



Working JEDI Statement

Adaptation International is committed to embedding justice, equity, diversity, and inclusion (JEDI) in all facets of our work to support communities as they adapt and build resilience to a changing climate.

We recognize that past injustices - many of which have been allowed to continue today - exacerbate the ways in which climate change is already affecting communities around the world.¹ In the field of climate adaptation, both historic and current exclusion, racism (both intentional and unintentional), discrimination, bias, and harassment proliferate institutions, organizations, and communities who we partner with. As a result, the innumerable ways of seeing, knowing, and caring about the world have been (and are often still) discounted, silenced, marginalized, repudiated, ignored, and overridden by dominant ideologies.²

At Adaptation International, we recognize both the urgency and intentionality with which we need to develop and implement solutions to the climate crisis. We recognize the political, social, and historical contexts in which we operate, and the ways in which our own identities shape the relationships we build, the projects we support, and the communities we work with. We recognize the need for continued individual and collective growth as an organization, and we are committed to improving the ways in which we think, understand, speak, collaborate, partner, facilitate, research, write, and operate. We recognize the need to continuously dismantle the systems of oppression, inequality, and injustice that hinder the work that we do to support our partners. We recognize the need to use truly collaborative approaches to connect the best available science and tools with traditional and local knowledges to empower collective action.

We value transparency, accountability, trust, and relationships, and we work diligently to cultivate an organizational “culture” of power-sharing, collaboration, and responsibility. In order to achieve the transformational change necessary to adequately respond to

¹ Historic and current social, physical, environmental, economic, and political systems - fueled by white supremacy, colonization, colonialism, racism, discrimination, environmental injustice, economic exploitation, and “domination of nature” - explicitly inhibit otherwise capable communities from thriving.

² We recognize that Black, brown, and Indigenous communities, immigrants, women, older adults, those with disabilities, low-income communities, LGBTQIA+ individuals, English as a Second Language (ESL) communities, the unhoused, those who lack transportation, and those who lack access to television, radio, internet, and/or phone service often experience the first and worst impacts of climate change.

climate change, Adaptation International commits to advancing justice, equity, diversity, and inclusion work as an organization in the following areas:

1. Who We Are
2. What We Do
3. How We Operate

1. Who We Are

Adaptation International is committed to fostering a work environment that centers principles of justice, equity, diversity, and inclusion in our day-to-day work and personal and organizational long-term growth. AI believes wholeheartedly that our individual differences enhance our work and the strength and resilience of the organization, and we believe that the diversity and characteristics of our staff should aim to reflect the communities that we serve in order to be more effective in implementing our mission.

2. What We Do

Adaptation International is committed to centering justice, equity, diversity, and inclusion with our partners and clients. Adaptation International's work is focused into four main categories: 1) Municipalities, Counties, and States; 2) Tribal Governments and Tribal Communities; 3) Field Building Work; and 4) Research. This includes the development and use of JEDI tools, protocols, and a resource library that ensures that our values as an organization are upheld in our work, including in our partnerships, projects, workshops, communication materials, policies, and capacity building efforts. This also means adhering to standards we have set for ourselves that ensure climate adaptation strategies that we promote also empower and uplift community agency and ownership.

3. How We Operate

Adaptation International is committed to centering justice, equity, diversity, and inclusion principles in our operations, processes, budgets, and deliverables. Adaptation International's JEDI commitment influences its policies on staff recruitment, retention, annual budget allocation, compensation and benefits, professional development, promotions and bonuses, metrics, milestones, and organizational policies. AI is also committed to: building and participating in a community of practice centered on peer-to-peer support on intercultural dialogue, fostering accountability, and holding empathetic, honest, and brave conversations.