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Executive Summary

This Just Transition Declaration has been written to accompany Bristol's Climate and Ecological Emergency Declarations and strategies. It should not be treated as an action plan of itself but is a set of 10 principles that all climate and ecological work in the city can embed into their plans to make them as just as possible.

The 10 principles, not in order of importance, are:

1. Centring the expertise of disadvantaged communities at every step of the journey,
2. Good future-proof jobs for everyone,
3. Empowering disadvantaged communities to take climate and ecological action,
4. Supporting individual change through system change,
5. Fair distribution of costs and benefits,
6. Prioritising accessible communication,
7. Standing in solidarity with those experiencing the worst climate and ecological impacts across the globe,
8. Building inclusive resilience,
9. Infrastructure for all,
10. Embedding the process internally and at the beginning.

Stakeholders large and small across Bristol are invited to sign-up to the declaration to support, endorse and action its principles. The declaration is a living document that will be reviewed as the city's understanding of how to transition in a just way grows.

Purpose

Bristol has issued vital climate^[1] and ecological declarations^[2], and accompanying strategies^{[3][4]}, that have pledged the city to reach net zero and reverse its ecological decline by 2030. This declaration is an addition to these documents that commits their work to being just and clarifies what working in this way means.

The declaration is not an action plan of itself but a set of principles that every stakeholder in the city is invited to follow and embed in their work. To state their intention to work in this way, stakeholders are invited to sign-up. We acknowledge that not all stakeholders will be carrying out work relevant to every principle, nor will every stakeholder have the power to influence in all areas. Instead, by signing up, stakeholders declare their intention to uphold these principles when they are relevant to the scope of their work. Guidelines on how to sign-up can be found in the Next Steps section of the document.

Introduction

Just transition is complex and demanding work that requires engaging in difficult conversations without easy answers. Creating a just society is a goal that we must all reach for while holding

onto the knowledge that a ‘fully just’ society might not be possible in our lifetimes. Indeed, the idea of perfection can lead to new problems because it creates a mindset where criticism is received with fragility. Instead, we must embrace the fact that we are all on a lifelong journey of continual efforts to improve our justice work.

By writing this declaration our hope is to make organisations and people in Bristol aware that they are on this journey and encourage them to commit to it by engaging in a process of constant listening, learning, humility and welcoming critique. Despite the challenges, we face this work with excitement because a just transition isn't about sacrifice and struggle, but co-creating the fair, healthy and sustainable Bristol that we all want to live in.

Declaration

We are in a climate and ecological crisis. To address these crises, Bristol has committed to transitioning to a net zero city and reverse ecological decline by 2030. This crisis disproportionately affects those already facing economic and social inequalities, including but not limited to those associated with race and ethnicity, class, impairment, faith, immigration status, gender, gender identity, age and sexuality. Yet we also recognise that it is possible for the work of transition to create new barriers and difficulties for these communities and for workers if it isn't created fairly. This is often as a result of excluding them from decision-making processes and other conversations around the crises. Bristol's transition must actively work to prevent this by centring disadvantaged communities and workers through a just transition.

A successful transition cannot happen if it is not just. The climate and ecological crises are social problems that have their roots in a failure to respect all people, knowledge and life, and any attempt to address the crisis without tackling this root cause would be ineffective and short-lived. This is particularly relevant to Bristol given its prominent role in the history in the trans-Atlantic slave trade, which built the wealth of the city at incomprehensible cost to the people it enslaved. The inequalities that arose from this egregious injustice are being further entrenched by the climate and ecological crises. This can be seen internationally, in the correlation between the countries that were colonised and the countries that are now experiencing the worst climate impacts^[5]. Yet it is also apparent in modern Bristol's racial inequalities and how Black and ethnic minority communities are among those most disproportionately impacted by the city's environmental problems, such as the higher levels of air pollution in areas of the city where many of these communities live^[6]. So, as we transition, we must address the harms of our city's past but also seize this moment as an unmissable opportunity to positively reimagine its future to create a fairer, healthier, and more sustainable Bristol that values everyone.

With this in mind, we commit to a just transition. The concept of just transition was created by American and Canadian chemical unions in the 1970 to protect the rights of their workers as it became clear that many jobs needed to be phased out for the health of the planet and workers^[7]. The idea had strong roots in the work of working class, Black and ethnic minority communities who lived on the frontline of polluting industries and had been campaigning for a

healthier environment since the Civil Rights Era^[8]. As Bristol undergoes a transition that is no less radical, we must ensure that both its workers and disadvantaged communities are at the heart of these changes. Its locus is not only the economy but society as a whole, and the work must consider its wide-reaching impacts on all those living and working in the transitioning and transitioned city.

