

Centering Justice in Climate Emergency Response

A Toolkit for Organizations



Acknowledgement

This toolkit was created on the unceded lands of the *skwxwú7mesh* (Squamish), *xʷməθkʷəy̓əm* (Musqueam), and *selílwitlh* (Tseil-Waututh) peoples. When considering the climate crisis and working toward solutions, it is important to acknowledge the long history of destruction and environmental change that has occurred in the place these resources were created. Indigenous communities, the Earth, and its more-than-human creatures have long been (and continue to be) disrupted and displaced by colonization. The climate crisis and its impacts must be understood as a continuance of this long history. And while Indigenous communities have remained resilient and have adapted to environmental changes, with the compounding effects of continued colonization, dispossession of land, and marginalization, Indigenous communities often bare the most harmful impacts of climate change. In this way, climate change may be understood as a continued process of colonization of both the Earth and Indigenous Peoples.

A simple acknowledgement does nothing to address these issues, but it is important to ground this work in such understanding, and further acknowledge that Indigenous communities have long offered leadership in living in relationship to the Earth. These resources are intended to help institutions and organizations work against historic and systemic oppression and toward justice, and in the process of doing so seek to acknowledge and support the hard work that has long been led by colonized, marginalized, racialized, and underrepresented communities.

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While conducted under the mentorship of UBC Sustainability Hub staff, the opinions and recommendations in this report and any errors are those of the author and do not necessarily reflect the views of the University of British Columbia.

Introduction

Background

In 2019, The University of British Columbia declared a climate emergency. The declaration recognized the severity and complexity of our current moment, while also acknowledging the disproportionate impacts of, and responsibilities for, the climate crisis. As part of the declaration, UBC committed to developing and implementing a collective response to the climate emergency that would prioritize justice. The response was assembled in partnership with students, faculty, and staff, as well as community members given that communities are already experiencing diverse impacts of climate change and have long championed bold, collective climate action. Guided by a task force of students, staff and faculty, the community engagement process resulted in a vision for UBC's Climate Emergency response, which included several priority areas of action and specific recommendations centered around climate justice.

This toolkit draws from the lessons learned and knowledge created throughout this process along with further research to provide tools and resources to embed equity and justice in climate emergency response. The toolkit will be useful to a broad range of institutions and organizations as they work to advance their own efforts towards equitable and just responses to the climate emergency.

Foundational to these tools and resources is the notion that a just response to the climate emergency requires both breadth and depth of consideration within an organization or institution, as well as careful consideration of an organization or institution's responsibility and action over time.



Climate emergency response requires **breadth**. Action must be far reaching across departments, programs, activities, and initiatives. In other words, climate emergency response cannot be limited to climate action planning (efforts to eliminate greenhouse gases, reduce waste, etc.), but instead requires a wide organizational response.



Response to the climate emergency requires **depth**. Justice requires addressing foundations, systems, structures, and processes rather than simply outcomes. This means embedding justice in everything from human resources processes, communities and culture to policies, planning, and programs. It requires considering everything from existing organizational foundations to larger mandates, goals, and narratives. Embedding justice deep within organizations produces consistent and reliably meaningful outcomes of justice rather than simply equity in outcomes for specific projects or action plans.










Justice centered responses to the climate emergency require a consideration of **time**: the past, present, and future responsibility of an institution or organization in relation to the climate emergency. This requires addressing past injustice, being cognizant of present challenges, as well as being attuned to challenges that will arise in the future. In the context of a rapidly evolving crisis, climate emergency response must be dynamic and forward thinking.

Overview

The toolkit begins by establishing some basic [Principles of Climate Justice](#) to provide a foundation for the accompanying resources. These principles are of course not exhaustive and do not provide a full definition of climate justice, as climate justice is an incredibly complex and dynamic concept. Instead, they are intended to serve as a tool to inform climate emergency response.

Building from these principles, the toolkit then presents seven [Areas of Action](#) where an organization might embed climate justice in their activities. The first five areas will be applicable to a wide range of organizations and institutions, while the last two are more specifically applicable to academic institutions.

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In each action area, the toolkit then provides a series of questions to be considered to help embed justice in institutional and organizational response to the climate emergency. These questions could be considered as a smaller unit within an organization or as an institution or organization as a whole. The questions are far from exhaustive but are meant to offer a starting place to identify ways to embed justice in climate emergency response and provide a way to begin conversations toward implementation. Woven throughout the toolkit are guiding definitions and additional supporting information.

