Who is at the Table?

Diversity, Equity & Inclusion in Waste and Recycling
August 27, 10am-12pm PST / 1-3pm EST

Register Today!  Panelist Bios

Presented by the Northern California Recycling Association (NCRA) in coordination with the National Recycling Coalition (NRC) Diversity, Equity and Inclusion (DEI) Council, the NCRA DEI Committee and the Ohio Recycling Coalition. Produced by Portia Sinnott, NCRA Vice President and Zero Waste USA Program Director.

Are we leading the way or stumbling behind? Does anyone have a handle on the statistics? Has your business, agency or non-profit adopted DEI initiatives? Are they actively being implemented and tracked? Are the benefits clear to all involved? What factors are being addressed – age, race, gender identity, sexual orientation, class, ability, language and/or cultural background? Does your workforce reflect these commitments – in front of the house: management/decision makers, as well as the back of the house: workforce/membership? Are there efforts underway to boost workforce training and advancement?

This webinar’s objectives are to motivate the waste and recycling industry to actively explore and discuss DEI issues and initiatives, and inspire organizations as well as individuals to create their own DEI mandates. We will address the various aspects of the topic via succinct introductory presentations followed by commentary, a robust intra-panel discussion and a lively Q&A session! The webinar slides and resources will be made available to all attendees.
Program

Welcome
Webinar Procedures
Introducing the Program and the NRC DEI Council
DEI Introduction and Industry Situational Report
Developing DEI Mandates
Sustainable And Safe Recycling
Moving Forward Together
Structured Intra-Panel Discussion
Audience Q&A
Closing
Speakers

**Hosts:** David Krueger, NCRA President and Gary Liss, NRC NZWC Organizer

**Producer/Timekeeper:** Portia Sinnott, NCRA Vice President and Zero Waste USA Program Director

**Webinar Manager:** Ruth Abbe, President, Zero Waste USA and President, Abbe & Associates

**Moderator:** Arley Owens, Executive Director, Ohio Recycling Coalition and organizing member of the NRC DEI Council

**Panelists:** Sophia Huda, Faye Christoforo, Alina Bekkerman, Felisia Castañeda and Abrilla Robinson
Panelist Details

**Sophia Huda**, Vice President, Ohio Recycling Coalition, Manhattan Solid Waste Advisory Board member and Adjunct Sustainability Professor, The New School, New York

**Faye Christoforo**, Executive Director, Post-Landfill Action Network (PLAN)

**Alina Bekkerman**, NCRA Board Member and San Francisco Conservation Corps, Program Manager

**Felisia Castañeda**, NCRA Member and Recology San Francisco Environmental Learning Center Supervisor

**Abrilla Robinson**, Vice President, Ohio Recycling Coalition’s and Chair of the Ohio Recycling Coalition’s newly created Diversity, Equity and Inclusion Council
Three Questions

For Businesses, Non-Profits, Governmental Agencies and even Individuals:

DEI Focus: How has a DEI focus helped the organizations you are part of?

Intersectional Environmentalism: Is the intersection between environmentalism, social justice and feminism, a DEI priority in your organization?

DEI Mandates: Are there right and wrong ways to create a DEI Mandate?
Introduction to DEI + Industry Situational Report

Sophia HUDA | Ohio Recycling Coalition | 27 August 2020
What is DEI?

**DIVERSITY**
Diversity of people and perspectives

**INCLUSION**
Power, voice, organizational culture

**EQUITY**
Impact In policy, practice, and position
Diversity | Inclusion | Equity
---|---|---
Quantity: Different identities & cultures
Quality: Participation across identities & cultures
Justice: Policies, practices, & procedures to ensure equitable outcomes
Equality Vs. Equity
## Industry Statistics Very Unclear

<table>
<thead>
<tr>
<th>Women</th>
<th>White</th>
<th>Black/African-American</th>
<th>Asian</th>
<th>Latino</th>
<th>TOTAL</th>
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<tbody>
<tr>
<td>17%</td>
<td>79%</td>
<td>15%</td>
<td>3%</td>
<td>22%</td>
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**NOTE**: Estimates for the above race groups do not sum to totals because data are not shown for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

**Source**: US Bureau of Labor Statistics, Table 18 – Waste Management and Remediation Services
DSNY Diversity Goals

2013 Department faced lawsuits on discrimination

2016 Strategic Plan:
Increase the diversity of our workforce by recruiting underrepresented groups to apply for civilian and uniformed positions of all ranks.

