

# Eco Rep Equity and Justice Plan Fall 2022

## **Commitment 1:**

**We commit to internal education surrounding environmental and social justice issues by engaging with student organizations on campus who are working on social justice issues and local environmental justice organizations in the Medford/Somerville area.**

### Sub-commitments/Action Items:

#### **1.1 The EJ group will identify specific environmental justice issues and groups working on issues of environmental justice in Medford/Somerville and in Greater Boston (ex. Chelsea and East Boston) by the end of 2022.**

- a. A list of environmental justice groups in the area will be created and regularly referred back to when hosting speakers and looking for collaborators\*
  - i. [https://docs.google.com/spreadsheets/d/1D-MLSgImVOltL9v8S6\\_AmlbZuna8LhQ0ePOImJ1nyTo/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1D-MLSgImVOltL9v8S6_AmlbZuna8LhQ0ePOImJ1nyTo/edit?usp=sharing)
- b. Every speaker from a community organization that speaks to the Eco Reps will be compensated through their organization's speaker fee or their group will be provided a monetary donation, the amount agreed upon by the speaker and the program.

#### **1.2 Underrepresented voices will be highlighted in the program**

- a. During Eco Rep training for each fall semester, at least one speaker from an underrepresented background and identity from the Medford/Somerville area will be invited to share their work and experience with sustainability issues.
- b. As a program, we will hire a diverse set of students who represent different communities and identities, by following hiring guidelines from the Tufts DEI Office.

#### **1.3 As a program, the Eco Reps will attend one event per semester off-campus that a local environmental justice group is organizing**

- a. At the next meeting, the Eco Reps will reflect on the event in a group discussion
- b. *Spring 2023: Alternatives for Community and Environment (ACE)*
  - i. Toxic Tour [Services - Alternatives for Community and Environment \(ace-ej.org\)](https://services-alternativesforcommunityandenvironment.org/)

#### **1.4 Each Eco Rep is responsible for attending at least one event hosted by a Tufts social justice or identity group during the semester**

- a. Afterwards, the Eco Rep will be invited to share about their takeaways from the event (of course, they don't have to share if they don't want to) to the larger group during the weekly meeting.
- b. There will be a designated chart on the Task Sheet that Eco Reps can fill in with the event they attend\*
  - Examples: PSU x Latinx Center Spanish Colonization of the Philippines Lecture
- c. A Slack channel will be created where we can share events happening on campus\*
  - i. The channel will be maintained by the EJWG for reps to refer to

**1.5 Internal Eco Rep meetings will be a space for continuous learning and conversation about environmental and social justice topics.**

- a. Weekly Eco Rep current event presentations must have at least one current event related to an environmental justice issue, and one current event related to local sustainability.
- b. Eco Reps will be required to individually educate themselves on environmental justice issues by reading a news article or journal once a month (anyone is welcome to share articles they find in the slack channel) and share what it was about as part of the go around at a weekly meeting.

**Commitment 2:**

**We commit to external education surrounding environmental and social justice issues by holding educational events on environmental justice issues and engaging with student organizations on campus who are working on social justice issues and local environmental justice organizations in the Medford/Somerville area, with the goal of linking how EJ is relevant on our campus, the Medford/Somerville area, and within all educational disciplines.**

**Sub-Commitments/Action Items:**

**2.1 The Eco Rep program commits to hosting two events/projects with a local environmental justice organization per semester.**

- a. The list of organizations that were created in commitment 1.1 will be referred back to when planning these events.

**2.2 One third of the program's overall events in a semester will incorporate themes of environmental justice each semester, and we will strive to collaborate with identity centers and Tufts organizations focused on social justice, identity, and DEIJ when doing so.**

- a. An Environmental Justice section will be created in the Semester Plan template and kept in the Event Planning sheets, which the EJ Working Group will review after an area submits and give feedback on. Afterwards, each area is required to respond to the feedback before they can host the event and continue with their semester plan.\*
- b. Each area will hold at least one event that centers EJ in a meaningful and engaging way (determined by the EJ section of the event planning sheet)
- c. At the beginning of each semester, all Eco Reps will brainstorm together large events that fit under each area theme that center EJ, which can be used as a guide for each area's semester plan.
- d. A collaboration contact sheet will be kept in the Google Drive, listing contact information for centers/groups/outside organizations for easy access. Additionally, each rep's extracurricular groups will be noted too, to make external collaborations easier.\*

**2.3 We will utilize our platform to share the independent work of identity centers and Tufts organizations focused on social justice, identity, and DEIJ.**

- a. Their events will be promoted internally in our weekly slack messages to other reps to attend.
- b. The social media coordinator will promote their events on social media stories.
- c. The Eco Rep assigned to craft the biweekly email will spotlight events from these groups that get sent to residents.
- d. Eco Reps will advertise their events during tabling.

