



Definitions for Justice, Equity, Inclusive Diversity in the San Diego IRWM Program
Revised Draft: May 24, 2021

Over-riding goal: Entrench a culture of EQUAL STATUS for all communities within the planning region in the eyes of those making decisions about IRWM activities and funding

What does justice mean for the San Diego IRWM Program?

- We believe all communities deserve the same degree of **quality of life**.
- We use the principles of **environmental justice** to **impartially** evaluate IRWM activities, decision-making, and funding processes to promote **equal status** and **equitable** distribution of resources among all communities within our planning region.
- We strive to make sincere and informed attempts to **recognize historical wrongs** perpetuated by the prevailing social and political infrastructures that determine a community's access to resources and recourse in the event of injustice.
- We strive to **support** groups and individuals that have been historically wronged, and **prevent** injustices from occurring in the future.
- We respect the **needs of the environment** in serving the needs of the communities within our planning region.

What does equity mean for the San Diego IRWM Program?

- We prioritize revealing and dismantling biased policies and practices affecting IRWM activities, decision-making, and project funding that perpetuate **chronic** injustices against underrepresented communities (URCs).
 - We strive to add support and remove obstacles for communities that suffer impediments to the healthy environments and quality of life they deserve that result from decisions that deny them **equal status** with privileged communities.
 - We understand that **meaningful support looks different for different groups**, and that we may need to use multiple lenses of geography, income, representation, etc. to identify and provide appropriate resources for areas of opportunity.
 - Resources may include **investing** in and implementing **innovative tools, time, and technologies** to counter **access** issues and improve informative communication in both directions.
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Inclusive Diversity

- We believe that the **input** of voices from a variety of disciplines, sectors, demographics, and communities is critical to creating successful IRWM **partnerships** that benefit the entire San Diego IRWM planning region.
 - We strive to develop and maintain a culture that normalizes inviting and welcoming **collaborators** from a variety of backgrounds to IRWM Program decision-making processes, making sure that we support our collaborators to be in the space (by way of funding or other accommodation) and giving those collaborators **equal respect** and **status** as decisions-makers.
 - We seek robust input and feedback from **representatives** of the communities within our planning region on activities and **decision-making** involved in the funding process, development, and implementation of projects that impact their communities.
 - These representatives also serve to ensure the **quality and range of project types and technologies** that are funded, particularly for URCs.
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