What is the history of 350PDX?
Read more detailed introduction here.

What is next for 350PDX?

Where are we in 2019?

We are always developing what climate justice means for us as an organization. In 2018, we were able to create a Justice and Equity Organizer position. That person formed the JEDI team that has been meeting since 2018 to create the JEDI strategy plan that you are about to read. Staff and volunteer leadership also contributed to the plan by giving feedback at retreats and during many draft versions of the plan. You can read more about our process at this link. This plan is a living document and will grow along with us.

Table of Contents
1. What we mean when we say...
2. What Is the History of 350PDX? Where are we in 2019?
3. Where are we going? How do you approach reading this plan?
4. Strategy - Transparent, Just, and Accountable Systems
5. Strategy - Empowerment and Inclusivity
6. Strategy - Building Resilience
7. What is next for 350PDX?
8. Special thanks

Justice, Equity, Diversity, and Inclusion (JEDI) Plan
2020 – 2022

What we mean when we say...

Justice means removing and healing from unjust barriers that prevent people of color, low-income people, LGBTQ+ people, people with disabilities, women, and migrants from taking advantage of opportunities and resources. Justice is the goal of practicing anti-oppressive norms.

Equity means taking into account the problems people have had in the past because of prejudice or lack of money. Equity is a pathway and framework to achieve justice.

Diversity means we all have different experiences in our lives, some positive and some negative, which are due to our race, age, gender, sexuality, disabilities, income, etc. Diversity is an outcome of using equity to achieve justice.

Inclusion means we want people of color, low-income people, LGBTQ+ people, people with disabilities, and migrants, and those that live at the intersections of those identities and other marginalized identities, to feel comfortable, valued, and in decision-making spaces in the climate movement. Inclusion is an outcome of using equity to achieve justice.

In this plan we use the initials JEDI to stand for these four ideas. The goal of this plan is to use equity to achieve justice. One way we will know that we have furthered justice is when we become more diverse and inclusive of the black, indigenous, and people of color; LGBTQ+ people; people with disabilities; and migrants.

This is the summary of a full version of the JEDI plan. You can read the full version in whole here. Throughout the text below there are also links to jump to the relevant section in the full version.

In 2013, 350PDX was founded with the mission to build a diverse grassroots movement in Portland, Oregon, to address the climate crisis. For many people involved with 350PDX when it got started, climate disruption was so frightening, it was all we could focus on. We didn’t have a lot of experience or education about centuries of struggle against racism and colonialism, and how these issues related to climate change. The dangers posed by the climate crisis are real and urgent, and we acted often out of that sense of urgency (and still do). At first, 350PDX was led by people from groups with existing power and privilege (by that we mean: mostly older, mostly white, and mostly more financially secure people). 350PDX did not intentionally cultivate leadership by people from frontline communities. Frontline communities are those that experience first and worst consequences for climate change. Without intending it, our organization, like many others, recreated a culture of white supremacy (read more about White Supremacy Cultural Train). This meant we did not create safe spaces for dissenting opinions, or for frontline community members to contribute or lead.

As we grew and learned, 350PDX found that the climate justice movement was already using words and ideas that helped us start shifting our organizational culture. Since 2016, we’ve been taking many steps to make our work truly about climate justice. In 2016, we started offering workshops on climate justice. We define climate justice as using participatory democracy to create community-led solutions that center frontline communities and addresses the root causes of climate disruption by recognizing the disproportionate impact climate chaos has on frontline communities. In 2017, we updated our mission to include “addressing the causes of climate disruption with justice-based solutions.” We began to work more deeply with frontline community partners, and we paid more attention to learning about the links between climate change and social and economic oppression.

Because we were working more closely with people and communities affected by climate, racial, and economic injustices, the kind of actions and campaigns we did started to shift. The Portland Clean Energy Initiative was the most striking example of this work. Successfully passed in November 2018, the ballot creation was led by communities of color and low-income communities to fund weatherization, job training, and renewable energy projects in low-income communities.

