

Guadalupe-Coyote Resource Conservation District (GCRCD)

An independent special district of the State of California



June 9, 2020

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The Directors and staff of the Guadalupe-Coyote Resource Conservation District are deeply disturbed by the death of George Floyd and many others which long echoes a history of violence and social injustice in our society. We stand in solidarity with the diverse multitude of people that are protesting systemic racism, discrimination, and subconscious biases, and seek justice for Black and other communities subject to these intolerant behaviors. At the same time, we acknowledge there is work to be done on our part to ensure that the governmental, environmental, and scientific communities to which we belong are diverse and inclusive.

As a board, we recognize our legal and moral responsibility to ensure our policies, programs, projects, advocacy and employment are inclusive of all people, regardless of race, ethnicity, geographical origin, gender identification, age, religion, or socio-economic status. We hear the voices of those protesting and know that it is time for us to step up as an organization and as individuals.

We therefore commit to:

- Doing the work as an organization to learn about justice, equity, diversity and inclusion, and how they relate to our mission.
- Seeking to expand diversity of our Board of Directors.
- Recruiting employees and consultants whose background and experience show a commitment to diversity and environmental justice.
- Ensuring diversity and environmental justice are key components of our strategic planning and programmatic work.
- Using our positions as conservation leaders to amplify diverse voices in the conservation movement.

Together, we will listen, learn, and be part of the solution.

Rick Lanman, President
Guadalupe-Coyote Resource Conservation District Board of Directors