

BUILDING FAIR FUTURES

**An Equity-First Buildings Roadmap
Toolkit Justice, Equity, Diversity
and Inclusion (JEDI) in Buildings
and Construction Roadmaps**

**A practical assessment
and guidance tool to
support inclusive
planning, policy design,
and implementation in
the built environment.**

DEVELOPED BY:
Global Buildings
Performance
Network (GBPN)



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1. ACKNOWLEDGEMENTS

This toolkit has been developed to support globally applicable, inclusive approaches to buildings and construction decarbonization, informed by international climate commitments, Just Transition principles, and emerging best practices in equitable planning and delivery. Its structure and content draw on learning generated across GBPN’s work supporting national and subnational decarbonization roadmaps, policy processes, and capacity-building initiatives in diverse contexts.



The toolkit was particularly informed by insights from the development of the Kenya National Buildings and Construction Decarbonization Roadmap: A National Strategy towards Zero Emission Buildings, facilitated by the Global Buildings Performance Network (GBPN) in collaboration with national and international partners.

The development process reflects contributions and perspectives from a wide range of stakeholders, including national and subnational government institutions; built environment professionals and industry associations; civil society organisations; women-led and youth-led organisations; academic institutions and technical experts; and development partners and financing institutions.

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2. ABOUT THE JEDI INTEGRATION TOOLKIT



The JEDI Integration Toolkit is a practical guidance and assessment resource developed to support governments, development partners, and implementing organisations working at the intersection of climate action, built environment transformation, and inclusive development.

As countries accelerate efforts to decarbonize buildings and construction in line with global climate commitments, there is growing recognition that technical solutions alone are insufficient. Decarbonization pathways shape labour markets, investment flows, housing access, urban form, and material supply chains — all of which have direct implications for social equity.

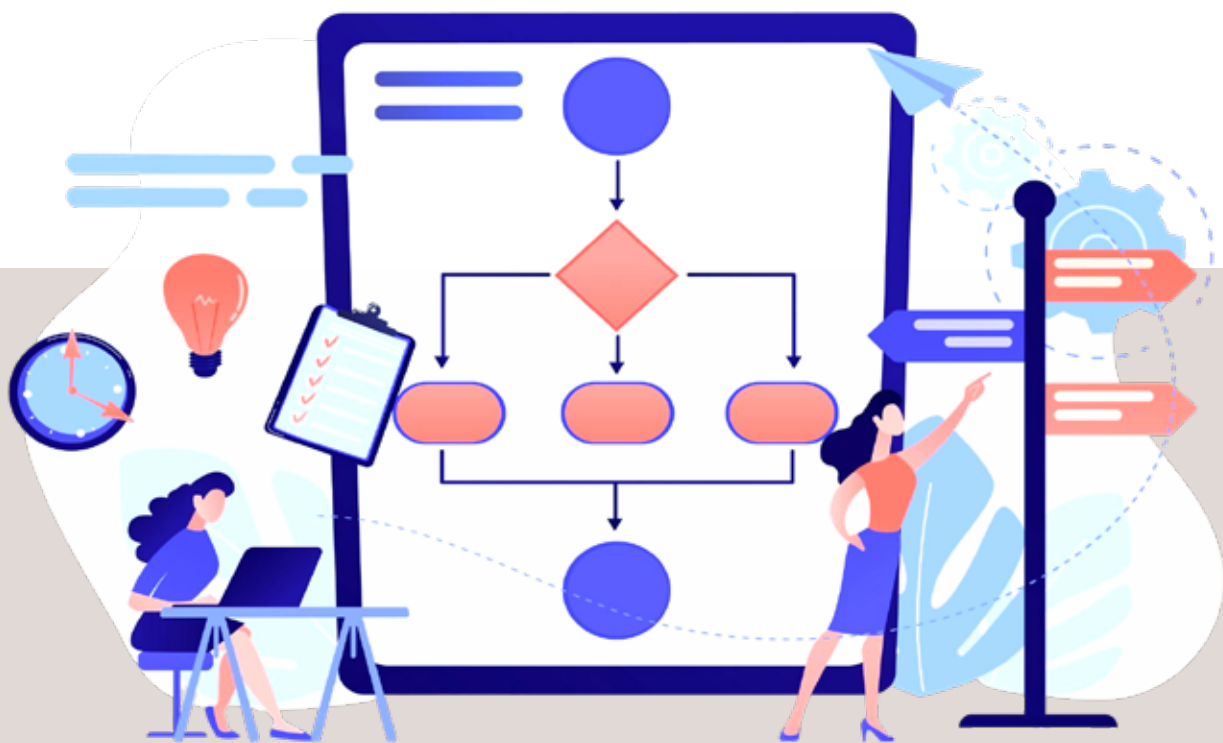
Without intentional design, climate roadmaps and infrastructure strategies may inadvertently:

- Exclude women, persons with disabilities, youth, and informal-sector actors.
- Reinforce structural inequalities in access to finance, skills, and decision-making.
- Prioritise technologically optimal solutions that are socially misaligned or politically unfeasible
- Limit the long-term sustainability and public legitimacy of climate interventions

The JEDI Integration Toolkit responds to this challenge by providing a structured framework to assess how justice, equity, diversity and inclusion are integrated across roadmap development processes and built-environment programmes.

