

# UCS JEDI Report 2024

*An annual update on the Union of Concerned Scientists' work to center justice, equity, diversity, and inclusion (JEDI) in our science-based advocacy, impact, and organizational culture*

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Throughout 2024 the UCS staff and board of directors remained steadfast in our efforts to seamlessly integrate justice, equity, diversity, and inclusion into all we do, and how we do it—so that our work within UCS and our impact in the world are both advancing JEDI. In the course of our internal and external work together, our leadership steers our organization to reject racism, sexism, homophobia, and other oppressive forces, understanding that only by doing so will we be the best organization we can be. Our values require that of us.

To meet that mandate in 2024, the UCS JEDI Office continued to offer extensive educational opportunities to staff and board members, including trainings on disability justice and advocacy, mitigating bias in interviewing and hiring, oral history and storytelling methodologies, and more. We introduced a new Inclusive Meetings Guide that provides guidance on equitable convenings and panel creation, so our staff can live out our values not only in our substantive work but in our processes as well. Education is a vital component in making sure we build the skills necessary to engage in JEDI work and ensuring our external work is authentic, impactful, and credible. We built on the work of prior years and found ways to go deeper in our commitment to make JEDI central to our science-based advocacy, impact, and organizational culture. We know that our science and advocacy work and our relationships with partners are better when we actualize this.

As we do that external work, we continue to emphasize three objectives:

- **Support** existing partnerships and relationships
- **Broaden** our reach to partners with whom we align in values
- **Deepen** existing partnerships, depending on the needs and priorities of the times

Part of that work is co-developing tools and instruments that both our partners and broader communities can use, extending our reach beyond the issues that cross our desks to individuals and communities across the country who are

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dealing with complex environmental and social injustices. Below we highlight the work of our staff and partners in 2024 to co-develop three tools that reflect all the values, goals, and objectives mentioned above.

## **Creating Tools that Support Community Advocacy**

### **Danger Season Interactive Mapping Tool**

As coined by UCS, “Danger Season” is the period between May and October when climate change increases the likelihood or severity of extreme weather events, and the threat of their colliding as they become more commonplace across the United States and its Caribbean territories. Our [interactive mapping tool](#) receives daily alert data from the National Weather Service as well as data from Climate Central, a nonprofit organization comprised of independent scientists and communicators. What makes this tool truly indispensable is that it not only tracks the number of people who have experienced or are experiencing one or multiple extreme weather alerts over a period of time, but also identifies which extreme heat alerts are influenced by climate change, and the percentage of people under these alerts who live in marginalized communities.

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### Election Transparency Interactive Map

Ahead of the 2024 US election, the Center for Science and Democracy at UCS released an [interactive map](#) that analyzes the racial disparities in voter turnout and ballot rejections during the 2020 election. In addition to exploring the inequities that existed across the nation four years ago, the Center assessed the implications of the data for 2024. The purposes of this work were to:

1. Affirm that claims of widespread illegal voting in battleground counties are false and lack merit and evidence;
2. Establish a comparative baseline for voter turnout and ballot rejection rates to better enable identification of any irregularities in the 2024 election and provide the foundation for future analytic work;
3. Provide precinct-level 2020 voting data to help counter false claims of election fraud; and
4. Highlight the critical need to provide—and continually improve—election data transparency for the 2024 election and beyond.

See [Green 2.0's Partner Spotlight of UCS](#), where the Center for Science and Democracy was highlighted for its work on making elections more transparent and equitable.

### Interactive Dashboard That Tracks Infrastructure Investments in Marginalized Communities

In partnership with the Harvey Mudd College Clinic Program, UCS developed and released an [interactive dashboard](#) in conjunction with the report [Follow the Money: Are Historic](#)

[Infrastructure Investments Going to California Communities that Need Them Most?](#), which found that, despite its efforts since 2021, the federal government's Justice40 Initiative may not achieve its investment goals in overburdened low-income communities and communities of color in California—the communities most at risk from climate change impacts. The [Justice40 Initiative](#) established the goal that 40 percent of certain federal investments should flow to “disadvantaged communities that are marginalized by underinvestment and overburdened by pollution,” but UCS determined that, “Depending on the screening tool used, only 9.4 percent or 18.2 percent of the \$779.29 million analyzed in this report is flowing to communities designated and prioritized as ‘Disadvantaged.’” With only three years of funding for this initiative remaining, this dashboard and report will allow advocates, organizations, and our partners to demand more attention to, and investments in, the areas and communities that need it most.

### Conclusion

Whether it's in our work as scientists, advocates, or colleagues, it is critical that we at UCS increase our capacity to stay in robust and equitable partnerships while encouraging a diversity of thought and ideas and including perspectives that are often left out. This is fundamental to the practices we value in science. The JEDI Office remains committed to supporting the work and relationships of staff with each other and with our external partners—focusing on work that has positive, long-term impacts on the most pressing issues of our time.