STATE OF CALIFORNIA
SAN JOAQUIN RIVER CONSERVANCY

JUSTICE, EQUITY, DIVERSITY, AND INCLUSION (JEDI) STATEMENT

APPROVED BY THE GOVERNING BOARD

JULY 2025

The San Joaquin River Conservancy is committed to advancing Justice, Equity, Diversity, and Inclusion (JEDI) in all aspects of our work by fostering an organizational culture that celebrates learning and growth, leaning into difficult conversations and feedback, valuing connections to each other, and sustaining the public's well-being and sense of belonging within the San Joaquin River Parkway.

The San Joaquin River Conservancy strives to ensure that all communities—especially those that have been historically underserved—have equitable access to the San Joaquin River Parkway and a meaningful voice in its stewardship. Through inclusive partnerships, respectful engagement, and intentional action, we seek to protect natural resources, provide recreational opportunities, and honor the diverse cultural and social fabric of our region.

Outdoors for All

- Expand parks and outdoor spaces that serve communities that need them most while fostering a sense of belonging for all.
- Improve policies, programs, partnerships, and practices to advance safe, equitable access to the San Joaquin River and the public lands surrounding it.

Tribal Outreach and Coordination

- Build trust-based relationships and partnerships within the tribal community.
- Engage with the tribal community in the vision process before projects are developed and throughout implementation to generate community-ownership and to protect natural and cultural resources.

Implementing JEDI in the Workplace

- Maintain a diverse Governing Board of Directors to prioritize the work of the Conservancy and provide guidance that is reflective of both our mission and the communities we serve.

- Conservancy staff strive to deliver impactful projects that provide the greatest good for the community while also protecting natural and cultural resources.
- Establish and maintain inclusive recruitment practices, unbiased hiring procedures, and the promotion of a diverse, inclusive organizational culture.
- Build connections with various communities, partners, and stakeholders to include them in our work and promote a welcoming and safe space for collaboration.
- Use plain language in our website, social media, signage, documents, and meetings to make our work clear, accessible, and transparent.