• 2018: Appointed a Chief Supplier Diversity Officer to oversee policies and programs to increase opportunities for M/WBE

• 2019 Progress Report: 52% of total workforce is minority and female employees (2017 – 50%, 2018 – 51%)

Source: DSNY 2016 Strategic Plan and 2018 and 2019 Updates
Benefits of diversity

2015 McKinsey report *Why Diversity Matters* found correlation between racial and ethnic diversity in companies and better performance.

- Diversity = High ROI!

Advantages of diversity in teams:

- More creativity
- More challenging but yields better ideas and outcomes

Diversity is not enough, organizational structure and behavior has to want to take advantage of it too!
Organizations that make decisions and policies that impact a multicultural society should reflect that society internally!

- NYC: City lacking outreach to minority communities most impacted by extreme heat
- Some communities don’t prioritize environmentalism in the same way.
- Not everyone has the same experience or relationship with the environment.
- How to engage those communities?

Why does diversity matter?

- NYC: City lacking outreach to minority communities most impacted by extreme heat
- Some communities don’t prioritize environmentalism in the same way.
- Not everyone has the same experience or relationship with the environment.
- How to engage those communities?
The History of Environmentalism in the US... and why that matters for waste management!

• Environmentalism requires buy-in from society
• Jon Muir + The Sierra Club
• 2014 Study State of Diversity in Environmental Organisations
• Perpetuated by media and culture
Environmental Justice + Intersectional Environmentalism

• EJ = Sharing environmental benefits and burdens

• IE: An inclusive version of environmentalism that advocates for both the protection of people and the planet. It identifies the ways in which injustices happening to marginalized communities and the earth are interconnected. It brings injustices done to the most vulnerable communities, and the earth, to the forefront, and does not minimize or silence social inequality. *Intersectional environmentalism advocates for justice for people and the planet.* – Leah Thomas

• Social inequalities are growing... how do we ensure sustainability/environmentalism is a priority for everyone?
How can we expect buy-in and participation in recycling and waste reduction initiatives from the residents of our diverse and multicultural cities when they don’t even feel represented?
Thank you!

sophia@sophiahuda.com
Unpacking A Mandate for Diversity, Equity and Inclusion
Working with College and Universities across the country to build sustainable solutions to the waste crisis PLAN empowers our generation to be change makers.
Our Reach:

370 campuses in 42 states across the US as well as campuses in Canada, Japan, Ireland, Australia, The Philippines and Brazil.
Content Overview:

1. What even is a DEI mandate?
2. Our Process
3. Our Mandate
4. Why this isn’t about a DEI mandate at all
Credit to those who wrote the PLAN DEI:

**PLAN Staff:** Faye Christoforo, Alex Freid, Adina Spertus-Melhus, Audrey Kriva, Chris Kane, Abby Schultz, Meghann Cranford, and Ansley Pope

**PLAN Board:** Joe Van Gombos, Yusi Wang Turell, Warren Daniel, Kate Bailey, Lia Colabello, Jennifer Allott, Colby Gamester, Reid Butler and Mike Bellamente

**Advisors:** Marla Robertson, Felicia Teter

So many more who asked hard questions, gave advice and provided their perspective
“We come together around this strategic plan to acknowledge systemic oppression, but we cannot fix these systems by ourselves nor with this statement alone. We write this as a guiding principle to push our organization, the movement we are building, and the students and staff that we work with to fight harder.”

