

ASAP Justice, Equity, Diversity,
and Inclusion Committee
Accountability Group

Commitments Work

January 2021

JEDI Statement accepted April 20, 2020

The urgent need to equitably adapt to climate change necessitates the removal of oppressive systems and requires a transformation into a society where we all share in the power and prosperity of resilient economic and social systems.

Grave injustices of the past, which have been allowed to perpetuate today, have created an unjust and inequitable society. Climate change exacerbates these inequities, as those who are the least responsible for climate change are often the most impacted.

Widespread discrimination, promoted by histories of colonialism, white supremacy, domination of nature, and economic exploitation have created systems that inhibit otherwise capable communities from thriving. These systems discount traditional systems of social care and ecological knowledge essential to achieving balance within the natural world.

These systemic injustices pervade the realities of the climate change adaptation field and the organizations within it, including ASAP. **In order to use our power to achieve the necessary transformational change, we commit to deconstructing barriers in our membership structure and engagement model to become more inclusive and accessible—expanding the adaptation conversation at ASAP. We will support all frontline communities developing adaptation resources from their lived experience and traditional knowledge, and ensure that other adaptation resources are accessible and welcoming to all communities. Further, we will lift up stories of and empower leadership from communities and critical areas of adaptation practice which currently are poorly represented in adaptation leadership.**

We will not allow the actions of the past to dictate our future and we commit to leveraging our network and resources to promote justice, equity, diversity, and inclusion in the climate adaptation field and beyond.

8 Commitments

1) *Transformation*: Using our power to achieve necessary transformational change

2 & 3) *Member Structure and Engagement*: Deconstructing barriers in our membership structure and engagement model to become more inclusive and accessible

2) Membership structure

3) Engagement model

4) *Frontline Community Support*: Supporting all frontline communities developing adaptation resources from their lived experience and traditional knowledge

5) *Accessibility*: Ensuring that adaptation resources are accessible and welcoming to all communities

6 & 7) *Amplifying New Stories & Transferring Power*: Lifting up stories of and empowering leadership from communities and critical areas of adaptation practice which currently are poorly represented in adaptation leadership.

6) Amplifying

7) Transferring Power

+ 8) ASAP organizational work such as staff and board diversity, hiring practices, education, partnerships, use of language

Statement and Commitments	Related Actions
1) Using our power to achieve necessary transformational change	
2) deconstructing barriers in our membership structure and engagement model to become more inclusive and accessible	Increase racial and socioeconomic diversity of our membership
	Create a partnership strategy that prioritizes engaging with organizations which represent groups of people whom we have not historically had represented in our members and partners to actively change our membership demographics
	Institute a pay-what-you-can model for individual and organizational members
3) deconstructing barriers in our membership structure and engagement model to become more inclusive and accessible	Provide safe spaces for diverse groups to interact and discuss issues of race, discrimination, diversity, and equity
	Create scholarship opportunities for events and conferences
	Make service opportunities available to members who have limited resources

Statement and Commitments	Related Actions
<p>4) ... support all frontline communities developing adaptation resources from their lived experience and traditional knowledge</p>	
<p>5) ensure that other adaptation resources are accessible and welcoming to all communities</p>	<p>Pursue both science and art as vehicles of expressing our values</p>
<p>6) lift up stories of and empower leadership from communities and critical areas of adaptation practice which currently are poorly represented in adaptation leadership</p>	<p>Organize panels and events to provide opportunities for telling diverse stories</p> <p>Prioritize telling stories of existing adaptation leadership in the environmental justice community</p> <p>Create a racial diversity policy or guidelines for panels and working groups</p>
<p>7) lift up stories of and empower leadership from communities and critical areas of adaptation practice which currently are poorly represented in adaptation leadership</p>	<p>Create a mentorship cohort specifically for People of Color coming into the field</p> <p>Create mentorship cohorts specifically for people from other marginalized groups coming into the field</p>

	Actions
8) Internal ASAP work	Increase racial and socioeconomic diversity of our staff and Board
	Acknowledge and change inequitable hiring practices within the organization
	Support a standing committee of members who provide oversight for our JEDI integration/implementation
	Support staff to pursue JEDI education
	Support staff to continuously pursue internal conversations about how we can enhance our JEDI skills
	Develop partnerships to improve ASAPs JEDI work
	Continue to prioritize relationship- and trust-building as core tenets of our partnership strategy
	Put justice language and justice principles on par with where we currently put climate change language, principles, and science, including in our strategic goals
	Integrate principles of transformative change into our organizational values and operations to ensure that adaptation planning can truly bring about this change
	Continuously work to identify, acknowledge, and address institutional and cultural barriers in our organization and the field of adaptation

Next Steps

- Additional discussions with ASAP staff about work done to date related to JEDI
- Work in teams on individual commitments - request for volunteers
 - Operationalize commitments – meaning in practice
 - Develop:
 - Metrics, to measure progress for each commitment
 - Actions, to further each commitment
 - Opportunity for learning and collaboration
 - Report back at next quarterly meeting
- Prioritization of actions based on impact, feasibility