



# **JEDDI (Justice, Equity, Diversity, Decolonization, Inclusion) Policy**

2025-2026

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# 1. Defining JEDDI

For the purposes of this policy, the following is how Be The Change Earth Alliance (BTCEA) defines JEDDI (justice, equity, diversity, decolonization, and inclusion). By upholding these principles, BTCEA aims to ensure safety, justice, and inclusivity are centred throughout both our internal workplace environment and our external programming.

- **Justice:** Actively identifying, addressing, and dismantling barriers that create unjust outcomes.
- **Equity:** The recognition of differences and the distribution of fair treatment, opportunity, and access for all individuals.
- **Diversity:** Acknowledging and valuing differences in race, ethnicity, gender, sexuality, age, religion, abilities, and other positionalities, identities, and experiences.
- **Decolonization:** The bureaucratic, cultural, linguistic, and psychological divesting of colonial power and systems. Centering Indigenous perspectives, cultures, and ways of being.
- **Inclusion:** Creating an environment in which every individual feels welcomed, respected, and valued.

## 2. BTCEA's Commitment to JEDDI

BTCEA recognizes that the impacts of climate change and other environmental and social injustices are not distributed equally, and our approach to eco-social education reflects a commitment to uplifting and centering marginalized and equity-deserving communities. We are committed to amplifying diverse voices and addressing these inequities through the upholding of JEDDI principles within our organization and the educational programs we design and deliver.

- **Justice:** We commit to actively identifying, addressing, and dismantling systemic barriers that create inequities in our organizational policies and practices. We strive to create structures that ensure transparent decision-making and fair treatment to all individuals with links to BTCEA.
- **Equity:** We commit to providing individuals with the resources, opportunities, guidance, and support they need to succeed within our organization, or working with our organization. We recognize that different individuals may have different needs and approaches, and strive to remove barriers to ensure equitable access and participation.
- **Diversity:** We commit to cultivating educational materials and a workplace that both reflects and welcomes all identities, backgrounds, and perspectives throughout all of BTCEA's operations.
- **Decolonization:** We commit to challenging colonial systems and assumptions in our organizational structure, culture, and programming, while simultaneously centering Indigenous voices, knowledge, and perspectives.
- **Inclusion:** We commit to creating an environment where every individual feels respected, safe, and empowered to contribute and meaningfully participate.
- **Indigenization:** We strive to reflect Indigenous ways of knowing throughout our programming and are mindful of Indigenous land-based protocols.

BTCEA recognizes that these JEDDI commitments are ongoing processes that require continuous learning and un-learning, reflection, discussion, and action, and that there is always room to grow.

### 3. Scope and Applicability

This policy applies to all employees, board members, volunteers, and partnerships within BTCEA.

**BTCEA employees** will oversee the implementation and monitoring of JEDDI initiatives. The Executive Director is accountable for modelling JEDDI principles for the rest of the staff team and fostering an inclusive work environment.

**BTCEA employees, board members, volunteers, and partners** are all expected to actively contribute to an inclusive workplace culture and environment.

## 4. JEDDI Initiatives and Strategies

### JEDDI Strategies

The following strategies establish the foundation for meaningfully integrating and upholding JEDDI principles into BTCEA's operations.

1. **Strengthen internal workplace culture** by continuing to embed JEDDI practices, reflection, and learning across the organization.
2. **Revise and enhance learning resources and educational programs** to reflect justice, anti-racism, and decolonization principles.
3. **Review and update organizational policies** through a JEDDI lens to ensure alignment with our organizational values.
4. **Prioritize relationships with social justice and BIPOC-led organizations** and pursue new partnerships that are values-aligned and mutually supportive.
5. **Seek ongoing guidance, accountability, and critique** through external advisors, including BIPOC and community partners.
6. **Improve communication of our JEDDI and anti-racism priorities, work, and progress** to staff, the Board, and external stakeholders.
7. **Maintain and expand strong relationships with Indigenous educators, students, and communities.**

### JEDDI Initiatives

To bring these strategies to life, BTCEA will continue to implement the following initiatives.

#### External

##### Community Representation and Consultation

- **JEDDI Wisdom Circle:** BTCEA hosts a quarterly JEDDI Wisdom Circle, which convenes Black, Indigenous and People of Colour (BIPOC) youth to provide continuous and iterative feedback on BTCEA learning materials. Participants are compensated for their time and contributions through an honoraria model, in acknowledgment of efforts given.

- **Education Advisory Council (EAC):** BTCEA benefits from an Education Advisory Council composed of elementary, secondary, and post-secondary educators across British Columbia who provide feedback on our learning resources. Participants are compensated for their time and contributions through an honoraria model, in acknowledgment of efforts given.
- **Indigenous Education Council (IEC):** BTCEA is working toward establishing an Indigenous Education Council composed of Indigenous advisors, educators, and community members to guide the ethical integration of Indigenous Knowledge into our learning resources. Participants will be compensated for their time and contributions through an honoraria model, in acknowledgment of efforts given.

