

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. The work 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.

EqWI is leading the Conservancy through a planned process that includes training for the Conservancy's Board and staff and supporting development of a Racial Equity Action Plan. This process informs future decisions and increases staff capacity for engaging the community in mitigating systemic barriers to collective stewardship of and promoting broader access to the Lake Tahoe Basin. EqWI facilitated its first training with the Board in February 2023. During that training, the Board became familiar with the contract and EqWI's research—including stakeholder perspectives on the Conservancy's efforts and aspirations for equity-centered community engagement.

In this training, EqWI will lead the Board through implicit bias principles and implications for government leaders, including the Conservancy. In a collaborative environment, EqWI and the Board will identify and raise awareness about implicit bias to reduce the likelihood that bias will impact decisions. The goal is to reduce bias in attitudes and behaviors to create more inclusive and equitable spaces.

The agenda includes:

1. Opener
2. Discussions of Intersectionality and Identity
3. Components and Levels of Bias
4. Implicit Bias Recognition
5. Brain Functionality: Schemas and Dual System Theory
6. Impacts of Bias

7. Resources
8. Closing

Conservancy Staff Contact

Sara Lopez, Staff Attorney

sara.lopez@tahoe.ca.gov