3. PURPOSE OF THE TOOLKIT

This toolkit is designed to serve as a critical diagnostic instrument, enabling users to embed Justice, Equity, Diversity, and Inclusion (JEDI) principles in their development of decarbonization roadmaps and built environment projects. Its primary purpose is to facilitate structured reflection on inclusion within planning and implementation processes, helping to identify consequential gaps between policy intention and on-the-ground practice.



By strengthening participatory governance and stakeholder engagement systems, it **supports the equitable distribution** of the low-carbon transition’s benefits and ensures climate action is meaningfully aligned with broader national development and social objectives.

Fundamentally, **this is not a compliance checklist**, but a **learning-oriented framework** meant to provoke essential dialogue, foster institutional reflection, and guide continuous improvement toward a more just and inclusive future.

This toolkit is:

- A structured self-assessment framework
- A decision-support and learning tool
- A reference document consolidating global good practice
- A flexible instrument adaptable across regions and scales

This toolkit is not:

- A certification mechanism
- A performance ranking tool
- A prescriptive policy template
- A substitute for national legal or regulatory frameworks

Its value lies in enabling institutions to ask the right questions at the right stages of roadmap and project development.



4. WHY JEDI? WHY NOW?

The transformation of the buildings and construction sector is foundational to global decarbonization. Yet, this is not merely a technical endeavor involving materials and energy systems; it is also a socioeconomic transition that will reshape labor markets, redefine urban spaces, and reallocate resources.

¹ A decarbonization pathway designed without the explicit integration of Justice, Equity, Diversity, and Inclusion (JEDI) principles is not merely incomplete. It risks becoming an engine of social stratification, exacerbating the very vulnerabilities it should alleviate.



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A decarbonization pathway designed without the explicit integration of Justice, Equity, Diversity, and Inclusion (JEDI) principles is not merely incomplete. It risks becoming an engine of social stratification, exacerbating the very vulnerabilities it should alleviate.

¹ Intergovernmental Panel on Climate Change (IPCC). Climate Change 2022: Mitigation of Climate Change. Contribution of Working Group III to the Sixth Assessment Report. Cambridge: Cambridge University Press, 2022. <https://doi.org/10.1017/9781009157926>.

4.1 The High Cost of Exclusion

Strategies that treat decarbonization as a narrow engineering problem, sidelining social dimensions, create predictable and damaging outcomes.

They risk **reinforcing entrenched gender and economic inequalities**, systematically excluding the vast informal workforce and small local enterprises that form the backbone of the sector in many economies, and overlooking the essential needs of persons with disabilities.²

The result is a dangerous paradox: policies and roadmaps that are technically sound on paper become socially unimplementable or illegitimate in practice, while the benefits of climate investment from energy cost savings to new green jobs become concentrated among a privileged minority.³

The scale of this exclusion is often significant. Globally, women constitute less than 15% of the formal construction workforce, often confined to low-skill, low-wage roles, and face significant barriers in accessing training for emerging green trades.⁴ Concurrently, informal workers who lack social protection, formal contracts, and safe working conditions comprise an estimated 60-70% of sector employment in many developing economies.⁵

A transition that focuses solely on formalizing or regulating this workforce without creating accessible, upskilling pathways risks leaving millions behind, turning a climate solution into a source of social disruption.



4.2 JEDI as a Tool for Effective Action

Integrating JEDI is therefore not optional in climate policy; **it is essential for effectiveness, long-term success, and fairness.**

Embedding these principles from the outset ensures that climate policies earn social legitimacy by being co-created with and responsive to the communities they affect.⁶

³ Sisson, Patrick, and John Aloysius Zinda. "The Equity Gap: The Built Environment and the Divergent Paths of Urban Climate Mitigation." *Annals of the American Association of Geographers* 112, no. 4 (2022): 1092–1109.

⁴ International Labour Organization (ILO). *Women in Construction: A Review of the Constraints to Women’s Employment in the Sector and Promising Approaches*. Geneva: ILO, 2021.

⁵ World Bank. *Building Sustainability: The Green Construction Sector in Emerging Markets*. Washington, DC: World Bank, 2020.

⁶ Newell, Peter, and Dustin Mulvaney. "The Political Economy of the 'Just Transition.'" *The Geographical Journal* 179, no. 2 (2013): 132–140.

It guarantees that roadmaps are grounded in lived realities, making them more resilient and adaptable. Most critically, it builds implementation pathways that are equitable and achievable, distributing the opportunities of the green transition such as retrofitting work, sustainable material production, and clean technology deployment as broadly as its costs.⁷

A just transition in buildings and construction is one that recognizes the sector's important social footprint and harnesses its transformation as a powerful tool to redress inequality, not entrench it. This toolkit provides the framework to operationalize that imperative.



⁷ International Trade Union Confederation (ITUC). Just Transition: A Guide for Policymakers. Brussels: ITUC, 2017.

5. SCOPE AND AUDIENCE

This toolkit offers a flexible framework designed for application across a spectrum of climate action within the built environment. Its primary scope encompasses:

- strategic planning and implementation processes, including national and sub-national decarbonisation roadmaps for buildings and construction,
- urban development and housing strategies
- public infrastructure programmes

It is intended for use both proactively during the critical design and planning phases to embed inclusion from the outset, and retrospectively as a review and learning instrument to assess outcomes and guide future improvements. Its practical utility is intended for two primary groups of actors driving these processes. This includes:

- **Local government policymakers and planners** who are responsible for developing regulations, long-term strategies, and public sector projects.
- **Project managers and technical teams** in non-governmental organisations (NGOs) and civil society organisations (CSOs), who develop roadmaps at the national level.

The toolkit's development was informed by the direct experience of creating Kenya's **National Buildings and Construction Decarbonization Roadmap: A National Strategy towards Zero Emission Buildings**.



Its framework is structured for global relevance, aligning with international climate and development principles including the Paris Agreement on climate change, the Sustainable Development Goals (SDGs), and Just Transition principles.

The toolkit is designed to be **adaptable across diverse contexts**. Users may tailor its language, examples, and application to align with local legal frameworks, cultural norms, and institutional arrangements, enhancing relevance and practical uptake.



6. DEFINITIONS AND KEY CONCEPTS

The following definitions draw on internationally recognised sources including the United Nations system, World Bank Group, OECD, ILO, and multilateral climate institutions. Terminology is intended to promote consistency, clarity, and shared understanding across jurisdictions.

Accessibility - Ensuring physical, digital, informational, and procedural access for all people, particularly persons with disabilities, through technical standards and design guidelines. While accessibility provides the foundation for participation, inclusion goes further to ensure meaningful involvement.

Accountability Mechanisms - Formal, accessible processes such as grievance redress systems—for reporting, investigating, and resolving complaints related to discrimination, exclusion, labour violations, or other harms.

Bias - Conscious or unconscious attitudes, stereotypes, assumptions, or institutional practices that unfairly advantage certain groups while dis-advantaging others.

Built Environment - All human-made surroundings, including buildings, infrastructure, public spaces, and the systems for their planning, design, construction, operation, and end-of-life management.

Capacity Development - Strengthening the skills, competencies, knowledge, systems, and leadership of individuals and institutions so they can perform functions effectively and adaptively over time.

Climate Justice - The principle that recognizes climate change impacts and the costs of addressing them are not borne equally. It highlights that marginalized communities and low-income populations—who have contributed least to emissions, often face the greatest burdens.

Data Disaggregation - The practice of separating collected data by specific characteristics—such as gender, disability, age, or income—to uncover inequalities that are often hidden within aggregated statistics.

Decarbonization Roadmap - A strategic, long-term plan that outlines the specific pathways, policies, technologies, and investments required to reduce greenhouse gas emissions within a defined sector or economy.

Disability - As defined by the UN Convention on the Rights of Persons with Disabilities (CRPD), disability results from the interaction between individuals with impairments and societal barriers such as attitudes, policies, and infrastructure that hinder their full and equal participation.

Discrimination on the basis of disability - Any distinction, exclusion, or restriction based on disability that impairs the equal recognition, enjoyment, or exercise of human rights and fundamental freedoms. This includes the denial of reasonable accommodation.



Diversity - The presence of individuals with varied identities, backgrounds, and lived experiences within a group, organization, or community. This includes differences in gender, age, disability, ethnicity, income, geography, and professional role.

Equity - The principle of fairness in outcomes. It recognizes that different groups face different barriers and therefore require tailored policies, resources, and support to achieve comparable benefits and opportunities.

Gender - The socially constructed roles, behaviours, activities, and attributes that a given society considers appropriate for men, women, and gender-diverse people. These attributes are not fixed and exist along a spectrum rather than a strict binary.

Gender Equality - The state in which individuals of all genders have equal rights, responsibilities, and opportunities. It addresses historical and social disadvantages to achieve fairness in outcomes, not sameness in treatment.

Gender Responsiveness - The extent to which policies, programmes, and budgets are intentionally designed to address the different needs, constraints, and opportunities of people of all genders.

