

# FUDR JEDI POLICY

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WATER, WATER EVERYWHERE - OCTOBER 24, 2023

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# Why do we need a JEDI Policy?

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1. FUDR has grown from small group of fly fishers to diverse coalition of watershed stakeholders:
  - a. Angling community
  - b. Local community residents
  - c. Property owners
  - d. Conservation advocates
  - e. Political representatives
  - f. Local government
  - g. Business community
  - h. Others
2. Protecting rivers requires the engagement of all watershed stakeholders

# **FUDR created a justice, equity, diversity, and inclusion (JEDI) policy because we seek to:**

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1. engage broader, more diverse communities for new ideas and points of view;
2. diversify our membership and build a stronger, more representative organization;
3. recognize and acknowledge injustice where it exists and address it through our work; and
4. integrate this work in the fabric of our organization so it becomes a foundational part of our organizational culture.

# What does JEDI mean to FUDR?

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- Justice means fairness
- Equity means fair play and even-handedness
- Diversity means variation and multiplicity
- Inclusion means admittance and involvement

# Strengths in JEDI

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- Our flood-prevention, infrastructure, and stream access work benefits local communities in the watershed.
- Our Upper Delaware Conservation Corps employs a diverse population of young adults.
- The Canfield Fishing Camp engages youth in fly fishing and river conservation.
- Veterans and First Responder Couples Retreats introduce people with diverse backgrounds to fly fishing.
- Our vision has broadened to include strengthening local communities, economies, and the environment.

# Challenges in JEDI

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- The FUDR Board is not as diverse as it could be and would be more balanced if it had more women, local residents, watershed stakeholders beyond anglers, people of color, and more economic diversity.
- FUDR has improved relationships with local communities and needs to ensure these organizational constituents are aware of the outcomes that positively impact their interests.
- WWE and the One Bug could attract more participation from local residents.
- To ensure that the river-based economy benefits everybody.

## Where we are in the process:

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- JEDI Committee convened on October 27, 2022
- Board adopted Amendments to Bylaws on April 14, 2023 to include Non-discrimination clauses
- Employee Handbook modified to ensure consistency with JEDI Policy
- JEDI Committee developed a Statement and Policy, also adopted on April 14, 2023
- JEDI Implementation Plan is under development



# Overall objectives in our JEDI policy

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- Develop a more diverse, engaged, and representative Board.
- Ensure Committees include JEDI principles in their work.
- Continue to hire local contractors and vendors to support local economies.
- Hold accessible and inclusive events that will attract more local participation.
- Continue to engage in JEDI training to support future learning and action.
- Encourage diverse voices to have input in the development of local conservation goals.
- Continue to strengthen relations with local leaders and communities.
- Contribute to the growth of local river-based economies.



# What's next?

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- **FUDR's JEDI Committee will continue its work to ensure the success of the goals outlined in this Policy and address new challenges that may emerge in the changing JEDI landscape.**
- **In the short term, it will lead development of an Implementation Plan that includes actions and timelines for achieving the goals of this Policy.**

# QUESTIONS AND DISCUSSION

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