

# NC WARN's Equity & Inclusion SMARTE Goals

NC WARN set Equity & Inclusion goals using a “SMARTE” format. This approach to goal setting ensures that the goal is specific, measurable, attainable, relevant, timely and equitable.

## Membership

NC WARN membership mirrors the populations of the North Carolinians that we have worked alongside for 30 years. This specifically includes African American communities, Latinx communities and other communities of color and our youth. Our membership will be reflected in our ever-evolving programming and mission. We will check in periodically to determine both numerically and qualitatively where we have improved. Working towards the accomplishing of this goal helps us achieve our larger organizational outcome of becoming an anti-racist organization which ensures equity for ALL North Carolinians.

## Accountability

The organization is accountable to our members, supporters, and communities highlighted in the mission (with a focus on communities of color, low-wealth communities, those whose voice is excluded, and impacted communities). This accountability includes but is not limited to: fostering connections in the community beneficial towards the cause of addressing the climate crisis; continuing to spread awareness to the general public about climate injustices occurring in North Carolina; and following through on our word with honest actions and initiatives. We seek to hold ourselves accountable in tangible and visible ways such as annual internal assessment as well as inclusion of insight and feedback from our members, supporters, and communities.

## Decision-Making

Board and staff roles and responsibilities should be well defined and made available to all board and staff members during onboarding with updates to changing roles written up in job descriptions and shared with all staff to ensure transparency when roles and responsibilities have changed. A procedures manual will be housed at the office and kept updated.

## Cultural

NC WARN will recognize cultural and institutional racism and its impacts within NC WARN (board and staff) and externally (members, allies and the public at large). NC WARN will develop a procedure for addressing cultural and institutional racism when they arise and will seek opportunities to dismantle cultural and institutional racism. This will include researching the best practices of other organizations for addressing cultural and institutional racism. The people-of-color (POC) and white caucuses will be a forum for raising such issues and will bring

them to the full staff and/or board as appropriate. Our process will have a mechanism for carefully ensuring that all voices are heard. We will also organize and seek out social activities designed to deepen our understanding of a variety of cultures.

## **Programs**

NC WARN's programs will work to educate and involve people affected by climate change to take action with a laser focus to help amplify the voices of frontline communities. NC WARN's programs will work to increase and diversify membership and supporters, especially with young people, people of color and low income folks, who are often the most affected, and yet contribute the least to climate change. NC WARN's programs build partnerships that help the public make connections to climate change because we cannot do this alone. Through our programs, NC WARN fights climate change and pressures Duke Energy to change its business model and increase utilization of renewable energy, with the goal of being 100% fossil free by 2030.