



# DEI Vision\*

It is our vision that our work provides equitable access to the benefits of green building to all, including people who have been denied or without access due to their race, sex, identity, age, disability, or socioeconomic background.

Our workplace and the global built environment are transformed to be equitable and inclusive through consistent dismantling of systems that enable these barriers, particularly for marginalized people and under-resourced frontline communities disproportionately burdened by the health and well-being and financial impacts of poor indoor environmental quality, environmental hazards and climate change.

## Behind our Vision:

Barriers created by structural racism, ableism, sexism, and other forms of oppression have resulted in current disparities in access to the environmental, economic, and health benefits of green buildings. We envision a future where—through the work of USGBC, GBCI, and the greater building industry—the built environment provides equitable access to community resources and workforce development opportunities in addition to healthy, resilient, affordable, and accessible spaces to all.

We position our work with the deliberate presence of mind to listen to the lived experiences and diversity of thought amongst our internal and external voices around the world. We wish to harness our collective power to transform the market and create inclusive solutions that best address their needs through continuous improvement of our tools, programs, processes, and strategic partnerships.

*\*DEI Vision approved by USGBC (June 15, 2022) and GBCI (June 18, 2022) Boards of Directors*



Figure 1. Graphic proposed and published by the USGBC Staff Equity Team to illustrate the idea behind the term “social equity”. This graphic conveys the uneven foundation of structural oppression that creates varying impacts on access to resources, represented by the tree fruit. The uneven ground is structured throughout our societal institutions and their design, operations, policies, and programs.