

NC WARN EQUITY AND INCLUSION VALUES STATEMENT

NC WARN has been working on environmental justice issues now for over 30 years. In this span of time, we have expanded our organization's vision and mission to include climate justice and to adapt to the changing needs of North Carolinians. Our commitment to building supportive partnerships amongst communities has remained constant. We strive to unite everyone to stop climate change and build a just transition. We further communicate our commitment to social justice by actively working to dismantle the systems of white supremacy and patriarchy.

We can only identify and respond to the role of power and privilege when we are conscious of how they operate. We are therefore committed to understanding how racism, sexism, classism, homophobia, religious discrimination and all other forms of oppression operate on the individual, organizational and societal levels. We understand that the ways we interact with the environment and the burden of pollution we bear are closely tied to class, race, gender, age and other forms of identity. Groups confronting racial and economic injustice are often targeted by polluting industries and others who harm the environment for profit, such as Duke Energy. Communities who are disproportionately impacted by the negative effects of climate change are least responsible for creating the problem. Achieving strong and lasting environmental protection depends on challenging and defeating forms of oppression that fuel and enable environmental destruction.

We seek to be role models by respecting all people, ourselves and the natural world through compassion and empathy. We work to maintain these efforts internally among our staff and board and externally with our members, allies and the overall public. We seek to collaborate with partners who embody racial justice and equity.

We take our status as a nonprofit seriously and aim to use our resources in a manner consistent with these values. We use restorative and regenerative practices in all our efforts promoting a just transition toward a better world that equitably benefits all people and the planet.

We recognize that a commitment to anti-oppression is life-long work and requires a life-long commitment. We therefore view this statement as part of an ongoing process of becoming more accountable to our allies, to our supporters, and to our own beliefs.

**Thank you to our allies at Friends of the Earth for inspiring some of the language and ideas represented in this statement.*