JEDI Workgroup: Goals and Metrics
Draft for RAC Discussion – August 4, 2021

The JEDI Workgroup established goals and metrics to support the definitions of Justice, Equity, and Inclusive Diversity for the San Diego IRWM Program. Goals identify measurable actions towards equal status and metrics measure the success of each goal. The goals established by the workgroup (below) support the purpose of the San Diego IRWM Plan and focus on actions within the San Diego IRWM Program's control to break down identified barriers for underrepresented communities (URCs) to participate in IRWM.

Table 1: JEDI Workgroup Goals and Metrics to Support Equal Status for URCs in IRWM

Priority: Near-, Medium-, Long-Term	Goal	Metric(s)	Strategy
Stage: IRWM Planning / General IRWM Practice			
Near-Term	Clarify the definition/understanding of a URC *Trigger: Any time – add to IRWM Plan, materials related to URCs*	Common understanding of URCs among RAC and stakeholders, with clear definition included in IRWM Plan and materials where appropriate People with the least opportunity to speak are heard	• Look at Healthy Places Index as starting point (https://healthyplacesindex.org/).

Priority: Near-, Medium-, Long-Term	Goal	Metric(s)	Strategy
Near-Term	Prioritize the needs of URCs in IRWM planning *Trigger: IRWM Plan updates, IRWM funding opportunities*	Number of URC project applications, URC projects in Tier 1 of scoring and/or URC projects selected for funding.	• Evaluate priorities and objectives in the IRWM Plan and amend as needed.
Medium-Term	Increase participation of grantees and IRWM consultants in the context of and commitment to JEDI. *Trigger: Prior to embarking on URC outreach and/or grant-related outreach. Prior to start of Call for Projects. May require funds to develop or implement JEDI-related training.*	Has applicant/consultant committed to a JEDI/inclusion policy and implemented the policy? Number of grantees who join the RAC or other workgroups.	• Review applicants' and consultants' commitments to JEDI/inclusion. • Understand/eliminate barriers grantees may have to participation.
Medium-Term	Make RAC and Project Selection Workgroup (PSW) more reflective of communities served. *Trigger: RAC Member Selection (every 2 years). PSW formed on ad hoc basis whenever grant opportunity is identified.*	Number of new organizations or communities represented at RAC meetings. Ensure meaningful representation from URCs in decision-making groups.	• Outline RAC Member guidelines. • Provide funds to support participation by community members or URC organizations in IRWM activities - workrougps, outreach meetings, etc.

Priority: Near-, Medium-, Long-Term	Goal	Metric(s)	Strategy
Stage: IRWM Funding – Local Process			
Medium-Term	Increase awareness of funding programs. *Trigger: Availability of funding opportunities. IRWM grant updates from DWR. Call for Projects.*	Number of URC projects submitted for funding in each grant program. Number of URC organizations submitting projects for funding. Number of new URC organizations submitting projects for funding.	• Engage underrepresented communities in Round 2 of Prop 1 IRWM grant funding program through an Outreach Workgroup. • Emphasize that this is a multi-step/multi-year process.
Near-Term	Understand the hurdles/roadblocks for URCs in accessing grants and focus on ways to remove these hurdles. *Trigger: Anytime, but especially prior to Call for Projects. May require adjustments to local project selection process or securing funds to overcome financial hurdles.*	Number of URC applications submitted/approved.	• Talk to URC representatives to find out why they have not applied in the past. • Review past URC submittals to determine why they were not selected and provide assistance to improve applications in the future.

Priority: Near-, Medium-, Long-Term	Goal	Metric(s)	Strategy
Near-Term	Build capacity needed in URC organizations to effectively participate in planning and grant processes. *Trigger: Anytime, but especially prior to Call for Projects. May require securing additional funds (grants, agency budgets, etc.) or soliciting volunteers.*	Number of URC organizations participating in IRWM (non-funding related activities).	• Connect URCs with other applicants where project ideas are aligned to increase capacity to apply and increase chance of success.
Long-Term	Revise project evaluation process to increase opportunities for URCs. *Trigger: Prior to Call for Projects. Project scoring. Project Selection Workgroup.*	Number of URC projects evaluated by the Project Selection Workgroup.	• Automatically include URC projects in Tier 1. • Follow up with any "fatal flaws" or concerns in applications (applied to all projects submitted) • Provide resources URCs need to be able to compete for funding, as feasible.

* If recommended by Workgroup following Scoring Criteria/Process discussion