Principles of Climate Justice

Climate justice is complex and dynamic. Conceptions of climate justice largely depend on place as priorities must be determined in local contexts by those who are most marginalized. This being the case, the basic principles of climate justice below are meant to be a tool to think with while exploring fuller conceptions of climate justice. They are intended to be a starting point rather than an exhaustive list.



Climate Justice recognizes the disproportionate risk, impacts, and burdens of the climate crisis.

Climate change disproportionately impacts marginalized groups, including Indigenous, Black and People of Color (IBPOC), low income people, women, LGBTQIA2S+ communities, those with differing abilities, the unsheltered, vulnerable and aging populations, migrants and refugees, as well as those on the frontline of environmental devastation. Not only are the impacts of the climate crisis experienced according to differing social identity factors such as race, ethnicity, gender, etc., but experiences are often specific to and may be more acutely felt due to the intersecting nature of such factors. These intersections, or overlapping systems of oppression, marginalization, and discrimination are important to keep in mind when understanding climate impacts. Further, concerns of disproportionate impact must be understood both locally and globally. For example, communities in the Global South have long been advocating for climate justice as they are disproportionately impacted by the crisis despite having contributed the least to climate change.

LGBTQIA2S+

stands for lesbian, gay, bisexual, transgender, questioning and/or queer, intersex, asexual, two-spirit, and additional ways people choose to identify.

Given the disproportionate impacts of climate change on the most marginalized communities, climate change may be understood as a threat multiplier in that the crisis exacerbates existing injustice and inequalities. Communities, however, are not simply more vulnerable, they have been and continue to be made more vulnerable due to existing systems of oppression and social and economic structures. Thus, climate justice is concerned with the historic injustice and systemic discrimination and marginalization that exposes communities to both acute and long-term climate change risk. A focus on climate justice works to undo the underlying systemic challenges populations face due to colonialism, imperialism, racism, heteropatriarchy, economic inequality, ableism, etc. In other words, just climate emergency response must change underlying structures and systems, rather than simply address the symptoms or impacts of those systems in the context of climate change.



Climate Justice includes Earth and multispecies justice.

The climate crisis not only impacts our species, but also holds devastating repercussions for the Earth and the more-than-human world. Indigenous knowledges and wisdom have long centered the importance of relationship and connection to the Earth and all other living creatures. However, colonial, neo-colonial and imperial domination based on ideas that situate humans as separate from, and superior to, all of our more-than-human relations have led to social and economic systems based on exploitation, extraction, and overconsumption of the Earth. These ideas are driving not only the human species, but many other species towards extinction. All life and all ecosystems on our planet are deeply intertwined and should be allowed to exist, persist and regenerate. Climate justice recognizes the intrinsic value of all more-than-human life, centers an ethic of respect and care, and requires continual work toward a respectful, emancipatory relationship between humans and the more-than-human world.



Climate Justice recognizes the disproportional impacts and burdens of efforts toward climate change mitigation and adaptation.

The negative impacts of current and future climate action and the energy transition must be mitigated for systemically marginalized or at-risk groups, so as not to exacerbate inequalities. Care must be taken to ensure climate action does not lead to further exploitation of communities during the development of solutions. Climate solutions must respect and ensure Indigenous rights and sovereignty, as well as human rights more broadly. Similarly, climate justice means ensuring that no one is left behind during the transition away from fossil fuels. Further, any costs or sacrifices necessary for climate mitigation and adaptation must be shouldered by the groups that have contributed to and profited most from the climate crisis, including countries in the Global North, the fossil fuel industry, corporations, and the wealthy.



Climate Justice prioritizes restorative justice through the benefits and opportunities provided by climate action.

Action towards adaptation and mitigation must not only avoid harming or further marginalizing affected groups, but also work toward restorative justice, i.e., repairing the harm done to individuals and groups by undoing existing inequalities and systems of oppression. Any financial benefit or opportunities associated with climate action should go to the most marginalized communities first. Climate action can simultaneously reduce emissions and work toward restorative justice by transferring power and autonomy to local communities, supporting community ownership of climate solutions, as well as amplifying the voices of IBPOC and other marginalized communities. Solutions should work to ensure self-determination for Indigenous peoples, respect Indigenous knowledge systems, and support Indigenous solutions. Well-designed solutions may improve inclusion and accessibility for disadvantaged groups, such as immigrants and people with differing physical and mental abilities. Climate solutions can also address existing wealth inequalities and ensure peoples' basic needs are met. In other words, responses to the climate emergency must be viewed as opportunities to work toward justice.

