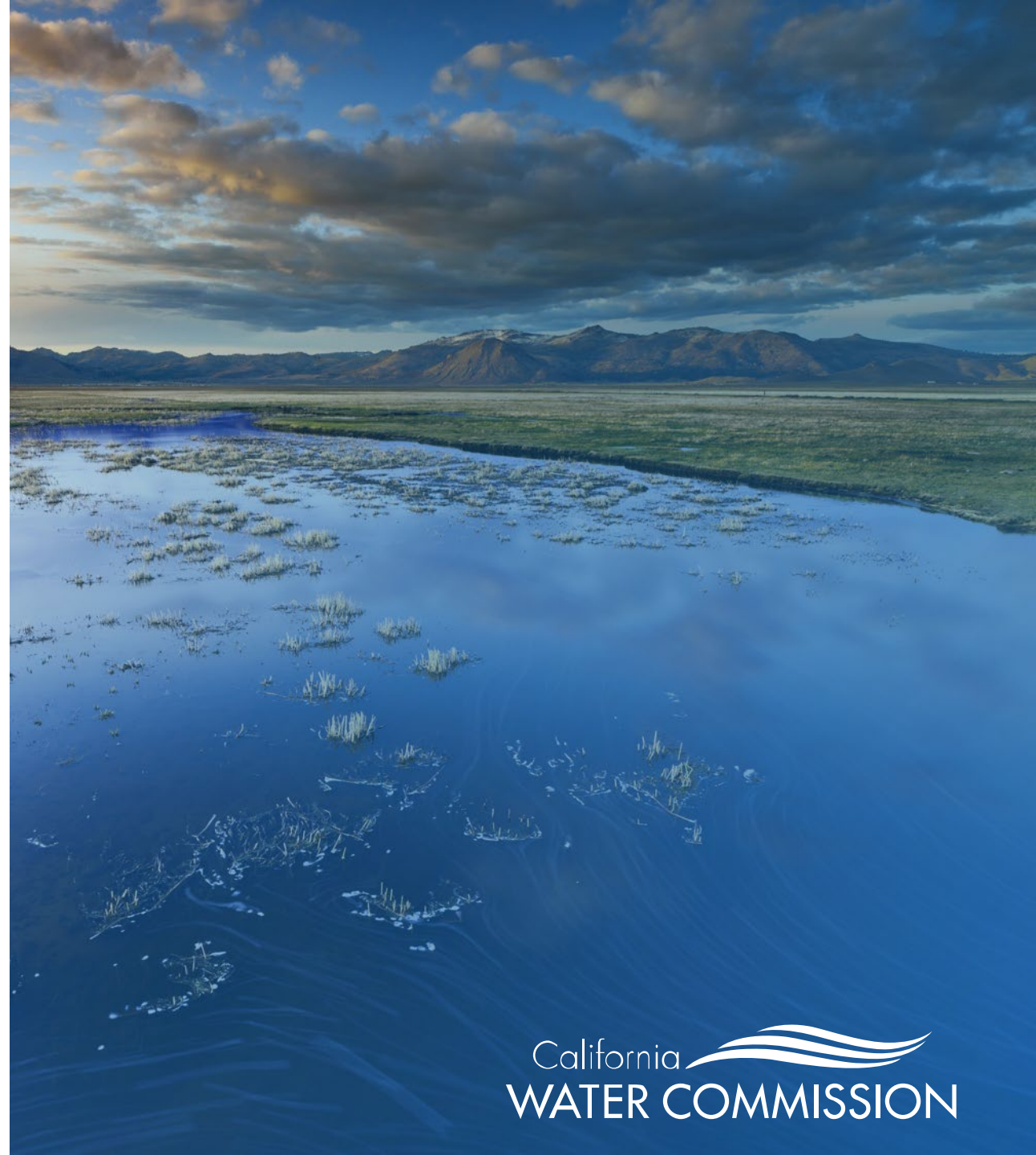
- Voluntary LinkedIn diversity, equity, and inclusion training pathway
  - Group discussions to process, apply to our team/work
- Next steps
  - JEDI “task force” - Continue group discussions, explore other trainings, identify other needs and opportunities



