

Both ENDS Justice, Equity, Diversity and Inclusion (JEDI) Policy

Last updated: March 2025

Scope

Both ENDS envisions an environmentally just world where people and ecosystems thrive, and all people can live a life of dignity. The organisation recognises that achieving this vision requires a awareness of underlying power dynamics and a commitment to justice, equity, diversity and inclusion (JEDI) in all aspects of its work.

Both ENDS acknowledges the interconnectedness of social and environmental justice and recognises that tackling the root causes of environmental degradation necessitates addressing systemic inequalities and promoting the full and meaningful participation of all people, regardless of gender, gender identity, race, religion, ethnicity, sexual orientation, ability, age, socio-economic status, neurodiversity or any other dimension of identity. Both ENDS is committed to these principles in our efforts outside as well as inside our own organisation.

This JEDI policy is focused on BE as an organisation and how we work as a group of staff to uphold these principles in a stringent, transparent and coherent way. How these principles are translated into actions in our external relations and with our partners is described in the Gender Equality and Social Inclusion (GESI) policy. We also have a specific Sexual Exploitation, Abuse and Harassment (SEAH) policy.

Other policies and key documents of Both ENDS which have links to the JEDI policy are our Code of Conduct, the Complaints procedure; the Mismanagement, fraud and corruption procedure, a Corporate Social Responsibility (CSR) policy, and the internal HR Policy.

Guiding Principles

The following principles underpin Both ENDS' commitment to JEDI:

- *Intersectionality*: Both ENDS acknowledges that individuals and groups experience multiple and intersecting forms of oppression and privilege. The organisation will apply an intersectional lens to analyse and address the interplay of power dynamics within the organisation and ensure that its internal processes benefit structurally excluded groups in our societies.
- *Self-determination*: Both ENDS believes that all people have the right to determine their own ambitions and paths to well-being and dignity. The organisation will support staff in leading their own development processes.
- *Equity*: Both ENDS recognises that equality of opportunity does not guarantee equality of outcome due to historical and ongoing systemic disadvantages. The organisation will actively work to address these imbalances and promote equitable access to resources, opportunities, and benefits for all staff.
- *Diversity*: Both ENDS values and celebrates the diversity of perspectives, experiences, and knowledge that enrich its work. The organisation will strive to create an inclusive environment where all individuals feel welcome, respected, and valued, and where their unique contributions are recognised and appreciated.

- *Accountability*: Both ENDS is committed to being accountable to its staff, partners and stakeholders, and to continuously learning and improving its JEDI practices. The organisation will regularly monitor and evaluate its progress, seek feedback from staff and experts, and make adjustments as needed to ensure that its actions align with its JEDI principles.

Commitment

Both ENDS commits to become an organisation which cultivates an inclusive and equitable working environment that fosters respect, trust, and open communication among staff, board members, and volunteers; where diversity is ensured in its workforce at all levels, including leadership positions; and where appropriate and coherent strategies are implemented to achieve and monitor this.

Implementation Strategies

1. Policies and Mechanisms for Redress

- Both ENDS requires all staff to sign and adhere to a Code of Conduct, which delineates core values and principles which guide our work and behaviour.
- The organisation has established clear mechanisms for reporting and addressing discrimination, harassment, and other forms of misconduct to ensure a safe and respectful workplace for all. This mechanism includes an independent confidentiality councillor (*vertrouwenspersoon* in Dutch) who can be contacted anonymously in case of need and a whistle-blowing protocol again under the auspice of external professionals.
- Both ENDS regularly reviews and updates its policies and procedures to ensure they are aligned with JEDI principles and reflect best practices.

2. Human Resources

- The organisation actively promotes diversity in its workforce at all levels, including leadership positions and the Supervisory Board, and will implement strategies to attract and retain talent from under-represented groups for example by always ensuring that vacancies are also posted in networks aimed at diverse set of potential applicants.
- Both ENDS cultivates an inclusive and equitable working environment that fosters respect, trust, and open communication among staff, board members, and volunteers, e.g. by an open and transparent feedback culture.

3. Strengthening Capacity and Awareness and Dialogue

- Both ENDS provides regular training to staff, board members, and volunteers on JEDI principles and practices to build awareness, knowledge, and skills. The trainings will especially pay attention to issues such as unconscious bias and bystander behaviour etc, which can all impact JEDI implementation.
- Both ENDS is fostering a culture of innovation, dialogue and continuous learning on JEDI principles and practices.

4. Communications

- Both ENDS ensures that its (internal and external) communications and language are inclusive, accessible, and representative of the diversity of its staff, our partners and wider society.

Accountability and Monitoring

A. Roles and Responsibilities

- The Both ENDS Director is ultimately accountable for ensuring that the JEDI Policy is implemented effectively.
- The HR Coordinator is responsible for carrying out the HR policies relevant to the JEDI principles.
- The internal JEDI working group is mandated with championing JEDI principles and practices within the organisation and monitoring that all staff members understand and engages with the policy.
- All Both ENDS personnel are responsible for integrating JEDI considerations into their daily work and interactions in line with the Code of Conduct signed by all staff.

B. Resources and Support

- In consultation with the internal JEDI working group, Both ENDS allocates an annually agreed budget to support the implementation of the JEDI Policy, including funding for training, capacity-building, and monitoring and evaluation.
- The organisation continues to support an internal JEDI working group by freeing capacity to operate and support the implementation of the policy.

C. Monitoring and Evaluation

- Both ENDS establishes clear indicators and mechanisms to track its progress on JEDI implementation, both internally and in its programmes, projects and partnerships.
- The organisation annually reviews its JEDI policy in case it needs adjustments. And together with every 5 year Strategy Cycle the organisation evaluates its JEDI policy and practices, seeking feedback from partners and stakeholders to inform continuous improvement.