

# JEDI GUIDING PRINCIPLES

Embedding justice, equity,  
diversity and inclusion in all  
the work we do





# UNDERSTANDING GEOGRAPHIC CONTEXT

**We are guided by in-country partners to ensure our approach is culturally and politically appropriate.**



## DEVELOPING OUR STAFF

**We support equitable policies, strive for staff representation reflective of where we work, invest in trainings to support inclusion and belonging, and more.**



## INVESTING IN A CULTURE OF BELONGING

**We strive to make every individual feel respected and treated fairly in an inclusive work environment and address inequitable power dynamics.**



## EVOLVING OUR STRATEGIC APPROACH

**We aim to support more intersectional work, build relationships with groups whose focus may fall outside the traditional climate space, center voices and expertise of those most impacted, and more.**



## EXPANDING & DIVERSIFYING OUR NETWORKS & PARTNERSHIPS

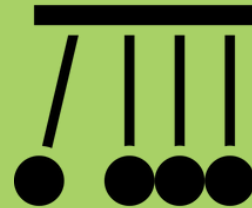
**We explicitly recognize diversity in how we design our work. We are increasing our funding to groups that pursue climate justice and equity; examining our definition of experts to be more inclusive; and more.**





# SHIFTING POWER THROUGH OUR GRANTMAKING

**We strive to communicate transparently; streamline the grantmaking process; provide core funding where possible and relevant; experiment with participatory approaches; and more.**



# TACKLING UNINTENDED CONSEQUENCES

**We listen to our staff and partners regarding any concerns related to our actions; consult with grantees; and take action to adjust if we find we are perpetuating harm.**





## ENGAGING FUNDERS FOR COLLECTIVE IMPACT

**We work closely with funders and the broader climate funding community to realize these principles; shift our fundraising approaches; and more.**



## CONTINUING TO LEARN

**We engage in learning partnerships without being extractive; learn from successes and failures; and share our learnings as we go.**



## **HOLDING OURSELVES ACCOUNTABLE**

**We will continue to be transparent with our progress and seek feedback in order to hold ourselves accountable.**