

2019 Salish Sea Equity & Justice Symposium



Addressing racial inequity and working toward environmental justice is essential to a successful environmental movement. Currently there are significant disparities in the representation, content, and processes for implementing diversity, equity, and inclusion (DEI) within the environmental field across the Salish Sea and the Pacific Northwest Coast. The 2019 Salish Sea Equity & Justice Symposium convened leaders from all types of environmental professional backgrounds to provide an intentional space for how to comprehensively integrate DEI throughout their internal operations and environmental work.



PLENARY

PRESENTATIONS



Policies to address systemic racism and inequity

Bridging the great divide: reconciling environmental justice and traditional environmental movements

Working towards racial equity in the world of Puget Sound and Salish Sea recovery as a historically white-led organization

Resource groups: a strategy to address representation of marginalized communities



Power structures and knowledge production

Queering our connection and relationships to nature

Scientific imperialism: Tensions between Western Science and Indigenous Knowledge Systems

Data as a good to leverage science, funding, and actions



Ethical & equitable community engagement

Building authentic relationships with Indigenous Peoples

Unlikely Alliances of Native Nations and their neighbors on the frontlines

Swinomish Place-based science, culture, and environmental education: A Swinomish approach to environmental and resource issues

Process behind participation

Equitable partnerships and community empowerment: Building a health promotion program to advance environmental justice in the Lower Duwamish Superfund Site

For more information on the 2019 Salish Sea Equity & Justice Symposium, please visit <https://ssequityandjustice.weebly.com> for more information or email ssejsymposium@gmail.com.

For the full report, please visit <https://ssequityandjustice.weebly.com/resources.html>.

2019 Salish Sea Equity & Justice Symposium

wolabaltx^W
Intellectual House

KEY THEMES AND ACTIONS FOR RACIAL EQUITY PROGRESS

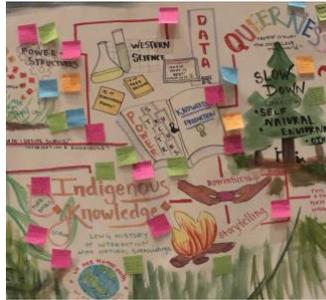


It is critical to acknowledge and honor tribal sovereignty, which could include conducting appropriate land acknowledgments, supporting tribal treaty rights, and developing and partnering with tribal and Indigenous peoples and communities.

Equitable hiring practices can lead to a racially diverse staff, which can increase racial representation, decrease the racial and gender wage gap, and increase retention of BIPOC staff.

Development and growth pathways that prioritize and center BIPOC will lead to increased racial diversity. Investing in career pathways for BIPOC, such as paid internships or organizational leadership development and promotion, can increase racial diversity at mid-level and senior-level positions.

Equitably prioritizing multiple sciences and knowledge production systems can help shift power dynamics on research and environmental projects, and lead to more ethical, relevant, and community-driven knowledge production.



Everyone benefits from a more racially diverse environmental field, yet there has been little progress in diversifying the environmental workforce because of structural and institutional oppression, exclusive and uninviting work cultures, and lack of access to educational and professional pathways.

To generate behavior change, organizations need to go beyond diversity trainings. Creating accountability beyond a training is necessary for creating cultural change and more inclusive work environments.

DEIJ implementation requires organizational and individual accountability through performance metrics and annual reviews, creating and implementing racial equity policies, and creating mandatory requirements around racial equity for promotions.

Evaluation criteria for funding programs can lead to inclusive and equitable outcomes, which can lead to more intentional and strategic institutionalization of DEI capacity building and more equitable and diverse projects.



Organizational leadership can progress DEI goals with active participation by proactively examining racial equity in organizational structures and prioritizing actions that actively dismantles structural racism, including hiring and promoting more BIPOC and creating more inclusive workplaces.

Creating safe and inclusive workplace cultures requires radical transformation, which can drastically improve employee wellbeing and retention of BIPOC staff.

Indigenous youth may grow as scientists and community leaders with intentional career pathways, which can help reframe “science” through cultural and place-based knowledges and increase representation of tribal and Indigenous youth in the environmental workforce.

Community empowerment can lead to more equitable, ethical, and culturally relevant practices and outcomes. This could lead to co-production of projects, distribution of financial resources within a community, and having agency in the process and outcomes.