



**Tidal Bay**  
Consulting, LLC

## **Justice, Equity, Diversity, and Inclusion Statement** **August 30, 2021**

### Acknowledgement

Tidal Bay Consulting (TBC) acknowledges that every person has the right to access public marine resources in the ocean and along the coast. For time immemorial, Indigenous peoples lived with the land and sea and relied on marine resources for sustenance. Colonialism is an ongoing force and set of structures that continues to limit access to marine and inland fisheries, and to reinforce land dispossession. In many cases, rights for sustenance fishing and related cultural practices have not been regained to the full extent due to ongoing systems of oppression. In this century, settler communities are also increasingly feeling the effects of restricted access to marine resources. Much of TBC's work is centered around issues of justice, which are context-dependent and different across Indigenous and settler communities.

Over the years, multiple environmental and anthropogenic stressors have negatively affected sustainable population levels of many marine species. In order to restore and conserve these species, federal, tribal, state, and municipal rules and regulations limit access to marine resources. As such, this right to harvest has been taken away from some individuals and communities, namely Indigenous peoples and those without the economic or social capital to maintain their access and/or share. This has resulted in a public resource being increasingly dominated by those with power – whether from race, wealth, education, generational knowledge or community standing. The cumulative impacts of historical influence, environmental change, management, and politics have presented innumerable challenges for small-scale fishers and owner-operators to sustain their livelihoods.

Further, access to the coast is becoming increasingly limited due to gentrification. Property with historical coastal access has been diminishing as ownership changes to individuals who may not understand the need for the fishing industry to access and maintain the 'working waterfront'. This translates to various justice issues, especially for fisheries requiring intertidal access, economically disadvantaged populations, and individuals who are being forced to move away from the coast due to the cost of living.

### Our Role

TBC engages in ongoing learning and reflection about what justice, equity, diversity, and inclusion means in the context of specific communities, cultures, and histories of oppression. We seek to position our work to give power to these communities, recognizing that privilege comes with responsibility.

TBC helps diverse and representative stakeholders participate in the public policy process to maintain access, conserve marine resources, and adapt fisheries to the changing ecosystem and human environment.

TBC works with stakeholders in a targeted way, and on their terms, to build capacity and train thought leaders.

TBC creates spaces for diverse stakeholders to express their voice, and creates inclusive forums and avenues to enable their participation to be open-minded, respectful, and productive.

TBC seeks funding sources for, and provides technical assistance to underrepresented fishing communities and individuals.

### Our Whys

Effective participation in public policy takes commitment, experience, and vision. Fishing community participation in the management process takes time. Not only is this time usually unpaid, but individuals also take time away from earning income on the water or mudflats to participate. Knowledge of the fishery (including science and management) and of the public policy process is gained through experience and training. Individuals with an interest in sustaining the fishery in the long-term are more inclined to participate and play a leadership role. Yet, there are economic, educational, and other barriers to effective participation. Certain fisheries operate at a level where their interests are represented by paid industry advocates and lobbyists. However, in small-scale fisheries, many harvesters are underrepresented and lack resources to effectively reach their desired outcomes.

The fishing industry is only one stakeholder group among many, although because of these reasons, this group is not typically well represented at meetings and processes that directly affect their livelihood. Yet, all stakeholders should be represented, regardless of race, gender, ethnicity, education level, economic status, or identity. Until there is equal and diverse participation, these individuals will not be heard, nor empowered to achieve procedural and distributive justice.

### Our Commitments

TBC is committed to ensuring our contracts and grant-funded initiatives take cultural, historical, economic, and biological access to marine resources into consideration; acknowledging how these factors affect the process, outcomes, and participation among stakeholders.

TBC is committed to instituting hiring practices that adhere to current and relevant justice, equity, diversity, and inclusion strategies. We will ensure equal consideration is provided to all qualified applicants, without regard to race, color, national origin, religion, gender, gender identity or expression, sexual orientation, disability, age, or veteran status.

TBC is committed to provide pro-bono and reduced fee services to underrepresented communities, especially those with economic and/or educational barriers, including black, Indigenous and other people of color.

TBC is committed to seek clients, funders, and partners who are dedicated to implementing justice, equity, diversity, and inclusion strategies within their organizations.