



## **Commitment to More Proactive Action to Address Racial Disparities**

June 8, 2020

Historically across this country, people of color disproportionately have borne the impacts of pollution. The Elizabeth River is for everyone. But actions speak louder than words.

The Executive Committee of the Elizabeth River Project's Board as of June 8, 2020 commits to work with our full board, stakeholders and advisors to develop an action plan to achieve more proactive inclusion of people of color in all aspects of our organization, from our leadership and staff to our programs and procurement practices. We commit to the pursuit of these goals:

- 1) We will more thoroughly examine and quantify the unfair impacts of environmental degradation on minority communities of the Elizabeth River, and ensure that addressing these inequities is a cornerstone of our next Watershed Action Plan for the Elizabeth River.
- 2) We commit to more proactive recruitment of people of color for our board and staff. We commit to more proactive recruitment of minority firms for consideration in our purchasing and procurement of services.
- 3) Elizabeth River Project will increase our internships for young people of color, and consider scholarships and fellowships as additional tools to encourage more minority youth to pursue careers in environmental fields.