

**Sierra Club Grand Canyon Chapter  
Equity Trail Map Progress Update #2  
05/08/2024**

**Goal 1: *Welcoming and Inclusive Chapter***

***Create a welcoming and inclusive chapter that centers the communities most impacted by climate and environmental degradation in Arizona***

**Project 1: Surveys**

Finalized and distributed the survey and analyzed the results. One key takeaway was that many people were not aware of our equity values statement nor that we were asking all leaders to review it, understand it, and sign off on it. Follow up is to redistribute the survey and also raise awareness of the equity values in all of our meetings and events.

**Project 2: Onboarding**

Conducted four additional equity centered onboardings, including for the Nopales Group. The Nopales Group is up and running and just held a successful in-person meeting. A key next step is to get the onboarding translated into Spanish.

**Project 3: Trail Companions**

We revised the expectations for this project and instead have asked for a group of people to follow up with any new volunteers or individuals who come to meetings, see if they want to hop on Zoom or grab coffee and find out more about how we can ensure that they are welcomed and onboarded. Be sure to mention the volunteer onboarding that is available.

**Goal 2: *Equity Learning and Practice***

***Engage in ongoing equity learning and practice for self-transformation and accountable, just relationships***

Our White Allies/Anti-Racist group continues to meet regularly with a few gaps here and there due to heavy workloads. We have identified a new model for getting these organized more ahead of time to increase participation and engagement.

**Project 1: Equity Learning**

Most of our quarterly meetings have included an equity learning component, including a review of the survey results and discussion about what they reflect and a workshop on restorative justice.

**Project 2: The Cactus Wren**

The Cactus Wren role is being implemented at the chapter meetings, but has not yet been normalized at other meetings.

#### Project 3: Accountability Process for Harmful Behavior

A small workgroup met with our equity consultant to develop a process outline. We started with a restorative justice workshop at our October 2023 meeting and then worked through developing tiers and an outline of the process. At the chapter quarterly meeting on April 28, 2024, the chapter executive committee unanimously approved the restorative justice framework, which can be found here. Working group meeting to identify next steps

#### Project 4: 360 Feedback Process

While we have not formalized this process yet, we have been engaging in informal feedback from partners.

### **Goal 3: *Center Equity and Justice***

***Center equity and justice in our campaigns and organizing and establish more inclusive and just relationships with our partners.***

#### Project 1: Equity in Campaigns

We continued to implement and modify our equity-centered planning matrix, which is required for all budget items, and to incorporate the Jemez Principles of Democratic Organizing and Equity Values into our plans, meetings, and implementation of our plans. We have asked volunteers and staff to incorporate how their campaign or project is centering these values when they provide their quarterly reports.

#### Project 2: Partnerships and Protocols

This will be a priority for late 2024, but we are continuing to develop better working relationships with our partners and actively making space and looking for who is not at the table who should be at the table.

#### Project 3: Outings and Service Projects

We have conducted a series of outings, partnering with a diverse set of groups. In 2023, we conducted another Martin Luther King, Jr. Day of Service as well as consistent service work in the Rio Salado Habitat Restoration Area and in the borderlands region. We have another equity-centered outings leader training planned for June 2024.