



## Diversity, Equity and Inclusion Statement of Intent

All people have a right to clean and ample water that sustains life. To achieve this right for all communities, it is imperative for the river and watershed community to build a more diverse, equitable and inclusive movement. River Network is committed to being a catalyst and partner in this transformation.

Biases and disparities disproportionately burden communities of color, indigenous communities, and low-income communities with legacies of environmental damage and on-going harm that limit their access to healthy, life-sustaining waters. All voices must be included in River Network's work to achieve more equitable solutions. Just as biodiversity strengthens natural systems, water protection work is made stronger by the contributions, experiences, perspectives, and values of different people and communities.

River Network is committed to building on its history in working with others by embracing diversity, equity and inclusion in all areas to achieve our mission. Through our programs we seek to connect with all communities and increase the impact of their efforts to secure clean and ample water. River Network will be intentional about our staffing and engagement practices and strive to increase the diversity of our staff, vendors, board, members, and supporters with strategic recruitment and partnerships and an inclusive work place culture.

River Network invites dialogue with partners working on these issues to seek guidance and develop collaborations. By expanding our reach, River Network intends to go beyond traditional cultural and social boundaries to become more effective in building an equitable and inclusive river and watershed movement. We invite all communities to join us in this journey of transformation.