2018-2020 Racial Equity Action Plan

Introduction

"As historically white-led environmental organizations that still hold structural power today, we are committed to dismantling systemic racism and advancing racial equity and environmental justice in all we do. We work with the understanding that the same beliefs, practices, and systems that create and perpetuate interpersonal and institutional racism, also create and perpetuate environmental destruction. Solving one cannot be done without solving the other. There is no environmental justice without racial justice and economic justice. Until we do this, we cannot fully achieve our mission." WEC and WCV Racial Justice Spine

WEC and WCV began our racial equity journey in 2014, with a number of things coinciding to bring race and racism into our organizational consciousness. Within the cultural context of the Movement for Black Lives, individual staff attended racial justice trainings, and began to have conversations with communities of color leaders about our failure to engage with them in the past and our desire to do so as we moved forward, particularly on climate work. Then, our work within the Alliance for Jobs and Clean Energy further challenged staff to educate themselves about racial justice. Throughout this time, staff began to understand how harmful whiteness has been within our organization and to the broader environmental movement.

From 2015-2016, WEC and WCV staff and board participated in trainings on race, racism, and whiteness. Following the racial justice goals outlined in the Strategic Plans, we created our first Racial Equity Action Plan in 2017. This was a starting point for integrating racial justice work within our organizational culture, coalitions and partnerships, human resources, and member education and outreach. This plan is the next iteration, which will span three years.

While we seek to create a more diverse, welcoming, and inclusive workplace, our end goal is not diversity. It is to create an anti-racist organization and pursue environmental justice.

We recognize that this work can be hard, messy, and painful. But at the same time we must not let perfectionism, guilt, or discomfort (products of white superiority) get in the way. We strive to show up with our whole selves and bring humility, courage, and radical compassion to how we treat ourselves and each other. We recognize that the work of POC/N and white staff will be different, and that this plan must be accountable to POC/N staff.

All staff will participate in teams to put this plan into action, in addition to integrating a racial justice lens into their work. The intent in creating this plan is not to silo it as separate "racial equity work," nor to get lost in the details of its execution, but rather to carry out the spirit of the Spine: to create an anti-racist organization and pursue environmental justice.

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Organizational Culture

To become an anti-racist organization, we strive to identify how white supremacy shows up in our work and office culture and to disrupt whiteness as the norm. We seek to create a workplace where white staff consistently engage in anti-racist dialogue and work, where POC/N staff fully share power and shape organizational decisions, and where all staff participate daily in creating a just and inclusive community.

GOAL 1

Support staff and board in actualizing and prioritizing racial justice work.

How do we get there	Measuring our progress
Hold quarterly staff meetings to present and discuss progress on the "pillars" of the plan.	Did they happen? What did we learn from these meetings?
Incorporate specific racial equity and justice goals into annual program area work plans.	Did programmatic work plans include racial equity goals? Did programs collaborate on developing these plans?
Carve out specific time in individual work plans, check-ins, and reviews to include racial justice. Incorporate racial justice work into job descriptions to hold all staff accountable.	Did each manager and staff person discuss racial justice work monthly? Did each person adjust their individual work plans to center racial justice work? Was racial justice added into relevant templates? Did the Executive Team evaluate trends and staff prioritization of racial justice work across the organization?
Assess staff training needs. Provide appropriate trainings for individuals, groups, and staff as a whole based on identified needs.	Did we conduct a short survey each year to determine what staff training is needed? What trainings were provided and what percentage of the staff participated (aiming for 100%)? Did we work with the HR team to identify mandatory racial justice trainings for onboarding, and broadcast individual/group training opportunities to all staff?