- PLAN’s DEI Mandate, written 2017-18
What is a DEI mandate?

1. A statement of principles held by your organization
2. How you put these into practice
3. Concrete goals

*It is a living, breathing document with the intention and clear plan to change over time.*
What is a DEI mandate NOT?

1. A marketing statement
2. An excuse
3. A one time thing
Our Process

This is going to be different for every org. Just like strategic planning.
First: **Self-Education**

We read about and listened to what BIPOC folx are saying about the work and structures we are a part of → Zero Waste and the Non-Profit Industrial Complex

We asked ourselves, how are we complicit in what is being said here and what do we want to do to change that?
Second: We Wrote.

A lot.
During this time we defined our terms in exactly what they would mean to us in this context and thus began to understand our timelines and set realistic goals.

**Some of the terms we have defined:**
- Diversity
- Equity
- Inclusion NOT tokenization
- Reparations
Fostering a New Movement for Zero Waste:
Our Diversity, Equity and Inclusion Mandate

**WHO** are we looking to accommodate/include?:

- *People with historically marginalized identities:* A non-comprehensive list of these groups includes: indigenous folx, people of color, queer people, non-binary and transgender people, femmes, single parents, working class people, religious minorities, immigrants, and people with disabilities.
- **People who have been directly impacted by waste infrastructure**
- **Students and Young people**

“Language within movements is constantly being created, evolving and changing…”

For example: We recently removed the term “Womyn” from our DEI
What do we mean by historically marginalized?
Third: We hired a variety of BIPOC experts to edit and advise

Forth: Months of back and forth editing
- Providing compensation to individuals who committed editing and review time

Finally: We published
Parts of the mandate
“To date, we have not done enough to address white supremacy culture within our organization and within our movement, and we need to. The following strategic plan represents our commitment to do so and creates structure to hold us accountable.” - PLAN’s DEI Mandate
The Bulk of it

1. How we commit to aligning each area of operations to our values
   a. Leadership
   b. Internal systems
   c. External programming

A Commitment to Diversity in Leadership – from the Board to the Staff

To build an inclusive movement we must foster diversity internally, prioritizing voices and identities that have been historically marginalized within our organization’s decision making and leadership roles. To avoid tokenization of identities, we will ensure these positions are not transactional, but built off of intentional interpersonal relationships that enable reconstructive change throughout the organization.

We are committed to:

A. Ensuring that our Board is representative of people with various lived experiences and capable of being responsive to the needs of students and the movements that we support.

B. Developing Three Advisory Councils to the Board of Directors - with the Long-Term Goal of Shifting Organizational Leadership.

C. A Hiring Policy focused on Diversity, Equity and Inclusion
Footnotes

Defining terms and providing direct credit

*Language within movements is constantly being created, evolving and changing. We want to recognize that systems of oppression may be missing from this list. We encourage you to call us in if we omitted oppressive systems that should be named. PLAN also commits to revisiting this list often and updating it accordingly.

**Many of the following items in this list were directly inspired by this resource: Dismantling Racism: A Workbook for Social Change Groups: Identifying and Overcoming White Supremacy Culture

***The Movement for Black Lives has called for Reparations for past and continuing harms, and defines one such method of reparations as: “full and free access for all Black people (including undocumented and currently incarcerated people) to lifetime education including: free access and open admissions to public community colleges and universities, technical education (technology, trade and agricultural), educational support programs, retroactive forgiveness of student loans, and support for lifetime learning programs.” Read more here: Movement for Black Lives Platform: Reparations

****Minority Serving Institutions: Educating All Students
Acknowledgements and Resources

We want to give props and thanks to the leaders that came before us that paved the way for us to build the knowledge and resources to put this strategic plan together. Thank you to all who have worked to educate us, call us out or in, and provide us with opportunities for growth. In addition to those who have encouraged us to grow over the years we would like to extend heartfelt gratitude to Felicia Teter and Marla Robertson who have coached and guided the PLAN team through this process. If you, your group or your organization are looking to build and work towards anti-oppression, equity, and inclusion, you can reach each of them at:

