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## MEMO

TO Sudha Nandagopal & Heidi Schillinger, Equity & Environment Initiative, City of Seattle  
FROM Cathy Lehman, Voter Education & Outreach Director, WEC & WCV  
DATE March 31st, 2016  
SUBJECT WEC & WCV Partnership and Organizational Commitments

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Washington Environmental Council and Washington Conservation Voters were honored to participate in three workshops supporting the city's Equity & Environment Agenda. To contribute to the continued success of the program and achieving the Agenda's goals, we are excited to put forward the following commitments for support and partnership:

### Partnership Commitments:

- Show visible support with leadership for the launch of the Agenda on April 22<sup>nd</sup>, if desired by the community partner steering committee.
- Identify appropriate and useful ways to share our support for the Agenda and its partners with our members, volunteers, donors, and funders – centering our message on the Agenda, not ourselves.
- Be respectful of our partner's time and resources when making requests for speaking engagements and other similar activities, and make steps to alleviate any burdens our appeals create.
- Pursue conversations with partner groups across the environmental and equity communities about concrete professional pathways that connect with WEC and WCV; we're eager to explore the idea of a collaborative environmental fellowship or apprenticeship-style program specifically for people of color, immigrants or refugees, people with low incomes, and individuals with limited-English proficiency. We are also happy to provide some leadership in this space, including some resources to help move the process forward (if requested by partners).

### Organizational Commitments:

- Through ongoing organizational racial justice planning this year, assess how our missions, programs, and activities connect with the Agenda, including specific recommendations for aligned action. Looking through the Agenda, there are many points of overlap with our work and we are eager to identify more concrete actions we can take to support and help make progress on the recommendations.
- Educate WEC and WCV's boards, management teams, and respective staff about the Agenda's goals and activities and our commitments to it, and include our full team in the Agenda assessment process.
- Continue to improve our hiring procedures, including: consistent review of job descriptions and job requirements, recruitment tactics and audiences, and interview expectations and assumptions, to remove false barriers to entry and to connect with professionals with a diversity of backgrounds and skillsets.
- As an outcome of WEC and WCV's racial justice planning, both organizations will continue to refine our equity framework, including an honest assessment of our organizational cultures, their impact on people of color, and tangible ways to improve.