

## UCSU Environmental Center Diversity and Social Justice Plan

*Updated: August, 2007*

### Diversity and Social Justice Mission Statement

*The UCB Environmental Center, recognizing that diversity and broader social justice initiatives are key components of sustainability, strives for diversity, inclusivity, and social justice in our staff, all programs and activities.*

### Diversity and Social Justice Goals

The Environmental Center seeks to:

- Assess and benchmark existing programs' effectiveness in terms of promoting diversity and social justice.
- Include diversity and social justice outcomes in the planning and execution of all Environmental Center programs to enhance fiscal, environmental and social sustainability and support campus diversity.
- Create and maintain an open, respectful, welcoming, and just climate for learning and working within the E-Center and its programs—and, to the extent practical, in the lives of all with whom the E-Center interacts.

### Strategic Approach to Enhanced Diversity and Social Justice

The Environmental Center's diversity and social justice approach is threefold:

- 1) We begin with personal training and goal setting. All E-Center permanent/student staff and board members are exposed to a variety of training and awareness programs and exercises. Personal diversity awareness goals are integrated in staff work plans and performance evaluations.
- 2) Our organizational planning and strategy development is broad and inclusive. All permanent staff, in consultation with student staff and board members, collectively constitutes the center's Diversity Committee. Annual updates and revisions to the center's Diversity Plan will be discussed, drafted, shared with center stakeholders, revised and finalized. Evolving approaches to diversity and social justice that emerge from these annual reviews will be included in the center's ongoing strategic planning and operational execution.
- 3) We continuously strive to identify and implement enhanced social benefits in all our programs. Program planning and execution is based, in part, on answers to the following questions:
  - a. Are there opportunities for social justice outcomes to be planned for and designed into the project or program?
  - b. Does the project develop any "assets" as a result of conservation efforts that can be channeled into social benefits for under-served people or communities?
  - c. Can the program develop any new tools and/or methodologies to enhance social benefits?

- d. What new partners and/or social/cultural (non-environmental) constituencies are involved in project planning and execution? What are their reactions and/or recommendations?

### Diversity and Social Justice Objectives

**Objective 1)** *Create a diversity-aware, culturally competent team.*

**Action Steps:**

- Conduct annual and ongoing diversity education and cultural competency training for all members of the Environmental Center staff to raise diversity awareness.
- Dedicate regular staff meeting time to diversity issues.
- Include information, issues and discussion in retreat exercises.
- Post a welcoming/safe-zone sign in office, recycling facility, and all other program locations.
- Post this policy in office work areas, at recycling facility, and on the front page of the web site along side the Center's mission statement.
- Encourage and respect political diversity.
- Draft and share annual updates and revisions to the center's Diversity Plan with center stakeholders before they are revised and finalized.
- Include evolving approaches to diversity and social justice that emerge from these annual reviews in the center's ongoing strategic planning and operational execution.
- Include diversity plan and UCSU definition in staff packets.
- Maintain language regarding diversity in attendance and performance policies.

**Objective 2)** *Diversify the Environmental Center team.*

**Action Steps:**

- Work-study students are given hiring priority. This helps to diversify the economic backgrounds of student employees and reduce EC costs.
- Update employment application forms and notices to use inclusive language.
- Conduct special recruitment outreach from traditionally under-represented campus groups.
- Increase communication and collaborative programming with diverse cultural groups.
- Provide multilingual options for information on our website and all our materials.

**Objective 3)** *Develop and maintain strong connections with diverse campus communities to communicate and involve them with Environmental Center services and programs.*

**Action Steps:**

- Increase communication and inclusive programming with diverse cultural groups.
- Build and maintain relationships/ partnerships with target groups (ie, SORCE). Establish board liaisons with those identified partner organizations.
- Expand environmentally preferable purchasing practices to include women and minority-owned businesses.

**Objective 4)** *Expand the delivery of social benefits in all E-Center programs as a tool to increase conservation performance.*

**Action Steps:**

- Existing and new programs will be evaluated for the delivery of tangible, direct social benefits to people or populations in need as primary deliverables as practical.
- Each existing program will conduct annual analysis of potential new social benefits and develop plans to incorporate those benefits in subsequent operations.

**Objective 5)** *Expand partnerships and program synergies with the UCSU Environmental Justice Project*

**Action Steps:**

- Each E-Center staff will attend at least one EJ Steering Committee meeting/semester
- EJSC content shall be hosted and promoted on the EC website and in applicable promotions.
- All EC programs will evaluate opportunities to target deliverables within the EJSC service projects

### Definitions

*Diversity:* University of Colorado at Boulder Student Union Definition of Diversity is in the context of historically under-represented students: UCSU recognizes that within a diverse population, there are a multitude of ideologies, perspectives, and backgrounds. Diversity celebrates both individual and group differences, which include, but are not limited to, ethnicity, gender, age, sexual orientation, race, economic background, nationality, sex heritage, disability, and religion.

Add SA definition

Add EC underrepresented groups.

*Social Justice:* The condition in which all members of a society have the same basic rights, security, opportunities, obligations and social benefits.

### Policies

*University of Colorado Student Union Diversity Policy:* The University of Colorado at Boulder Student Union is dedicated to building and maintaining a population of students, faculty and staff, in which diversity is integral, essential and valued. Diversity is a natural and enriching characteristic of life, which is necessary to sustain a nurturing academic environment.

The complete definition and bill can be found at  
<http://www-ucsu.colorado.edu/soc/diversity.htm>