

# Organisational Reflection, Reflexivity & Positionality Tool

## Workshop I

### Self-reflection and climate justice

(2:30h)

#### 1. Individual and collective reflection

##### Reflexive questions:

Within your team in big or small groups, discuss and document the following questions.

- What lived experiences do we have within our team (on an individual basis)?
- How are we/will we be impacted by climate change?
- Share individual impacts between the team members. What is different between you?
- Is that enough to understand the full picture? Which perspectives are missing?

Now consider the communities your organisation serves. Start with your own ideas, and then use the [Climate Impact on Social Injustices](#) resources for more ideas.

- What do the communities you serve value? How are/will the communities you serve be impacted by climate change? Map out as many impacts as possible.
- Who's impacted most/differently? Compare this to your own lived experience.

## 2. Climate Justice

### Introduction video:

[The complex dimensions of justice in sustainability](#)

### Pre-reading:

[First Nations Climate Justice - Written Summary of the Online Public Panel](#)

[Climate Justice: What does it mean?](#), The Commons Social Change Library

[Intersectional Climate Justice](#), Youth and Environment Europe

### Team activity

How does your organisation currently understand and integrate Climate Justice?

### Reflexivity exercise:

- Consider past initiatives or projects your organisation has undertaken. How have these initiatives addressed or overlooked the impacts of climate change?
- How does your organisation allow and engage with productive conflict?
- How are democratic processes integrated into your organisational culture and structure?
- Identify and analyse how your community members (participants of your service) are impacted by multiple systems of oppression.

### **Discussion point:**

Discuss examples where systemic oppressions (e.g., racism, sexism, economic inequality) have exacerbated climate vulnerabilities. How can your organisation strengthen its understanding of these intersections to better develop and apply intersectional climate justice strategies?

### **Vision Statement:**

Use your reflections on intersectionality and climate justice to develop an organisational “Intersectional Climate Justice Vision Statement” and determine what structural changes are required within your organisation to enact/improve climate justice approaches.