

Justice, Equity, Inclusion & Diversity Fund Strategy

Updated: 4/28/21

Next Anticipated Update: April 2022

The ASAP Justice, Equity, Diversity, and Inclusion Fund was established in response to the commitments outlined in [ASAP's JEDI statement](#), including:

- Deconstructing barriers in our membership structure and engagement model to become more inclusive and accessible.
- Supporting all frontline communities developing adaptation resources from their lived experience and traditional knowledge.
- Ensuring that other adaptation resources are accessible and welcoming to all communities.
- Lifting up stories of, and empowering, leadership from communities and critical areas of adaptation practice which currently are poorly represented in adaptation leadership.

Therefore, in 2021-2022, the ASAP JEDI Fund is supporting the work and professional growth of adaptation professionals by providing financial support for engaging in professional development and capacity building activities. The fund is also enhancing the professional capacity and knowledge of ASAP members by compensating people for their time as they contribute their knowledge, expertise, and labor to our network programs.

As ASAP advances justice, equity, diversity, and inclusion in our network, we seek to first and foremost address injustices caused by discrimination based on race and ethnicity. ASAP also acknowledges disparities caused by access to opportunity based on lack of financial resources that can exist for people of all races. Therefore, in 2021-2022 funds will be available first and foremost for people who self-identify as Black, Indigenous, and People of Color and funds will also be available for people of any race or ethnicity who identify as having limited financial resources.

We also recognize that and may have inadvertently caused harm by not compensating people for their time as they contributed their knowledge, expertise, and labor to our network programs. Therefore, funds will first and foremost be available to individuals to seek compensation for past contributions.

The ASAP network functions through reciprocity. Some network members will choose to offer their knowledge, expertise, and labor to our network programs in exchange for non-monetary value they receive from participating in the ASAP network. Others, members and non-members, may choose to receive monetary compensation. ASAP affirms each individuals' choice and makes funds available for those who want or need to receive monetary compensation.