



Diversity, Equity, and Diversity Statement

Approved by the PEER Board of Directors
December 2, 2022

Every person deserves a government that is effective, ethical, transparent, democratic, and that respects the important role public servants play in our society. To realize this, government agencies and other publicly funded institutions must respect dissent both in their agencies, institutions, and in the communities they serve. They should shield those who report wrongdoing from retaliation and be inclusive of persons from historically disadvantaged communities.

When government agencies fail to meet these goals, PEER is there to hold them accountable. Whether fighting to protect public lands and waters, biodiversity, clean water and air, or reducing toxic exposures to humans and wildlife, PEER uses whistleblower protection, freedom of information and civil service laws, First Amendment rights, innovative policy work, and media exposure to protect public employees who protect the environment. PEER acts regardless of the political administration in power.

Guided by the unique nature of our work, PEER is committed to diversity, equity, and inclusion as core values of our organization.

A key component of this commitment is ensuring that our workforce, those that come to us for assistance, and the individuals we work with are treated equitably and ethically, regardless of race, ethnicity, national identity, gender, religion, disability, sexual orientation, or age. Equity is essential to ethical governance both at PEER and in our collaboration with others.

Another key component of this commitment is striving to welcome and accept the differences within our workplace and with those we work with, particularly those in underrepresented and disadvantaged groups. Working to continually improve our practices is essential to our diversity, equity, and inclusion goals.

Another key component of this commitment is seeking to break down the barriers that impede individuals and communities in disadvantaged or marginalized communities from receiving equitable access to representation and legal advice on issues that fall within PEER's mission and our work. PEER recognizes that a history of oppression and cultural marginalization has resulted in ongoing unequal access to justice, legal, environmental, and public health benefits, which have perpetuated disparities for disadvantaged individuals and communities.

At PEER, we are committed to holding the powerful in government accountable. We believe that government accountability requires both an ethical, open, and responsible government and workplace.

Our commitment to diversity, equity, and inclusion is critical to deepening PEER's effectiveness and credibility and strengthening our work as a service organization for environmental and public health professionals and other civil servants dedicated to upholding environmental laws and values.