

## **Cuyahoga SWCD Environmental Justice and Diversity, Equity & Inclusion Activities Summary**

### **Efforts to date**

- Regularly convened internal committee to establish and maintain accountability on actions and commitments to advance diversity, equity, inclusion, and environmental justice at the District.
- Developed accessibility guidelines for District-hosted events and worked to include accessibility language in event promotion materials.
- Created preferential registration and early access opportunities for residents living in Cuyahoga County equity zones residents for District events and programs.
- Incorporated environmental justice into staff job descriptions, including hiring a staff member who has a primary role in advancing the District's environmental justice efforts.
- Established recruiting and hiring practices to create more opportunities for a diverse workforce at Cuyahoga SWCD.
- Increased engagement with Cuyahoga's LatinX populations by producing a Spanish version of the District brochure, hosting a rain barrel workshop offered in Spanish, participating in the Young Latino Network's Latine Environmental Colectivo, and participating in the 2024 Puerto Rican Festival.
- Where applicable, supported and prioritized conservation projects and programs in historically underserved communities.

### **2025 & Beyond Goals**

- Cuyahoga SWCD will seek opportunities to serve historically underrepresented communities and those who are most affected by historic environmental injustice. To ensure the District's work is as impactful as possible, we will listen to residents and community leaders to find innovative and effective ways to engage the community to best meet their needs.
- Cuyahoga SWCD will seek new partnerships throughout the communities we serve. We will work to identify barriers to resident and stakeholder participation in District programs and events and work towards removing those barriers.
- Cuyahoga SWCD will continue working to make its services more inclusive and accessible, and to communicate accessibility limitations for events and programs at the time of registration.
- Cuyahoga SWCD will continue to build upon existing recruiting and hiring practices to enhance opportunities for a diverse workforce at the District.
- Cuyahoga SWCD will regularly revisit and reevaluate the District's DEI and EJ efforts to ensure timely and meaningful progress is being made in these areas.



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**SOIL &  
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- Cuyahoga SWCD will establish mechanisms to capture and evaluate demographic data of CSWCD event and program participants, including establishing a baseline of current reach of programs and services.

#### **Metrics/KPIs**

- In 2025, Establish mechanisms to capture and evaluate demographic data of CSWCD event and program participants
  - Event registration
  - Product sales