

2017 (DRAFT)

DIVERSITY, EQUITY & INCLUSION PLAN





GOAL ONE

Staff Attorney Jan Hasselman (left) and Associate Attorney Stephanie Tsosie represented the Standing Rock Sioux Tribe in its fight against the Dakota Access Pipeline.

Attract and hire diverse and multi-culturally sensitive staff.

SLT Co-leads: Abbie & Chas

HOW DO WE GET THERE



MEASURING OUR PROGRESS

1. Evaluate and scope potential improvements for ongoing recruitment of all positions.
2. Create neutral screening guidelines for clerk hiring and other frequently hired positions.

1. TBD
2. TBD



GOAL TWO

Managing Attorney Shannon Fisk (left) works with Office Manager Patty Vesper.

Review current **promotional pathways.**

SLT Co-leads: Drew & Chas

HOW DO WE GET THERE MEASURING OUR PROGRESS

- 1. Provide support to HR with their 2017 review of current job titles/job families.
- 2. Consider implementing a leadership/managers training program.

- 1. TBD
- 2. TBD



Arturo Rodriguez, President United Farm Workers and Patti Goldman at the 2016 All-Staff Meeting event celebrating Hispanic Heritage Month.

GOAL THREE

Increase partnerships that could lead to the representation of new clients.

SLT Leads: Lisa, Marty & Chas

HOW DO WE GET THERE MEASURING OUR PROGRESS

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| 1. Follow-up on the results of the regional office needs assessment. | 1. TBD |
| 2. Incorporate working with partners as a goal into departmental/office strategic work plans. | 2. TBD |
| 3. Operationalize training series for establishing and maintaining effective diverse partnerships for communities that are disproportionately impacted by environmental factors. | 3. TBD |



Staff Attorney Greg Loarie (left) speaks to Board Member Betty Schafer and other Earthjustice donors.

GOAL FOUR

Develop a **21st-century donor constituency** and **expand portfolio of donors/funders** to make it possible to take on new partners and clients.

SLT Co-leads: Mollie & Chas

HOW DO WE GET THERE

1. Develop strategic plan for the diversification of donor-base (race, ethnicity, and age).
2. Develop strategic plan for diversification of e-advocate base (focus on communications, awareness building, cross-promotion and marketing).

MEASURING OUR PROGRESS

1. TBD
2. TBD



GOAL FIVE

(From center to right) Development Database Administrator Jacqui Dec chats with Advocacy Communications Manager Kathleen Scatassa, Senior Vice President of Operations Kristine Stratton, and other Earthjustice staff.

Improve **employee satisfaction, engagement, culture of trust, support, respect and inclusion.**

SLT Co-leads: Trip & Chas

HOW DO WE GET THERE

1. Operationalize Heritage Month Speaker Series for 2017.
2. Develop and administer organization-wide survey focused on internal culture with aggregated results categorized by race/ethnicity, gender, etc.

MEASURING OUR PROGRESS

1. TBD
2. TBD



Senior Press Secretary Phillip Ellis participates in a Communications retreat.

GOAL SIX

Expand life-long learning program for all employees.

SLT Co-leads: Kristine & Chas

HOW DO WE GET THERE  **MEASURING OUR PROGRESS**

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|--|--------|
| 1. Develop comprehensive DEI training plan for 2017, in partnership with HR Director of Talent Management. | 1. TBD |
| 2. Determine structure/format for training and practice sessions. | 2. TBD |
| 3. Ensure feedback system for training offerings to support continuous improvement and relevance. | 3. TBD |



(From left to right) Litigation Operations Manager Amanda Sharp, Finance Assistant Stephanie Ng, Receptionist Amanda Nadelberg, and Office Manager Alaina Parness perform at a staff talent show.

GOAL SEVEN

Increase **employee engagement** and **recognition**.

SLT Co-Leads: Minna & Chas

HOW DO WE GET THERE

1. Contribute monthly blog-post for new Earthjustice intranet site.
2. Provide administrative assistance for Peer-to-Peer nomination/awards process.
3. Operationalize SLT Open-Mic series and Regional Office Outings.

MEASURING OUR PROGRESS

1. TBD
2. TBD
3. TBD



Cover: Earthjustice staff were among the attendees at the 2016 National GreenLatinos Summit in Montana (top right); Associate Attorney Yana Garcia (bottom center); Litigation Assistant/ Administrative Coordinator Sarah Saunders (bottom right)