



JUSTICE, EQUITY, DIVERSITY, & INCLUSION
JEDI ROADMAP



INTRODUCTION

Climate justice is a critical component of the work that 350 Wisconsin does. Our 2022 strategic planning process reaffirmed that climate justice is a top priority. In early 2023, 350 Wisconsin began a comprehensive planning process to improve our Justice, Equity, Diversity, and Inclusion (JEDI) work.

We partnered with Cream City Conservation to further educate our volunteers, board, and staff on justice issues, determine what we are doing well and what areas we could improve on, and implement JEDI principles throughout our organization and in all of the work that we do. We established detailed action steps, metrics, and responsibilities for carrying out all of the strategies in this roadmap.

Thank you to all the training participants, survey respondents, and Cream City Conservation for helping to make this process a success!

PHASE 1: EDUCATION

Staff and volunteers were invited to participate in the following trainings, scheduled for early 2023:

1. Reflective Leadership & Communication
2. Racial Equity & Environmentalism
3. Foundations of Internalized Racism
4. Decentering White Dominant Culture
5. Social Identities & Intersectionality
6. Recruitment & Hiring for a 21st Century Workforce

Following each training, 350 Wisconsin held weekly reflection sessions for participants to have meaningful discussions, learn from one another, and explore how we can apply what we learned in the trainings to 350 Wisconsin.

PHASE 2: CULTURAL ASSESSMENT

In February 2023, we launched an anonymous survey to learn about our members' experiences of equity and belonging. The survey was sent to approximately 150 volunteers, board members, and staff.

The results of this assessment, combined with what we learned at the training sessions, led us to identify Diversity, Equity in Decision Making, and Fairness/Retention as our top three focus areas.

PHASE 3: ROADMAP

350 Wisconsin's **JEDI Roadmap** is a living document, meaning it will grow and change as our organization evolves. It is the basis for a more detailed **JEDI Workplan**, which identifies specific action steps, responsibilities, metrics, and timelines for implementing JEDI principles.

The Roadmap and Workplan were created by the **JEDI Workgroup**, a rotating cohort of 5-7 committed staff and volunteers. The Workgroup used the results of the Phase 2 Cultural Assessment, five training sessions, readings, and reflection sessions to create a detailed set of strategies and action steps that will help us achieve our **Program Goals**.

This plan is not set in stone. The Workgroup and its rotating membership will continue to reflect and improve our JEDI process.

PROGRAM GOALS

Our JEDI Program Goals are aspirational statements that describe the organization that we want to be.

Diversity

350 Wisconsin is a diverse organization that reflects our broader community and those we serve. We benefit from the perspectives and center the experiences of individuals from historically marginalized, frontline and low-income communities and we incorporate those perspectives and experiences into our work.

Equity

350 Wisconsin considers JEDI in all decisions, actions, and priorities, and makes those considerations transparent and public.

Fairness

Everyone in 350 Wisconsin has an equal opportunity to thrive and contribute to the organization, is treated fairly, and feels like they belong. Job performance is evaluated consistently and fairly.

STRATEGIES

Community & Partnerships

- Enhance feelings of belonging across 350 Wisconsin by providing a variety of opportunities for volunteers, board members, and staff to build community and create a sense of camaraderie with one another.
- Develop relationships with marginalized communities and BIPOC-led organizations to further opportunities for collaboration and support.

Member Wellbeing

- Support the well-being and work-life balance of all members and staff. Celebrate joy whenever possible and appropriate.
- Provide opportunities for mentorship and professional development across teams and ensure that volunteers, board members, and staff are regularly made aware of them.

Transparency & Decision-Making

- Integrate equity and justice considerations into all teams and decision-making processes.
- Document systems and tools for equitable decision-making, identify and fill any gaps.
- Improve JEDI aspects of our volunteer recruitment processes.

Staff Support

- Encourage two-way communication between staff and their supervisor, provide consistent and regular feedback to staff on their performance.
- Improve JEDI components of our staff recruitment and onboarding processes.
- Prioritize fair pay and benefits for staff, comparable to similar positions in our region's nonprofit environmental sector.