



COMMUNITY OF PRACTICE

VISION, PRINCIPLES AND NORMS





Purpose of this Community of Practice

The Climate Justice Mobilization HUB is a support structure designed to meet the needs of grassroots organizers. Our primary goal is to become a help line for movements. The HUB is a structure that respects organizers' knowledge of their own challenges and priorities; we respond to needs as expressed by this community.

Our Vision

A world of equitable, inclusive, and caring societies; in which white supremacy, patriarchy, and colonialism are relics of the past; in which humans are free from colonialism, in which exploitation and inequality in all its forms have been abolished. A world in which our societies evolve with respect for the earth's resources and support the survival of all life forms.

What does climate justice mean to us?

Climate justice is a movement that recognizes that climate change is unequally affecting people in the global South, Indigenous peoples, and the most marginalized communities in the global North. These unequal impacts are the result of our governing systems— systems that exploit land and bodies, which are capitalism, colonialism, patriarchy, extractivism, etc. These are systems of oppression that interact, feed, and build upon each other, and thus perpetuate each other. Climate justice puts forward the need to understand the climate crisis as an intersectional issue where all the structures that cause and sustain it must be addressed simultaneously.

Because those who have contributed the least to climate change are the most affected, the climate justice movement calls for centering those who are most marginalized. This means following their leadership, centring their realities, concerns and demands.

Our principles and posture regarding the transmission of knowledge

- Learning process: We are all in a continuous learning process (HUB staff and community members alike). As staff, our goal is to support organizers in their learning in whatever way is most accessible to them (written guide, workshop, informal conversation, etc.). In turn, we adapt the HUB and our roles based on what we learn from members and their needs.
- Convergence of struggles: We believe in the convergence of struggles because we see the intersections between them (see section above). We are stronger together.
- Collective well-being: we believe in shaping our movements and interactions to the world we want to live in. This means that we treat each other with respect and care for each



other, not only as activists, but also as human beings; this is the only way our movements will survive and thrive.

- Decolonization: We respect Indigenous knowledge and relationships to land. We know that the climate justice movement has much to learn with respect to decolonization and we are constantly deepening our praxis of supporting the work of Indigenous organizers. We hope to cultivate a community that centres solidarity work with Indigenous land defenders, which requires a collective and ongoing commitment to learning about decolonization.
- Data Security: We want to assure you that any information you share with us will remain confidential and will be stored securely on documents that will not be made public. Your identity, as well as that of the group, will always be kept secure and not shared with anyone without your consent. We may collect anonymized statistics about the needs of groups like yours to share with funders and other nonprofit organizations that support climate justice. Your name and the names of your groups will never be associated with the data without your consent

Land acknowledgement

The Climate Justice Organizing HUB is based on the territories of The Kanien'kehá:ka, who are the keepers of the Eastern Door of the Haudenosaunee Confederacy. The island called "Montreal" is known as Tiotia:ke in Kanien'kehá, a language of the Iroquoian family, and has historically been a meeting place for many Indigenous nations.

While many HUB team members are based in Tiotia:ke, the HUB network spans all of so-called Canada. We recognize the value of traditional knowledge of Indigenous peoples in so-called Canada, who have been keepers of the land since time immemorial. We are continuously deepening our efforts of decolonization practices, learning from and amplifying the voices of Indigenous peoples and movements.

Culture and norms of the community of practice

- Safe and courageous space: we aspire to create a space where all people feel included, regardless of gender, race, physical ability, sexuality, status, or class. This community of practice is an actively anti-racist space; we are committed to giving ample space to the voices of Black, Indigenous, and racialized people, and prioritizing their needs. In practice:
 - We want to ensure that this space is as safe as possible for Black, Indigenous and racialized people and other marginalized identities, so we operate on the principle of zerotolerance for any form of racism, sexism, xenophobia, homophobia, or



other types of violence. We actively encourage those targeted by harassment to alert a HUB staff member of the situation.

- In the case of a violent situation, we would prioritize a restorative justice approach, focused on repairing the harm caused by the perpetrator, by holding him/her/them accountable for his/her/their actions. We encourage the targeted person(s) to express their needs so that the HUB administrators can facilitate the accountability and healing process.
- Furthermore, we have BIPOC channel exclusively for Black, Indigenous, and racialized people to exchange in a safer space.
 - You can send a Keybase message to Tom or Jacqueline (the latter manages the BIPOC channel).
 - Then, if the affected person agrees, we will convene a vision team meeting with them, and another separately with the person who caused the harm.
- We believe that the HUB can be a place of learning, where it is possible for a person who has made a mistake to fix it. We therefore call on those who violate the zero-tolerance policy to participate fully in the process of repair and healing for those they have affected.
- Respect for a diversity of tactics and timelines: An ecosystem needs everything from protest organizers, direct action, cultural and artistic projects, fundraising, and much more. We aspire to a community of practice where there is a sense of mutual respect between groups. Each group chooses the tactics that are most useful to them and sets timelines that work for them.

Note on language

As we bring together organizers across so-called Canada, we would like to make our discussion space as bilingual as possible so that French and English speakers alike can benefit from the community and can have generative exchanges across this language barrier. We want to acknowledge the historical impacts of settler colonialism, that have created distance between English-speaking and French-speaking populations, in the territories that have come to be called Canada and Québec. We also recognize and hope not to replicate the colonial pattern that often leads English to become the language of default in public exchanges. Furthermore, we understand that bridging this language barrier will help facilitate knowledge-sharing between anglophone and francophone spheres that are rich with their own organizing cultures and histories – we have much to learn from both linguistic groups.



To facilitate bilingual exchanges, HUB moderators will translate certain member posts and announcements on Keybase by “replying” to the message. HUB moderators will not translate every but will, whenever possible, seek to summarize the main points of important conversations in each language.