

Oswego Lake Watershed Council Equity Action Team

The Equity Action Team is a committee composed of OLWC staff, Board members, and community partners. This group meets monthly to address equity, diversity, and inclusion in our work and create actions to better represent the diverse voices of our community.

Specific focuses include:

- Awareness-raising for the Board, and for the Community (and action team members)
- Action - Bring in funds for DEI efforts and integrating this work into programming
- Review and improve Internal Policies
- Partnerships and Relationship building are central to our work
- Reciprocity - embedding this in the culture of the organization
- Creating intentionality within organizational culture

Equity and Inclusion Plan

2021-2023 Strategic Plan goal 4: Foster a welcoming, equitable, and inclusive organization. Improve programming and community impact through self-improvement, building partnerships, and engaging with all who work, learn, recreate, and live in our community.

Objective 1: Establish a structure to implement DEI strategies and actions across OLWC

Objective 2: Strengthen and build partnerships & relationships with diverse local organizations, with a focus on reciprocity

Objective 3: Improve equitable programming and increase community impact

Objective 4: Engage with the LO community