

Sierra Club Grand Canyon Chapter
Equity Trail Map
Progress Updates 02/05/2023

Goal 1, Project 1: Surveys

- Developed survey questions and created survey in [Google forms](#)
- Translated the survey into Spanish

Goal 1, Project 2: Onboarding

- Chapter excom unanimously voted on July 9, 2022 to have all new volunteer leaders sign the chapter's [equity values and standards of conduct](#)
- Revised onboarding process to include equity values, standards of conduct, and Jemez principles
- Translated onboarding presentation + materials into Spanish
- Provided onboarding for new chapter excom members, new Palo Verde Group members, new Southern Arizona group members, and new people who are interested in volunteering, the Political Committee, and our Energy and Climate Action Team
- Reorganized southern Arizona group as Nopales Group with equity focus

Goal 1, Project 3: Trail Companions

- Created a description and expectations for Trail Companions
- Created a Google form to collect responses from interested experienced volunteers
- Sent an email inviting volunteers to become a Trail Companion and be matched with a new volunteer

Goal 2, Project 1: Equity Learning

- Established anti-racism group, all are welcome though the focus is on white volunteers and staff doing their own antiracism learning. This group meets monthly
- Held three equity learning lessons during quarterly chapter conservation meetings

Goal 2, Project 2: The Cactus Wren

- Developed role [description](#)
- Shared with chapter excom in July 2022 and adjusted role description based on feedback
- Role-model Cactus Wren role during January 2023 excom meeting

Goal 2, Project 3: Accountability Process for Harmful Behavior

- Working group meeting to identify next steps

Goal 2, Project 4: 360 Feedback Process

- Postponed until 2023

Goal 3, Project 1: Equity in Campaigns

- Developed an equity-centered planning matrix for our priority programs. Any budget requests will include this matrix and state the expectations that everyone participating will review, understand, and sign on to the equity values.
- This cycle, we received 12 equity-centered planning matrices for our priority programs and projects.

Goal 3, Project 2: Partnerships and Protocols

Goal 3, Project 3: Outings and Service Projects

- Equity focused Outings Leader training for Southern Arizona (November 2022)
- Organized a service project with students from Prescott College and the Yavapai Group (November 2022)
- Co-led outing with one of the new outings leaders (December 2022)