



Protecting the Common Waters of the Great Lakes Basin
Through Public Trust Solutions

Diversity, Equity, and Inclusion Policy

Adopted on September 24, 2021

FLOW's vision is a future where healthy waters sustain healthy communities in the Great Lakes Basin. This is a tall order because the region's ecosystems and drinking water, sewer, and stormwater systems are compromised, leaving many communities without access to clean, safe, and affordable water. To realize our vision, FLOW must reach these underserved communities. Our work is particularly urgent in BIPOC (Black, Indigenous, and People of Color), low-income, and other marginalized communities in which people are suffering due to discriminatory water policies and/or structural inequities.

The objective of this Diversity, Equity, and Inclusion (DEI) Policy is to ensure that FLOW does our part in securing equal access to water for exploited, marginalized, and impacted communities. FLOW must be intentional in this work because the Great Lakes Basin is large and contains many communities whose demographics and challenges are different from those found in Traverse City, where FLOW is based. We are committed to seeking out, engaging, and listening to people from these communities, and to soliciting their trust by providing policy leadership and support as requested to help remove barriers to water equity. FLOW is also committed to diversity, equity, and inclusion as explicitly integrated norms that complement our organization's guiding principles.

We understand water equity to include equality of outcome with respect to accessibility to healthy water and equality of opportunity with respect to doing our work. We recognize that incorporating the skills, talents, and perspectives of a broad range of people and entities is essential to achieving water equity and justice. So, too, is inclusion of all perspectives, identities, and life experiences.

This understanding is emphasized and embedded in FLOW's practices involving personnel, governance, donors, volunteers, vendor relations, partnerships, and other internal and external relations. We will review our organizational policies and practices on an annual basis to ensure that FLOW's implementation of this DEI Policy includes action recommendations that support continuous reflection, awareness, and improvement.