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**Justice Lens Vision Recommendations**

The following recommendations are based on a research conducted by the Emerging Leaders Program of League of Conservation Voters (LCV) and includes team B members, Aaron Bryant, Dannielle Lipinski, Ernesto Vargas, Lindsey Scholten, Kristin Brown, and Melanie Houston. Our research included 48 individual interviews, 32 survey responses, and a series of conversations with LCV consultants.

These recommendations are not intended to provide a one-size-fit all approach but rather a set of high level goals for each organization to use --whether they are starting out or continuing to build -- on efforts to put justice at the center of the organization.

**1) Justice as a core part of our work:**

1. Incorporate justice throughout our movement as an organizational priority, through mission statements and values, and in strategic plans.
2. Senior and executive leadership lead by setting priorities through a justice lens in our programs, campaigns, and fundraising.

**2) Focus on people:**

1. We should do this by using personal stories to humanize our issues. Stories that connect to our deep values and enduring beliefs for the full breadth of people that we serve, especially to the most impacted communities.

**3) Work in solidarity today:**

1. We should prioritize issues and goals based on their impact on communities disproportionately affected by environmental degradation and pollution.
2. We should dedicate a percentage of staff time and existing organizational resources to work in solidarity with other movements, with intentionality, integrity, and in a way that is mutually supportive. We need to emphasize transformational, sustainable change over transactional relationships.

**4) Create a culture of continuous learning on justice:**

1. Build a robust spectrum of educational and training activities guided by diversity, equity and inclusion competencies. Leaders should be held to a higher level of engagement, participation, skills, and actions.
2. Plan and conduct ongoing trainings and continuous education on justice-related topics.
3. Create a structure for ongoing assessment on cultural competency

**5)** **Building a workforce that reflects the 21st century:**

1. Cultivate a work culture that promotes respect, inclusivity and collaboration.
2. Ensure that inclusive recruitment, hiring, and retention practices are consistently utilized across our environmental movement.
3. We should create a pathway for hiring people of color and expand personnel policies to address promotion and leadership building for women and people of color.
4. When recruiting for new employees, we should go beyond the “friends and family plan.” This may be as aggressive as putting in place the "Rooney rule" which means that each candidate pool for permanent hire should include at least 3 people of color.

**6) Set goals and measure our progress**

1. We should develop programmatic goals and metrics for success that reflect our commitment to justice and equity. We should then formalize these commitments through campaign plans, fundraising proposals, budgets, and communications strategies.

Thank you for attending our workshop. If you have further questions, please reach out to:

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