Inclusion - The active process of ensuring all groups—particularly those historically excluded—can participate meaningfully, safely, and with influence in decision-making, and share equitably in the benefits. This covers finance, governance and procurement.

Informal Sector - Economic activities and workers that operate outside formal legal and regulatory frameworks, yet constitute a significant portion of employment and output, especially in construction markets.

Just Transition - A framework to ensure the shift to a low-carbon and climate-resilient economy is fair and inclusive. It focuses on creating decent work opportunities and providing support to workers, communities, and sectors most affected by the transition away from fossil fuels.

Justice - The fair and ethical treatment of all individuals and groups in decision-making processes and outcomes. In a climate context, it addresses how historical, structural, and systemic inequalities determine who bears risks and who benefits from policies and interventions.

Learning Culture - An organizational environment that encourages continuous reflection on experiences, the systematic documentation of lessons learned, and the flexible adaptation of strategies and practices based on evidence and feedback.

Marginalised Groups - Populations that are systematically excluded from full economic, political, or social participation due to structural barriers, discrimination, or unequal power relations.

Meaningful Participation - A quality of engagement that is early, accessible, informed, and has a genuine capacity to influence decisions, going beyond symbolic consultation to shared power.

Meaningful Representation - The inclusion of members from marginalised groups in decision-making bodies in roles where they have genuine influence and authority, not merely a symbolic presence.

Non-discrimination - Policies and practices that actively prevent exclusion, harm, or unequal treatment based on an individual's identity, status, or personal characteristics.



Persons with Disabilities (PWDs) - Individuals who have long-term physical, sensory, intellectual, or psychosocial impairments which, in interaction with various attitudinal and environmental barriers, may hinder their full and effective participation in society on an equal basis with others.

Safeguarding - A set of policies and measures to protect people, particularly vulnerable adults and children, from sexual exploitation, abuse, harassment, and other forms of harm within project environments and workplaces.

Small and Medium Enterprises (SMEs) - Enterprises that play a critical role in local economies and construction delivery but often face significant barriers in accessing finance, complying with standards, and participating in policy dialogues.

Stakeholder Participation - The structured engagement of all individuals, communities, and institutions that affect, or are affected by, policy and project outcomes.

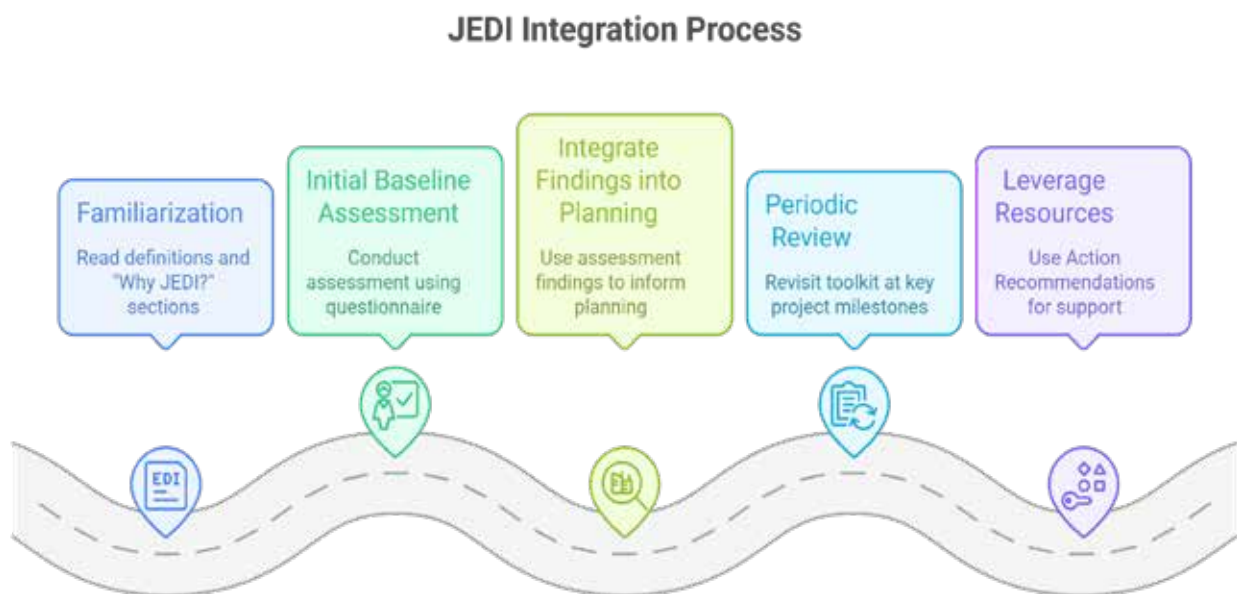
Tokenism - The practice of making only a superficial or symbolic effort to include members of marginalised groups, without granting them real power, influence, or opportunity to shape outcomes.

