



## *Diversity, Equity and Inclusion Action Plan*

July 14, 2020

### Section 1: DEI Statement

Diversity, equity and inclusion are integral to Veda's mission of building and fostering collaboration to resolve natural resource challenges. One of our core values is to empower others, especially disenfranchised communities, and engage openly, freely, and meaningfully in natural resource protection and recovery processes that impact them.

Veda supports Black Lives Matter, which seeks to end state-sanctioned violence and anti-Black racism, and create a world free of anti-Blackness, where every Black person has the social, economic, and political power to thrive.

### Section 2: Action Plan

1. Veda is committed to hiring and contracting practices that help build a diverse work force. We are exploring opportunities to offer positions, internships, practicums, and/or mentoring opportunities to Black individuals and others who are underrepresented in the environmental field.
2. We are committed to continuing to learn about systemic racism and injustice by listening, reading and sharing. We will have regular conversations during staff meetings to share what we've learned and discuss ideas that may inform our company's policies and activities.
3. We are committed to amplifying the many voices speaking out about injustice and racism. We will actively share the messages and videos with the most direct relevance to our work, including the following topics:
  - a. the reality that Black people do not feel welcome in the outdoors
  - b. environmental racism and environmental justice in our communities

- c. intersectional environmentalism<sup>1</sup>
- d. the connection between climate justice and social justice

We will share via our website and social media what we are reading, listening to, and learning.

4. Continuing to seek out projects that advance environmental justice. One of Veda's focus areas is engaging lower-income and racially/ethnically diverse communities in contaminated site cleanup and remediation efforts. We worked for four years with the South Park Community in the Duwamish Waterway for the T117 Superfund Cleanup, and are currently working with the Port of Bellingham to clean up the Whatcom Waterway in Bellingham (a WA State Model Toxics Control Act (MTCA) site). We are actively seeking out numerous additional opportunities in this arena.
5. We commit to being actively anti-racist by speaking out against racism. We will identify inequities and disparities that give, in particular, white people, material advantages over people of color. We will confront racist ideas using an intersectional approach, because race intersects with multiple aspects of people's identities. We will support organizations in our community that are working to change the policies that create these racial disparities.

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<sup>1</sup> an inclusive version environmentalism that advocates for both the protection of people and the planet.