CCI's Equity, Diversity and Inclusion statement

CCI's vision is for a diverse world in which nature and society thrive. Our mission is to transform global understanding and conservation of biodiversity to secure a sustainable future for all life on earth. We do this through our unique partnership between the University of Cambridge and ten conservation organisations. We recognise that this partnership, and its ability to design and deliver solutions to the climate and biodiversity crisis, will be stronger and more effective if it is diverse and inclusive and one in which everyone is treated fairly and feels that they belong.

In all CCI partnership projects and workspaces, we strive for a culture of inclusion, where everyone feels safe and respected, and to which everyone can contribute fully. Part of creating a safe space means actively acknowledging the biases that shape our everyday interactions. We must confront not only blatant harassment but other non-inclusive actions and 'micro-aggressions': small comments, gestures or jokes that often go unaddressed. We are working to ensure our activities are productive, supportive, and inclusive and a positive experience for everyone.

The principles of equity, diversity and inclusion are central to the work of CCI's partner organisations. As a partnership, CCI strives to reflect and reinforce these, advocating and fostering diversity and valuing individual differences, whether these are visible or nonvisible.

CCI's EDI work is guided by an EDI Working Group, which comprises representatives from across the CCI community. The group remit is to develop, communicate, and implement a suite of EDI activities and initiatives and undertake a set of further actions to enhance diversity and inclusivity across all areas of CCI's work. The Terms of Reference for the Working Group provide further information.

CCI has developed a Code of Conduct for members of the CCI community. The Code of Conduct is shared with external visitors invited to make presentations to CCI in advance of their visit, and they are required to agree to abide by it.

There are persistent barriers to equity, diversity, and inclusion in conservation and work to be done to remove those barriers and to achieve the systemic change required. As a collaboration, we will listen and are committed to creating a CCI that is equitable, diverse, and inclusive.

This statement works in harmony with those of our partner organisations.

Co-signed by the CCI Council, September 2026

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