

ORGANIZATIONAL EFFECTIVENESS CATEGORY

Projects and programs implemented through a DEIA lens – Medium Priority

Issue Statement: Additional focus is needed to ensure equity in the decision-making and delivery of BCWMC projects and programs, and access to information and resources.

Desired Future Condition	Goal (10-year)	Strategy, Action, or Task (some potential examples; highlight = new activity)	Notes/Timeframe/ Discussion Items
BCWMC work is equitably implemented with guidance from diverse communities.	Prioritize and implement programs and projects with guidance from social vulnerability metrics.	<ul style="list-style-type: none"> - Develop and use social vulnerability indices for project and program prioritization. 	
	Diversity of representation on BCWMC Board of Commissioners and among contractors, consultants and vendors reflects community diversity across the watershed.	<ul style="list-style-type: none"> - Implement outreach, communication, and engagement activities in diverse communities 	
	Improve accessibility of BCWMC resources and information.	<ul style="list-style-type: none"> - Update BCWMC website and key documents in compliance with ADA requirements - \$20,000 estimate - Consider ADA accessibility during planning and design of CIP projects. 	

EDUCATION AND ENGAGEMENT CATEGORY

Engagement of diverse communities – Medium Priority

Issue Statement: Efforts are needed to engage and build relationships with communities that have been under-represented in past BCWMC planning, programs, and projects.

Desired Future Condition	Goal (10-year)	Strategy, Action, or Task (some potential examples; highlight = new activity)	Notes/Timeframe/ Discussion Items
<p>All communities, and especially those historically and currently under-represented, are positively engaged in relevant BCWMC activities and operations</p>	<p>Establish and maintain relationships and communication avenues with previously under-represented communities</p>	<ul style="list-style-type: none"> - Annually attend and participate in meetings with community groups, such as Harrison Neighborhood Association, Northside Residents Redevelopment Council, Jordan Area Community Council, Native communities, and/or others. 	<p>Avoid targeting specific geographic areas (like MPLS) b/c other areas in the watershed also have diverse, underserved communities.</p>
	<p>Seek, consider, and respond to input from all relevant communities as part of the BCWMC’s plans, programs, and projects.</p>	<ul style="list-style-type: none"> - Identify diverse, minority, and previously under-represented communities and their representative contacts - Develop and implement plans for engagement, communication, and relationship building - Regularly submit communications to neighborhood newsletters or other publications - Annually attend meetings or events in diverse, minority, or underserved communities - Provide BCWMC communication materials in multiple languages - Cooperate with partners (e.g., Metro Blooms) on implementing projects and programs in environmental justice communities 	
	<p>Incorporate Dakota place names, history, culture, and Native practices for land and water care into BCWMC projects and programs.</p>	<ul style="list-style-type: none"> - Use both Dakota and English names for Bassett Creek on maps, documents, and signage. - Promote Ĥaŋá Wakpádaŋ oral history project and pronunciation video. - Participate in annual water ceremony 	