Vulnerable Communities - This refers to population groups that experience heightened exposure to social, economic, environmental, or climate-related risks, while also facing structural barriers that limit their ability to anticipate, cope with, adapt to, or recover from these impacts.



7. HOW TO USE THIS TOOLKIT

This toolkit is designed for iterative use throughout the lifecycle of a roadmap or project.



Familiarization: Begin by reading the *Definitions* and *Why JEDI?* sections to establish a common understanding within your team.

Initial Baseline Assessment: At the earliest planning or design phase, conduct the initial assessment by going through the questionnaire in the following section. Rate each statement honestly to establish a baseline score. This reveals strengths and potential gaps.

Integrate Findings into Planning: The assessment findings can be used to inform priority actions, guide decision-making and strengthen project or roadmap design. Areas with lower scores may indicate opportunities for targeted interventions, which can be reflected within implementation plans, budgets, governance structures, and terms of reference.

Periodic Review: Revisit the toolkit at key project milestones (e.g., after a consultation phase, before finalizing designs, during mid-term review). Re-score to track progress and identify new challenges.

Leverage Resources: The Action Recommendations section provides illustrative examples and guiding considerations to support reflection and solution development. These are offered as non-prescriptive options and should be adapted to local legal frameworks, institutional capacities, cultural contexts, and development priorities.

The 5-Point Rating Scale:

The following scale is applied to each statement in the questionnaire:

1 = Strongly disagree / very low integration

2 = Disagree / low integration

3 = Neutral or partially integrated

4 = Agree / high integration

5 = Strongly agree / very high integration

8. CORE JEDI ASSESSMENT

Pathway A: National and Sub-national Governments

1. Governance, Planning & Decision-Making

Is there formal integration of justice, equity, diversity, and inclusion (JEDI) principles in governance, planning, and decision-making processes?

Yes No

If Yes, to what extent are the following dimensions implemented?

*(Score each from 1 = Very low integration to 5 = Fully integrated) *

1.1	Existence of formal policies/guidelines addressing JEDI in infrastructure or service delivery
1.2	Integration of JEDI considerations into national/sub-national development plans, sector plans, or climate action plans
1.3	Meaningful inclusion of voices from local communities and underserved settlements beyond standard consultations
1.4	Representation of gender, social inclusion, or community expertise in project approval committees

2. Procurement, Budgeting & Finance

Are JEDI principles incorporated into procurement, budgeting, and financial processes?

Yes No

If Yes, to what extent are the following dimensions implemented?

*(Score each from 1 = Very low integration to 5 = Fully integrated) *

2.1	Inclusion of inclusive procurement requirements (e.g., women-, youth-, or PWD-led contractors) in tender documents
2.2	Review of budget allocations to assess equity of benefits and inclusion
2.3	Accessibility of procurement processes for small and community-based contractors
2.4	Flow of climate finance to reach vulnerable and marginalized communities

3. Community Engagement & Participation

Are there established and meaningful mechanisms for inclusive community engagement and participation in infrastructure and service delivery?

Yes No

If Yes, to what extent are the following dimensions implemented?

*(Score each from 1 = Very low integration to 5 = Fully integrated) *

3.1	Early and ongoing community consultation in project design and planning phases even before designs are finalized
3.2	Accessibility of engagement processes (language, timing, location, disability access)
3.3	Functionality and accessibility of grievance and complaints mechanisms for all groups
3.4	Documentation and use of community feedback to revise plans and projects

4. Inclusive Design, Safety & Climate Resilience

Are JEDI principles integrated into the design, safety, and climate resilience of infrastructure and services?

Yes No

If Yes, to what extent are the following dimensions implemented?

*(Score each from 1 = Very low integration to 5 = Fully integrated) *

4.1	Compliance with national accessibility and building code (if in place) requirements
4.2	Explicit addressing of heat risks, flooding, and safety concerns for women, children, elderly, and PWD in designs.
4.3	Accommodation of informal practices (trading, mobility, caregiving) within project planning
4.4	Consultation of PWD and women during design reviews and decision-making

5. Data, Monitoring & Learning

Is there systematic collection and use of disaggregated data to monitor and improve JEDI outcomes in infrastructure and services?

Yes No

If Yes, to what extent are the following dimensions implemented?

*(Score each from 1 = Very low integration to 5 = Fully integrated) *

5.1	Collection of disaggregated data by national/sub-national government on who benefits from infrastructure projects
5.2	Gathering of baseline social data prior to project implementation
5.3	Monitoring of social and equity impacts alongside technical/ environmental indicators
5.4	Public sharing and application of findings to improve future projects

6. Capacity & Institutional Readiness

Does the government have the institutional capacity, resources, and commitment to implement and sustain JEDI integration?

