

Community Building Plan 2025

Goal 1: Prioritize and support the diversity of the staff and Board of Directors

- a. WRV will implement best policies and procedures to serve diverse community in these areas:
 - i. Board of Directors: prioritize racial diversity and ability (to increase our capacity to engage a range of mental and physical abilities)
 - ii. Staff: prioritize racial diversity (particularly representing the Latine community) and language (Spanish-speaking, either fluent and/or native speaker) to better serve our local community.

Goal 2: WRV's volunteer community represents the Front Range community

- a) Prioritize inclusion and racial diversity in our volunteer community by offering projects close to where people live, offering bilingual events etc.
- b) Initiate at least 1 new community partnership with an underrepresented group outside of the Youth & Family Program by 2026
- c) Offer 3+ projects each year that are focused on providing inclusive opportunities to engage diverse communities. This involves providing spaces for affinity groups, such as LGBTQIA2S+, Women's+ projects etc. Projects will also focus on reducing barriers to participation, such as providing childcare, physical accessibility, bilingual outreach and leadership, transportation support, etc.
- d) Make all WRV projects as inclusive as possible, as defined by specific and measurable criteria, and re-evaluate project inclusiveness based on these criteria at least once in 2025.

Goal 3: Create a culture of inclusivity throughout the WRV community

- a) Offer trainings and discussion opportunities each year for staff (11/year), Board (1/year), and volunteers (offer at least 4 opportunities)
 - i. 100% of new leaders, staff, and Board participate in Diversity, Equity and Inclusiveness training
 - ii. By 2026, 100% of staff lead a discussion focused on DEI
 - iii. Provide continued engagement opportunities (at least 2 a year) such as cultural events and facilitated discussions for volunteers
- b) Continue to implement inclusiveness best practices for WSLs and volunteer leaders on projects, including in the following areas
 - i. Establish and enforce our Code of Conduct and Staff Response Plan
 - ii. Create a safe space for community members to raise concerns and provide feedback to ensure we stay accountable
 - iii. Continue to review expectations around DEI practices on projects, such as land acknowledgements and going beyond them, providing pronouns, and more
 - iv. Provide all relevant resources in bi-lingual format/access
- c) Examine internal policies and re-evaluate DEI best practices and procedures for internal culture, including in hiring and human resources