Support the board's advancement in racial justice education. Assess and provide board training needs.	Did we conduct a short survey each year to determine what board training is needed? What trainings were provided and what percentage of the board participated (aiming for 100%)? Did staff identify opportunities for racial justice learning and ways to help facilitate board engagement?
Incorporate racial justice and equity into board decision making structures and tools. Examples include: endorsements policies, pink sheet, board member onboarding, etc.	What policies and tools were changed?
Create a problem-solving team and process to help staff move past external barriers and resistance they face in advancing our racial equity goals.	Did we create a team and process? Did we use it and did it help move past barriers?
Ensure all staff and board understand why racial equity work is critical to achieving our mission. Engage in discussion around our racial equity Spine.	Do we keep our Spine updated? Do all staff understand and connect it personally to their work? Do all staff feel comfortable giving the "elevator pitch" version of the Spine?

GOAL 2

Identify whiteness and its impact personally, in our work, and in our community. Change existing norms and power structures to create an anti-racist culture. Conversations around whiteness can be roadblocked by "good vs. bad" morality frameworks that result in inaction, guilt, shame, and blame. Reframe these conversations to shift them away from goodness and personal value, and instead ask: "Does this action uphold white supremacy?" or, "Is this action anti-racist?"

How do we get there	Measuring our progress
Across program areas and departments, use racial caucusing as a tool to 1) identify whiteness in the workplace, 2) workshop equity issues, and 3) generate action items to disrupt whiteness and create an anti-racist culture. Caucuses meet separately and together, following the leadership of the people of color caucus.	Was a workshop teaching racial caucusing held? How many times did caucuses meet separately? How many times did caucuses meet together to report out and generate action items?

Have facilitated all-staff workshops and trainings to help us identify the impact of whiteness within the organization for staff and board.	Did staff and board complete trainings?
Identify, provide, and practice tools for how to manage discomfort and emotions that arise with discussing white supremacy. Facilitate role-playing for how to "call in" peers.	Was a "call in" training held? Were tools taught and practiced? Do staff have tools for how to acknowledge and manage emotions of discomfort, rage, etc. around discussions of white supremacy?
Examine how WEC and WCV's programmatic and political work continues to uphold white supremacy, and identify how our work can become actively anti-racist. Educate and advocate for similar changes with partners and decision makers.	Did we identify systems that WEC/WCV work in and how those systems uphold white supremacy? Did we identify our role and our power in these historically white-dominated systems? Did we act in ways that challenge systems of oppression and work to recreate systems to be equitable and just? Did we have conversations with partners and decision makers? Did we support our staff in this work by creating a questionnaire that evaluates programs and policies? (For example, who is involved and benefits from programs and policies, historically and today?)
Uplift other forms of communication and knowledge and expression not prioritized by whiteness.	Do we value lived experience and other forms of knowledge, and not rely solely on research and evidence-based knowledge? Did we provide resources and support for staff to evaluate the ways we communicate, in meetings, coalitions, etc.? Did we create space for art, music, and dance? Did we bring more artists into our programs?
Create space for and encourage deeper relationships among staff to build trust and communication.	Did we create a budget for non-work large and small gatherings?

	Did we create spaces for rest, play, sharing meals, and building community in our office?

Coalitions & Partnerships

To pursue racial justice, we will transform how and with whom we work in coalition, forming strong partnerships with communities of color and tribes that are rooted in trust and collaboration. We will use our privilege and power in predominantly white coalitions and partnerships to advance racial equity and justice. We also will use our leadership role in the community of historically white-led environmental organizations to support anti-racist learning and growth.

GOAL 1

Recognizing that since time immemorial, Indigenous peoples have called home what we now call the United States of America, build knowledge and systems to assess how our work affects and connects with tribes. Evolve our practices to work in ways that respect tribal treaty rights and interests in the protection of land, air, and water.

How do we get there	Measuring our progress
Hold and document an all-organization training to build skills and protocol for working collaboratively with sovereign tribal nations.	Did we hold a training?
Form a staff working group to develop an organizational history of our engagement with tribal nations and share with staff in an organization-wide training.	Was the staff working group formed and did they produce the training? What did we learn from the all-organization training?
Devote more of our ongoing racial equity discussions and learning sessions (like Lunch and Learn) to tribal issues including with tribal authors and/or sources.	Did we have learning sessions focused on tribal issues?
Create a tool for assessing how projects, processes, or campaigns (current and potential new ones) affect tribes. Incorporate analysis of how our past work in these areas has affected tribes.	Did we create the tool? Did we train staff in how to use the tool, including practice and role playing?