Yes No

If Yes, to what extent are the following dimensions implemented?

*(Score each from 1 = Very low integration to 5 = Fully integrated) *

6.1	Staff training on inclusive planning, JEDI, and climate justice
6.2	Presence of a designated officer or unit responsible for social inclusion
6.3	Collaboration with CSOs, universities, and professional bodies

Pathway B: Implementing Organizations (NGOs, CSOs, etc)

1. Project Design & Targeting

Does the project plan and select its beneficiaries in a fair and inclusive way?

Yes No

If Yes, to what extent are the following dimensions implemented?

*(Score each from 1 = Very low integration to 5 = Fully integrated) *

1.1	Inclusion of JEDI principles from the start of the project, not just at the project validation stage
1.2	Transparent criteria for identifying and selecting project beneficiaries
1.3	Clear identification of groups that are at the most risk of climate impacts
1.4	Involvement of women and persons with disabilities as active contributors, not just recipients

2. Technical Design & Implementation

Is the project designed to be safe, usable, and comfortable for everyone?

Yes No

If Yes, to what extent are the following dimensions implemented?

*(Score each from 1 = Very low integration to 5 = Fully integrated) *

2.1	Designs that meet the minimum requirements for accessibility, safety, thermal comfort, and usability for diverse users
2.2	Use of local materials, skills, and practices where possible
2.3	Designs are reviewed based on the feedback from the community
2.4	Assessment of climate risks (heat, flooding, wind) for different social groups

3. Procurement and Partnering

Are local and diverse businesses given fair opportunities to work on the project?

Yes No

If Yes, to what extent are the following dimensions implemented?

*(Score each from 1 = Very low integration to 5 = Fully integrated) *

3.1	Priority is given to local, women-led, and youth-led suppliers
3.2	Fair and achievable requirements for smaller businesses
3.3	Enforcement of fair labor and safety standards across all contractors
3.4	Training for partners on JEDI requirements and expectations

4. Workforce and Field Operations

Are local and diverse businesses given fair opportunities to work on the project?

Yes No

If Yes, to what extent are the following dimensions implemented?

*(Score each from 1 = Very low integration to 5 = Fully integrated) *

4.1	Balance of men and women in field teams, with cultural awareness
4.2	Access to technical roles for women and persons with disabilities
4.3	Inclusive safety gear, facilities, and working schedules
4.4	Functional on-site systems to report and resolve complaints

5. Data, Evidence & Adaptation

Does the project use data to learn and improve during implementation?

Yes No

If Yes, to what extent are the following dimensions implemented?

*(Score each from 1 = Very low integration to 5 = Fully integrated) *

5.1	Collection of data broken down by gender, age, disability, etc.
5.2	Monitoring of social risks (GBV, displacement, safety)
5.3	Mitigation of social risks (GBV, displacement, safety)
5.4	Data is used to actively designs, budgets, or timelines
5.5	Documentation of lessons and shared internally and externally
5.6	Sharing the lessons internally and externally

6. Learning, Accountability & Scale

Does the project learn from its experience and aim to improve future work?

Yes No

If Yes, to what extent are the following dimensions implemented?

*(Score each from 1 = Very low integration to 5 = Fully integrated) *

6.1	Formal capture of lessons at the end of the project
6.2	Leadership supports adaptive management when JEDI gaps are identified
6.3	Budget allocation for training, reflection, and community engagement
6.4	Scaling or repeating successful inclusive approaches

RESOURCES & ACTION RECOMMENDATIONS

Important Note: The following actions are suggestive, not prescriptive. They are intended to spark ideas. The most effective actions will always be those co-created with and responsive to your specific local context.

Pathway A: National and Sub-national Governments

Focus Area	Recommended Actions	Indicators
Governance, Planning & Decision-Making	Conduct a workforce and contractor diversity audit (gender, age, disability).	% of sub-national workforce and contractors with disaggregated data (gender, age, disability)
	Set minimum inclusion requirements for government-funded projects and contractors.	% of contractors meeting minimum inclusion thresholds
	Integrate apprenticeship and internship pathways for women and youth in public works projects.	Number and % of apprenticeships/ internships offered to women and youth per year
	Strengthen reporting mechanisms for discrimination and harassment within government projects.	Existence of a formal grievance and reporting mechanism (yes/no)
Procurement, Budgeting & Finance	Integrate JEDI principles into sector plans, and decarbonisation or climate roadmaps.	% of strategic plans referencing JEDI principles
	Update procurement and approval guidelines to include inclusion and equity criteria.	% of procurement guidelines updated to include equity criteria
	Include gender or social specialists in project review and approval committees.	% of review committees with a gender or social inclusion specialist
	Clarify accountability and grievance mechanisms for public projects.	Existence of publicly accessible grievance procedures (yes/no)
Community Engagement & Participation	Shift community engagement to early stages of planning, before designs are finalised.	% of projects engaging communities at concept or pre-design stage
	Ensure engagement forums are accessible (language, timing, location, disability access).	Attendance rates (numbers and overall %) of women, youth, and PWD in consultations
	Transparently select community representatives beyond elites or political actors.	Diversity of community representatives by gender, age, and disability
	Establish accessible complaints and feedback mechanisms at ward level.	% of wards with functional feedback or complaints mechanisms

