



Justice, Diversity, Equity, & Inclusion Commitment

Clean+Healthy's mission is to build a just and healthy society in which toxic chemicals are unthinkable. In our 2021-2026 Strategic Plan, we prioritize centering the voices and needs of people most impacted by our current toxic economy and systemic racism: Black, Indigenous, Asian, and people with roots in Mexico, Central and South America, and the Caribbean, as well as low-income people of all racial and ethnic backgrounds.

We identify five core values for our organization, one of which is Justice:

JUSTICE: We are committed to an equitable, just, and inclusive society. We are intentionally anti-racist and oppose gender oppression. In all of our decisions, we consistently ask ourselves: Who is most impacted? Who is left out? Who is empowered? Whose voices are not yet being heard? We center justice in our decision-making and aim to dismantle structures of inequality and discrimination.

Further, environmental justice is interwoven throughout, and particularly highlighted in our programmatic goal to **Center the Voices and Needs of Frontline BIPOC Communities in Our Work**. Strategies to achieve these goals include:

- Work with BIPOC communities to identify and prioritize action on toxic threats harming people and families.
- Be a resource available to BIPOC communities about the ways in which health is affected by harmful chemicals and prevention strategies.
- Expand the number of BIPOC centered organizations in the JustGreen Partnership and other collaborative efforts.
- Create space for expanded leadership of BIPOC-centered organizations in those collaborative efforts.
- Stand in visible and vocal solidarity on issues that are relevant to our vision of a just society even when not directly related to toxics.

Our top organizational goal for 2021-2026 is to **Create a More Diverse and Anti-Racist Institution at All Levels**. We are advancing the following strategies to achieve this goal:

- Increase racial diversity of the staff as it expands and implement anti-racist recruitment and onboarding processes.
- Implement a board development program that achieves a sustainably diverse membership.
- Apply an anti-racist, pro-equity lens in all programs and organizational decision-making.
- Create a safe, equitable and welcoming workplace for all.

Clean+Healthy endorses the **Jemez Principles for Democratic Organizing**, created at a 1996 meeting hosted by the Southwest Network for Environmental and Economy Justice (<https://www.ejnet.org/ej/jemez.pdf>):

- 1) Be inclusive
- 2) Emphasis on bottom-up organizing
- 3) Let people speak for themselves
- 4) Work together in solidarity and mutuality
- 5) Build just relationships among ourselves
- 6) Commitment to self-transformation

We acknowledge that in a society with deeply embedded structural racism, sexism, ableism, classism and other hierarchically-structured divisions, we may not always avoid acting in ways that reinforce these structural inequities. We are committed to doing the work to identify our shortcomings and redoubling efforts when mistakes are made. We do not expect people at the lower end of these power gradients to identify or solve these problems, and will invest resources in continuous learning to embody these values and accomplish these goals.

Updated and Approved: November 2021