



Confluence West
The What & Why of Equity, Inclusion & Water Justice
October 2017

At Confluence West, we believe that equity is the cornerstone of progress toward a resilient, just, and sustainable world. For our western water and climate change work, we are committed to an ongoing journey of allyship with those whose voices have not been included in decision-making, especially people of color and frontline communities.

As an organization and as a network, we take responsibility for doing the learning that enables us to walk side by side with water justice leaders, listening to and investing in our shared struggles as we work towards more representative and inclusive western water decision-making. We know that fostering equity and justice is an ongoing process, requiring continuous awareness and diligence.

With our powerful network of western water leaders and innovators, Confluence West is uniquely positioned and responsible for advocating for water justice issues. Our commitment means we are:

- Building cultural competence and fighting oppression in all its forms, both within our organization and in the work that we do
- Pursuing ongoing learning, self-reflection, candor, and transparency about equity and justice in our organization and network
- Developing deep and authentic relationships to understand the goals of the water justice leaders and communities with which we work
- Evaluating our decision-making and strategy through the lens of equity and justice
- Integrating equity values throughout our programs, organizational structure, and network

We embrace and honor differences in age, culture, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, race, religion, sexual orientation, socioeconomic status, veteran status, and other characteristics that make our employees, our network and our partners unique.

We carry out these commitments because:

- We share a similar assessment with water justice advocates of what a rapidly changing climate is bringing to the American West and the disproportionate miseries experienced by frontline people of color communities.
- We believe that in the face of climate change, the perspectives and strengths of all communities are essential to building resilient communities.
- We share a similar assessment with water justice advocates about how decisions about western water allocation are made and how that needs to change.
- We believe that all human beings have the right to a safe and adequate water supply.
- We believe that the allocation of western water can match both human water needs and the needs of the environment.
- We believe that to experience clean, flowing water is a joyous wonder – a wonder that we want all of our children and their children to play in, explore, and honor.