

Fact Sheet

Proposed Resolution No. R1-2023-0001

This Fact Sheet includes a summary of the North Coast Regional Water Quality Control Board's (Regional Water Board's) Proposed Racial Equity Resolution No. R1-2023-0001 (Proposed Resolution). Please note that this Fact Sheet does not include everything in the Proposed Resolution and Regional Water Board staff encourage you to read the Proposed Resolution.

Content of the Proposed Resolution

Goals

- Acknowledge and condemn systemic racism and the role racism plays in creating inequities in access to and quality of beneficial uses in the North Coast Region.
- Commit to advancing racial equity and workforce equity within the Regional Water Board and the communities we serve.
- Direct Regional Water Board staff to advance racial and workforce equity and develop and implement an Action Plan for the North Coast Region.

Acknowledgements

The North Coast Water Board acknowledges the following in the Proposed Resolution:

- The existence of systemic racism across government institutions and government's role in redressing racial inequities;
- Race as a determinant of racial and environmental inequities;
- White supremacy as a system of exploitation and oppression of people of color for the purpose of maintaining and defending a system of wealth, power, and privilege;
- The colonization, genocide, and tribal sovereignty of Native Americans in the North Coast Region; and
- Condemns acts of racism, xenophobia, bigotry, white supremacy, and systemic racism.

Commitments

The North Coast Water Board commits to the following in the Proposed Resolution:

- Making racial equity, diversity, inclusion, and environmental justice central to our work and core values;
- Implementing applicable components of the State Water Board's Comprehensive Response to Climate Change Resolution and developing a region-specific

Fact Sheet

Proposed Resolution No. R1-2023-0001

strategy to in part address disproportionate effects of climate change on people of color; and

- Reaffirms our commitment to these actions:
 - Protection of public health and beneficial uses of water in all North Coast communities;
 - Consultation and improving communication, working relationships, and co-management practices with California Native American Tribes; and
 - Upholding California’s human right to water law and the State Water Board’s human right to water resolution.

Directives

The North Coast Water Board directs staff to develop and implement an Action Plan that does the following:

- Articulates a vision for racial and workforce equity;
- Addresses Regional Water Board systems that perpetuate racial inequities and supports new, equitable, and resilient systems;
- Includes 1) goals, actions, timelines, and metrics, and 2) quantitative and qualitative data collection methods to measure and evaluate progress;
- Is developed in consultation with and informed by 1) California Native American Tribes and 2) Black, Indigenous, Latinx, Asian, and other people of color communities in the North Coast Region;
- Implements applicable directives of the State of California’s Executive Order N-16-22; and
- Complements the State Water Resources Control Board’s Racial Equity Action Plan.

Glossary of Terms

The Regional Water Board uses these definitions for the following terms and recognizes the many alternative definitions for these terms:

Race: A social construct used to group people.

Racism: Prejudice against someone because of their race. Alternatively, Ibram X. Kendi defines racism as a marriage of racist policies and racist ideas that produces and normalizes racial inequities.

Diversity: A range of individual and social differences that are part of an identity. Describes a group, not an individual.

Fact Sheet

Proposed Resolution No. R1-2023-0001

Inclusion: Where people with different identities feel and are valued and welcomed, cultivating a sense of an individuals' belonging in a space or group.

Equity: Emphasizes *fairness* and recognizes that everyone starts from a different place and has different needs and therefore requires different support.

Racial Equity: When race can no longer be used to predict life outcomes and outcomes for all groups are improved.

Workforce Equity: When the workforce of a jurisdiction reflects the diversity of its residents, including across the breadth (functions and departments) and depth (hierarchy) of government.