Create a working group to help implement and teach the tool.	How did we implement the tool?
Develop a protocol for contacting local tribal entities about our work before we begin it or during the work if it is already underway. As part of this outreach, seek feedback where appropriate from tribes about our past communications and relationships with them, to guide us to improve over time.	Did we develop the protocol? How did we implement it? Did we incorporate feedback from tribes and adjust our communications with tribes? Did we continue to track and centralize tribal relationships with board and staff in Salesforce?
Develop standards of engagement for working together with tribes on a project or campaign, including how we communicate to the media, our members, and others about how we are working with the tribe.	Did we develop the standards? How did we implement them?

GOAL 2

Use our structural power in new and existing coalitions to center racial equity and advance an anti-racist agenda in our issue, policy, and advocacy practices. Foster strong partnerships with community of color-led organizations that are not transactional but rooted in trust, collaboration, and support.

How do we get there	Measuring our progress
[Refine a racial equity coalition tool](#) that will guide how we leverage our structural power for anti-racist agendas in coalitions. Create a working group to update, train staff, and support evaluation and implementation.	Did we refine and continue to update the tool? Did a working group train staff on how to use the tool, and support staff in implementation?
Use the tool to evaluate existing working partnerships, and evolve these partnerships to be more equitable in policy goals, composition, and power structures.	By using this tool, how did existing coalitions evolve in their policy goals, composition, and power structures? What have we learned?

Apply the tool to new coalitions as they form to center racial equity.	Did new coalitions center racial equity in their policy goals, composition, and power structures?
Authentically leverage our privilege to support community of color-led organizations through activities such as shared fundraising, capacity support, and enhanced political power. Further develop this goal in year one of the three-year plan, including, as appropriate, dialogue with community of color partners about how they would like to see our organizations leverage our privilege as we work together with them.	How did we do this? Did we share internally across program areas lessons learned to improve how we work? How did we refine this goal through dialogue with community of color partners?

GOAL 3

Support anti-racist learning and community building amongst historically and currently white-led environmental organizations.

How do we get there	Measuring our progress
Ensure the continuation of the Historically White-Led Organizations (HWLs) Learning Group. Consider the formation of an organizing committee amongst WEC/WCV and all participants with a goal of decentralizing leadership.	Did we increase WEC/WCV staff participation in the learning group? Did we clarify the goals and leadership of the Historically White-Led (HWLs) Learning Group both internally and with external partners?
Use our leadership position amongst historically white-led environmental organizations to leverage change, including when necessary by holding other historically white-led organizations accountable around racial equity, as we also continue to hold ourselves accountable.	Did we share the resources created through this plan with other historically white-led organizations to support change? Did we have trainings within WEC/WCV for white staff to learn how to leverage privilege to call out problematic behavior, including practice scenarios and role playing? Did we create ongoing opportunities for staff to share their experiences? How did we support our white-led partners in working toward racial justice? Did we leverage leadership-to-leadership relationships?

Human Resources

As a historically white-led organization, we have HR practices and policies that uphold white supremacy in how we hire, support, and empower our staff, resulting in barriers for people of color. By increasing transparency, improving objectivity, and equitably distributing resources, we will challenge and dismantle these systems.

GOAL 1

Dismantle systemic barriers to employing people of color at WEC and WCV and advance equitable hiring practices. Develop a Fair Hiring Kit that ensures a fair process and results in a diverse applicant pool and new staff.

