

EQUITY GUIDING PRINCIPLES FOR THE BALDWIN HILLS AND URBAN CONSERVANCY'S WATERSHED IMPROVEMENT PLAN

The Baldwin Hills and Urban Watersheds Conservancy (Conservancy) is committed to advancing racial/social equity and seeks to address the historic and systemic imbalance of power that exists in the environmental arena. For the Conservancy, recognizing and naming past and current injustices empowers us to amplify those voices that have been and continue to be marginalized.

Accordingly, our work will help achieve statewide goals to reverse:

- *Inequitable denial of access to, and sense of belonging with nature*
- *Historic disinvestment in communities of color*
- *Environmental injustices in underrepresented communities*
- *Impacts of climate change within our urban communities*

Our commitment, within the bounds of our statutory authority, is to advance equity for underrepresented communities (particularly for race, gender, ability, socio-economic, and immigrant identities), by deploying resources and policies that prioritize inclusion of community voices and ensure safe equitable participation in conservancy-led programs and investments throughout the territory.

Through an intentional program of community empowerment, education, resistance and engagement, the Conservancy will prioritize:

- *Access to open space and parks for areas of high need*
- *Solicitation and inclusion of underrepresented business enterprises, workforce development and investment in economic empowerment zones*
- *Mitigation of environmental harms for frontline communities Resiliency*
- *Climate resiliency interventions that prepare vulnerable neighborhoods for extreme heat, wildfire, and flooding*