



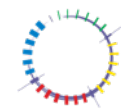
THE KALEIDOSCOPE GROUP



CONNECTING DEI TO MISSION CLEAN WATER COMMISSION OF CLARK COUNTY

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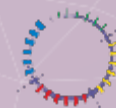


BEING CONSCIOUSLY INCLUSIVE AND INTENTIONAL

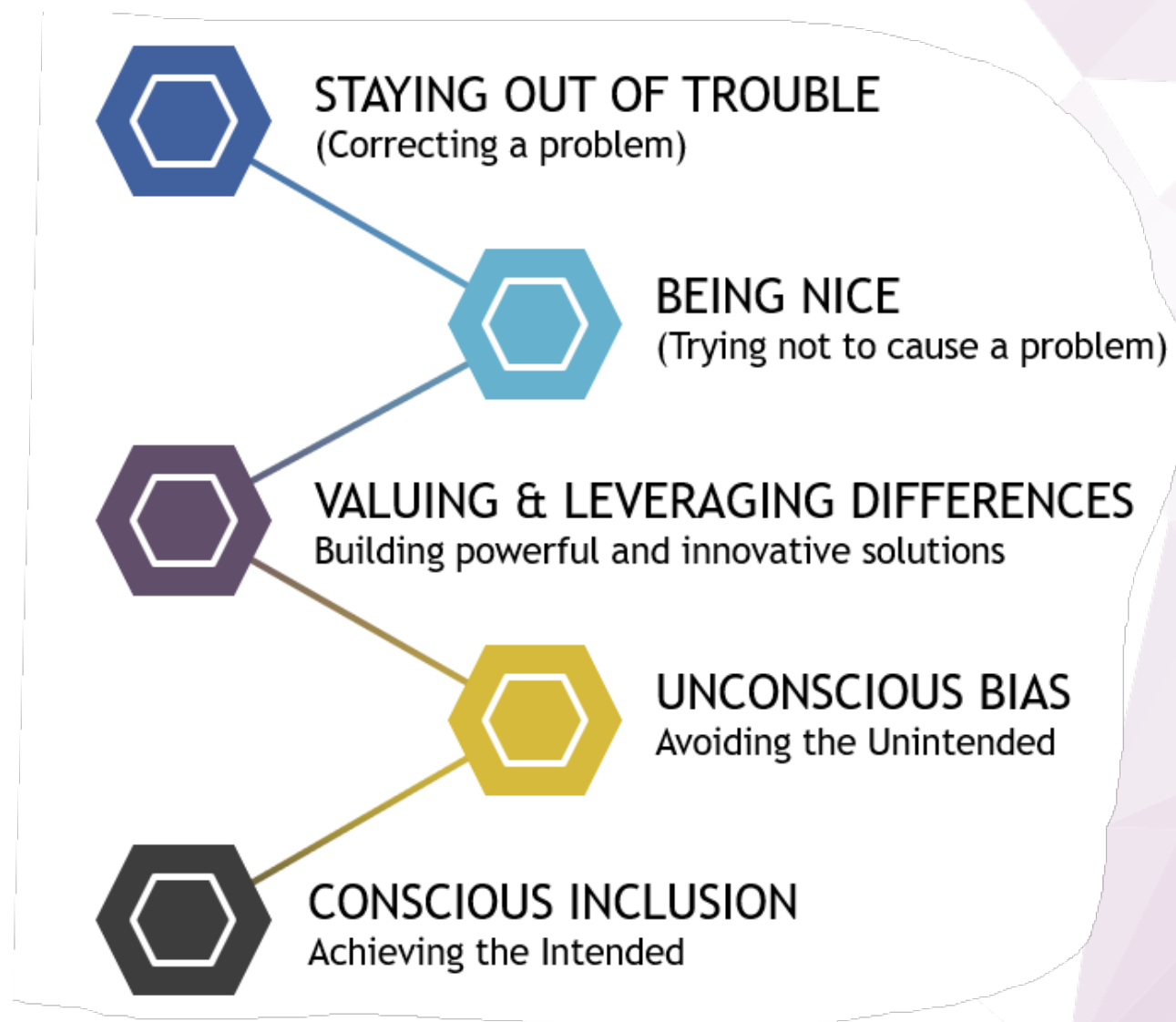
THINK: Expand thoughts

BELIEVE: Assess and Challenge Biases

DEMONSTRATE:
Adapt, Modify or Change Behavior



DEI DEVELOPMENT EVOLUTION





KALEIDOSCOPE DEFINITIONS OF DEI

DIVERSITY

Variety of abilities, skills, experiences and cultural backgrounds of all stakeholders.

