



INSTITUTE FOR
Sustainable
Communities

what's possible

EQUITY LENS – VALUES STATEMENT

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WHY IS EQUITY IMPORTANT?

...in the United States:

In the U.S., too many are denied equal access to opportunity solely because of the color of their skin. The legacy of racism continues in uneven decision-making that directs land use, education and infrastructure investments. This unevenness has rendered people of color - Black, American Indian, Asian, Latinx - the most vulnerable to the impacts of climate change and undermines the health and prosperity of our communities. Targeting ISC's resources towards effectively solving disproportionate climate vulnerability while fostering effective climate solutions, is the only way forward.

....in Asia

Asia's economic "miracle" is an engine of growth, yet many are left behind often suffering disproportionately from pollution, water scarcity and climate change accelerated by this growth. ISC promotes climate and environmental solutions that advance equitable and inclusive development in Asia. ISC does this by empowering women, people of low economic status, and other vulnerable populations to increase their resilience to environmental shocks and stresses and to participate in the benefits of climate change mitigation.

STATEMENT OF VALUES

ISC's mission is to help communities around the world address environmental, economic, and social challenges to build a better future shaped and shared by all. Our programs focus on building a culture of collaboration, fostering greater equity and inclusion, transitioning to a low-emission economy, and becoming more resilient in the face of climate disruption.

We embrace equity and inclusion as a fundamental value and seek to fully embed them in our programs, institutional culture and internal practices. ISC believes in dignity, fairness and equal opportunity for all human beings. ISC understands that people who have contributed the least

to the global climate and environmental crisis suffer the most from its ill-effects. And that a history of discriminatory policies and practices have significantly increased the vulnerability of many communities.

Therefore, it is essential that climate and environmental solutions that ISC implements are inclusive and equitable and focused on strengthening the most vulnerable communities. ISC actively engages with and works in partnership with frontline organizations serving the most vulnerable populations including people of color, women and people of low economic status. ISC opposes racism and discrimination in all of its forms. We strongly believe that equity and inclusion are fundamental to building healthy, prosperous, and peaceful communities.

ISC's work is guided by these commitments:

- Measuring our success based on our ability to support the self-defined needs of those most vulnerable to climate change.
- Acknowledging and addressing the historical discrimination and structural constraints (such as racism in the US, gender and economic discrimination in Asia) that have fostered disparities and vulnerability.
- Transforming ISC into an institution that reflects our values and commitment to equity and inclusion.

KEY PRIORITIES

The following are the key priorities for action based on ISC's equity work plan:

1. Ensure diversity at all levels of the organization - administration, programs and governance - that reflects ISC's stated values of equity and inclusion.
2. Foster a culture of accountability, trust and transparency that makes room for diverse points of view, skill sets, and professional and personal growth.
3. Engage all parts of the organization to develop a specific equity action plan to operationalize these values across ISC.
4. Integrate equity and inclusion-related indicators in all of ISC.