



**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**

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**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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