How do we get there	Measuring our progress
Provide implicit bias information to every member of the hiring team, and require all members take the Race Implicit Association Test and review relevant articles.	Did all members of hiring teams receive this information and complete the implicit bias test? Did we support staff learning about racial implicit bias by hosting reflective conversations about the meaning of test results? How has reflecting on implicit bias impacted the behavior of the hiring team? How were hiring practices changed to counteract implicit bias?
Identify and invest in growing our networks and ad markets for publicizing job openings.	What new networks and ad markets were explored and reached? How did our applicant pool change in response to this work?
Develop the Fair Interview Guide to ensure all applicants experience a transparent and equal process.	Was the guide created? Was it reviewed every year by the HR equity team? Did we receive and incorporate any feedback from applicants on the interview process?

Implement a scoring matrix that allows hiring teams objectively to find the best candidates.	Was the scoring matrix created?
	Was the matrix reviewed every year by the HR equity team?
	What benefits were achieved by the use of the matrix?
Set and achieve goals and establish metrics for increasing applicant and organizational diversity.	Do we understand the demographics of our current applicant pool?
	Did we set goals and establish metrics for our organizations' demographics?
	How did we use these goals and metrics to change practices and policies?
	Did we achieve our diversity goals for the applicant pool?
	Did a more diverse applicant pool increase staff diversity?

GOAL 2

Ensure fair and objective systems for performance reviews and performance improvement. Actively support the success of our employees as well as ensure that we avoid bias and discrimination, racial or otherwise.

How do we get there	Measuring our progress
Set organization-wide standards and expectations for review processes in order to ensure fair and objective performance evaluations.	Were these standards created and adopted?
	Were supervisors provided with a performance evaluation template that can be adapted?
	Did managers receive support and training to improve their review processes?
	Do staff feel like they understood their performance expectations?
	Were job descriptions updated to reflect accurate position expectations?

Complete end of year performance reviews by December 31 for every staff member, in addition to quarterly reviews to ensure staff members are on track to meet annual performance expectations.	Was each annual review conducted? Were managers' reviews contingent upon them completing their team's reviews?
Develop a Performance Improvement Plan (PIP) Policy to create clear systems for underperforming staff to get back on track.	Was a PIP policy written? How did we ensure the PIP policy is objective? How was the PIP policy integrated into supervisor training?

GOAL 3

Create more opportunities for professional growth within our organization for all staff and interns. Ensure a workplace where everyone can thrive and grow by working to remove barriers that have historically prevented people of color from becoming leaders in the environmental community.

How do we get there	Measuring our progress
Set goals for expanding our internship program and dedicate more resources and staff time to the internship program.	Did we expand our internship opportunities for all departments, such as to administrative and data roles? Have we reevaluated and accounted for barriers, such as stipend adjustments for cost of living, flexible hours, and time commitment considerations? Have we received and acted on feedback from former interns? Have the steps we've taken to expand the reach of our job announcements been applied to internships, and vice versa?
Develop a fellowship program for the Rising American Electorate (unmarried women, people of color, and young people who constitute a majority of voting-eligible citizens) by 2020. Identify and articulate the value of this program to our mission.	Did we identify opportunities and barriers to developing a fellowship program? What steps have we taken to establish this program? Did we decide on a target audience for the fellowship?

	What partners did we include in the development of the fellowship?
Encourage staff to consider professional pathways within the organization. Managers should work with members of their teams to identify opportunities for growth and development.	Did managers support their teams in exploring professional pathways, in and outside of the organization? Were both vertical and lateral career growth opportunities discussed? Were these conversations linked to their professional development and continued learning goals?
Evaluate and improve retention of POC/N staff.	Did we identify our retention/attrition rates of self-identified POC/N staff? How do these numbers compare against those of white staff? Did we survey POC/N staff to identify what sorts of support they need in order to "thrive and flourish" at WEC? What did we do with these survey results?
Establish an internal hiring process that balances opportunities for internal employee growth with our goals of ensuring diverse applicant pools.	Did we create a set of guidelines and best practices for internal hiring? How have we considered the impacts of internal hiring to the diversity of an applicant pool for an open position? Have there been an increase in internal promotions and career growth?

