

Guadalupe-Coyote Resource Conservation District (GCRCD)

Environmental Justice Policy

I. GENERAL PROVISIONS

Governance. The Board of Directors (“Board”) for Guadalupe-Coyote Resource Conservation District (“District”) consists of five members (“Directors”) of the Board. As the governing body of the District, the Board reviews and approves District policies. The Board has delegated responsibility for policy administration to the District’s Executive Director (“ED”), including but not limited to the development of procedures and internal controls to implement the policies.

Purpose of the Policy. It is the policy of the District to recognize, apply, and uphold environmental justice within GCRCD’s purview and provide the same support for our partner organizations. Environmental Justice is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to development, implementation and enforcement of environmental laws, regulations and policies.

Policy Revisions. The Board reviews District policies annually. Any Director or the ED may make recommendations for changes to a policy at any time, but all policy changes require approval by the Board.

Statement of Non-Discrimination. The District conducts its business on a non-discriminatory basis, without regard to race, creed, color, national origin, ancestry, sexual orientation, political affiliation or beliefs, religion, gender, age, physical and invisible disability, medical condition, marital status or pregnancy (as those terms are defined by the California Fair Employment and Housing Act – Government Code Section 12900-12996). Additionally, the Board has adopted a Statement of Diversity and Inclusion to ensure diversity and environmental justice are key components of the District’s strategic planning and programmatic work.

II. SCOPE

The GCRCD will consider the impact of environmental justice against RCDs’ primary focuses within its own jurisdiction: farm, range, open space, urban development wildlife, recreation, watershed, water quality, and woodlands. The GCRCD will place particular

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consideration to low income communities and communities of color within Santa Clara County. *(Recommended standard, data and/or mapping tool for the District to use to identify these communities will be added to this section.)*

A Social Justice Policy is separate from this Environmental Justice Policy and addresses all aspects of recruitment and hiring for the GCRCDC for paid and non-paid positions (i.e., staff, volunteers, Associate Directors), ensuring equitable opportunity for the community for which we serve. The Social Justice Policy will also cover equity regarding outreach and public comments for stakeholders and members of the public and GCRCDC's commitment to issues such as public outreach and public participation for marginalized communities/areas.

III. PRINCIPLES

The GCRCDC is committed to 1) dissolving existing environmental justice barriers; 2) rectifying any previous imbalances among at-risk communities; 3) transparency in how this Commission governs environmental justice in our decision-making and actions. We intend to do this by applying the following principles:

- Enable residents to participate in environmental decision making.
- Consideration of any new or expanding sources of environmental burdens in low-income communities and communities of color.
- Ensure the programs, grants, and investments the GCRCDC supports does not negatively impact low-income and communities of color.
- Encourage investment in responsible economic growth in neighborhoods where there is existing infrastructure, in particular where an opportunity exists to restore a degraded or contaminated site and encourage its clean, productive and sustainable use.
- Prohibit the support of land uses and industries determined to be harmful for public health and the environment.
- Promote projects that mitigate climate change impacts on vulnerable populations.
- Adopt sustainable strategies to protect the soil, wildlife, water and community from potential health hazards.

IV. OUTREACH

To ensure the community is knowledgeable and educated on projects impacting their community, we will:

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- collaborate with government agencies, community organizations, and professional associations to host webinars on the impact of any changes to our natural resources.
- *(Additional bullet points to be added to this section.)*

V. PROGRAMS AND PROJECTS

To ensure the District's programs and projects incorporate the principles of environmental justice:

- *(Bullet points to be added to this section.)*

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