**2.4 We will ensure equitable access to every event.**

- a. Eco Rep coordinators will contact identity center newsletters at least two weeks in advance of our events to ensure they get advertised in these spaces.
- b. Eco Reps will post flyers in a range of locations around campus.
- c. Eco Reps will provide financial assistance with no questions asked if an event has a financial barrier (ex: transportation costs, etc). However, the vast majority of events Eco Reps plan will have no participation cost.
- d. When doing resource giveaways of high-cost sustainable items, Eco Reps will contact identity centers for them to share the opportunity with their students to ensure that those who may not traditionally have financial access are prioritized.
  - i. Ex. Menstrual Cup Giveaway

**2.5 Eco Reps will strive to support small BIPOC companies when sourcing materials for events, wherever they can.**

- a. A list of local, BIPOC companies that focus on sustainable products will be created and accessible in the Google Drive for reps to use for purchasing.\*
- b. Eco Rep purchases should not be conducted through Amazon. If a product is needed that a rep can't find, they should talk to the coordinators first.
- c. Since each area has a budget of \$300 per semester, area leaders should consider the question of who they are supporting with their funds, and bring this to discussion when crafting their semester plans.
- d. A question about equitable purchasing will be asked in the semester plan templates.
- e. Examples of more intersectional purchasing: purchasing chest binders available for students during clothing swaps, purchasing menstrual cups from BIPOC woman-owned businesses, catering food from local BIPOC restaurants, etc.

**Commitment 3:**

**We commit to holding ourselves accountable for this equity and justice plan, embedding concepts of environmental and social justice in our internal work and structure.**

Sub-Commitments/Action Items:

### **3.1 An internal Environmental Justice Working group will continue to exist, open to any Eco Rep to join.**

- a. This group will convene every 3 weeks a semester with the short term goal of ensuring that our current structure and events/projects are meaningfully incorporating EJ and DEIJ principles, and the long term goal of assessing what a student-led, universally funded sustainability group should look like.
- b. The environmental justice working group will review and give feedback on all event planning sheets and semester plans (repeated above).
- c. \*The EJ working group will create the resources as indicated.

### **3.2 Our Eco Rep training at the start of each semester will incorporate specific EJ training to facilitate Eco Reps growth and understanding about how sustainability and social justice connect.**

- a. At the minimum, this will include a featured speaker event, with a representative from a local EJ organization (such as GreenRoots Chelsea), and a follow-up workshop.
- b. A presentation that explicitly defines environmental justice and how/where it exists both globally and locally will be given.
- c. The EJ working group will present what they are working on and what their current Equity and Justice Plan is.

### **3.3 The EJ Working Group will regularly update the plan and gather outside feedback.**

- a. At the first EJ Working group meeting of the semester and at the EJ meeting that falls at the half-way point of the semester, the EJ group will review the plan and make changes accordingly to fit the new semester.
  - Each proposed change will be discussed and ideally revised with unanimous agreement, engaging in open, productive, conversation if there is contention.
- b. After every revision, the EJ Working group will present their updated plan to the Eco Reps in a general meeting so they can give feedback to the plan.
- c. A running google form will be used to collect feedback, where the EJ group can go over in their regular meetings.

## **Commitment 4**

### **We commit to holding the OOS accountable for their own equity and justice plan.**

#### **4.1 We will be in continuous conversation with the Office of Sustainability of their Equity and Justice Plan and ours.**

- a. The Eco Reps will provide constructive feedback on OOS Equity and Justice Plan each semester.
- b. The Eco Reps will attend the OOS December meetings when they review their feedback and update their plan.
- c. The Eco Reps and the OOS will meet to review every iteration of the Eco Reps equity plan and updates.
- d. The Eco Reps will be active in talking to the OOS about EJ work and giving feedback in ways that the program can improve when an issue appears.