



GREAT RIVER GREENING

Environmental Justice Plan & Logic Model

Mission

Our mission is to inspire, engage, and lead local communities in conserving and caring for the land and water that enrich our lives.

Values

SCIENCE-LED: We lead with a scientific approach, grounded in data-driven best practices and the expertise of our trained ecologists.

COMMUNITY: We commit to a collaborative, community-focused approach, one rooted in mutual, mission-based goals. We bring people together to steward Minnesota's land and water.

PARTNERSHIPS: We build strong, community-based partnerships, from our staff and Board of Directors to volunteer groups, donors, municipalities, vendors, schools, and the State of Minnesota. Minnesota's land and water are shared natural systems, and we rely on the support of individuals and groups to protect them.

EDUCATION: We educate communities of all ages through a hands-on approach to create passionate, informed environmental stewards.

ENVIRONMENTAL JUSTICE: We acknowledge that historic and present-day inequities have created systemic barriers of access to natural systems and green spaces for communities of color, Indigenous peoples, and lower-income communities. We intentionally incorporate diversity, equity, inclusion, and justice (DEI-J) goals into both our communal work and internal organizational development, utilizing our environmental justice logic model to accountably guide our work.



Environmental Justice Logic Model

Great River Greening believes that Minnesota's natural areas should be accessible to all. From public parks to expansive wildlife habitat to healthy lakes and rivers, our work ensures that people experience the benefits that nature offers.

We acknowledge that historical and present-day inequities have created systemic barriers of access to natural systems and green spaces for communities of color, Indigenous peoples, and lower-income communities. This includes barriers to equitable participation and representation within the environmental field itself. In pursuit of environmental justice and equity, Great River Greening commits to reducing disparities and increasing the public health benefits that come with communal access to, connection with, and care of healthy green spaces, along with participation in the "green careers" that guide this work. As a key component of our mission, therefore, we intentionally pursue environmental justice and equity work with and within environmental justice communities (or EJ communities), which the State of Minnesota defines as communities that are:

- At least 35% of people reported income less than 200% of the federal poverty level,
- 40% or more people of color,
- Federally recognized Native American/Indian Tribes, or
- At least 40% of people have limited English proficiency.

Through collaborative partnership with EJ communities, Great River Greening will develop measurable actions that ensure meaningful results including: 1) increase the number of EJ community members engaged in stewardship of local green spaces; 2) improve and enhance green spaces in EJ communities (including increased tree canopy coverage); and 3) improve environmental career pathways for BIPOC youth and young adults.

Great River Greening uses our environmental justice logic model to guide us in this work. A logic model serves as a "road map" that illustrates how we utilize our organization's resources and activities, and keeps us focused on the long-term goal. It is only through measurable actions and accountability that Minnesota's natural areas truly become accessible to all, and we embrace our environmental justice logic model as an embodied commitment to diversity, equity, and inclusion (DEI) in our environmental mission.

| Environmental Justice Logic Model | | | | | |
|--|--|--|--|---|---|
| Situation | Inputs/Resources | Activities | Outputs | Outcomes | Long-Term Impact |
| <p>Historical and present-day inequities have created systemic barriers of access to natural systems and green spaces for communities of color, Indigenous peoples, and lower-income communities.</p> <p>This includes barriers to equitable participation and representation within the environmental field itself.</p> | <p>Industry expertise and leadership in environmental restoration work</p> <p>Proficiency in DEI work, outreach, and community engagement</p> <p>Funds to develop and implement equity-driven, community-first projects</p> <p>Community relationships and input</p> | <p>Facilitate and join ongoing community outreach and engagement to ensure stakeholder input in project development</p> <p>Design and implement 10 restoration initiatives in EJ communities</p> <p>Host three environmental internships and 10 educational events focused on connecting BIPOC communities to the environmental field</p> <p>Dismantle barriers to entry and belonging by undergoing internal DEI trainings and supporting industry-wide DEI efforts</p> | <p>Direct, accountable relationships between Great River Greening and diverse local community stakeholders</p> <p>Three community-first projects are developed each year and potential community steward stakeholder(s) are identified for emerging projects</p> <p>100 individuals are engaged in environmental stewardship and 10 sites are made more climate-resilient and environmentally healthy</p> <p>Increased access to and participation in the environmental field career pathway for BIPOC youth and young adults in Minnesota</p> | <p>Increased awareness and engagement in stewardship of local green spaces</p> <p>Improved and enhanced green spaces in EJ communities (including increased tree canopy coverage)</p> <p>Increased diversity of Great River Greening and Minnesota's wider environmental sector</p> | <p>An influx of engagements and improvements to reduce the environmental justice disparities in Minnesota</p> |