This declaration follows vital work carried out on an international and institutional level, including the acknowledgement of the Paris Agreement^[9] on "the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities" and the International Labour Organisation's guidelines^[10] for a just transition. We have also been inspired by the work of the Climate Justice Alliance's Just Transition: A Framework for Change, which uses the historical connections between the union origins of just transition and the civil rights movement to "adapt the definition of Just Transition to represent a host of strategies to transition whole communities to build thriving economies that provide dignified, productive and ecologically sustainable livelihoods; democratic governance and ecological resilience."^[11]

This declaration sets out how the concept can be translated to a Bristol level. The definition we are using for this document therefore understands just transition to be mitigation, adaptation and system change action that is:

1. A redistribution of resources and power that works against systems of oppression based on social and economic divisions with a focus on preventing inequalities being further entrenched for workers and communities and instead actively builds a future that is good for all,
2. Inclusive, and makes a point to continuously work with affected communities and workers,
3. In line with our commitment to reach net zero by 2030 but understands differentiated responsibilities that acknowledge ability, resources, and impact,
4. In solidarity with those suffering the worst climate and ecological impacts in other places.

Principles

Justice is measured in action not words. To work towards a meaningful just transition we commit to embedding the following principles in all our work:

Centering the expertise of disadvantaged communities at every step of the journey:

Communities have the right to participate meaningfully in decisions that directly affect them, so we commit to embedding the input of disadvantaged groups at every stage of our climate and ecological work, from the very beginning phases of planning, to decision-making, implementation, and further development. We will also create space for feedback and review. We recognise the expertise in these communities and the power that they have to rally the

people of Bristol behind the transition, and so will favour meaningful co-creation processes over consultation. The human rights of these communities will be central at all stages.

Good future-proof jobs for everyone: Workers must be at the heart of transition. They are experts on what is needed to effectively transition and their own needs. So, where we have power to facilitate the shift in jobs required by transition, we will centre worker's voices and ensure they can take a leading role in redefining their workplaces for a just, zero-carbon future. Particular care will be given to working alongside workers who currently make a living in carbon-intensive activities to ensure that there are clear and accessible pathways for them to thrive in a net zero Bristol. This will include regular dialogue with unions about climate action plans and their forecasted impact. All new jobs will be good jobs that are well paid, flexible, and accessible, safe, meaningful, stable, and have union recognition. Redeployment will include creating programmes to inform, educate and upskill that should be free or affordable and accessible to all. As an employer, we will co-produce a worker-led just transition agreement on how our current and future jobs can align with a just, zero-carbon future^[12]. We will ensure that those who experience social and economic disadvantages benefit from green jobs through tailoring our training, communications, employment process and workplaces to make them accessible to these communities. We will take active measures to recruit individuals from diverse backgrounds into roles at every level of our organisation.

Empowering disadvantaged communities to take climate and ecological action: We will embed the priorities of the community climate action plans from across the city into our work and offer support to enable communities to bring their climate and ecological projects to fruition. We recognise that transition cannot be achieved without the work of communities and will develop policies and processes that empower and compliment this and make an active effort to avoid barriers being placed in their way.

Supporting individual change through system change: We will prioritise changing systems over individual action where people don't have the ability or resources to make the sustainable choice. We are all responsible and need to act, but we aren't equally at fault for causing the crises nor do we have equal power to bring about the solutions. A just transition will happen when everyone is empowered to act in the areas where they do have influence and when changes to the system are made so that sustainable action becomes the sensible, affordable, and desirable choice for all.

Fair distribution of costs and benefits: Climate schemes, such as installing solar panels or buying an electric car, can save people money but often require privilege and money to access. They also often create the largest burdens for those who don't have spare capital to adapt to changes. We will address existing economic and social inequality by equitably distributing the financial burdens and benefits of climate and ecological work. We will ensure that people in our city not only benefit from the outputs of climate work but from the investment towards these schemes staying in our communities. Where opportunities arise, we will work towards a more progressive and circular economy for the city.

Prioritising accessible communication: We recognise that many of the barriers and difficulties related to the crises are the result of information about them being inaccessible. We will produce our key climate and ecological resources in translated formats, which include non-English languages, Plain English, audio, BSL and Easy Read. Staff who engage with communities will be trained on how to do this work in a way which respects them as equals and meets their communication needs.