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BY 2022, WE WANT TO BE:
1. A resilient 350PDX where self care and mutual care are honored.
2. An equitable and inclusive 350PDX that is strong, resilient, and adaptable, where people are fiercely supportive of each other in the broad climate justice movement.
3. A 350PDX that is a leader in following the leadership of the most impacted people, both inside and outside our organization.
4. A 350PDX where the most impacted people will have few or no barriers to organizing, and there will be accessible spaces, childcare, correct pronouns, shared space, and accountability as opportunities for growth.
5. A learning 350PDX that supports justice and equity in our structures and systems, and in the larger climate movement.

Where is 350PDX going?

WE still have a lot of work to do. For example, we need to build our systems for holding each other accountable to our values and our mission and making sure that, when we make mistakes, we take action to repair the harm. We also need to improve our volunteer outreach and retention.

350PDX sees that there are inequities still in some of our structures and actions. We embrace the journey we are on: to build an organizational culture and structure that is transparent, inclusive, equitable, and accountable to each other and to our frontline community partners in order to work in solidarity towards justice.

How do you approach reading the JEDI Plan?

BASED on the vision we explain in “By 2022, we want to be...”, 350PDX developed three main overall strategies:
1) Building Resilience
2) Equity and Empowerment
3) Transparent, Just, and Accountable Systems

In this document, each of these strategies have benchmarks, which are goals that will track where we are going. To read more details about our tactics, or the specific actions we will take to reach our benchmarks, you can click onto provided links to read more about our work in depth.

Building Resilience

Background: what do we mean when we talk about resilience?
350PDX defines resilience as different systems to avoid burnout and collapse, as well as collective resistance against harm and trauma.

Where are we right now?
Burnout is common for staff, board members, and volunteers.

Where do we see ourselves in three years?
Self-care (and mutual care) is prioritized and routinely recognized as a norm at 350PDX.

WHAT ARE OUR BENCHMARKS?

Long-term, supportive analysis of campaigns.
2020: Teams take part in strategic planning, gather feedback on their work, and practice using new ideas.
2021: Campaign teams use feedback to improve their work.
2022: Campaign teams actively gain feedback and reflect on the impact of their work on team members, staff, and board.

Our systems and teams grow through acceptance and management of conflict
2020: Systems and practices are established for conflict management. Staff begins to manage conflict proactively, and teams begin learning about managing conflict.
2021: Establishing clear expectations and norms for conflict.
2022: Identify additions for this tactic.

Courage is Uplifted as Crucial to our Success
2020: Have discussions around the meaning of courage and challenging ideas of scarcity.
2021: Integrate courageous cultural norms into teams, Leadership Council, Board, and Staff.
2022: Identify additions to this tactic.

Work Plans are realistic and balanced.
2020: Workloads are discussed and rebalanced at monthly staff check-ins.
2021: At least 3 volunteer teams use and evaluate “nimble/reactive” checklist.
2022: Identify unmet needs.

Healthy boundary setting protocols are launched.
2020: Staff set boundaries with organization, and volunteer handbook includes affirmation for boundary setting.
2021: Check ins for staff and volunteers about boundaries, mental health, and other details.
2022: Evaluation and setting of tactics occurs at the beginning of 2022.

La Buena Vida (The Good Life) is modeled at 350PDX
2020: 1:1 relationship building on staff and collective celebration is normalized at 350PDX.
2021: 1:1 relationship building is practiced by board and volunteers, and staff and board go on retreat together.
2022: Volunteers, staff, and board report increased 1:1 relationship building.
Equity & Empowerment

Background:
To achieve climate justice, we must build a movement that works to further racial, economic, and climate justice. We recognize that those closest to those injustices are best suited to suggest solutions and that we all benefit when those solutions are implemented.

Where are we now?
350PDX struggles with empowering and including people of color, low-income people, and other people impacted by environmental injustice.

Where do we see ourselves in three years?
350PDX is an empowering and inclusive organization for people of color, low-income people, and other people impacted by environmental injustice.

WHAT ARE OUR BENCHMARKS?

A thriving and empowered Black, Indigenous, and People of Color (BIPOC) Caucus
2020: BIPOC Caucus is actively building community and structure, and is invited at all decision-making tables.
2021: BIPOC Caucus actively gives feedback about experiences in our organization.
2022: BIPOC Caucus members report feeling welcome and included at 350PDX.

