

CONSERVANCY BOARD COMMUNITY ENGAGEMENT TRAINING

Summary:

The California Tahoe Conservancy (Conservancy) is continuing its commitment to embedding diversity, equity, and inclusion into all aspects of its work. As part of this commitment, the Conservancy has engaged the Equity and Wellness Institute (EqWI) in a two-year contract to build the Conservancy's capacity to achieve racial equity goals, and to better engage with the communities it serves. The Conservancy contemplated this contract as part of the Fiscal Year 2022/23 Program Authorization and furthers the Conservancy's recently adopted Strategic Plan Goal 6: Promote Racial Equity and Help Make the Basin a Safe and Welcoming Place for All, and the Conservancy's priorities identified in its Embedding Equity Action Plan.

Over the next two years, EqWI will be leading the Conservancy through a planned process that will include training for the Conservancy's Board and staff and supporting its divisions in developing a Racial Equity Action Plan. This process will inform future decisions and increase staff capacity for engaging the community in mitigating systemic barriers to collective stewardship of and promoting broader access to the Lake Tahoe Basin.

As part of this contract, EqWI will facilitate a series of training sessions for the Board, designed to strengthen the Board's understanding of how institutions can meaningfully address inequities, with a focus on community engagement in the Lake Tahoe Basin. In this first training, the Board will become acquainted with the research that EqWI has conducted to date, including staff, Board, and stakeholder perspectives on the Conservancy's current efforts and future aspirations. This training will also explore models and example best practices from other government agencies that are working to become trusted, responsive institutions for all their constituents. The agenda includes:

1. Overview of our contract and timeline
2. Connecting our contract to the strategic plan
3. Staff surveys summary
4. Board interviews summary
5. Why community engagement and racial equity matter to the Conservancy

6. What the Conservancy's current community engagement and racial equity efforts look like and what the Board aspires for them to be
7. Case studies, models, and best practices from other agencies
8. Additional resources

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