GOAL 4

Invest in our staff in a transparent and equitable manner through compensation, benefits, and professional development. Establish fair processes and transparent rationale to remove inequities in compensation and opportunity for groups that face discrimination.

How do we get there	Measuring our progress
Analyze the racial demographics of our organization, as it relates to structural power, turnover, pay, and position level.	What differences occurred between year one and year three of the plan? How was this information used?
Create systems for identifying and sharing professional development opportunities for individuals. Dedicate a specific list of racial justice trainings.	Did we maintain and add to a list of racial justice trainings for new staff members, shared during the onboarding process? Did the number of trainings and opportunities staff took advantage of increase due to these changes?
Set clear expectations and regularly communicate with staff around resources each staff member receives for professional development.	Did we create clearly define and communicate what resources are available to each staff member for their professional development? Do staff feel empowered to make the most of their professional development resources? Did managers hold their team accountable for making use of professional development opportunities?
Create methods for sharing professional development resources and experiences so that benefits can stretch across the organization.	How were resources from professional development shared? How were experiences from professional development shared? Did staff feel benefit from the sharing of resources and experiences?
Improve salary transparency through benchmarking and sharing rationale on raises and salary ranges.	Did we benchmark salary for positions and share the rationale behind those decisions? Did we standardize best practices for raises and share the rationale behind those decisions? Did we gather and use data on payment inequities to inform our decisions, such as with gender, race, etc?

	How did we account for cost of living adjustments?
Ensure all staff have the tools to discuss their salaries and raises and the rationale behind those decisions.	Were tools and opportunities to talk about compensation provided? Do staff feel like they are compensated in a fair and just manner?

Member Education & Outreach

As a historically and currently white-led organization, the ways in which we communicate and interact with our majority white membership has both upheld white supremacy within the environmental movement and excluded communities of color and tribal nations. We must educate our membership about the role of white supremacy in the environmental movement and build racial justice into the everyday way we talk about our work. We will work to dismantle systemic barriers to our programmatic activities through our communications, fundraising, and outreach efforts to engage a more racially diverse audience.

GOAL 1

Educate our majority white membership base about the role of white supremacy in the mainstream environmental movement and the inextricable connections between the environment and racial justice.

How do we get there	Measuring our progress
Ensure a racial equity lens is included in the approval process for external communications.	Did we systematize this for email, website, social, etc? Were our Environmental & Racial Justice website pages kept updated with resources?
Ensure all external communications are based in our spine by using a glossary and style guide (website, social, email, LTE, media).	Has the glossary and style guide been institutionalized and systematized (ex: through all-staff training, resources, updates)?
Create a plan for a dedicated member education series on racial justice, environmental justice, and equity, working out what channels are the best medium, and how to implement.	Did a dedicated team work on this plan? Did we do an annual survey on equity and racial justice for our membership to follow up on 2016?
Explore the idea of hosting events, town halls, or workshops to educate about the intersections of racism, white supremacy, and environmental justice. Consider partnering with other white-led organizations.	Did we explore the idea of inviting speakers on whiteness to lead a series of educational conversations around the intersections of racism, white supremacy, and environmental justice? Did we train staff on how to hold conversations about race with our historically white membership base? What did we learn from this process?

Connect our work to racial justice outcomes in media communications.	Did our outreach to media make the connection to racial justice?
	Did we partner with CoC-based organizations in pitching stories?
	Did we reach out to media that serves a predominantly CoC audience when applicable?
Amplify stories that center the voices of communities that are the most impacted.	Did we identify opportunities to incorporate individual storytelling into communications?
	Did we work with volunteers to share their stories?
	Did we create a system for collecting stories?

GOAL 2

At field, fundraising, programmatic, and outreach events, improve and expand our engagement of tribal nations, Indigenous people, and people of color.

