



Unpacking A Mandate for Diversity, Equity and Inclusion



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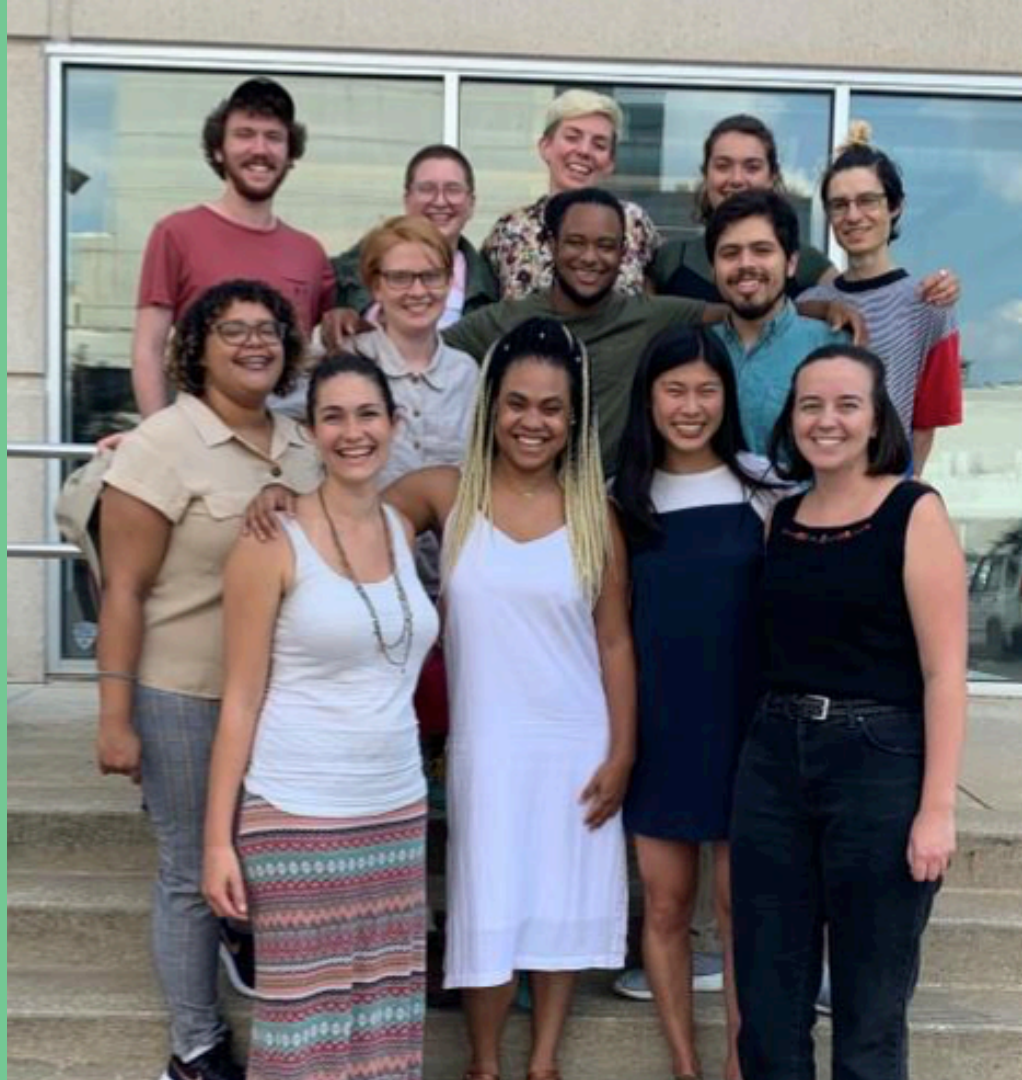
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Working with College and Universities across the country to build sustainable solutions to the waste crisis PLAN empowers our generation to be change makers.





Our Reach:

370 campuses in
42 states across
the US as well as
campuses in
Canada, Japan,
Ireland, Australia,
The Philippines
and Brazil.