4. Inclusive Design, Safety & Climate Resilience	Require compliance with Kenya Building Code 2024 accessibility standards in all public projects.	% of public projects compliant with accessibility standards
	Integrate heat mitigation, lighting, and safety features into public infrastructure.	% of projects incorporating heat mitigation and safety features
	Involve women and PWD in design reviews for public facilities.	% of design reviews including women and PWD representatives
	Monitor contractor compliance on safety and accessibility.	% of contractor sites passing safety and accessibility inspections
Data, Monitoring & Learning	Collect disaggregated data on who benefits from public infrastructure projects.	% of projects collecting beneficiary data disaggregated by gender, age, disability
	Establish social baselines alongside environmental assessments.	% of projects with documented social baseline assessments
	Monitor social and equity impacts throughout implementation.	Frequency of social impact monitoring during project lifecycle
	Use data to inform budgeting, project prioritisation, and future planning.	Number of planning decisions referencing social or equity data
Capacity & Institutional Readiness	Assign a sub-national-level JEDI or social inclusion focal person or unit.	Existence of a designated JEDI focal person or unit (yes/no)
	Train staff on inclusive planning, procurement, and climate justice.	% of relevant staff trained on JEDI-related topics
	Partner with CSOs, professional bodies, and universities for capacity building.	Number of active partnerships supporting inclusion and capacity building
	Allocate budget for learning, training, and community engagement.	% of annual budget allocated to training and engagement

Pathway B: Implementing Organizations (NGOs, CSOs, etc)

Focus Area	Recommended Actions	Indicators
Project Design & Targeting	Integrate JEDI considerations at project concept and design stage	% of projects with JEDI considerations documented at concept stage
	Apply transparent and inclusive beneficiary selection criteria	Existence of documented selection criteria (yes/no); % of beneficiaries from marginalised groups
	Explicitly identify vulnerable groups affected by climate risks	Vulnerability analysis included in project design (yes/no); number of vulnerable groups identified
	Position women and PWD as solution providers, not only beneficiaries	% of projects where women/PWD hold leadership, technical, or advisory roles
Technical Design & Implementation	Design for accessibility, safety, thermal comfort, and usability	% of technical designs reviewed against accessibility and safety criteria
	Integrate local materials, skills, and informal practices where appropriate	% of projects using local materials or labour; documentation of local practices used
	Review and revise designs based on community feedback	Number of design revisions informed by community feedback
	Assess climate risks (heat, flooding, wind) for different social groups	Climate risk assessment completed for diverse user groups (yes/no)
Procurement & Partnering	Prioritise local, women-led, and youth-led suppliers and partners	% of contracts awarded to local, women-led, or youth-led entities
	Ensure procurement requirements are proportionate and inclusive	% of tenders adjusted to reduce exclusion of small/local actors
	Enforce safeguarding and labour standards across partners	% of partners compliant with safeguarding and labour standards
	Train partners and subcontractors on JEDI expectations	Number of partners trained on JEDI requirements
Pathway B Workforce & Field Operations	Ensure gender-balanced and culturally competent field teams	Gender balance across field teams; staff diversity profile
	Enable women and PWD to access technical and supervisory roles	% of technical/supervisory roles held by women and PWD
	Provide inclusive safety equipment, facilities, and work schedules	% of sites with inclusive PPE, facilities, and work arrangements
	Maintain functional harassment and grievance mechanisms on-site	Existence of site-level grievance mechanisms (yes/no); % of cases resolved

Data, Evidence & Adaptation	Collect disaggregated data throughout the project lifecycle	% of projects collecting disaggregated data (gender, age, disability)
	Identify and monitor social risks (GBV, displacement, safety)	Social risk register maintained and updated (yes/no)
	Use data to adapt project design, budgets, and delivery approaches	Number of design, budget, or delivery changes informed by data
	Share findings with communities and partners	% of projects reporting back findings to communities
Learning, Accountability & Scale	Train staff and partners on JEDI and inclusive project delivery	% of staff and partners trained on JEDI-related topics
	Institutionalise learning reviews at mid-term and project close	Mid-term and end-line learning reviews conducted (yes/no)
	Allocate budget for training, reflection, and adaptation	% of project budget allocated to learning and adaptation
	Scale or replicate successful inclusive approaches across projects	Number of projects replicating documented inclusive practices

For All Users:

Continuous Learning: Establish a regular ‘JEDI reflection’ point in team meetings to discuss challenges and progress.