Standing in solidarity with those experiencing the worst climate and ecological impacts across the globe: The climate and ecological crises forcefully disprove the notion that any city or country stands alone. Bristol is intimately tied to the world beyond its borders through our climate, ecosystems, economy, resources, and culture, and we cannot have a just transition without acknowledging this two-way exchange. We stand in solidarity with all people suffering because of these crises and will work to have a positive impact beyond our borders by examining the direct and indirect impacts of our work; including any products, supply-chains, processes, waste and any other relevant aspects of our operations. We will ensure Bristol has a welcoming culture and ethos to those who have been displaced and respects the human rights of all.

Building inclusive resilience: Where applicable to our work, we will take action to ensure disadvantaged communities don't bear the impacts of the environmental extremes arising from the climate and ecological crises, many of whom are already facing higher costs, barriers, and struggles. This disproportionate impact will be a key factor in decision-making around policy, planning and the allocation of resources when building resilience.

Infrastructure for all: The process of transition will radically reshape the built and natural environment of our city and transport system for moving through it. If we are involved in designing and building these spaces, we will be conscious about the ideologies and priorities implicit within them, moving beyond spaces designed around cars and other fossil fuel infrastructure to those that centre people, communities, and nature. These spaces must be accessible and welcoming to all. Work in this area must be seized on to create the opportunities and skills for good and future-proof jobs.

Embedding the process internally and at the beginning: We live in a national and global society that is often unjust and this leaves its mark on all of us, meaning that, as well as engaging in external action, a just transition calls on everyone to do the internal work of reflecting on and advancing our thinking, attitudes, and behaviours. This includes recognising how our prejudices shape both whose voices we consider to be of value in climate and ecological work and how stereotypes impact on how we interpret and judge people's actions. We will take active steps to challenge these biases in our thinking and embrace the skills and work that everyone in our city can bring. Our equalities work will be of the highest standard, using protected characteristics as a minimum then going further to include social class and considering the intersectionality of these traits. Mistakes will inevitably happen from time to time but when they do we will review and use the experience to better our practice for the future. We will embed these principles from the start and embrace challenges from communities as an opportunity for growth as part of a process of continual listening, empathy, and humility.

Next Steps

Going forward we invite every organisation—political, economic, and social—in the city to follow these ten principles in their plans and actions and evaluate their progress on this at yearly intervals. To sign-up to commit to working in this way, email BristolJTDeclaration@gmail.com. Further information on support for stakeholders after signing up will follow.

The authors of this document recognise that our understanding of what a just transition is will develop over time and through conversations as we continue to engage with communities on this issue. Though we envisage the core principles remaining the same, other than in extraordinary circumstances, this declaration will be treated as a living document that we will continue to review. Additional funding is being sought to continue engagement and add detail to the principles through processes that enshrine both the principles of deliberative democracy and centring the needs of the communities that will be most impacted.

Just transition is a complex journey that will call on all of us to challenge ourselves. Yet we welcome this work because the reward is creating the city and future that we all deserve to live in.

"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly." - Martin Luther King: Letter from Birmingham, Alabama jail, April 16, 1963

Plain English Declaration

This **declaration** is written in **Plain English** to make it accessible to more people. Words that might not be clear to some are in bold to show that an explanation of them can be found in the jargon buster at the top.

Jargon Buster

Benefits: The good things that come out of something.

British Sign Language: This is the language that Deaf people in the UK use to talk to each other. It uses hand gestures to do so.

Climate Change: The planet is getting too hot because of how people are using **dirty fuels** like petrol. This is leading to lots of problems locally and around the world.

Community climate action plans: These are plans that communities make on what they can do to be better for the planet, nature and people.

Consultation: When people like the council ask communities for their thoughts on a plan that they have made.

Culture: Things like art, entertainment, beliefs, traditions, and other ideas. It has a big effect on how we think, feel and act.

Declaration: Something that is said to show how someone thinks and feels about something. It is a promise to act in a certain way.

Dirty fuels: This the word we are using fuels like petrol and gas. These fuels are making **climate change** happen.

Disadvantaged groups: People who are treated unfairly because of the group they belong to or because they don't have much money. For example, Black and Brown people, **people from an ethnic minority background**, working class people, Disabled people, **refugees**, women, **trans people**, older people and **LGBTQ+ people**.

Easy Read: A document that is written in a way so that people with learning difficulties and disabilities can understand it. It uses photos as well as words.

Enable: To support or allow someone to do something.