Restorative Justice

repairs the harm done to individuals and groups by undoing existing inequalities and systems of oppression, intentionally improving conditions, and strengthening communities in ways that prevent future harm. Climate solutions can simultaneously reduce emissions, help to dismantle systems of oppression, and contribute to the power, agency, and wellbeing of marginalized groups.



Climate Justice requires acting with the urgency of those who are worst impacted and most at risk.

The impacts of the climate crisis are already being felt in many communities around the world. In many cases those with privilege and power are able to adapt more easily or avoid harms altogether, while others experience the brunt of the crisis. Those with the means and power to act on the climate crisis must do so on the scale and with the urgency demanded by those who are most acutely at risk. This includes those who have been most responsible for the crisis (wealthy countries, corporations, and privileged communities) and those who have the means and power to act.



Climate Justice requires representational justice.

All climate policy and action must be informed by the voices, consent, and priorities of all people, but especially those who face the most harm. Those most impacted by climate change and climate action should participate in decision-making processes, especially around issues that will affect them directly, both currently or in the future. This means decision-making processes should be representative of marginalized communities. Their voices must be heard over what might be more powerful, counter voices to community interest. This representational justice must go beyond tokenism; affected communities and marginalized groups must have actual power over decisions made. Further, processes and mechanisms should be put in place to ensure accountability to the voices of marginalized communities.

Representational Justice

requires ensuring those who are historically and systematically marginalized and oppressed have a voice within and throughout decision making processes. It requires making sure these voices are heard and that they meaningfully shape outcomes.



Climate Justice requires taking both responsibility and initiative.

Climate justice demands that those who have contributed most to the climate crisis and who have benefited from the burning of fossil fuels must step up to take responsibility. This means both taking mitigative action as well as working to help communities adapt and build resilience. For example, those in the Global North who have benefited from the carbon economy have a responsibility to those who suffer its effects in the Global South. Institutions and organizations must take responsibility for their contributions to the crisis and work toward climate justice with their full means, ability, and capacity.

Climate justice, however, requires us to go beyond taking responsibility. It also requires taking initiative both within and beyond our organizations or institutions. Working toward change within our immediate communities and organizations is insufficient. Taking initiative means advocating for climate justice and action beyond an institution's immediate area of control, and actively opposing those who continue to be responsible for the climate crisis. Part of taking initiative is actively embedding justice perspectives in climate dialogue and narratives. The most marginalized voices must not be alone in voicing the need for climate justice. Instead, it is a collective responsibility to intentionally and actively center issues of equity and justice in responses to the climate crisis.



Climate justice requires being cognizant of not only the present moment, but also the future.

Climate justice requires forward thinking. The crisis is dynamic and developing, thus climate justice is concerned not only with an individual's or community's ability to adapt to the current state of crisis, but also a community's resiliency or ability to adapt to both acute and long-term stressors in order to thrive in the future.

Climate justice is also forward thinking in that it centers intergenerational justice, i.e., the present generation's obligations and responsibilities to future generations. Intergenerational justice considers youth who are not yet able to fully participate in social and political decision-making processes that impact their future, as well as future generations not yet born.

Centering Justice in Climate Emergency Response

This section of the toolkit includes guiding questions to be considered in order to embed these principles of climate justice in climate emergency response. The questions are divided into general areas of action. The first five areas of action are applicable to a wide range of organizations and institutions, while the last two are specifically applicable to academic institutions.



Knowledge and Understanding



Teaching and Learning



Leadership, Mandates, and Goals



Research



People and Communities



Beyond the Organization



Operations, Policy, and Planning

The questions included in the sections below may be considered as a smaller unit within an organization or as an institution or organization as a whole. The questions offer a starting point to identify ways to embed justice in climate emergency response. Far from exhaustive, they are meant to serve as a tool to begin conversations and inspire directions for action.

