

Organisational Reflection, Reflexivity & Positionality Tool

Workshop III

Sharing power with Community

identifying and deconstructing structures that enable Inequity (internal and externally)

(1:30h)

In addressing Climate Justice, community service organisations must critically reflect on their own roles in maintaining or challenging structures of inequity. Power imbalances—both within the organisation and in the wider community—can perpetuate social and environmental injustices, often marginalising the very people and communities most affected by climate change. By sharing power with communities, organisations can become true allies in the fight for justice, ensuring that decision-making is inclusive, collaborative, and centred on Aboriginal and Torres Strait Islander peoples and people with Lived Experiences of discrimination and climate impacts. This process requires intentional reflection on internal hierarchies, as well as a commitment to deconstructing internal and external barriers that limit equitable participation. This section will support organisations in realigning their practices, shifting power dynamics, and contributing to the creation of a more just future for people and Country.

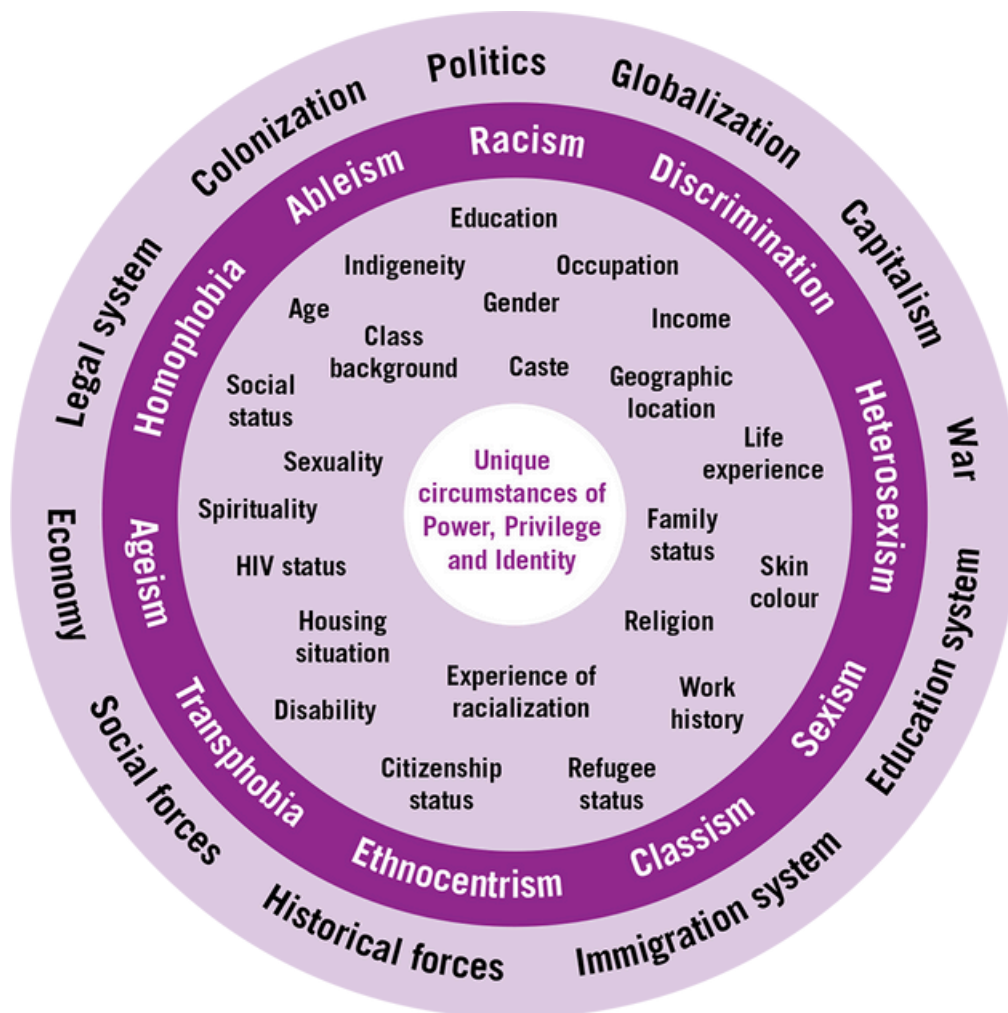
Video Introduction:

[Power, privilege and oppression](#)

Pre-reading:

[Sharing Power with Community](#)

Intersectionality Wheel



(Source: [ADP Health](#))

Reflective question:

How does your organisation identify and deconstruct structures that uphold inequity within its operations, policies, and partnerships?

Reflexivity exercise:

Reflect on situations where your organisation's practices might unintentionally reinforce inequalities or marginalise certain groups, especially those discriminated against due to race, class, disability, gender, or other systemic barriers. How can you actively break down these structures to foster greater equity and inclusivity, particularly in the context of climate impacts on marginalised communities?

Example:

Your organisation might notice that climate-affected communities, such as Aboriginal and Torres Strait Islander peoples or low-income groups, are underrepresented in decision-making processes. In response, you could prioritise engagement with systemically marginalised groups, ensuring that their input genuinely shapes policies and strategies. This could involve moving from a hierarchical structure to more collective decision-making models, where dialogue and collaboration are central.

Discussion point:

What specific steps can your organisation take to incorporate Climate Justice principles into its mission, vision, and day-to-day operations while also challenging and dismantling systems that perpetuate inequality? Consider how you can ensure these efforts are sustained and truly impactful, particularly in uplifting the voices and experiences of those most affected by climate change. -> Review: [Climate Justice Principles Team Workshop](#)

Example:

Implement onboarding and training programs for staff and volunteers on intersectional Climate Justice to foster understanding and commitment across all organisational levels.