How do we get there	Measuring our progress
Host and partner on a variety of events to provide multiple layers of opportunities for engagement. Across field, development, and programs, create an idea bank of event types that can engage different types of people.	Did we list the different types of events we hosted in the past?
	Did we hold diverse types of events?
	Did we hold events in geographic areas that match our organizational targets?
	Who did we partner with on events, and were we able to bring in new partners?
Remove barriers for tribal members and communities of color to engage at our events so that more people come to our events.	Did we identify barriers at different types of events?
	Did we remove barriers and intentionally provide opportunities for people to engage with our work in ways that they want and are able to?

	Did tribal members and communities of color attend and partner at our events?
Create opportunities for donors at all levels to participate in our fundraising events.	Did we create systems that allow the inclusion of people at varying income levels at our events? Did we get more small gifts compared to past events?
Develop common practices for people with disabilities to engage at events.	Did we develop common practices or a checklist?

GOAL 3

Expand our membership and engagement efforts to better represent Washington's racial demographics through intentional program-by-program development.

How do we get there	Measuring our progress
Annually measure membership demographics.	Did we create systems in order to do this?
Strategize with each program area to develop specific goals around outreach, events, and communications in order to better reach Washington's demographics.	Did each program area develop goals and take action items? How did that change how we do outreach, events, and communications?
Explore joint actions (email list actions) with CoC-led organizations and provide additional capacity when needed.	How did we develop deeper relationships with CoC-led organizations that include shared actions?
Explore ways to do traditional list growth to expand membership base to include a more diverse audience.	Did we do this? How did this change the people who we reach?

Glossary

White supremacy shapes everything about life in the United States of America and is the system within which we operate as an organization. It determines who has access to resources, power, and safety. It structurally, culturally, and morally positions white people (Europeans and European descendants) as the epitome of human achievement, centering them as normal, worthy, safe, intelligent, and good, and all others as deviant. White supremacy successfully endures through ongoing investment in racist and colonialist systems, institutions, and laws, and through the ignorance, inaction, silence, and complicity of white people and their reluctance to break with white solidarity.

White supremacy is founded in violence and theft, and strategically employed the genocide of Native Americans, theft of Indigenous land, and forced migration, enslavement, labor, and torture of Africans to accumulate land, resources, and wealth.

Today, this violence and theft is institutionalized by our policing, legal, and criminal justice systems. The murder of people of color, seizure of their property, mass incarceration, and forced labor is legitimated by United States laws and courts. Treaty agreements with Tribal Nations are repeatedly violated and unceded Indigenous land continues to be exploited and occupied.

This history and contemporary exercise of oppression, violence, and extraction by white people over people of color and tribal nations informs how WEC/WCV interacts with non-white communities. The environmental community within which WEC/WCV operates (our coalition partners, fellow non-profits, donor and membership base, and political system) is predominantly white. Few people of color or native people are at decision making tables or in positions of power, because of the structural white supremacy of the environmental community. As a consequence, **environmental justice** arose to meet the needs of communities of color.

To quote Robin DiAngelo: *"White people like me should use the term because it shifts the race problem to us, where it belongs."*

Whiteness

The culture upholding white supremacy, characterized by white comfort, white superiority, and the invisibility of white privilege to white people. In this document, it is sometimes used in place of white supremacy for white comfort and accessibility to content.

Environmental justice

Due in large part to the environmental movement being historically white-led, there have been unequal benefits of environmental protection with most benefits felt by white communities. This has led to a present-day landscape of environmental injustice where POC/N bear the most burden of pollution and environmental degradation. Environmental

justice, therefore, is the proactive work by individuals and organizations to ensure environmental policies, practices, attitudes, and actions provide fair and equitable involvement of, and outcomes for, all people. This work is often led by communities of color and tribal nations, while historically white-led organizations have an important role to play. As noted by the EPA, environmental justice will be achieved when "everyone enjoys the same degree of protection from environmental and health hazards and equal access to the decision-making process to have a healthy environment in which to live, learn, and work."