When using this toolkit and considering these questions, it is important to note the limitations of our individual positionalities and perspectives, as well as the limitations of our team's perspectives. What are the limitations of your own ways of thinking and who within your institution or organization might need to be included in these discussions? What communities need to be a part of these conversations as well as the planning and action that might emerge from them? From the directions for action that emerge from these questions, what will be prioritized? Why? How will your organization's or institution's priorities be decided?

Equality, Equity, and Justice: What's the difference?

Equality involves providing individuals or communities the same resources regardless of their actual needs or the opportunities and resources already provided to them. In a context where historic and systemic inequality exist, a focus on equality can continue and even perpetuate inequality.

Equity takes into consideration the difference in individual and community needs due to historic and systemic discrimination and marginalization and acknowledges that different groups will need differing resources and opportunities; A focus on equity emphasizes equal outcomes for everyone.

Justice moves beyond equity to recognize that the differing circumstances and the needs of individuals and communities are caused by historic and systemic inequality and oppression, and it is collective responsibility to dismantle harmful social, political, and economic systems and structures. Further, as systems and structures are dismantled, everyone, but especially those most marginalized, should take part in the collective reimagining of systems so that they to work for everyone, not just those with privilege and power.

Knowledge and Understanding

A deep understanding of climate justice is fundamental to critically informed and just climate response. This category relates to your institution, organization, or unit's understanding of the climate crisis and more specifically climate justice, and the ways it relates to your work. The questions explore your organization's role and responsibilities related to the climate crisis, as well as your organizations' understanding of the ways in which individuals and communities experience the crisis locally, as well as regionally and globally. Climate justice requires a deep understanding of how these experiences are tied to historic and systematic oppression and inequality within the local context and beyond.

- The impacts of the climate crisis differ according to place, as do an individuals' and communities' ability to adapt. Are you aware of which groups within your organization are impacted most? What about those in the surrounding community or regionally? Who are the frontline communities – both human and more-than-human? In what ways are they impacted? If this information isn't readily available, what research might need to be done to identify **which communities are most affected and in what ways**? As the crisis continues to develop and individuals and communities are affected in new and different ways, how might your organization be attuned to these changes?
- In what ways is your organization or unit responsible for or complicit in the climate crisis, as well as social and ecological injustice? How might your organization become better aware of your contributions to the crisis? Beyond emissions, are you considering wider land use, deforestation, waste, financial practices, operations and procurement, etc.? What information or research is needed to more fully **understand your organization's contributions to the crisis**? How might this information be better communicated within your organization?
- Is your organization or institution aware of and actively looking for the ways in which the organization contributes to continuing systems of oppression (colonialism, heteropatriarchy, racism, ableism, etc.)? How are these values embedded in your organization? How are they continued in your current efforts toward climate action? In what ways can your organization more intentionally be responsible to undoing systems of oppression? How might your organization be more accountable?
- To what extent do current climate policy and planning teams or those working on your organization's climate emergency response use a justice lens to understand the climate crisis? Do those undertaking policy and planning work have the **knowledge and resources** they need to embed justice perspectives in their work? If not, how might this learning take place (e.g., training, research, advocacy, community building, making new connections, or creating opportunities for collaboration)?
- Is there adequate time, resources, opportunities and support available for those within your organization to build awareness and knowledge on climate and environmental injustice?
- What type of resources need to be developed to support those within your organization to understand climate justice and its complexities, and empower them to take action? How can you obtain access to these resources or partner with climate justice experts to develop the resources needed?
- What resources and initiatives on equity, diversity, inclusion, and justice are already developed and underway within the organization? How can these be better utilized to inform climate work? Are there relationships and **partnerships for collaboration** and learning that may be built or strengthened to support and include existing efforts and resources in your organization's climate emergency response?
- What role can your organization play in **knowledge sharing within your community**? Are there partnerships or collaborations that might help provide knowledge and understanding to better inform climate justice work within your organization? Are there ways you can take initiative to share information beyond your organization?

Leadership, Mandates, and Goals

This category explores the ways justice may be embedded in an organization or institution. The questions explore to what extent an organization's mandate and goals align with principles of climate justice and how an organization's leadership, both on climate emergency response and more broadly, might prioritize justice in climate emergency response.

