

Diversity, Equity, and Inclusion (DEI)

Purpose:

To address systemic inequities identified in the Commission's work and policies.

Vision:

The Commission reflects the unique demographics of the people who live and work in the NSA and leads as a pro-equity, anti-racist agency through our practices and policies.

Strategies:

Trainings and Workshops: For staff and Commissioners, including online DEI training required for staff, participate in other equity trainings and workshops as funding allows.

Management Plan Equity Audit: EConorthwest to conduct equity audit of Management Plan to inform the next Management Plan review.

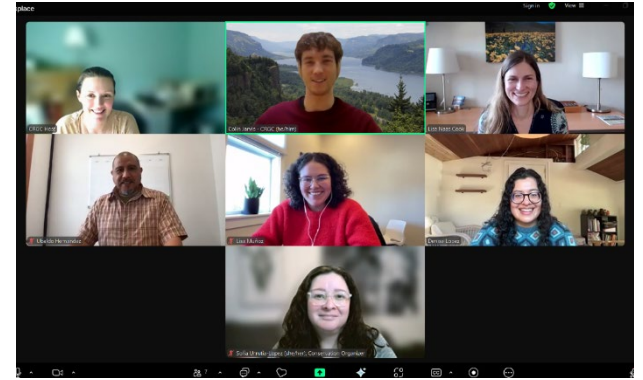
Pro-Equity Anti-Racism (PEAR) Team: Providing guidance on implementing the Commission's DEI Strategic Plan while building trust and strengthening relationships with community groups. PEAR Team advises Commission staff by helping to define specific goals, strategies, and actions.



Photo credit: confluenceproject.org

DEI: Notable Accomplishments

- **2024 Climate Equity Intern:** 12-week climate equity internship focused on climate justice and DEI goals. Her work included studying the CCAP and DEI Strategic Plan, researching toolkits, resources, and guides for environmental justice and DEI work. Provided recommendations based on research to help inform the Plans and the Commission's work.
- **Organizational Equity Training:** In response to the recommendation from PEAR Team that the Commission focus on internal DEI training, staff contracted with Center for Diversity and the Environment (CDE) to lead an organizational equity training for staff. Review and re-engage with DEI efforts including the organizational "why".
- **Confluence Field School:** Commission sponsored a cohort of the Field School in February 2025. Four-week series of story-driven, virtual meetings designed to elevate Indigenous voices in participants' understanding of the Columbia River system.





Avarna Workshops

1. Pre-recorded webinar

The What & Why of the Work Sometimes Called DEI

2. Discovery

One-on-one conversations to establish trust and understand the Columbia River Gorge Commission's mission, strategic goals, and challenges.

3. May 13th Commission Meeting - Learning Session 1

Facilitated discussions with Commissioners around the evolving landscape of DEI and what it means for the work of the Commission. Commissioners will leave with greater awareness and understanding of the evolving landscape of DEI, what DEI can mean today for the work of the Commission, and how to begin reframing DEI values in a more precise, plain, principled, and non-performative way.

4. June 10th Commission Meeting - Learning Session 2

Focus on land use history and its intersections with the body of work sometimes called "DEI."