

**Resolution 2020-05:**

WACD will convene a committee to develop a Diversity, Equity, and Inclusion policy recommendation by September 2021. This recommendation will be provided to all Conservation Districts for consideration at their Area Meetings with action by the WACD at its annual meeting.

The Task Force will also provide information, suggested resources, and guidance for districts that are interested in developing their own diversity, equity, and inclusion initiatives.

**Resolution 2020 – 06:**

WACD will create a DEI Committee that will consider the following actions and develop any recommendations by September 2021 to all Conservation Districts for consideration at their Area Meetings for possible action by the WACD at its annual meeting. to include but not limited to the following:

1. The Commission and WACD help conservation districts to work with underrepresented communities in their service area to understand what natural resource concerns are important to them and to find ways to incorporate those natural resources concerns into the conservation district's book of business.
2. To encourage conservation districts to prioritize equity in the services they offer and in employment decisions.
3. That the Commission and WACD organize annual diversity, equity, and inclusion seminars that are made available to all Conservation District Supervisors and Managers.
4. That WACD and the Commission work with districts to make elections more public and to ensure that communities of color are engaged around elections.
5. That the commission recruits and retains a diversity, equity, and inclusion officer that will work with the election's officer to promote engagement of communities of color across the state and address the disparity gap around services and elections.
6. That WACD asks conservation districts and the Washington State Conservation Commission to take actions to encourage more diversity in conservation district supervisor positions both elected and appointed.