

LOW CARBON OXFORD NORTH EQUALITY AND CLIMATE JUSTICE POLICY

1) Statement of policy

- a) Low Carbon Oxford North (LCON) recognises that we live in a society where structural unfairness operates to the disadvantage of many groups in society, and that this structural unfairness is intricately linked with climate change. Those least responsible for climate change – for example people of colour, indigenous peoples, women, young people and low-income communities and countries – often suffer the worst climate impacts without compensation, benefit the least from climate policies, and participate less in decision making processes. Those most responsible for the climate crisis – high-income countries, carbon intensive companies and institutions, and wealthy individuals – often do not shoulder their fair share of carbon reduction or costs, and they may externalise the costs onto poor communities.
- b) LCON believes that everyone should have equal rights to recognition of their human dignity, and to have equal opportunities to be educated, to work, to receive services and to participate in society. We believe that in the context of climate change this means working towards a transition to a low-carbon society that is fair as well as fast.
- c) Throughout its activities, LCON will treat all people equally whether they are:
 - Engaging in our activities
 - Volunteers or trustees
 - Staff or volunteers of other organisations
 - Members of the public
- d) This policy states our commitment to the principles of fairness and equality and our intention to avoid discrimination, harassment or victimisation based on the nine protected characteristics recognised by the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. This commitment includes making reasonable adjustments to overcome barriers experienced by disabled people.

2) How the policy will be implemented and who is responsible

The Trustees have responsibility for the effective implementation of this policy. All our volunteers and contractors have responsibility for abiding by the policy and helping to create the equality environment which is its aim.

In order to implement this policy we will:

- Communicate the policy to volunteers and relevant others
- Ensure that those who are involved in assessing volunteer recruitment to LCON use non-discriminatory selection techniques
- Work towards having a board of trustees that is representative of the range of groups in society and in our own part of Oxford, especially those traditionally marginalised or oppressed
- Actively reach out to marginalised/disadvantaged groups in our area to explore with them how to achieve a fast and fair transition, and to understand their experience of the barriers to full participation in the co-benefits of a zero-carbon society

- Work in an inclusive manner with the intention that everyone who lives and works in the area has a chance to participate in, benefit from and influence the design of LCON's projects
- Conduct ourselves, and ensure that all our workers and volunteers conduct themselves, in a considerate manner at all times, treating others with respect and promoting a positive working environment
- In our strategic decisions, balance efforts to get large emitters to make the biggest and fastest cuts to their carbon emissions with efforts to engage and support lower emitters to reduce their emissions, so that they benefit from warmer homes and healthier food and travel (recognising that better infrastructure and financial support for these changes may need to come first for many)
- Seek to influence local and national government, business and other institutions to scale up effective and fair climate solutions to the climate crisis and ensure that their policies and practices contribute to both a fair and fast transition.

This policy was approved by the LCON Board on [date]

Review date

Signature:

Date: