

Justice, Equity, Diversity and Inclusion Principles

The Iowa Environmental Council is committed to justice, equity, diversity, and inclusion in all aspects of our work and organization. We strive to create an anti-racist and inclusive internal culture while championing environmental justice and equity in our mission to make Iowa a better place to live, work, and explore.

Our Beliefs

We believe in justice – that all people regardless of race, ethnicity, religion, national origin, gender, age, sexual orientation, and disability deserve fairly shared access to power and knowledge and equal protection under the law. This includes equitable access and rights to clean air and water, and the promise of a livable future.

We recognize that impacts of air and water pollution, fossil fuel extraction and energy production, and climate change fall disproportionately on Black and Indigenous people and other people of color. Policies that allow these health hazards and shift the impacts of environmental contamination away from majority white communities to communities of color perpetuate the structures of racism.

We recognize that racism is deeply embedded in the environmental movement and that we, as the Iowa Environmental Council, are complicit in the systems that maintain structural racism.

We believe that diversity makes us stronger. Diverse experience and perspective enhance our work, make us more effective, and create more equitable outcomes.

Environmental justice is at the foundation of our work. It must be the central goal of our policy initiatives, programs, communications, coalition building, and operations.

Our Commitments

The Iowa Environmental Council is looking internally to examine our own practices for bias and racism. Anti-racism training and skill-building are essential to eliminating racial inequities within our organization. We are setting goals, seeking and budgeting for training, taking action, and holding ourselves accountable for developing an anti-racist culture within our organization.

As the largest and most comprehensive environmental coalition in Iowa, we will:

- Listen, learn, and follow the lead of organizations that work in the environmental and racial justice space and in communities disproportionately impacted by environmental pollution and climate change,
- Increase the diversity of our staff and leadership, as well as our community of external partners and members,
- Increase the accessibility of our programs, events, communications, and leadership opportunities, and
- Work toward just, equitable, and anti-racist environmental policy.