Equity, Inclusion, and Cultural Relevance Action Plan

Missouri River Relief Mission:

Our mission is to engage individuals and communities along the Missouri River in the exploration, enjoyment, restoration, and care of the Missouri River through hands-on river cleanups, education programs, and recreation events.

Objective and Motivations:

Establish Missouri River Relief as an inclusive organization that contributes to individuals' wellbeing, that works to connect communities, and promotes more equitable access to the Missouri River.

Strategic Areas of Focus	Strategy Goals	Action Steps
Practices and Operations	Improve Inclusive Practices and Operations. Create administrative processes to improve internal diversity and inclusion.	• Create a board composition matrix for nominating diverse board members. • Identify and recruit diverse board members. • Utilize the board of directors to discuss ongoing challenges and opportunities. • Identify Equity, Inclusion, and Cultural Relevancy priorities in the yearly budget. • Identify grants and donors who give to advance equity, diversity, and inclusion. • Create an Equity, Inclusion, and Cultural Relevancy commitment statement.

Staff & Volunteer Development	<u>Increase Awareness Through Training.</u> Provide educational opportunities on racial and social justice to increase the knowledge and competence of Missouri River Relief.	• Analyze recruitment and hiring practices for implicit bias and explore avenues to incorporate community voice for greater diversity and representation. • Provide board members, staff, and crew members the opportunity for diversity, inclusion, equity, social justice, and cultural competency training and experiences. • Incorporate Equity, Inclusion, and Cultural Relevancy work and goals into the annual staff retreat. • Create an Equity, Inclusion, and Cultural Relevancy resource guide. • Identify personal anti-racist areas for growth for each staff member to discuss with a supervisor.
Community Engagement	<u>Strengthen Meaningful and Strategic Partnerships.</u> Develop an inclusive model for connecting communities and strengthen program collaborations.	• Create an infrastructure for diverse volunteer recruitment, engagement and support. • Identify and create reciprocal relationships with three key community groups to create genuine connections. • Grow and maintain relationships with key community groups and organizations through deliberate and meaningful participation, outreach, and engagement.
Program Development	<u>Examine Programs with a Culturally Relevant Lens.</u> Promote meaningful connections between individuals and communities in a manner that is consistent with cultural context and values.	• Evolve language and voice to be more inclusive. • Create an equity statement to acknowledge inequities and motivate change to create more equitable outcomes. • Identify and increase the unique places we advertise our programs. • Identify and implement three new ways to recruit and welcome diverse volunteers.