

# CLIMATE JUSTICE PROGRAM

2024



[Fill out an Expression of Interest Form](#) or contact

[bheki@democracyincolour.org](mailto:bheki@democracyincolour.org) for more information



# THE CLIMATE JUSTICE PROGRAM

The Climate Justice Program 2024 will be Democracy in Colour's fifth year of running our unique leadership, professional development and job placement program.

In the past four years we have supported or created roles for 70 First Nations and People of Colour (FNPOC) in Not for Profits, including the social service, climate and union sectors.

The Climate Justice Program is having a real impact on leadership pathways for FNPOC. Four of our program alumni are now in Director roles in the climate movement, we supported three entry level program alumni into new mid level positions and we will continue to deliver leadership outcomes and increase opportunities for FNPOC in the climate movement.



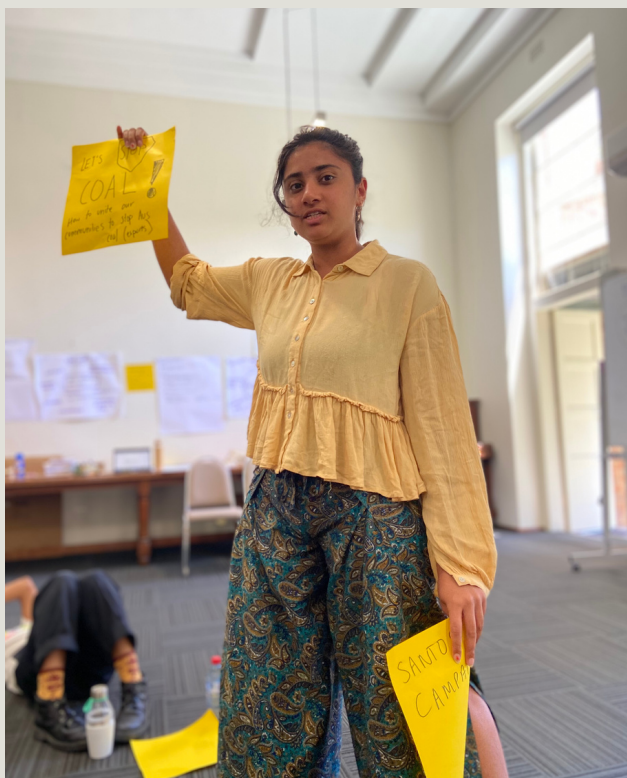


# Why?

The Climate Justice Program will create measurable change for racial justice and inclusion by supporting and developing FNPOC talent as well as organisational and climate movement capacity.

The climate sector struggles with cultural safety, recruitment and retention of FNPOC talent, and meaningful representation in leadership.

FNPOC in the climate sector struggle with racial injustice, lack of cultural safety, lack of leadership opportunities or outright discrimination and exclusion.



As a result, organisations and the movement are far less impactful, failing to harness the talents and experience of FNPOC that are needed to meaningfully work with communities of colour to win climate justice solutions.

Democracy in Colour will open doors for FNPOC talent, supporting their professional and lived experience expertise to represent our communities and build real power towards climate justice in climate organisations.



# How?

## The Climate Justice Program provides:

- In-depth training to support on-the-job learning and up-skilling, increasing resilience, climate and transformative justice practices and professional confidence.
- Training is delivered by expert FNPOC facilitators from the climate and social justice movements.
- Professional mentoring by Senior FNPOC mentors to build leadership capacity, skills and knowledge and create pathways to leading.
- Peer to Peer coaching, support, collaboration, solidarity, safety and healing.
- Nourishing spaces for sharing common lived experiences of injustice and strategies to overcome challenges and racist structures.
- Ongoing community of care and practice for program alumni to network and continue growing.



Culturally safe, nurturing and productive spaces and experiences are actively embedded in the program to provide participants with a powerful, connected, validating, and transformative experience.

We offer and encourage participating climate organisations to join transformative and racial justice training and community of practice sessions to support organisational capacity to do anti-racism and climate justice work.

Key to the program's success is that we work with participants and their workplaces to build anti-oppression and racial justice cultures rooted in equity, justice and fairness.



# OBJECTIVES

## Support and Empower FNPOC to:

- Apply for and acquire roles successfully.
- Build pathways to leadership roles within workplaces and across the climate movement.
- Work and develop professionally in a safe and sustainable way.
- Develop capacity to represent and lead for our communities in organisational strategies.

