

EcoAdapt's Justice, Equity, Diversity & Inclusion Trail Map 2021-2025



Cultivate Equitable Adaptation



ECOADAPT'S JUSTICE, EQUITY, DIVERSITY & INCLUSION (JEDI) STATEMENT

To fully accomplish EcoAdapt's mission to create a robust future in the face of climate change, we affirm our commitment to justice, equity, diversity, and inclusion in our organizational structure and function, including our vision, core values, programmatic goals, and team.

EcoAdapt recognizes that the burdens and benefits of climate change are not distributed equitably, that solutions will require the broadest, most inclusive coalition, and that our actions today influence the opportunities of tomorrow. EcoAdapt also has a unique role in fostering climate-informed justice, equity, diversity, and inclusion strategies.

Updated August 2020

JEDI Trail Map to move EcoAdapt and equitable adaptation forward

EcoAdapt's commitment to racial equity is already leading to organizational change. We began our JEDI work in 2018 to ensure that what we are doing, both internally and externally, is equitable, by building a common understanding of the meaning of JEDI, creating a JEDI vision statement, and setting JEDI benchmarks in our four programs.

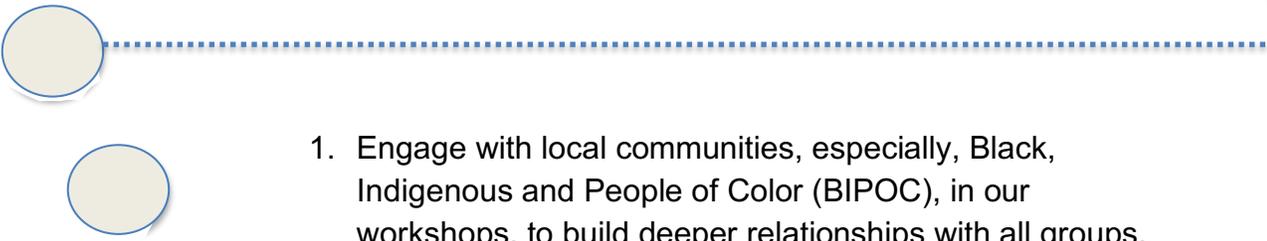
To meet our goals, EcoAdapt continues to work on the following:

Operations

1. Track progress on our JEDI goals and activities with evaluation metrics.
2. Formalized a JEDI team to ensure JEDI work is integrated into all areas of EcoAdapt.
3. Update EcoAdapt's Employee Handbook to include JEDI values, goals, and policy, including adding prohibited racial oppression policy, blind hiring policy, and policy to actively recruit BIPOC.
4. Embed JEDI in our team meetings, employee success profiles, and work plans, building on the team's collective knowledge, experience, and perspectives.

Climate Adaptation Knowledge Exchange

1. Improve functionality and design of CAKE's front and back-end interface to be as accessible and usable to as many people as possible, including translations to other languages.
2. Develop partnerships to expand JEDI content users, guidance, and outreach to expand reach.
3. Add training videos to accommodate different styles of learning, help users learn at their own pace, and better assist people to use the site.



**Awareness
to Action**

1. Engage with local communities, especially, Black, Indigenous and People of Color (BIPOC), in our workshops, to build deeper relationships with all groups.
2. Foster an inclusive and culturally responsive environment by embracing differences and ensuring that all individuals and groups feel a sense of belonging and that all feel respected, valued and heard.
3. Modify products and workshop curriculum to explicitly include JEDI components, where applicable.

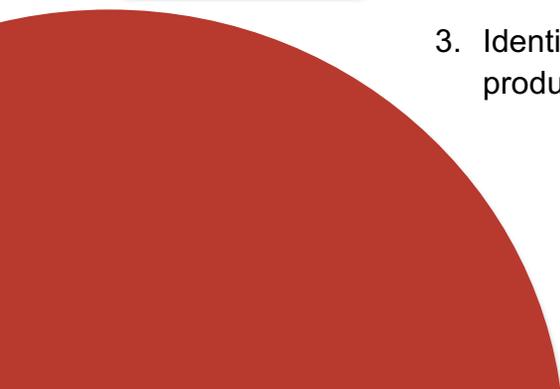


**National
Adaptation
Forum**

1. Integrate equity and climate justice into the program development to ensure that climate equity was considered by presenters, sessions, and webinars.
2. Recruit a diverse Planning Committee and Equity and Climate Justice Working Group to guide the planning of the Forum.
3. Provide travel support to ensure the diversity of participants in the Forum.
4. Prioritize under-resourced groups when choosing vendors, venues, travel support partners to utilize our spending to support a just economy.



**State of
Adaptation**

1. Increase partnerships that could lead to a broader representation of both interview/survey participants and product users.
 2. Create a suite of questions representing JEDI to increase inclusiveness in decision-making and add specific questions regarding equity considerations to the interview guide.
 3. Identify JEDI specific co-benefits and tradeoffs for adaptation strategies in products.
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ECOADAPT'S JEDI GOAL

By 2025, EcoAdapt wants to create a culture where team members, partners, and Board members fully embody justice, equity, diversity, and inclusion to better advance our mission goals and the adaptation field.

STRATEGY 1: Increase and enhance hiring and retention of team members by advancing inclusive and equitable practices and policies to advance our JEDI goals.

Actions:

- Develop equitable hiring processes and screening practices, including blind resume review; expanding reach when circulating jobs, and having a diverse interview board.
- Provide training and resource sharing to ensure all team and Board members understand our commitment to our JEDI principles and goals, including racial equity.
- Create a system to assess progress through an annual JEDI Pulse Team Survey.

Indicators of Success

- Equitable hiring practices are applied consistently on all hires.
- We have diversity in our team.
- We are increasing the numbers of team members with marginalized identities in leadership roles.
- Team members report an increase in commitment to equity and justice work in catalytic coaching goals and JEDI Pulse Survey.

STRATEGY 2: Increase the capacity and competency of team members to understand and advance EcoAdapt's JEDI goal.

Actions:

- Increase awareness and knowledge of by team members around racial equity and JEDI issues by sharing resources and tools, communicating across the organization about our relevant work, and hosting events to raise awareness of these issues.
- Increase the competency of our team members and programs by providing educational opportunities, such as training on JEDI, unconscious bias, anti-oppression, and inclusive hiring.
- Build a trusting work environment where we have policies for team and Board members to feel comfortable elevating JEDI-related issues.

Indicators of Success:

- Our team is participating and committed to JEDI related training activities.
- There are organization-wide learning opportunities provided.
- Equity and justice are included in personal and professional performance goals.
- Equity and justice are being embedded in all EcoAdapt in all programs across the organization.