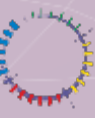
EQUITY

Establish policies and practices that promote fair opportunities and outcomes for all.

INCLUSION

To value and leverage differences to achieve superior results.



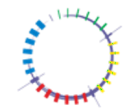


WATER EQUITY

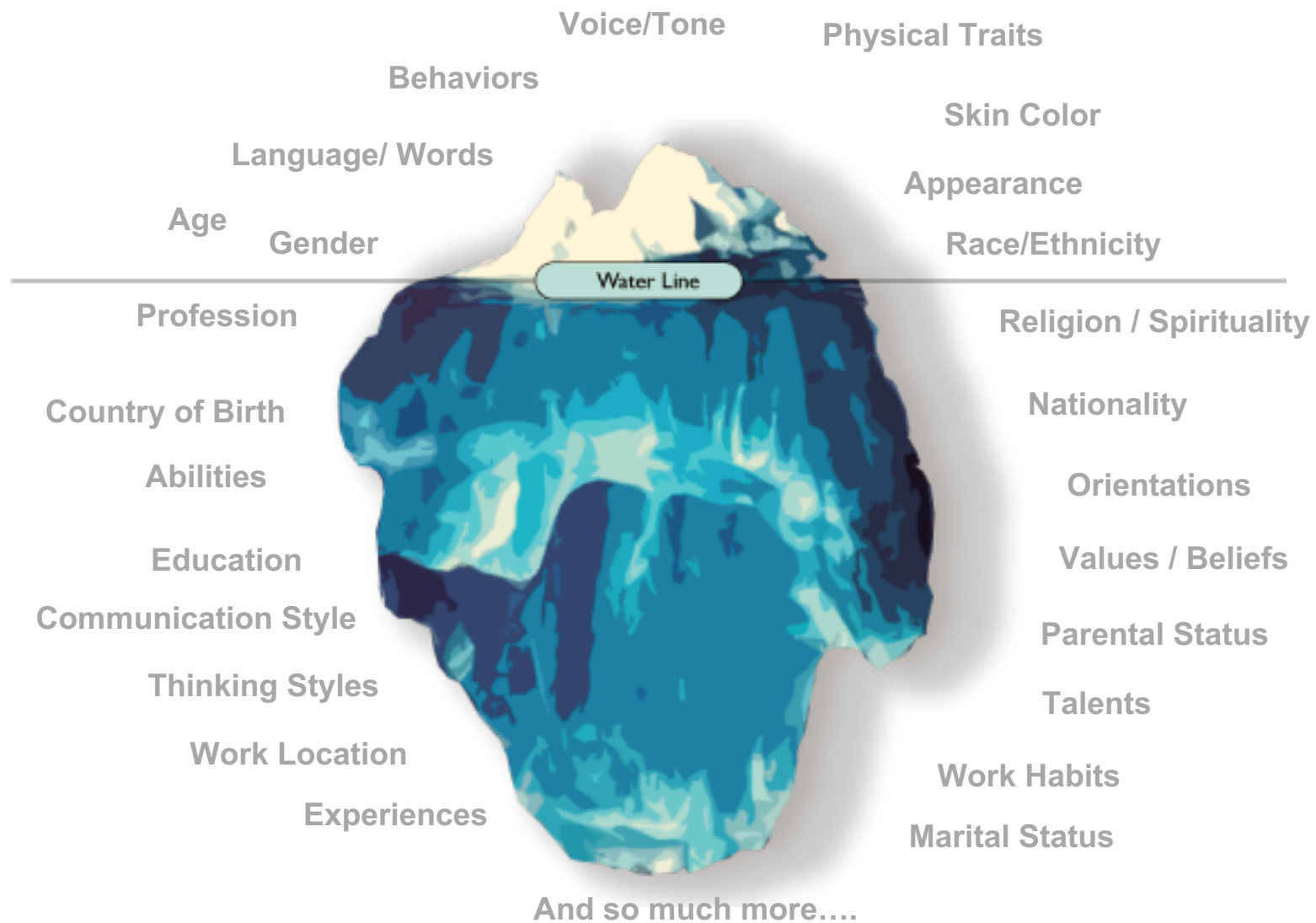
Water equity occurs when all communities (and the people within them):