## Build capacity of organisations to:

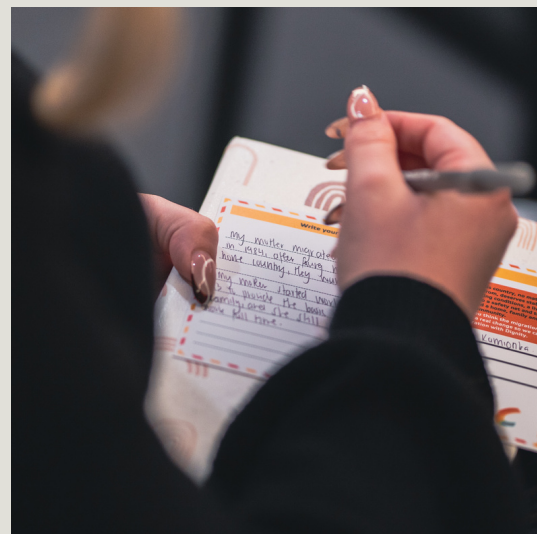
- Recruit, recognise and cultivate FNPOC talent.
- Resource and empower FNPOC in their teams, and put people on pathways to leadership.
- Offering of bespoke trainings for organisations to set and achieve racial justice equity objectives.

# Program structure and time commitment

The Climate Justice Program requires the equivalent of 6 hours a fortnight of work time for 5 months.

This time will be spent on:

- Monthly 1 hour online clinics for peer to peer coaching and group work.
- 2 face-to-face intensive retreats of 2 days with workshops and networking activities.
- 12 mentoring sessions at 1 hour each.



Democracy in Colour will match each participant with a suitable FNPOC mentor, senior in position and with relevant experience to their field.

We offer Racial and Transformative Justice Workshops customised to organisational needs and to connect regularly with a community of practice.







## PROPOSED CURRICULUM

Participants will gain skills, knowledge, support and opportunities for practical application in the following areas:



Emergent Strategy, Transformative Justice and community building.



Management of people, projects, time and resources.



Leadership for Climate Justice for FNPOC, including representing and empowering communities of colour.



Racial and Climate Justice campaigning and organising theory and practices.



Navigating being a leader of colour safely and effectively



Mentoring and facilitation to step up and create safe spaces and opportunities for more FNPOC to participate and lead in the movement.



## ORGANISATIONS WE'VE WORKED WITH:

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Jubilee Australia Research Centre  
Tipping Point  
Environmental Defender's Office  
Working Women's Centre  
Victorian Greens- State office  
WA Conservation Council  
Environment Victoria  
Tomorrow movement  
WA Conservation Council  
Sunrise  
Uniting  
Market Forces  
350.org

Farm Incubator  
Gudanji for Country  
(First Nations TO Org)  
Friends of the Earth  
Australian Conservation Council  
Sydney Alliance  
CPSU  
Essential Media  
Lock The Gate  
Foundation for Young Australians  
ASRC  
CPSU  
Purpose  
AYCC

# TESTIMONIALS



I loved the mentorship program that allowed me to develop my leadership skills. Since then, I had developed the courage to be more vulnerable in my leadership and work. This led me to taking more initiatives and speaking out more for things that matter to me including when advocating for equity matters in the organisation.

**Ken Matahari**

National Development Organiser, Australian Conservation Foundation

"The legacy of the program goes far beyond the individuals who participate in it. For myself, at the AYCC I went on to found the Climate and Racial Justice Portfolio, which then in turn went on to found the POC Climate Network. Which builds a movement of young POC fighting for climate justice across the continent.

**Grace Vegesana**

*Climate Justice Director, Australian Youth Climate Coalition*

I really learned a lot from last year's POC placement program. What I value the most in this program is not only the knowledge and skills about organising and campaigns, but also being a part of this fantastic community in which we have diverse experiences, but sharing the same goal of speaking up for POC and promoting climate and social justice"

**Meng Liu**

Working Women's Centre

"Being part of a community of professionals of colour to share ideas and experiences with has enriched the way I do my work, and empowered me to amplify our voices when discussing campaigns."

**Zerene Catacutan**

Media Officer, Climate Council





# CURRENT STAFF

The Climate Justice Program offers your current staff a specialist professional development program focused on group work and collective, nurturing growth towards leadership.

## NEW POSITIONS FOR FNPOC

When creating a new role with the program, we strongly encourage organisations to commit to creating an identified role for FNPOC as we have found this to be the most effective way to attract candidates from communities of colour.



## RECRUITMENT OF CANDIDATES

Democracy in Colour provides the following support:

- Editing identified role copy in your PD to customise to your organisation needs and State by State legal requirements.
- Advice on PD creation.
- Advertising the role in our networks, tapping suitable candidates on the shoulder, especially from our training and fellowship alumni.
- Support with short list selection.
- Presence on the interview panel if appropriate.





# INVESTMENT

Fees for the program are scaled according to organisational size and include flights, catering, and accommodation for retreats.

**\$6,250** - less than \$5 million turnover per annum

**\$9,925** - more than \$5 million turnover per annum

**\$12,045** - \$10 million and over turnover per annum

Price excludes GST

Discounts of up to 25% are offered for organisations participating with more than one role in the program.

A Memorandum of Understanding will be sent at the beginning of the program and an invoice at the conclusion of the program.

# NEXT STEPS

Fill out an [Expression of Interest Form](#) or contact [bheki@democracyincolour.org](mailto:bheki@democracyincolour.org) for more information

We look forward to collaborating in relationship with you towards climate justice.

