

California Native Plant Society
Resolution No. 2021-05

CNPS Justice, Equity, Diversity, and Inclusion Commitment

WHEREAS, human diversity can be defined, in part, as differences in race, ethnicity, nationality, gender, gender identity, sexual orientation, socio-economic status, age, physical and mental capabilities, and religious beliefs; and

WHEREAS, human diversity is not always equitably represented in either broad or specific ways within the native plant community; and

Whereas, scientific and horticultural education resources and materials are not always disseminated or produced in ways that both reach and appeal to diverse and untapped communities; and

WHEREAS, California's natural resource consumption and land-use practices have often disproportionately affected and placed excessive burdens on low-income communities, communities of color, indigenous people, and others who have historically faced racism and institutional discrimination; and

WHEREAS, justice, equity, diversity, and inclusion (JEDI) are poorly defined and understood, and the California Native Plant Society has not yet adequately sought to ensure our vision, programs, activities, organization, and goals mirror the diverse communities in California.

NOW, THEREFORE, BE IT RESOLVED that the California Native Plant Society is committed to building a community of staff, board members, chapter leaders, members, donors, volunteers, and partners that hold justice, equity, diversity, and inclusion as core values; and

BE IT FURTHER RESOLVED that this commitment is intended to strengthen the organization, improve our overall effectiveness, and help ensure the policies we advance and programs we implement to save California's native plants and places:

- Include plans to promote JEDI principles and cultural competencies among staff across our organization and advance a vision to target untapped populations,
- Create and maintain opportunities for engagement, education, and discourse related to issues of justice, equity, diversity, and inclusion,
- Strive to build and support a community whose members have diverse cultures, backgrounds, and life experiences,
- Ensure our leaders are role models for JEDI principles that build an inclusive culture, and
- Include measurable objectives and active monitoring of progress on an annual basis, and

BE IT FURTHER RESOLVED that the CNPS Board of Directors hereby endorses a wide array of efforts to ensure diversity, equity, inclusion, and justice become central to the core values of the organization and pledges its support of staff, committees, chapters, and other groups, including financial support as appropriate, to ensure the success of this commitment, and

BE IT FINALLY RESOLVED that the CNPS Board of Directors establishes a Committee on Justice, Equity, Diversity, and Inclusion to guide the organization in refocusing existing and

developing new policies and programs appropriate and necessary to accomplish the purposes of this Resolution.

MOVED by Director _____, SECONDED by Director _____
and adopted _____ by the following vote:

AYES: _____ NOES: _____ ABSTAIN: _____ ABSENT: _____

President Name, President

Secretary Name, Secretary