# Embedding Equity

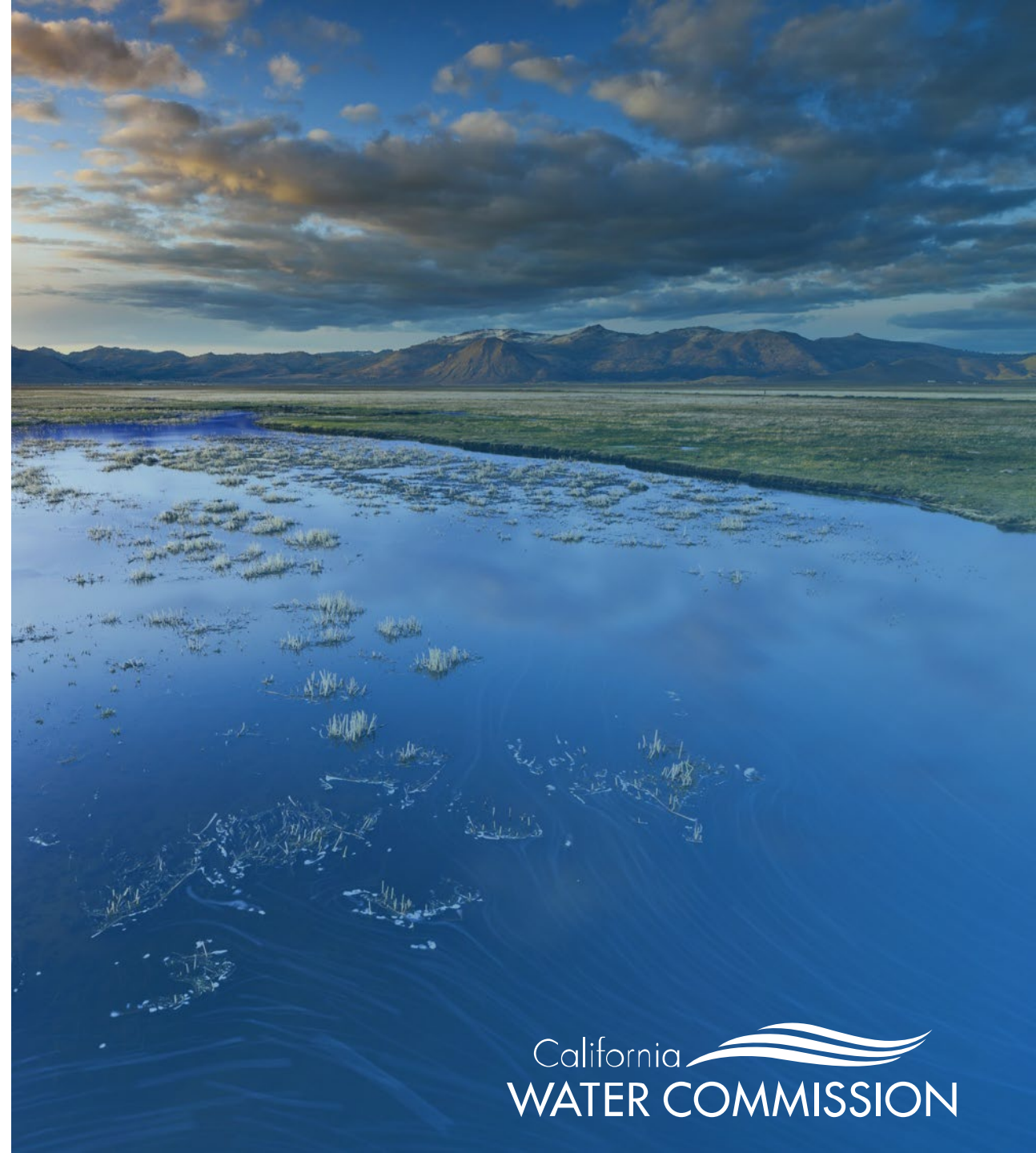
- Suggestion in April 2023 memo from Secretary Crowfoot:

*Adopt CNRA's Environmental Justice Policy: If your department does not have an existing Environmental Justice policy, adopt the CNRA Environmental Justice Policy and display on your public website until you can establish your own policy. This communicates your clear commitment to increasing equity in your organization's work.*



# Embedding Equity

- Questions for Commission's consideration:
  - Pursue an environmental justice policy?
  - Adopt CNRA's policy?
  - Establish our own?



**“Our ability to reach unity in diversity will be the beauty and the test of our civilization.”**  
– Mahatma Gandhi