



## **Earth Ministry/WAIPL Justice, Equity, Diversity, and Inclusion (JEDI\*) Statement**

Earth Ministry/Washington Interfaith Power & Light is committed to becoming a fully multifaith organization actively integrating anti-racism principles of justice, equity, diversity, and inclusion. We believe that relationships must be centered in justice and equity within the human family, as well as reciprocity and mutuality with all of the natural world. We must strive together toward this sacred goal.

As people of faith, we are called to love our neighbors and to put our faith into action for justice. We recognize that environmental, social, and racial justice are interlinked and that the faith-based movement is strongest when all people can bring their unique strengths and diverse experiences to the table.

Our diverse religious and spiritual traditions call us to work for systemic change and a more just society that embraces differences based on religion, race, national origin, gender identity, sexual orientation, age, physical ability, and economic resources.

As advocates for environmental and climate justice, we commit to working against systemic racism and anti-Blackness; ending both the historic disenfranchisement and racially rooted economic and health disparities of Black, Indigenous, and People of Color (BIPOC) communities; and dismantling structures of racial and economic marginalization and colonialism.

Earth Ministry/WAIPL acknowledges that we work within the unceded territories of Northwest Native nations. Our office is on the traditional land of the first people of Seattle, the Duwamish People past and present. We commit to resisting erasure of Indigenous histories, following Native leadership, and centering tribal voices.

In our pursuit of justice, equity, diversity, and inclusion, we also recognize that the impacts of pollution and climate change disproportionately hurt those most vulnerable, including Black, Indigenous, and communities of color; women; poor and economically disadvantaged communities; and the non-human species and ecosystems not able to advocate for themselves.

We are committed to learning and growing as a community and in partnership with others, aware that the path forward may not always be obvious or easy. Earth Ministry/WAIPL will live into this call by making specific, often-reviewed commitments regarding partnerships, policy positions, diversity efforts, training, budgeting, internal processes, and more.

We pledge to listen, acknowledge and address our mistakes, and hold ourselves accountable to these commitments. Together we will work to reverse paradigms of exploitation and oppression as we build a thriving, inclusive, and equitable future on behalf of all who inhabit this good and beloved Earth.

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**\*Why JEDI (Justice, Equity, Diversity, Inclusion) instead of DEI (Diversity, Equity, Inclusion)?**

Launched by Rev. Leo Woodberry and other Black clergy in the Southeast, the Justice First movement aims to link climate change and social justice. Justice First provides an umbrella for everyone working for environmental justice, earth justice, economic justice, climate justice, creation care justice, social justice, racial justice, gender justice, and more. It dismantles white dominant culture thinking focused on simply broadening the table – putting “Justice First” addresses underlying oppressions, which then leads to organically occurring diversity, equity, and inclusion. As faith leaders, we commit to following the leadership of our Black colleagues in putting “Justice First,” joining the national Interfaith Power & Light and US Climate Action Networks in embracing JEDI principles.