Felicia Teter
Diversity & Equity Consultant
feliciateter1@gmail.com

Marla Robertson
Diversity Educator
RobertsonMaria2016@gmail.com

Staff and Board who edited and reviewed this process:
PLAN Staff: Faye Christoforo, Alex Freid, Adina Spertus-Melhus, Audrey Kriva, Chris Kane, Abby Schultz, Meghann Cranford, and Ansley Pope

PLAN Board: Joe Van Gombos, Yusi Wang Turell, Warren Daniel, Kate Bailey, Lia Colabello, Jennifer Allott, Colby Gamester, Reid Butler and Mike Bellamente

Thank you to those who researched and wrote the following resources:

- Everyday Feminism: 8 Ways People of Color are Tokenized in NonProfits
- Movement for Black Lives Platform: Reparations
- Olivia LaPierre: Inclusivity in the Zero Waste Movement
- The Building Movement Project: Alternative Models for Distributing Power and Decision Making in Nonprofit Organizations
Wrap Up

- Feedback form
- Version tracking for Transparency

Feedback

As a living, breathing document, our Diversity, Equity, and Inclusion Mandate is forever subject to updates and amendments; additionally, the goals laid out in said plan are practices that we will always have room to improve upon. We appreciate any feedback and/or critique on the content and execution of said plan. This survey is anonymous, however, you may leave your contact information if you would like to discuss your feedback with us directly.

Please provide your feedback: *

I am a: *
Why none of that matters

The value of what you write is 100% dependant on what you do.
Before & Beyond the DEI

Other things to do if you are not ready to start writing:

- Listening to your workers and create a structure where they can share their experiences
- Hire BIPOC in leadership positions with the authority to question systems and make changes
- Start to get comfortable being wrong, uncomfortable and maybe even giving up some of your power:
  - White Fragility (book)
  - 13 Characteristics of White Supremacy Culture (Workbook)
  - How to Support Harm Doers in Being Accountable (Video)
- Hire an outside organization or individual consultant to do long term anti-oppression work with you, your staff and your organization
Thank you
Sustainable and Safe Recycling

Presented by the NCRA DEI-Committee Co-Chairs:

- **Portia Sinnott**, NCRA Vice-President and Editor and Zero Waste USA Program Director (not speaking)
- **Alina Bekkerman**, NCRA Board Member and San Francisco Conservation Corps, Zero Waste Consultant
- **Felisia Castañeda**, NCRA Member and Recology San Francisco Environmental Learning Center Supervisor
Sustainable and Safe Recycling

An Essential Workforce
- Zero waste and climate frontline workers support the green economy
- Across the US there are 21,000 workers sorting recycling material
- This workforce, that is often unseen, maintains the efficiency of recycling system
- Recycling plays a key role in job creation and creates 10x more jobs than landfiling
Key Issues

- High injury and fatality rates
- Unsafe working conditions
  - Loud, heavy machinery
  - Exposure to hazardous items
- Low wages, few benefits
- Limited advancement
- Common use of temporary workers
  - Fewer workplace protections
  - Less likely to be informed of rights
- The GAIA 2015 report Sustainable and Safe Recycling - Protecting Workers Who Protect the Planet, provides an extensive overview
Sustainable and Safe Recycling

**Recommendations**

- Require comprehensive worker safety programs and consistent evaluation of health and safety records of recycling companies
- Employ unions and incentives through company ownership, and end the use of temporary, untrained workers
- Minimize dangerous contaminants entering the recycling stream by enact strong community education programs
- Have a policy to empower workers:

  “*If you see something, say something*”
NCRA DEI Efforts

**TO BE POSTED SOON:**

- Glossary
- Conference DEI Dedication
- Presenter Guidelines
- Organizational Self-Assessment
- How to Hire a Consultant

[NCRA DEI RESOURCES]