An Outreach Plan and an Accessibility Plan are co-created to address inequities at 350PDX.
2020: The JEDI Team, the BIPOC Caucus, and the Outreach Team co-create the Outreach Plan. An Accessibility Plan is created with people with disabilities and non-English speakers.
2021: We gather feedback about our Outreach Plan and Accessibility Plan, and make changes based on that feedback.
2022: 350PDX has increased involvement by black people, indigenous people, and other people of color, as well as non-English speakers and people with disabilities.

A Train the Trainer Cohort set up to train our teams on JEDI and Climate Justice
2020: Train the Trainers Cohort is launched and members are trained on JEDI 101 and Climate Justice 101.
2021: Train the Trainer Cohort is actively training the campaign teams on JEDI 101 and Climate Justice 101.
2022: Train the Trainer Cohort gives feedback on training and the training is updated based on that feedback.

Building Sustainable Teams
2020: Teams have discussed how to include people with many different skill sets.
2021: We seek feedback on how mentorship is going.
2022: We seek feedback on how mentorship is going.

Centering Leadership of the Most Impacted
2020: We train volunteers on what “centering” means. We have an Outreach Plan, and launched solidarity campaigning.
2021: Centering the most impacted is normal at 350PDX.
2022: Centering the most impacted is a core part of organizing at 350PDX.

Transparent, Just, and Accountable Systems

Background
350PDX grew so quickly that we did not build systems that furthered accountability, transparency, and justice.

Where are we now?
350PDX needs systems to hold us accountable to our mission, JEDI values, and interpersonal relationships.

Where do we see ourselves in three years?
350PDX has accountability systems that are clear and transparent to our volunteers, staff, and board.

ACCOUNTABLE SYSTEMS ARE CREATED AND UPDATEd

2020: New systems are created, including an equity filter for decision-making, shared language, and an anti-discrimination policy; and the equitable employment policy is updated
2021: More new systems are created such as updating board bylaws, staff member accountability to volunteers and 2020 systems are used.
2022: Accountability is normal and clear at 350PDX.

Strategic Planning allows for equitable access
2020: Strategic Planning includes frontline community partners and addresses various issues in our current structure.
2021: Strategic Plan is launched and has accountability standards for frontline communities.
2022: Strategic Plan is evaluated, and teams are able to report back on their work based on a clear systems.

Do you want to know more about this section?
Please visit the Empowerment and Inclusivity attachment to see all of the cool ideas that we will be pursuing in detail!
Gratitude

A special thanks to Meyer Memorial Trust and the Bullitt Foundation for funding our Justice and Equity work in 2019 and 2018, as well as Meyer Memorial Trust and the Oregon Community Foundation for funding the implementation of the JEDI Plan in 2020.

We thank every individual who participated in the hard work to put this together, including our JEDI consultant, Marcelo Bonta. In particular, we would like to shine a spotlight on some of the core volunteers, board, and staff members who contributed to this JEDI Plan.

JEDI Committee Members
Brooke Kavanagh, City County Watchdog Team Lead and Fossil Fuel Resistance Team JEDI
Ellen Mickle, City County Watchdog Team JEDI
Anais Tuepker, Board Chair
Barbara Ford, Climate Odyssey Team Lead
Chris Palmer, Volunteer and Communications Coordinator
Ashley Weatherspoon, Development Coordinator
Lucy Kennedy-Wong, Grants & Evaluations Coordinator
Anissa Pemberton, Justice & Equity Organizer

Those who reviewed the JEDI Plan:
Bernadette Rodgers, Board Director and Development Committee member
Lori Day Reynolds, 350PDX Accessibility Volunteer
Adam Brunelle, former Board Director and Executive Director of Green Lents
Melanie Plaut, Fossil Fuel Resistance Team Lead

What is next for 350PDX?

350PDX will be working hard to implement the goals we laid out in the JEDI Plan. We know that this will be hard work, and will be full of learnings and discoveries. Because of this recognition of our continued learning and growth, we consider the JEDI Plan to be a living document. We will be updating the JEDI Plan with intention to the impact of our decisions. Broadly, the JEDI Plan’s core goals will not change - however, specifics will be updated based on our learnings from the implementation.

We have a lot more detail to share with the community in regards to our strategies and how we will work to be accountable. We invite anyone interested in the details of these strategies to visit our JEDI Plan Strategies Tracking Sheet to learn more.

If you would like to engage further on this work, you can reach out to the JEDI Team at jedi@350pdx.org.