BROUGHT TO YOU BY **PLAN** THE POST-LANDFILL ACTION NETWORK





Content Overview:

1. What even is a DEI mandate?
2. Our Process
3. Our Mandate
4. Why this isn't about a DEI mandate at all



My Perspective

Credit to those who wrote the PLAN DEI:

PLAN Staff: Faye Christoforo, Alex Freid, Adina Spertus-Melhus, Audrey Kriva, Chris Kane, Abby Schultz, Meghann Cranford, and Ansley Pope

PLAN Board: Joe Van Gombos, Yusi Wang Turell, Warren Daniel, Kate Bailey, Lia Colabello, Jennifer Allott, Colby Gamester, Reid Butler and Mike Bellamente

Advisors: Marla Robertson, Felicia Teter

*So many more who asked hard questions,
gave advice and provided their perspective*

Fostering a New Movement for Zero Waste:

Our Diversity, Equity and Inclusion Mandate

“We come together around this strategic plan to acknowledge systemic oppression, but we cannot fix these systems by ourselves nor with this statement alone. We write this as a guiding principle to push our organization, the movement we are building, and the students and staff that we work with to fight harder.”

- PLAN's DEI Mandate, written 2017-18



What is a DEI mandate?

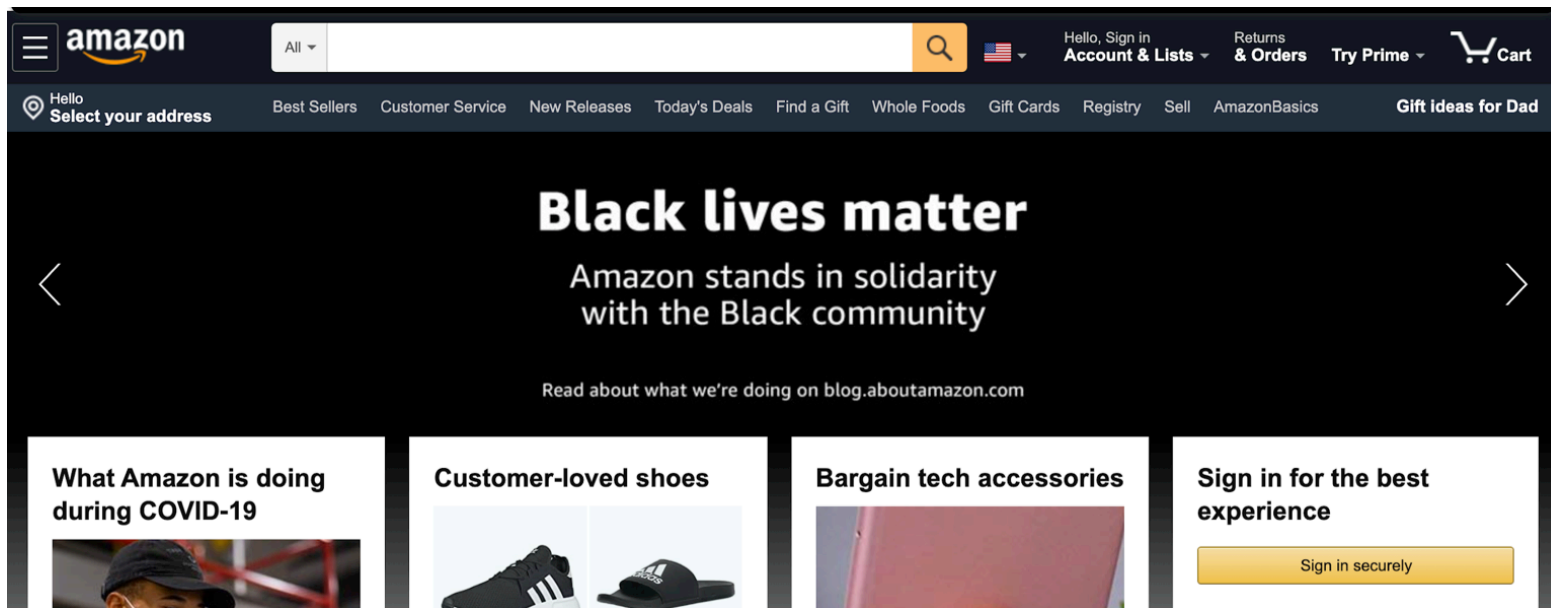
1. A statement of principles held by your organization
2. How you put these into practice
3. Concrete goals

It is a living, breathing document with the intention and clear plan to change over time.



