



TulalipCares.org

## Tulalip Charitable Contributions Funds Distribution Report

**NAME OF AGENCY:** Puget Soundkeeper Alliance

**ADDRESS:** 130 Nickersono St., Suite 107, Seattle, WA 98109

**CONTACT:** (206) 297-7002; <http://www.pugetsoundkeeper.org>

**GENERAL GOALS:** Soundkeeper's mission is to protect and preserve the waters of Puget Sound.

**SPECIFIC USE FOR THIS AWARD:**

This award went to support operational and program expenses,

For more information please see the attached report from Puget Soundkeeper Alliance.



## **Puget Soundkeeper Grant Report to Tulalip Tribes Charitable Fund: Q4 2015 14.2**

**Grant Period:** December 2015-November 2016

**Website:** [www.pugetsoundkeeper.org](http://www.pugetsoundkeeper.org)

**Total number of impacted:** Puget Soundkeeper's mission benefits 4.2 million people in the greater Puget Sound community and watershed.

Puget Soundkeeper (Soundkeeper) is grateful to Tulalip Tribes Charitable Fund for the [REDACTED] grant received on 12/14/2015. The grant was used for general operating expenses to support organizational growth and capacity building as outlined in its Strategic Plan for 2016-2018. The following report outlines our goals, objectives and successes during the grant period.

**Goal 1- Professional Development:** Improve staff performance and leadership capacity.

**Objectives:** Soundkeeper will evaluate available resources and implement a plan for professional development of key staff including formal trainings, facilitated internal processes and direct consultation. Soundkeeper will design and complete professional development strategies for 4-6 key staff members.

**Goal 2 - Environmental Justice:** Improve Soundkeeper's accountability, accessibility and involvement across various communities. Improve internal systems to lay groundwork for increased diversity within Board, staff and volunteers.

**Objectives:** In its 2016-2018 Strategic Work Plan, Soundkeeper plans to expand its ability to engage the public with targeted outreach to diverse groups, both geographically and with respect to ethnic and socio-economic status. Soundkeeper will audit its current programs and practices and retain an expert consultant to help staff and board members understand ways to improve cultural competency and encourage diversity amongst its staff, board and volunteers.

### **Evaluation**

In this grant period, Puget Soundkeeper has achieved the following outcomes:

#### **Staff development**

- In September 2016 Executive Director Chris Wilke and Finance Director Julie Angell enrolled in a two-day national conference hosted by the Society for Human Resource Management (SHRM). Topics and skills developed at the Seattle conference included personnel management, developing leadership potential of team members, improving staff presentations, conflict resolution, and team dynamics. Development Director Teresa Nelson received training at Association of Fundraising Professionals Conference.

#### **Cultural Competency & Diversity Training**

- In March 2016, board and staff members held the first monthly meeting to guide and plan a cultural competency training process to help meet environmental justice goals as outlined in the Strategic Plan.

- During the Summer of 2016 with the help of Equity Matters consultant Heidi Schillinger, staff conducted a survey to establish a baseline of knowledge, skills and aspirations on the difficult topics of diversity, equity and racial bias. The results were analyzed by the consultant and presented to the Board by staff. A path was chosen to conduct two workshops involving community members.
- On November 8, 2016, ten Puget Soundkeeper board members, thirteen staff members and seven guests representing communities of color participated in a 4.5 hour training session “*Building & Applying Our Racial Equity Skills – Implicit Racial Bias*” led by Equity Matters consultant Heidi Schillinger.
- On November 17, 2016, seven Puget Soundkeeper board members, twelve staff members and five guests representing communities of color participated in second 4.5 hour training session “*Building & Applying Our Racial Equity Skills –Structural Racial Bias*” led by Equity Matters consultant Heidi Schillinger.
- Staff are currently following up with the consultant on next steps.

### **Implement community leadership meetings and listening sessions**

- Participated in a Salish Sea Workshop in Bellingham October 2016 to identify community concerns and actions
- Participated in two meetings of Historically White Led Groups Working on Diversity
- Participated in Diversity, Equity, and Inclusion Roundtable at International Waterkeeper Conference in Wilmington, NC

### **Recruit additional staff and Board as needed to best meet needs of organization**

- In September 2016, the board approved the addition of two new board members, Walter Tabler and Alana Knaster.
- In October 2016, Puget Soundkeeper secured additional funding to expand Puget Sound advocacy and to implement a reorganization plan called for in its Strategic Plan. Staff posted and began interviews for two new job positions, Administrative Assistant and Executive Coordinator & Policy Analyst, expanded an existing education and Science Coordinator to full time and created a new position of Assistant staff Attorney which was filled with an internal candidate. The additional positions will increase effectiveness and organizational capacity to meet the Strategic Plan goals.

### **Increase patrols and community engagement with local community members in environmental justice communities and watersheds**

- Soundkeeper conducted 99 boat patrols and 76 field inspections of over 290 permitted facilities in environmental justice communities and watersheds
- Increased geographic coverage to help protect additional watersheds including Samish, Skagit, Stillaguamish, Snohomish, Cedar-Sammamish, Green Duwamish, Puyallup-White.
- Identified new community groups to reach out to by using an environmental justice lens in affected watersheds
- Began community outreach by assisting with water quality sampling with two creek protection groups and by visiting a volunteer creek restoration project
- Brought the results of several field investigations to Soundkeeper’s legal team to consider Clean Water Act enforcement actions

Thank you for your support of strategic capacity building to support Puget Soundkeeper’s mission to Protect and Preserve Puget Sound.