

COMMITMENT TO CLIMATE JUSTICE

This policy is a work in progress, and we welcome feedback. Send comments, suggestions, edits, etc. to outreach@toronto350.org.

Toronto350 recognizes that the institutional, economic, political, social and cultural dynamics of hierarchy, power and privilege that define mainstream society also permeate the environmental movement.

These dynamics are expressed in various interconnected systems of oppression, including but not limited to racism, colonialism, ethnocentrism, classism, antisemitism, islamophobia, sexism, heterosexism, homophobia, ableism and ageism. Oppression prevents equal access to resources and safety and disrupts healthy communities and movement building. Oppression harms our allies, our friends, our loved ones, and ourselves. We cannot fully address issues of environmental and climate injustice without addressing these societal injustices.

Toronto350 understands that failing to address oppressive behaviour not only weakens the movement by alienating and further victimizing allies, partners, and members, it also calls into question our shared commitment to a better world.

Toronto350 aims to create safer, more inclusive, challenging, self-reflective, dynamic, empowering and creative spaces for all members and volunteers. This ongoing process combines the conscious efforts and diverse experiences of all participants. Collectively, we commit to:

- Explicitly recognizing and addressing systemic oppression
- Setting anti-oppression equity goals and continually evaluating whether we are meeting them
- Creating training opportunities for people to develop knowledge and skills to communicate about and work toward anti-oppression
- Utilizing the principles of participatory democracy, consultation, empowerment of the membership, and community norms in our meetings and actions
- Taking responsibility for equalizing power and creating a space where all are encouraged to actively and respectfully listen, speak, act and express themselves
- Holding each other accountable for our behaviour so that the organization can be a safe and nurturing place for all
- Taking responsibility for the equitable allocation of our resources and using them thoughtfully, respectfully, honestly and transparently
- Adhering to the principles of grassroots organizing, which involve building community power and leadership opportunities
- Identifying and confronting barriers that might deter those interested in becoming involved with Toronto350
- Working in solidarity with oppression-impacted communities, supporting their efforts to determine their own futures
- Helping to build broad-based movements for environmental, social and economic justice by listening to, learning from and amplifying the voices of our allies

Additional resources on anti-oppressive facilitation techniques are available here: [Making Meetings Awesome for Everyone](#) sourced from [AORTA](#)