

# A Watershed Moment

Taking a Look Inside WSA's DEIJ Journey

# Today's Agenda

1. A look back at WSA's DEIJ initiatives
2. WSA's current DEIJ journey
3. Insights we've gathered
4. Additional DEIJ Activities
5. 2 Year DEIJ strategy
6. Why this matters: lessons for the conservation movement

# WSA & Mt. Moriah Ame Church



# WSA's Commitment to DEIJ

- ▲ In 2021, WSA partnered with JIJ Impact and Defensores de la Cuenca to provide additional DEIJ support
- ▲ WSA is reassessing the Replant Anne Arundel program to make it more equitable
- ▲ WSA has committed to a multi-year strategic plan towards becoming a more equitable institution

# Defining DEIJ

## Diversity

An active presence in every community  
Ensuring initiatives are accessible to all  
Increased representation

## Equity

Safety and power for all  
Resources apportioned fairly and justly  
Amplifying diverse voices

## Inclusion

Everyone can show up whole  
Historical realities are acknowledged  
Authentic relationships with community

## Justice

Undoing and preventing harm  
Providing platforms for diverse groups  
Supporting effective practices for all communities

# Gathering Insights

- ▲ JIJ conducted an organizational and cultural assessment of WSA
  - ▲ One-on-one meetings with staff, board members and external stakeholders
  - ▲ Board members focus groups
  - ▲ Surveys to Stewards

# What We Discovered

- ▲ A focus on DEIJ sets WSA apart
- ▲ WSA goes beyond business as usual and embraces diversity and inclusion
- ▲ Lack of formalized strategies and infrastructure hinder equity
- ▲ There is a need to translate intent into action



# Additional DEI Activities

- ▲ DEIJ Grounding Session
- ▲ Historical learning session with Dr. Kodi Roberts
- ▲ Hands-on DEIJ values and vision workshop
- ▲ DEIJ Resource Library





“You don't make progress by standing on the sidelines, whimpering and complaining. You make progress by implementing ideas.”

—**Shirley Chisholm**

# Elements of WSA's DEIJ Strategy

**Education  
Programs**

**Outreach &  
Communications**

**Development**

**Restoration  
Projects**

**Hiring &  
Internal  
Policies**

**Data &  
Reporting**

The background features a dark, almost black, geometric composition of overlapping triangles. Several thin, glowing golden-yellow lines intersect at various points, creating a sense of depth and movement. The overall aesthetic is modern and professional.

# Why DEIJ Matters to the Movement

#1

**Interconnectedness**

#2

**Resource Sharing**



#3

**Sustainability**