



Statement on justice, equity, diversity and inclusion (2018)

OUR ORGANIZATION:

Mission: “Bring together everyday British Columbians to claim decision-making power over the air, land and water we depend on.”

Guiding principles and values:

- Local communities should control their land and resources.
- Climate change is an overarching crisis that requires action at all levels.
- First Nations title and rights need to be recognized.
- Expanded collaboration among diverse constituencies will transform decision-making.

Organizational goals:

- Ensure lasting support for both local and democratic control of air, land, water and other communal resources.
- Become the most innovative and effective group of campaigners and community organizers in B.C.
- Create an informed and engaged citizenry at the local level.

OUR CONTEXT:

As an organization dedicated to helping everyday people reclaim decision-making power, we recognize that power has never been equally distributed in this province. The historical and ongoing process of colonization means the Indigenous peoples of this land are required to continuously fight for, and defend, their inherent rights and title. And from climate change to the erosion of democracy, the systemic crises we work to address do disproportionate harm to those already marginalized based on their gender, race, class, sexuality, place of origin or other factors.

Dogwood can play a unique role in making B.C. a better place for the people who live here -- by fighting the influence of wealthy corporations and political



elites, putting power in the hands of everyday people and winning transformative victories together. But today in 2018, our networks do not reflect the diversity of the people of this province. In the 20 years since its founding, Dogwood has tended to empower constituencies that are more white, more affluent and more urban. This limits the effectiveness of our work long-term.

We recognize that we cannot achieve Dogwood's core mission and goals without an ongoing commitment to justice, equity, diversity and inclusion. If we fail to do this work, we will maintain blind spots and make weaker strategic decisions. We will likely close ourselves off to new relationships that could strengthen our work. And we will ultimately fall short on living up to our own values.

We commit to...

1. Making leadership and decision-making teams at Dogwood – volunteer, staff and board – more representative of the people of British Columbia. At the same time, we commit our existing leaders to the learning necessary to enable new perspectives to be fully included.
2. Integrating justice, equity, diversity and inclusion as key criteria for determining our strategies, for selecting new campaigns and for building Dogwood's next strategic plan.
3. Amplifying the voices and stories of those on the frontlines of threats to the land, air, water and democracy in B.C. building respectful, reciprocal relationships with those people when sharing stories that aren't our own.
4. Providing a wider range of British Columbia communities the opportunity to organize with us. We recognize this will require prioritizing the inclusion of new communities in our network, from the outreach tactics we use to the turf we choose to work in.



5. Provide our staff, board and volunteer leaders with training and education on British Columbia's ongoing history of colonization, Indigenous sovereignty and Aboriginal law. Dedicate ourselves to ensuring our work does not undermine rights and title and, when possible, actively promote through working towards changing B.C. policies and laws.