- Have access to safe, clean, affordable drinking water and wastewater services;
- Are resilient in the face of floods, drought, and other climate risks
- Have a role in decision-making processes related to water management in their communities;
- Share in the economic, social, and environmental benefits of water systems.

-US Water Alliance



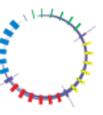
DIMENSIONS OF DIVERSITY





WHY DEI MATTERS to CLARK COUNTY CLEAN WATER COMMISSION

- Effects of rain and stormwater may fall in fairly equal amounts, but the effects will disrupt peoples lives differently depending on many factors:
 - Where you live
 - How prepared the community is to weather the storm
 - Vulnerability to urban flooding reflects social vulnerabilities
- Low-income areas that are often populated with people of color or non-native English speakers are exposed to greater environmental hazards
 - Lower tax bases
 - Lack capacity to adapt to environmental shocks
 - Repeated flooding
- Your mission and values statements connect you to a stakeholder interest developing a sustainability plan with the County to address disproportionate impact among low-income neighborhoods and communities.



FLOODING EVENTS AND DIVERSE COMMUNITIES

- Flooding is the most common and costly disaster we face in the US:
 - Nationwide, flooding claims tend to be concentrated in economically marginalized areas (\$8B in claims every year out of \$83B in global natural disaster claims)
 - Unequal ability to manage stormwater is connected to inequities at institutional, political, and socio-economic levels.
 - History of redlining may exacerbate disproportionate impact
 - Black and Brown communities and low-income populations tend to be located in low-lying neighborhoods that flood more frequently, yet flood insurance (even NFIP) is out of reach for low-income community members.
- Urban flooding in some areas may be exacerbated
 - Localized flooding events have increased more than 300 percent in recent years

INTERSECTIONAL DIVERSITY CREATES EVEN MORE NEGATIVE IMPACT



Considerations:

- Urban areas are particularly problematic (stormwater infrastructure deterioration, population growth, accelerated development)
- Nearly 20 percent of claim dollars paid by NFIP between 2010 and 2019 were in ZIP codes where at least $\frac{1}{4}$ of residents are Black, but these ZIP codes make up only 13% of the population.

EXAMPLE: An elderly woman with a physical disability, no private vehicle, lives in a flood plain, and no homeowner's insurance.

- What guidance would the Clean Water Commission offer regarding infrastructure or other improvements should the County implement that strengthens her resilience to future disasters related to stormwater flooding?



BRIDGING MISSION TO SOLUTIONS

Leading practices in environmental sustainability include:

- Integrating community into sustainability planning and recognizing that not all neighborhoods experience the same events the same way
- Define a sustainability plan that includes goals and supporting objectives that are measurable
- Develop and sustain an inclusive process that intentionally invites perspectives from a variety of community members in Clark County
- Build collaborative relationships with multiple partners
- Include equity goals in strategic planning
- Identify performance indicators that are linked to desirable outcomes



BUILDING COMMUNITY ENGAGEMENT

- Assume good intent
- Acknowledge historic injustices as contributing factors to water challenges
- Honor lived experience, academic information, and technical expertise
- Provide varied engagement opportunities and share power
- Slow down and build trust
- Be like water - water always finds a way!

THANK YOU AND QUESTIONS