What is a DEI mandate NOT?

1. A marketing statement
2. An excuse
3. A one time thing





Our Process

This is going to be different for every org. Just like strategic planning.

Fostering a New Movement for Zero Waste:

Our Diversity, Equity and Inclusion Mandate

First: **Self-Education**

We read about and listened to what BIPOC folx are saying about the work and structures we are a part of → Zero Waste and the Non-Profit Industrial Complex

We asked ourselves, how are we complicit in what is being said here and what do we want to do to change that?

Fostering a New Movement for Zero Waste:

Our Diversity, Equity and Inclusion Mandate

Second: We Wrote.

A lot.

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Our Diversity, Equity and Inclusion Mandate

During this time we defined our terms in exactly what they would mean to US in this context and thus began to understand our timelines and set realistic goals.

Some of the terms we have defined:

Diversity

Equity

Inclusion NOT tokenization

Reparations

Fostering a New Movement for Zero Waste:

Our Diversity, Equity and Inclusion Mandate

WHO are we looking to accommodate/include?:

- **“People with historically marginalized identities:** A non-comprehensive list of these groups includes: indigenous folx, people of color, queer people, non-binary and transgender people, femmes, single parents, working class people, religious minorities, immigrants, and people with disabilities.”
- **People who have been directly impacted by waste infrastructure**
- **Students and Young people**

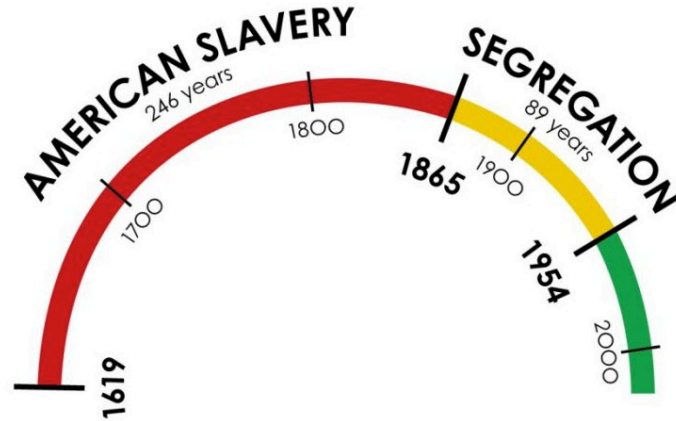
“Language within movements is constantly being created, evolving and changing...”

For example: We recently removed the term “Womyn” from our DEI

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Our Diversity, Equity and Inclusion Mandate

What do we mean by historically marginalized?



Fostering a New Movement for Zero Waste:

Our Diversity, Equity and Inclusion Mandate

Third: We hired a variety of BIPOC experts to edit and advise

Forth: Months of back and forth editing

- Providing compensation to individuals who committed editing and review time

Finally: We published



Parts of the mandate



Opening

1. Intro
2. Feedback Form (Link)
3. Statement of Intent

"To date, we have not done enough to address white supremacy culture within our organization and within our movement, and we need to. The following strategic plan represents our commitment to do so and creates structure to hold us accountable." - PLAN's DEI Mandate



The Bulk of it

1. How we commit to aligning each area of operations to our values
 - a. Leadership
 - b. Internal systems
 - c. External programming

1

A Commitment to Diversity in Leadership – from the Board to the Staff

To build an inclusive movement we must foster diversity internally, prioritizing voices and identities that have been historically marginalized within our organization's decision making and leadership roles. To avoid tokenization of identities, we will ensure these positions are not transactional, but built off of intentional interpersonal relationships that enable reconstructive change throughout the organization.