Future-proof jobs: By this we mean jobs that fit in with the work of **just transition**. They will be good for workers and the planet.

Human rights: A set of laws and ways of doing things that protects people and their needs so that they are treated fairly.

Just transition: When a place changes how it works and lives so that it isn't causing damage to the planet and nature but in a fair way.

LGBTQ+ people: This group includes people who are gay, lesbian, bisexual, ace, and trans.

Refuges: People who have lost their home and so had to move to another country.

People from an ethnic minority background: People who are from a race or culture that isn't the most common one in the country that they live in.

Plain English: This is when writing or talking makes sure not to use difficult words or jargon. This makes it more accessible so that more people are able to understand. We have written this document in **Plain English**.

Principles: A set of statements that says how something is going to be done. They show what is thought to be important in how something is done.

Unions: When workers get together to protect their **rights** and make their workplaces better.

Society: A large group of people who have certain ways of living, thinking about things, doing things, and making decisions.

Solar panels: An object that takes energy from sunlight and turns it into electricity.

Slavery: When people have their freedom taken away and made to work for someone else.

Translate: To take something in one language and turn it into another. This means people who speak the second language can understand.

Values: What someone cares about.

Summary

We have written this **Declaration** to join Bristol's other plans and **declarations** on stopping **Climate Change** and the loss of nature. It is not a plan of how to do this work but 10 **principles** about how the work can be done in a fair way.

The 10 **principles**, not in order of importance, are:

1. We will include the ideas and knowledge of **disadvantaged** people in all our work,
2. We will make sure that the changes in jobs around this work will be good for everyone,
3. We will help **disadvantaged** groups to take action that is good for the planet and nature,
4. We will help individual people to make changes by making the big changes that makes it easy for them to act,
5. We will make sure that the costs and **benefits** of the changes are shared out in a fair way,
6. We will make our ways of talking accessible,
7. We will act in ways that support the people experiencing the worst **climate change** and nature loss in other places,
8. We will make sure that everyone is more able to cope with the difficulties made by **climate change** and nature loss,
9. We will make our places good for everyone,
10. We will make our organisation fair and bring the **principles** from the **declaration** into our work from the start.

We invite organisations across Bristol to sign-up to the **declaration**. This means they will support it and follow the principles. We will add to the **declaration** over time as the city gets a better understanding of how to do this work in a fair way.

Introduction

Just transition is about how to make work on **climate change** and nature loss fair. It is difficult work that will need difficult conversations. There aren't easy answers. Making Bristol fair is

something that we must all aim for while accepting that a ‘fully fair’ **society** might not be possible soon. Trying to be perfect can even make new problems. This is because it can make people who want to do the right thing to become angry or upset when they are told to do better. Instead we need to accept that we are all on a journey of getting better at being fair. This journey is never over because we can always do more. We hope this **declaration** will help everyone understand that they are on this journey. We all have to listen, learn and welcome feedback on how to do better.

We are excited because a **just transition** is about making a fair and healthy Bristol. It is about making Bristol good for people and the planet.

Declaration

The world is experiencing **climate change** and the loss of nature. This is making problems for lots of people. These problems are often worse for people from **disadvantaged groups**. This is the term we are using to talk about people who are often treated unfairly. This includes: Black and Brown people, **people from an ethnic minority background**, working class people, Disabled people, **refugees**, women, older people, and **LGBTQ+ people**. Climate change and nature loss makes the unfairness these people already experience worse. For example, people without much money often have to live in areas that are more likely to be flooded. And more floods are going to happen because of **climate change**.

Bristol has promised to make big changes so that the city can be better for nature and **climate change**. It has said that it wants to make these changes by the year 2030. These changes could make things even more unfair for **disadvantaged groups** if they aren't part of planning them. For example if people are stopped from using their cars but buses aren't cheap then it will be hard to move around. We need to make sure that the needs of everyone are thought about when making changes. That way the changes can make the city more fair not less.

Making Bristol good for the planet and nature won't work well if the changes aren't fair. **Climate change** and the loss of nature are happening because **society** has forgotten that all life is important and needs to be cared for. **Climate change**, the loss of nature and the unfairness in our **society** are all joined. So we have to act on them at the same time.

This is extra important for Bristol as lots of the money that was used to build the city came from **slavery**. So Bristol must use the big changes it is making to also make our city better for everyone who lives in it. For example the new jobs made to stop **climate change** could be given to people who often find it harder to get jobs. This means people like Disabled people and Black people would find it easier to get work. Let's make our city better for people and the planet.

