

## 2023 Diversity, Equity and Inclusion (DEI) Plan

BWSR is committed to diversity, equity and inclusion (DEI) and is working internally to improve DEI policies and practices across the organization. Our work focuses on the 78% of state land held in private ownership and understanding the ways in which the norms and values of different cultural groups shape their relationship to Minnesota's natural resources is critical to engaging landowners and contributes to the promotion of equity and sustainability in our programs.

### DEI Areas of Impact

The five Priority Areas listed below were identified by BWSR staff and board members as the most important items BWSR has to achieve our DEI goals and actions:



#### **CULTURE**

The culture at BWSR supports DEI values, promotes open communication, safety, continuous improvement and transparency.



#### **LEARNING AND DEVELOPMENT**

Dedicated positions, committees and workgroups (DEI structures) work together to provide coordination, guidance, leadership and collaboration to execute the DEI plan.



#### **IMPLEMENTATION SUPPORT**

Sustained organizational growth, DEI integration and dedicated learning and development results in an environment committed to the exchange of ideas and continuous learning.



#### **PARTNERSHIP**

New partnerships and support to existing partners expand BWSR's work with diverse populations (Ex., LGUs, landowners, local partners, NGOs, tribal governments, BIPOC communities, renters, non-traditional farmers, other underrepresented groups).



#### **PROGRAMS, POLICIES AND PRACTICE**

BWSR's programs, policies, and practices provide equitable resources and opportunities in consideration of state DEI policies.

## MISSION

*To improve and protect Minnesota's water and soil resources by working in partnership with local organizations and private landowners.*