Share and Adapt: This toolkit is a starting point. Document your learnings, adapt the questions to your context, and share your experiences with the global community of practice to advance inclusive decarbonization for all.

ANNEX I: RESOURCES & FURTHER READING

This curated list provides links to key frameworks, toolkits, and guidance documents that can support the application of JEDI principles in decarbonization roadmaps and built environment projects.

Foundational Frameworks & Policy

UN Sustainable Development Goals (SDGs): Leave No One Behind. Defines the core principle of the 2030 Agenda, focusing on reaching the furthest behind first. <https://unsdg.un.org/2030-agenda/universal-values/leave-no-one-behind>

UNFCCC: Gender and Climate Change. Portal for decisions, action plans, and resources on integrating gender considerations within the UN climate process. <https://unfccc.int/topics/gender>

International Labour Organization (ILO): Guidelines for a Just Transition. The authoritative global framework for ensuring a fair shift to environmentally sustainable economies. https://www.ilo.org/global/topics/green-jobs/publications/WCMS_432859/lang--en/index.htm

OECD DAC Network on Gender Equality (GENDERNET). An international forum for gender experts from development agencies to define common approaches. <https://www.oecd.org/dac/gender-development/>

Gender-Responsive Action & Mainstreaming

BRIDGE (Institute of Development Studies). Supports gender efforts by bridging the gaps between theory, policy, and practice with accessible, cutting-edge knowledge. <http://www.bridge.ids.ac.uk/>

UN Women: Gender Mainstreaming Principles. Outlines core principles for integrating a gender perspective into all policies, programmes, and projects. <https://www.unwomen.org/en/how-we-work/un-system-coordination/gender-mainstreaming>

UNEP: Gender and Climate Change – A Closer Look at Existing Evidence (Global Gender and Climate Alliance). A key report examining the gendered dimensions of climate impacts and policy. <https://www.unep.org/resources/report/gender-and-climate-change>

Gender and Development Network (GADN). A membership network of leading UK-based NGOs working on gender, development, and women's rights issues. <http://gadnetwork.org>

Sector-Specific Toolkits & Guides

World Bank: Embedding Gender in Sustainability Reporting – A Practitioner’s Guide. Highlights business drivers and provides guidance for improving practices and reporting on gender issues in corporate sustainability. <https://documents1.worldbank.org/curated/en/240511468333901086/pdf/513740WP0GRI1I10Box342026B01PUBLIC1.pdf>

GlobalABC: The Gender and Buildings Checklist. A practical tool for policymakers and practitioners to assess and enhance gender integration in buildings and construction policies and projects. <https://globalabc.org/resources/publications/gender-and-buildings-checklist>

UNEP & Yale CBEY: The Green Building Principles – Action Guide for Net-Zero Carbon Buildings. Includes guidance on social sustainability and stakeholder engagement alongside technical decarbonization steps.. <https://www.unepfi.org/publications/the-green-building-principles/>

IFC: SheWorks – Putting Gender-Smart Commitments into Practice. A report sharing best practices on inclusive workplace policies, recruitment, and retention, relevant for construction firms and consultancies. <https://www.ifc.org/wps/wcm/connect/de9a7ee8-940a-450a-bb19-eb452f9fa08e/SheWorks+Final+Report.pdf>

Disability & Social Inclusion

UN Convention on the Rights of Persons with Disabilities (CRPD). The key international human rights treaty informing all disability-inclusive development work. <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

International Disability Alliance (IDA). An alliance of global and regional organizations of persons with disabilities, providing key resources and advocacy tools. <https://www.internationaldisabilityalliance.org/>

GAATES: Global Alliance on Accessible Technologies and Environments. Provides resources and tools on universal design and accessibility in the built environment. <https://gaates.org/>

Data, Indicators & Measurement

OECD DAC: Tool Kit on Gender Equality Results and Indicators. A comprehensive resource suggesting potential indicators to measure progress on gender equality across different sectors. <https://www.oecd.org/dac/gender-development/Tool-Kit-on-Gender-Equality-Indicators.pdf>

Washington Group on Disability Statistics. Sets the global standard for disability data collection through a set of simple questions for censuses and surveys. <http://www.washingtongroup-disability.com/>

Regional & Local Implementation Support

UN Women East and Southern Africa Regional Office. Provides regional context, programmes, and technical expertise on gender equality. <https://africa.unwomen.org/en/where-we-are/east-and-southern-africa>

USAID: Locally Led Development. Defines and provides resources for development approaches that shift power to local actors. <https://www.usaid.gov/localization>