- What is required for your organization to **take responsibility** for its contributions to the climate crisis? What fundamental changes might be needed and what action needs to be taken to account for these contributions?
- Are your **goals and mandates** in line with the magnitude of the current crisis and compatible with a climate safe future? What is your organization's role in ensuring justice in the midst of climate crisis? How will this change over time as the crisis continues to unfold?
- If efforts toward climate action and climate emergency response are underway, **what is being prioritized?** How are these decisions being made? Who is involved in making them? Is the organization taking action beyond work that is easily reported on, convenient, and comfortable?
- Does your organization actively participate in changing policy and practice to more directly **challenge systems of oppression and systemic barriers**? Is justice a part of your organization's goals and mandates both in relation to the climate crisis and more broadly? If not, how might it be better integrated? How can justice be made foundational to your broader mandates and goals?
- Who is involved in the processes of determining the mandates and goals of your organization or institution (both broadly and related to climate action)? **Who is represented in leadership roles** when it comes to climate emergency response?
- Is your organization listening to Indigenous, Black, racialized and other marginalized communities, both within and beyond the organization? Are their concerns included and prioritized even if controversial or uncomfortable for those who are in current leadership roles?
- Are there processes in place to ensure that Indigenous, Black, and People of Color's perspectives and worldviews shape the development and implementation of climate related initiatives and policies? Are there mechanisms in place to ensure **meaningful engagement with communities** as well as hold the organization accountable to meaningful action?
- What role could the institution or organization play beyond its most immediate mandates? How might it take **initiative** towards climate justice beyond its immediate locus of control? Are there ways the organization might advocate for climate justice or take more direct initiative when it comes to **calling out climate injustice**?
- How does the organization contribute to the local, regional, national, or international climate narrative or dialogue? How might it more intentionally center justice while doing so?

People and Communities

This area of action relates to the people and communities within your organization or institution. It is important to consider to what extent hiring and recruiting processes, the ways individuals and communities are built and supported, and the culture within your organization or institution align with principles of climate justice. The questions below encourage a careful consideration of how priorities, structures, and processes shape an organization's culture and create the possibility for an environment conducive to meaningful change toward climate justice.

- If relevant to your organization, are you hiring climate justice experts, with expertise being understood to include more than subject matter knowledge and skills, but also traditional Indigenous knowledges, lived experience and community engagement?
- Are you giving priority to IBPOC and other marginalized groups? Does your organization actively value, develop, and implement **strategies to recruit and retain IBPOC staff**? Are there relevant resources and support for IBPOC staff as they work with your organization?
- How are you ensuring staff- especially marginalized individuals- are adequately compensated for their work?
- Are there opportunities for all staff to engage in **learning and professional development** in the areas of climate and environmental justice?
- Are community members within your organization supported rather than silenced for speaking out about controversial issues? Is there **space for difficult conversations** about complicity in climate injustice and injustice more broadly? Is there a willingness to truly listen and make significant changes as needed rather than sidelining perspectives that raise challenging questions and are contrary to the status quo? Are there **accountability mechanisms** in place to follow up on points raised and commitments made?
- Are staff members and units or departments within your organization given license to work on climate justice projects, advocacy and community engagement? How can your organization create incentives and give license to staff to engage in work toward climate justice?
- How can you **build community** and create space for members of your organization to engage in conversations with one another to **manage climate anxiety, process climate grief**, reconcile with the organization's and their own complicity in climate injustice, and explore ways to take action?
- How can your organization foster a **culture of engagement and advocacy** on climate action beyond the organization? How can your organization support civic engagement and activism? How can you empower community members beyond your organization to engage in climate justice?
- How can your organization or institution support community members impacted by climate events both within and beyond your organization? How can you help to build **resiliency to the climate crisis** within and beyond your organization?
- How might your organization align the values of the workplace with climate justice goals and priorities? What changes might need to be made within your physical workplace? This might include considerations such as the built work environment, goods and supplies used, transportation for employees, office practices, etc.

Operations, Policy, and Planning

In order to ensure a just response to the climate emergency, climate justice must be a central consideration in operations, as well as policy and planning. An organization or institution might employ a climate justice lens when planning for the future and considering next steps and actions, but there is also a need to evaluate and revise existing processes, policies, and programs to align with principles of climate justice.