Racial justice & racial equity

To achieve the goal of environmental justice in which people of all races are safe from hazards and have equal access to decision-making processes and power, we must take on the work of racial justice. Keeping a racial justice lens applied to our work helps us identify where racism exists in environmental work and how we can dismantle the systems that perpetuate it.

Racial justice is the work to uproot historically racist systems and replace them with fair, just, and equitable policies and practices. This work means addressing the root causes of injustices as well as taking up _racial equity to redistribute power, resources, and opportunitie_s. This focus ensures we work to eliminate policies and practices that reinforce differential environmental outcomes by race as well as to ensure fair access to decision-making power.

Equity is giving everyone what they need to be successful, whereas equality is treating everyone the same. We recognize that success is often constructed by whiteness, and therefore the larger work of racial justice seeks to break down white dominant culture and rebuild a society where all can define success for themselves.

Racial equity works within the system, whereas racial justice works to change the system.

POC/N

During staff trainings with Heather Hackman, she presented this term to us to ensure we are inclusive and intentional in how we refer to people that are not of white, European descent. _POC/N_ stands for _people of color and native people._ If used in the plural, we use _communities of color and tribal nations._ With over 500 federally recognized tribal nations in the US, Indigenous people are first and foremost members of tribal nations. They are not part of an "ethnic" or "minority" group, but are the Indigenous people of this continent. We use POC/N to affirm the political and cultural sovereignty of native people and uphold their identity.

Native vs. Indigenous vs. Tribal

Self-identification is the best guide for determining appropriate Indigenous terminology. Always use the self-identified name where possible, such as referring to an individual as Lummi or a nation as the Puyallup Tribe.

'Indigenous' is the appropriate term when the self-identified name is unknown or when describing Indigenous people on broader terms. Always capitalize Indigenous as a sign of respect the same way that English and Spanish would be

capitalized. Preference for 'Indigenous' was recognized by the United Nations when it established the Permanent Forum on Indigenous Issues (2000) and passed the Declaration of the Rights of Indigenous Peoples (2007). However, different preferences are prevalent across Washington state.

'Native' has been considered outdated (primarily still used as slang) and replaced by Indigenous, but should still be used when working with organizations such as the Native Women's Association of Canada or when individuals or tribes self-identify using the term (source).

'Tribal' is a term more often connected to governance structures, such as tribal nation, tribal sovereignty, or tribal leaders.

Another resource when determining the appropriate terminology is the Native American Journalists Association.

Diversity and inclusion

According to the Green 2.0 report, People of Color have only ever made up 12% of environmental non-governmental organizations. While a diverse and inclusive workplace with a racially diverse staff, board, and membership is an important element of our work, it is not the end goal. More importantly, identifying and removing the barriers that exclude POC/N from our community and workplace will both help us in our work toward racial justice and will result in creating more inclusive spaces for all.

Historically white-led (or HWL)

Despite increasing racial diversity in the United States, the racial composition in mainstream environmental organizations and agencies has not broken the 12-16% "green ceiling." These organizations are historically and currently white-led, consisting of a majority white staff and almost entirely white leadership and boards. By not learning about and dismantling white supremacy, the mainstream environmental movement continues to uphold the racist systems in which we work, resulting in inequitable outcomes and policies that benefit white people.

This term comes from the City of Seattle's Equity & Environment Agenda.

Racial caucusing

White people and people of color each have work to do separately and together. Caucuses provide spaces for people to work within their own racial groups. For white people, a caucus provides time and space to work explicitly and intentionally on understanding white culture and white privilege and to increase individuals' critical analysis around these concepts. A white caucus also puts the onus on white people to teach each other about these ideas, rather than constantly relying on people of color to teach them. For people of color, a caucus is a place to work with their peers on their experiences of internalized racism, for healing and to work on liberation. Definition from Racial Equity Tools.