

# Brainstorming Session Summary



## DEIB Goals

### Diversity & Inclusion

Something potentially troubling around the internal sentiments of diversity and inclusion. As a primarily female operated and LGBTQ+ inclusive organization, many are content in a way that may work against diversity. Some internal stakeholders feel that the lack of presence and retention of BIPOC individuals on the board is evidence of a problem.

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### Equity

Advancement for one group of people is not always advancement for others. Dirty neighborhoods shouldn't be the only ones affordable to disenfranchised groups of people. If cleaning up neighborhoods drives up prices and taxes, that's a systematic problem. Most of the advocacy from TC has been around single-use plastics. Perhaps there is an opportunity in affordable housing.



## DEIB Recruitment

### If we had unlimited resources...

- We would pay every person who volunteers with us. We get paid to do the work, why shouldn't they?
  - We would do education every year in school about the local environment. We could reach every student every year.
  - We could reincorporate as an organization to lobby for fair housing measures.
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### If we were connected to everyone in [redacted] County...

- We would break down the walls of segregation. Our volunteer, staff, and board would look different. The internal stakeholders would see inclusion of representatives from all peoples in [redacted] County.