

ENVIRONMENTAL JUSTICE STATEMENT FOR NWF

As part of the Environmental Justice Assessment process, NWF supported an effort to develop an Environmental Justice statement to guide the organization's work. The following statement was generated and refined through a series of focus groups and feedback sessions throughout late 2021 and early 2022.

NWF recognizes that environmental justice is integral to our work to protect wildlife and habitat for current and future generations and is essential to the effectiveness of the conservation movement. NWF recognizes the intersectionality of the health of environments and communities and the interdependence of biodiversity and social equity, now more than ever with the disproportionate impacts of climate change. NWF recognizes that the totality of NWF's work including programs, campaigns and policy positions have the potential to affect environmental justice outcomes. Therefore, in alignment with the 1991 Environmental Justice Principles, NWF commits to advance environmental justice for all affected people by:

- Investing time and resources in the diversity, equity, and inclusion of our people, organizational culture and affiliates with respect and compassion*
- Following the lead of Indigenous peoples, people of color and environmental justice leaders, within our organization, nationally, and internationally to inform our work and outcomes*
- Building equitable and collaborative partnerships with Indigenous peoples and communities of color experiencing environmental disparities*
- Increasing access to and safe spaces with wildlife and natural lands for communities of color, low-wealth communities and Indigenous Peoples*
- Reducing harmful impacts to and increase benefits for Indigenous Peoples and communities of color through all our work*
- Honoring cultures, values and priorities of Indigenous Peoples and communities of color, including the Indigenous Peoples' sovereign status and legacy of the land*
- Leveraging our policy, privilege, and position to advance environmental justice*
- Educating and engaging funders, legislators, and other partners to advance environmental justice*
- Funding and incentivizing environmental justice within our organization and our affiliate family*
- Recognizing and challenging the structural powers and cultural norms that have created disproportionate and compounding impacts*
- Acknowledging repair work is needed and doing the restorative justice work to address past wrongs and missteps*
- Elevating environmental justice leaders and stories in our communications and education programs*
- Building accountability and transparency by measuring, adapting, and reporting our progress both internally and externally in advancing DEI and environmental justice*