- To what extent does current climate action planning and policy **embed a justice lens** to understand the climate crisis and appropriate action?
- How might you create and embed requirements to use a climate justice lens into new climate action planning? For example, if you plan to be a 100% fossil fuel free organization, in doing so, how can you procure alternative energy from community and Indigenous-owned sources? If carbon offsets are part of climate action policy and planning, how might you ensure these carbon offsets respect local and Indigenous communities' consent?
- When creating a new policy, plan, or action, or when reviewing an existing effort, it is important to ask:
 - Which communities within and/or beyond your organization are either **directly or indirectly impacted** by the policy or plan?
 - How would the planned action ignore or potentially even make worse existing inequality? Would your policy, action, or plan have any unintended consequences, if so, who would shoulder these consequences? Are you considering both human and more-than-human communities?
 - **Who would benefit** from the decision or action? **Who is burdened** by the plan or policy? Who is excluded from any positive outcomes?
 - Does the policy, plan or action prioritize and center **restorative justice** – making sure that marginalized communities benefit first and most?
 - How will you evaluate and reevaluate the intended outcomes? Are there processes in place to ensure **accountability**? Who are you accountable to?
 - How would this policy or plan play out over time? How are the above questions relevant in both **short term and long-term** planning?
- What is the approach for **engaging IBPOC and other marginalized groups** when creating a new policy, plan, or program? How can you ensure from the beginning to truly listen and make significant changes according to this engagement and representation? How can you ensure perspectives are meaningfully included and those included in the process of engagement are adequately compensated for their time and contributions?
- To what extent are existing structures and processes beyond climate action in line with principles of climate justice? For example, is your organization's financial management consistent with efforts toward climate justice? Do you have criteria in place to ensure that financial managers, external fundraising partnerships, donations or funding, investments, and other financial management practices align with principles of climate justice? What about recruitment, procurement, and other operational processes?

Beyond the Organization

This category relates to your institution, organization, or unit's external partnerships and relationships. It includes the responsibility to engage with outside partners in a climate just way from operational relationships (procurement, recruitment, etc.) to partnerships for collaboration as well as the more informal relationships with the wider communities your organization is a part of. It also explores ways in which you might take initiative beyond your organization. This includes considerations of new ways to collaborate, engage in the wider community, and advocate for climate justice.

- How can you ensure your institution or organization's **partnerships align with principles of climate justice**? What criteria will you use to determine this? Is there need for your organization to create climate justice criteria to guide activities and interactions with partners?
- In what ways can climate justice be embedded in existing structures and processes such as **partnership agreements and decision-making frameworks**?
- Do current partnerships embody principles that are consistent with your organization's goals and a climate just future? What partnerships or relationships do you need to end or modify to align your organization with principles of climate justice? What partnerships might you more intentionally build to move more quickly towards a just and sustainable future?
- Is climate justice centered in operations including recruitment and procurement? Do vendors' products and services align with **climate justice standards**? Are materials ecologically sustainable and ethically sourced (considering human rights, working conditions, whether or not they are community and IBPOC sourced, etc.) Are procurement changes necessary? If so, do these changes result in product alteration, alternate sourcing, changes to transport and shipping used, and reductions in carbon footprints?
- How can your organization extend its commitment to principles of climate justice to its partners? How can your organization use all **means of influence** it has to encourage partners to transition more rapidly to practices in line with a just and climate safe future?
- Beyond existing partnerships, how can your organization influence social and political discourse related to climate justice through external communications? How can you **advocate for change** to support climate justice on issues and initiatives that are beyond your organization's immediate control? In what ways can your organization or institution take initiative and amplify the importance of just approaches to climate action?
- How might your organization better listen to Indigenous, Black, racialized and other marginalized communities, both within and beyond your organization, as well as respond to their demands and requests for support? How might you ensure their voices are heard even when the topic may be controversial or uncomfortable? How might your organization raise awareness on climate justice and **amplify the voices of marginalized communities**?
- How can your organization better **partner with Indigenous communities, non-profit organizations and community organizing groups**? How can your organization help to mobilize the wider community to take action and advocate for issues related to climate justice? In what ways can your organization support grassroots climate solutions and community involvement in decision-making?
- How can you **share your climate justice knowledge, research, and resources** with communities and organizations beyond your own?

Research

This category of action focuses on embedding climate justice in the research initiatives within an academic institution.