We are committed to:

A. Ensuring that our Board is representative of people with various lived experiences and capable of being responsive to the needs of students and the movements that we support.

B. Developing Three Advisory Councils to the Board of Directors - with the Long-Term Goal of Shifting Organizational Leadership.

C. A Hiring Policy focused on Diversity, Equity and Inclusion



Footnotes

Defining terms and providing direct credit

Footnotes

**Language within movements is constantly being created, evolving and changing. We want to recognize that systems of oppression may be missing from this list. We encourage you to [call us in](#) if we omitted oppressive systems that should be named. PLAN also commits to revisiting this list often and updating it accordingly.*

***Many of the following items in this list were directly inspired by this resource: [Dismantling Racism: A Workbook for Social Change Groups: Identifying and Overcoming White Supremacy Culture](#)*

****The Movement for Black Lives has called for Reparations for past and continuing harms, and defines one such method of reparations as: "full and free access for all Black people (including undocumented and currently incarcerated people) to lifetime education including: free access and open admissions to public community colleges and universities, technical education (technology, trade and agricultural), educational support programs, retroactive forgiveness of student loans, and support for lifetime learning programs." Read more here: [Movement for Black Lives Platform: Reparations](#)*

*****[Minority Serving Institutions: Educating All Students](#)*

Acknowledgements and Resources

We want to give props and thanks to the leaders that came before us that paved the way for us to build the knowledge and resources to put this strategic plan together. Thank you to all who have worked to educate us, call us out or in, and provide us with opportunities for growth. In addition to those who have encouraged us to grow over the years we would like to extend heartfelt gratitude to Felicia Teter and Marla Robertson who have coached and guided the PLAN team through this process. If you, your group or your organization are looking to build and work towards anti-oppression, equity, and inclusion, you can reach each of them at:

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Diversity Educator

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Staff and Board who edited and reviewed this process:

PLAN Staff: Faye Christoforo, Alex Freid, Adina Spertus-Melhus, Audrey Kriva, Chris Kane, Abby Schultz, Meghann Cranford, and Ansley Pope

PLAN Board: Joe Van Gombos, Yusi Wang Turell, Warren Daniel, Kate Bailey, Lia Colabello, Jennifer Allott, Colby Gamester, Reid Butler and Mike Bellamente

Thank you to those who researched and wrote the following resources:

- [Everyday Feminism: 8 Ways People of Color are Tokenized in NonProfits](#)
- [Movement for Black Lives Platform: Reparations](#)
- [Olivia LaPierre: Inclusivity in the Zero Waste Movement](#)
- [The Building Movement Project: Alternative Models for Distributing Power and Decision Making in Nonprofit Organizations](#)

Wrap Up



- Feedback form
- Version tracking for Transparency

Feedback

As a living, breathing document, our Diversity, Equity, and Inclusion Mandate is forever subject to updates and amendments; additionally, the goals laid out in said plan are practices that we will always have room to improve upon. We appreciate any feedback and/or critique on the content and execution of said plan. This survey is anonymous, however, you may leave your contact information if you would like to discuss your feedback with us directly.

Please provide your feedback: *

I am a: *



Why none of that matters

The value of what you write is 100% dependant on what you do.



Before & Beyond the DEI

Other things to do if you are not ready to start writing:

- Listening to your workers and create a structure where they can share their experiences
- Hire BIPOC in leadership positions with the authority to question systems and make changes
- Start to get comfortable being wrong, uncomfortable and maybe even giving up some of your power:
 - White Fragility (book)
 - [13 Characteristics of White Supremacy Culture](#) (Workbook)
 - [How to Support Harm Doers in Being Accountable](#) (Video)
- Hire an outside organization or individual consultant to do long term anti-oppression work with you, your staff and your organization



Thank you



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