

DEVELOPING THE JUSTICE LEAG

CJU wanted a way for the voices of the most impacted and least heard of our members and communities to meaningfully contribute to the direction and content of our work for climate justice - So we created the Justice LEAG.

WE CONSIDERED THE NEEDS OF THE ORGANISATION BY:

- Knowing our people
 - We sought membership of the LEAG through existing relationships. This ensured key staff and our Lived Experience peer workers could provide sufficient support and accommodations to LEAG members.
- Accommodations included:
 - understanding peer needs; providing the team with professional supervision; understanding the skills, struggles and priorities of LEAG members and support team; providing tech and information access support; accounting for and providing time to recover from the emotional labor of the work; supporting everyone's mental health and physical needs; being trauma informed and continually being flexible, focusing on relationships and building capacity
- Knowing our financial resources:
 - We knew what we would have available, and that this may not be sufficient for everything we would want to do
 - We were willing to be transparent with LEAG members about financial constraints to ensure decisions were made equitably
- Knowing the implications of remunerating LEAG members
 - There are consequences to remunerating people, and money can often be a source of trauma and concern
 - We engaged in frequent and transparent conversations around money and remuneration. It was always on CJU to manage this, never the LEAG members.
- Having organisational principles that work towards equity and justice for genuine lived experience collaboration
 - Intentionally building relationship development into meeting processes
 - doing with, not too or for
 - Co-development and ongoing review of the Member Agreements
- Having basic policies and processes to guide engagement including:
 - Onboarding the right facilitator
 - Having a clear and transparent process for recruitment and understanding why this is best
 - Conflict resolution and flexible practice processes
 - Having a clear (and being transparent about) the purpose and needs of Justice LEAG

