

# Diversity, Equity & Inclusion

A Commitment to Listen, Learn & Act



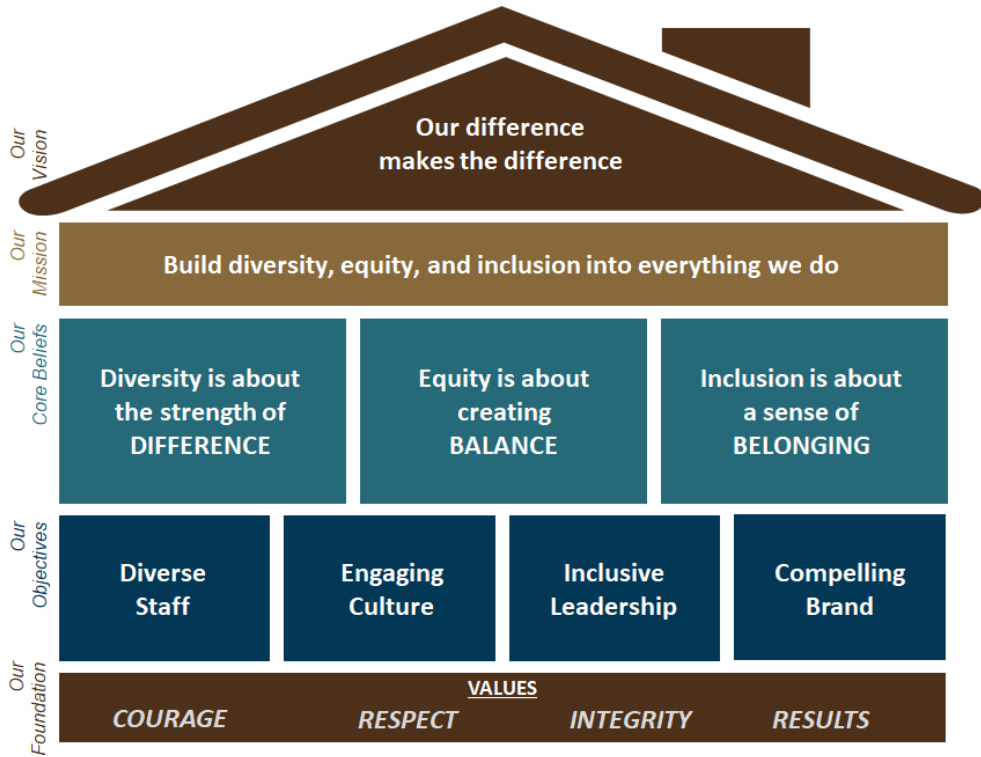
WWF's mission is to stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature, by conserving the world's biological diversity.

For almost 60 years, WWF has been protecting the future of nature. One of the world's leading conservation organizations, WWF works in over 100 countries, supported by more than 1 million members in the United States and more than 5 million globally. WWF's work combines global reach with a foundation in science, involves action at every level, from local to global, and delivers innovative solutions that meet the needs of people and nature.

While our work affects all of humanity, minority and vulnerable communities are disproportionately affected by conservation challenges, such as climate change, deforestation, and water and air quality. Their voices, already underrepresented in the global dialogue, are further silenced due to the lack of diversity within environmental organizations. As a result, WWF acknowledges that our organizational mission cannot be achieved without a corresponding diversity of backgrounds, perspectives, and experiences guiding our actions.

# WWF Strategic Diversity, Equity & Inclusion Framework

Our response, then, has been to work to build diversity, equity and inclusion into everything we do. We have developed a strategic framework to define priorities and ensure alignment.



DEI Vision	DEI Mission
<p>At WWF, our vision is an organization as diverse as the world we protect; where the richness of all our unique views, experiences, and backgrounds combines to create the most sustainable and inclusive conservation outcomes possible—bringing the greatest benefit to the planet and every person who lives on it.</p>	<p>In whatever work we are engaged, we will draw upon our diverse experiences and perspectives to generate the most innovative solutions to the planet’s greatest conservation challenges. We will infuse the values of diversity, equity, and inclusion into our planning, actions, and decision making.</p>

Strategic Objectives			
<p>■ <b>Diverse Talent</b> Increase representation of populations that have historically been underrepresented in conservation and marginalized in the broader society.</p>	<p>■ <b>Engaging Culture</b> Build a culture of inclusion that fosters a sense of belonging throughout the employee lifecycle and enables staff to contribute to their full potential.</p>	<p>■ <b>Inclusive Leadership</b> Empower staff and leaders to form authentic connections, increase cultural agility and demonstrate the inclusive leadership behaviors that ignite innovation.</p>	<p>■ <b>Compelling Brand</b> Position WWF as an employer of choice for diverse populations and expand our member and supporter base to reflect the diversity of communities we serve.</p>