### Equitable Program Design and Delivery

- **JEDDI Rubric Program Evaluation:** BTCEA uses an evolving JEDDI evaluation rubric to continually assess our learning resources, workshops, and internal processes. This ensures our programs align with justice, anti-racism, decolonization, accessibility, and equity commitments.
- **Program Cost & Accessibility:** SLC learning resources are available free of charge across BC to ensure all educators and youth have access to high-quality climate education. BTCEA provides honoraria, subsidies, and free meals at youth events to reduce financial barriers for youth in climate work. Materials are designed for accessibility and include vocabulary indexes, plain-language summaries, supportive guides, mixed media and pedagogy activities, and visual aids to meet diverse learning needs.

### Inclusive Outreach

- **Partnerships:** BTCEA prioritizes developing mutual, reciprocal, and respect-based partnerships with schools, teachers, youth organizations, community centers, and organizations serving Indigenous youth.
- **Youth Outreach:** BTCEA aims to reach educators and youth from diverse schools and districts across Metro Vancouver to ensure broad representation. We plan to develop a JEDDI-informed outreach plan with an emphasis on schools serving BIPOC, newcomer, and low-income communities.
- **Indigenous Outreach:** BTCEA aims to engage with Indigenous youth and educators, both through our programming and as content consultants, as well as with Indigenous partner organisations as need and capacity allow.

- **Communications:** Public-facing outreach and program materials are designed to be culturally inclusive, youth-friendly, accessible, and reflective of diverse identities and learning styles. We share our JEDDI achievements in monthly Newsletters and Teachers Corners, with plans to further foreground our efforts through social media to better communicate BTCEA's commitments to our diverse audiences.

## Internal

- **Monthly Full-Team Decolonization Meetings:** The BTCEA staff team meets to provide space to center, value, and learn from Indigenous and other diverse perspectives. Staff dialogue, discuss, reflect, and integrate decolonial practices into work and programming.
- **Bi-weekly Internal JEDDI Meetings:** The BTCEA staff team holds JEDDI committee meetings that review and update internal policies workshops and learning resources, applying this learning to support the improvement of all internal and external organizational processes with a strong emphasis on accessibility for BIPOC and other marginalized communities.
- **Annual Indigenous Learning Course:** All staff are encouraged to engage in annual professional development on Indigenous knowledge, such as the 4 Seasons of Indigenous Learning course, deepening the meaningful integration of decolonization and reconciliation into all aspects of BTCEA's work.
- **Workplace Culture:** Intentionally foregrounding and creating space for staff to slow down and reflect upon their work while continuing to build a culture that is caring, inclusive and supportive. The Executive Director seeks feedback and listens to staff needs through bi-annual anonymous surveys and direct feedback.

## 5. JEDDI Monitoring, Evaluation, and Accountability

### Monitoring and Evaluation

BTCEA recognizes the importance of continuously monitoring and evaluating the effectiveness of our JEDDI initiatives. To do so, we have established the following mechanisms:

#### External

- **Qualitative data collection and analysis** of feedback gathered from our JEDDI Wisdom Circle, Indigenous Education Council, and Education Advisory Council regarding JEDDI integration within our learning resources and programs, as outlined in our [JEDDI External Initiatives](#).
- **Quantitative data collection and analysis** of feedback metrics gathered from our JEDDI Rubric Evaluations of JEDDI integration in BTCEA's various programs, as outlined in our [JEDDI External Initiatives](#).
- **Quantitative data collection and analysis** of feedback metrics gathering from our JEDDI Rubric Evaluation of JEDDI integration in BTCEA's hiring process, as outlined in our [JEDDI External Initiatives](#)

#### Internal

- **Qualitative feedback and analysis** through regular formal and informal check-ins to gauge employee perspectives on JEDDI efforts in workplace culture and environment, as outlined in our [JEDDI Internal Initiatives](#).

### Accountability

BTCEA holds ourselves accountable for the success of our JEDDI initiatives by:

- **Setting clear, measurable goals** each quarter that are regularly reviewed, updated, and clearly assigned to staff members.
- **Conducting regular progress meetings** as outlined in the [JEDDI Internal Initiatives](#) via our bi-weekly internal JEDDI meetings to evaluate progress and address any challenges in meeting our goals.

BTCEA is also accountable for the ongoing improvement of this JEDDI Policy Document. We will hold ourselves accountable by:

- **Conducting bi-annual reviews** of our JEDDI policy to ensure it remains up-to-date and reflects BTCEA's JEDDI practices and organizational values.
- **Integrating feedback** from our employees, board members, and volunteers to incorporate diverse perspectives and continuously improve our JEDDI practices.
- **Adapting to changing socio-cultural needs** and updating our JEDDI Policy accordingly to ensure its accuracy, relevance, and effectiveness.

## **6. Conclusion**

BTCEA's JEDDI Policy is integral to who we are as an organization. By embedding these JEDDI principles into our operations, culture, and environment, we strive to create a workplace grounded in fairness, respect, and opportunity for all, where every person is valued, empowered, and able to thrive.