

Mini-review:

The review tool is designed for individuals or smaller teams within organisations to kick-start climate justice and resilience work. This concise tool features 15 key questions across a range of climate justice dimensions to assess an organisation's progress towards climate justice and resilience. The factors include awareness, community engagement and leadership, service provision, governance, and advocacy and partnerships.

Rate your agreement/disagreement for each statement on a scale of 1-5, add comments where necessary and view the associated tools within the toolkits for further support.

1	2	3	4	5
We have not considered this at all (Strongly Disagree)	We/some teams have considered this but not implemented change	We/some teams have started planning and implementing change	We have implemented changes but face some barriers/limitations	We excel at this and are pursuing deeper transformation (Strongly Agree)

1. Most people in our organisation are aware of the different impacts climate change and disaster has on them, the organisation, and the communities they serve and that these impacts are worsened by existing social inequalities and systems.

Score: _____ Comment:

See Collective Learning: [What is climate justice and why is it important?](#)

[Intersectional climate justice and resilience](#)

2. Our organisation acknowledges Aboriginal and/or Torres Strait Islander Country and communities as important knowledge holders and works actively to support and foster continuing connection, custodianship and leadership, which includes non-Indigenous people taking responsibility for decolonisation.

Score: _____ Comment:

See Process Hub: [Engaging Aboriginal and Torres Strait Islander Peoples](#)

3. People who have diverse lived experiences of social inequality, climate and disaster impacts contribute to the organisation's decision-making and governance, i.e. Aboriginal and/or Torres Strait Islander, young, disabled, living remote/rural and gender diverse people are represented through the board/committee, senior staff, and advisory groups.

Score: _____ Comment:

See Navigating the Toolkit: [Who should be involved](#)

See Process Hub: [Processes of Lived Experiences Engagement; Building Relationships](#)

4. Our organisation works closely with community members who have lived experience of social inequality, climate and disaster impacts to understand their changing needs and co-design, deliver and evaluate appropriate services

Score: _____ Comment:

See Collectively Assessing: [Identifying climate injustice in your community](#)

See Resource Library: [Co-designing services programs + activities](#); [Climate risk and impact assessment](#)

5. Our organisation is prepared for increasing and worsening climate impacts that affect the communities we serve and has services and programs in place to support community-led disaster preparedness, responses, and recovery (and these are co-designed and delivered in partnership with people who have Lived Experience)

Score: _____ Comment:

See Resource Library: [Process & practice](#)

- [Co-designing services, programs + activities](#)
- [Integrating climate justice into existing programs + activities](#)
- [Community – led disaster preparedness](#)

6. Our organisation is prepared for increasing and worsening climate impacts that affect the organisations' staff, operations and service delivery

Score: _____ Comment:

See Resource Library: [Disaster Readiness](#)

7. Our organisation tackles the intersecting structural and systemic root causes of social problems affecting our organisation and communities (e.g. colonialism, racism, and neoliberalism)

Score: _____ Comment:

See Process Hub: [Intersectional climate justice and resilience; Organisational reflection, reflexivity & positioning tool](#)

8. Our organisation has collectively developed governance documents and processes (e.g. a strategy, policy or principles) to facilitate climate justice and disaster resilience and has embedded them across organisational strategies and policies

Score: _____ Comment:

See Process Hub: [Climate justice & resilience principles - team workshop](#)

See [Resource Library](#): Governance, policies, finance; Disaster resilience

9. Our organisation supports and encourages staff's critical thinking and leadership for social and climate justice within and outside the organisation, i.e. through advocacy and activism.

Score: _____ Comment:

See Process Hub: [Joining the climate justice movement Organisational reflection, reflexivity & positioning tool](#)

10. Our organisation partners with other organisations and groups to strengthen the sector and state's capacity and capability for climate justice and disaster resilience.

Score: _____ Comment:

See Process Hub: [Joining the climate justice movement](#)

See Resource Library: [Collaborating with other organisations, community of practice & collective action](#)

11. Our organisation advocates for climate action, disaster resilience and environmental sustainability and may link these to social, community, and health outcomes.

Score: _____ Comment:

See Process Hub: [Intersectional climate justice advocacy](#)

See Resource Library: [Advocacy, Campaigns and Communication](#)

12. Our organisation strives to regenerate and restore the natural environment while minimising its environmental footprint, including through energy, waste, water consumption

Score: _____ Comment:

See Resource Library: [Organisational Footprint](#)

Results

Mostly 1 and 2 – Your organisation is in the early stages of addressing climate justice and disaster resilience. It seems that some people and teams (like you) may have begun considering these important issues, but the implementation of any substantial changes has not yet been a priority. You likely need to build relationships and gain support from others in the organisation, the community, and the sector who have a strong understanding of why climate justice is a critical issue for CSO. Learn from educational resources in the toolkit and ideally work with existing Lived Experience and Aboriginal advisory groups to learn about and understand the climate impacts already being experienced. Organise open discussions and workshops to engage the whole organisation in collectively learning and assessing. Working together, you can build awareness, capacity and commitment. By laying this groundwork, you'll pave the way for future advancements and begin the journey towards meaningful transformation.

Mostly 3 – your organisation has made initial progress and planning for climate justice and disaster resilience. Review the statements you've scored strongly and reflect on what has enabled those changes to try to build upon this momentum and existing relationships. Consider how working on strengthening communication and collaboration within the organisation with the community and partners in the sector can help overcome obstacles, streamline efforts, and share resources.

Mostly 4 and 5 – Your organisation seems to be well on its way to strengthening climate justice and disaster resilience. Use existing momentum and relationships to strengthen areas that your organisation is not yet strong at. Use the tools to consider ways to deepen transformative climate justice that addresses the root causes of climate injustice and dismantles barriers the community, sector and state face. Consider redistributing and decentralising power so that communities have greater leadership and control in co-designing, delivery and evaluation. Consider using the organisation and communities' experience and skills to engage in advocacy and partnerships that strengthen the sector.