

30th November 2020

## **Diversity Statement**

*We all have a responsibility to change the structures that perpetuate discrimination and unfairness. As an organisation working to identify and address the market forces destroying nature and driving deforestation, Global Canopy can't just be 'good enough'.*

*We must play an active part in the change necessary to achieve a sustainable and fair society, especially due to the continued connections between colonialism, social injustice, and the supply chains of commodities that drive deforestation; like soy, palm oil, cattle, and timber.*

*Agricultural expansion for these forest-risk commodities often has harmful impacts upon local populations. Indigenous and local communities around the world face land invasions, violence and – in some cases – [assassinations](#) for defending their territory against deforestation. And women and people of colour often occupy the worst paid and [least secure](#) jobs in forest-risk supply chains.*

*Areas with extensive tropical forest cover are also, in their majority, located in countries which were colonised and continue to experience a legacy of injustice, underinvestment, and resource extraction for international commodity supply chains.*

***We believe reducing deforestation must go hand-in-hand with reducing systemic injustice.***

*Systemic inequalities are also found within the UK charity sector. For example, representation of people from BIPOC backgrounds [is unacceptably low](#) and there are significant barriers preventing those from [lower income backgrounds](#) from entering into the sector.*

*A lack of representation in NGOs not only reproduces structural inequality, but it leaves NGOs poorly equipped to tackle society's most complex problems, including deforestation.*

***At Global Canopy, diversity and inclusion is a strategic priority.***

*We commit to tackling such inequalities and the ways in which they intersect, both within our team and our programmatic work.*

*We will focus our actions on the following areas:*

- *Recruitment and progression - we will ensure that our recruitment and progression processes remove systemic barriers wherever possible.*
- *Programmatic work - we will review our programmatic work and content to identify where a sharper focus on social justice and inclusion is required, and where we can amplify the voices of partners in the Global South.*
- *Culture - we will work with our team and partner organisations, setting the expectation that diversity is prioritised, to consistently create an inclusive working environment. We want our culture and processes to empower our team and partners to talk about prejudice, privilege and bias, and to hold us to account.*

*We will publicly report on our progress annually.*