



Water Education Colorado Equity Principles Adopted January 24, 2020

A review of Water Education Colorado (WEco) programs indicates that the demographics of individuals participating in our programs are not representative of the demographics of Colorado. We seek to address this disparity in order to operate according to our values, including *Information is for All*. Our 2020-2025 Strategic Plan directs us to look at programming through an equity lens. We also aim to lead by example in implementation of the 2020 Statewide Water Education Action Plan, which sets forth as a guiding principle that water education programs should be “accessible, engaging, and striving for equity.” The following set of equity principles represent our commitment as an organization moving forward:

Reducing Systemic Barriers

WEco recognizes the presence of physical, economic, and cultural barriers that influence access to water education and lead to a lack of diverse representation and overall participation in the water sector. WEco is committed to leading and participating in projects aimed at reducing these barriers and creating opportunities for growth and learning for any person regardless of race, ethnicity, national origin, immigration status, home language, gender, gender identity, sexual orientation, class, disability status, geography, age, socio-economic conditions and other factors.

Mutual Respect for Diverse Ways of Being, Knowing, Experiencing

WEco acknowledges a broad and diverse range of relationships and interdependencies of different people and cultures with water and the natural environment. Furthermore, WEco recognizes that the wise and efficient use of water adds to the quality of life for all Coloradans by providing for multiple water-related benefits that are integrally connected to the state’s economy and the welfare of all its residents. Accordingly, in designing and implementing its program activities, WEco will seek out a full range of community interests reflective of Colorado’s population. It will use all available means to assist persons to have their voices heard in water-related educational and decision-making forums.

Supporting Representation

WEco will strive to be more effective by building a leadership team and network of partners that are representative of Colorado’s diverse population and which fosters an inclusive, safe, equitable, and supportive environment, full of learning and sharing and free of harassment, prejudice, and discrimination.

Use and Collection of Data and Information

WEco commits to responsible and ethical collection and use of data and information gathered for all projects. Additionally, WEco will strive to use data to increase equitable access and participation in water education and water-based activities. Data will be collected in ways that are inclusive of all Coloradans regardless of race, ethnicity, national origin, immigration status, home language, gender, gender identity, sexual orientation, class, disability status, geography, age, socio-economic conditions and other factors.

**These equity principles draw generously on the policies of Metro Denver Nature Alliance.*