- How can the institution increase **funding and support for climate justice research** projects? How can a climate justice lens be integrated into applications for research funding? In what ways can climate justice research be prioritized in tenure, promotion and hiring processes?
- How can you conduct **climate focused faculty hiring**? How can you ensure this hiring has a multidisciplinary and transdisciplinary focus? Can you intentionally hire researchers focusing on the climate crisis while prioritizing IBPOC individuals, especially those who work closely with marginalized and racialized communities? How might you recruit a diverse cohort of researchers and staff, and embed consideration of traditional knowledges, lived experience and community engaged scholarship, with priority to IBPOC individuals?
- How can your institution better support research based on **traditional knowledges** and **community engaged scholarship**? How could your institution better recognize and support community-engaged scholarship in graduate programs, tenure and promotion considerations, and faculty hiring, specifically in order to help support and sustain the research of IBPOC and other systemically marginalized scholars? How might your institution better support **IBPOC centered research and initiatives** more broadly?
- How should your institution approach existing **research partnerships** that are counter to climate justice (e.g., projects in partnership with fossil fuel companies and other extractive industries)?
- What **resources and training** can be developed to support faculty and students in applying a climate justice lens to their research?
- How might you **build connections and promote research collaboration** within the university? For example, is it possible to establish a comprehensive, cross-campus, interdisciplinary research body, institute or center with programming to facilitate and communicate climate research, support climate literacy, and facilitate climate advocacy both within your organization and with partners beyond campus? How would efforts be oriented by principles of climate justice and include priorities and perspectives of IBPOC researchers and marginalized communities?
- How can the university or academic institution better communicate climate justice research both within and beyond the institution? How might you facilitate **knowledge translation** and build **pathways to share climate research**?
- How can you build partnerships with other organizations, governments, and marginalized communities to increase the impact of climate research? How can the institution support the translation of climate justice research to policy and practice?
- How might you increase **collaboration with external partners** such as Indigenous communities, municipal and other governments, utilities, corporations, and not-for-profits? Is there a need to devote greater resources to engagement and partnerships that generate new, diverse, and proven ways of responding to climate change beyond campus?

Teaching and Learning

This category relates to embedding climate justice in teaching and learning initiatives within and beyond an academic institution.

- How can climate justice be **integrated into the curriculum** across all disciplines? How might you ensure that all undergraduate and graduate students have **access to climate education** within their discipline by more intentionally promoting existing program pathways (e.g., majors, minors, certificates, etc.), developing new pathways, and providing avenues to embed climate education into existing curriculum?
- How might you support climate education and curriculum development? In what ways could your institution provide consistent cross-campus **support for educators** to develop pedagogy and curriculum initiatives that embed interdisciplinary climate education across the disciplines? How might this align with existing efforts to support transformative learning experiences and build collective capacity to have challenging conversations about complex climate-related topics? How can you **incorporate Indigenous traditional knowledges and lived experience** into education as valid forms of knowledge?
- How can you provide resources for students, staff and faculty to develop the capacity to apply a climate justice lens through training resources and learning modules? What resources or training can be developed to support faculty in teaching students about climate justice?
- How can climate justice education be prioritized through **tenure, promotion and hiring processes**?
- How can a climate justice lens be integrated into applications for educational grants and curriculum proposals? How can your institution increase funding and support for climate justice education projects?
- How should you approach courses and programs that are counter to climate justice (e.g., mining and geological engineering programs) and the partnerships, donations, etc. that support them?
- How can climate justice research, education, and engagement projects be better resourced through funding opportunities and awards with a focus on projects that have IBPOC leadership?
- In what ways can your organization better support and promote student involvement? In what ways can you create a robust **culture of advocacy and civic engagement** that encourages and empowers climate action by students, staff, and faculty?
- How might you create and support communities for students, faculty, and staff that promote **wellbeing and resilience** in the context of the climate crisis? How can you ensure educational opportunities integrate and are attuned to wellbeing? For example, are there supports available for student, faculty, and staff to manage climate anxiety and grief?
- How can you better prepare students for careers that contribute towards a just and sustainable future? Is it possible to expand **climate-related professional development opportunities** (e.g., co-op and mentorship programs, accessible open education resources, workshops/seminars led by IBPOC community members and scholars, etc.) for students, staff, and faculty, while providing specific support for marginalized communities?
- In what ways can your institution better connect educational initiatives and learning opportunities to the communities you serve? How might you expand **climate education and professional development for community members** and partners beyond the university?

Resources

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