To do this Bristol promises to make a **just transition**. This idea came from workers in the 1970s who worried that their jobs were hurting the planet and them. They realised that we have to

make the changes to look after the planet. But they said that support needs to be given to workers so that this doesn't mean they lose their jobs.

Our **declaration** is for workers. But is also for the communities who will find changes happening in their lives because of work on **climate change** and the loss of nature.

So when we talk about **just transition** we mean that the changes made for the planet and nature will be made in four ways.

1. A **just transition** shares the money and power used for changes in a fair way. The changes make Bristol better for workers and **disadvantaged people**,
2. A **just transition** includes everyone. This include people who are normally left out because of unfairness,
3. A **just transition** understands that everyone needs to be part of looking after the planet and nature. But it also understands that some people have more power to do this. And that some people are doing more harm to the planet. It is unfair that the people who are doing more harm to the planet are less hurt by **climate change**. These people should do more towards the changes that have to happen to stop **climate change**. Bristol will make sure to plan around the fact that people have different amounts of money, time and knowledge.
4. A **just transition** means that Bristol understands that **climate change** and the loss of nature is often worst in other countries. Bristol will make its changes to do what it can to help them and will make sure not to make things worse for them.

Principles

To be fair means that you don't just say the right things but do them too. So we are asking people to use the ten **principles** below in their work on **climate change** and the loss of nature:

We will include the ideas and knowledge of disadvantaged people in all our work: We promise to listen to and use the ideas of **disadvantaged groups** at every stage of our work. This includes when planning changes, making decisions, and carrying out the changes. We will also make ways for **disadvantaged groups** to give feedback on the changes when they are in place.

Disadvantaged groups know best how to make things good for them. We will make ways for these people to feed into our plans. **Consultation** often doesn't give enough power to people. So we will put effort into planning the ways we can make changes together.

We will make sure that everyone can have good future-proof jobs: By **future-proof** jobs we mean jobs that fit in with the work of just transition. They will be good for workers and the planet.

Workers must be at the centre of the **just transition**. They are experts on how to do the work well and their own needs. We will listen to worker's voices. We will make sure they can be leaders in changing their workplaces to be good for the plaet and nature. All new jobs will be good jobs that are well paid, accessible, safe, and good to work in.

We will take extra care when working with workers who are in jobs that are hurting the planet. We will help them to find jobs that are better for them and the planet. This will include talking with **unions** about **climate change** action plans. We will make free or affordable and accessible training to give people the skills they need.

As an employer, we will **co-produce** a worker-led **just transition** agreement. This will show how our jobs can be good for **climate change** and nature loss[13].

There will be new jobs made to stop **climate change** and nature loss. We will make sure they can be for people from **disadvantaged groups**. We will do this by making our training, workplaces and how we hire and talk to people accessible. We will hire people from **disadvantaged groups** into every level of our organisation.

We will help disadvantaged groups to take action that is good for the planet and nature: Lots of **disadvantaged groups** in Bristol are making plans to look after nature and the planet. These are called **community climate action plans**. We will bring the ideas from these plans into our work. We will make sure we don't put barriers in their way, and offer support to them.

We will help individual people to make changes by making the big changes that makes it easy for them to act: It often isn't easy for people to make choices that are good for the planet and nature because they cost a lot or are inaccessible. For example a wheelchair user might want to roll to work instead of driving, but they can't if the pavements are blocked or too bumpy. Everyone needs to make changes. But some people are doing more harm to the planet and so need to do more to look after it.

A **just transition** will happen when everyone is able to make the changes in the areas where they have some power. It will happen when people with lots of power set things up so the good choices are easy and affordable for all.

We will make sure that the costs and benefits of the changes are shared out fairly: Work on **climate change** can sometimes save people money. Yet it often takes a lot of money to access these things. For example, having **solar panels** can save people money on their electricity but cost a lot to buy.

The changes can also be hardest for people who don't have much money. For example if drive cars that use dirty fuels have to pay more this make things harder for people who can't afford electric cars.

We will make sure that the changes share the costs and **benefits** in a fair way. This means that people with more pay more of the costs and those who have less get more of the benefits.

We will make sure that the money that is made through making the changes stays in our city and communities.

We will make our ways of talking accessible: Many of the difficulties that come from **climate change** and nature loss happen because people talk about them in inaccessible ways. We will **translate** our important documents about **climate change** and the loss of nature to make them accessible. This will include translation into non-English languages, **Plain English**, audio, **British Sign Language** and **Easy Read**. This will let everyone understand and take part in the changes.

We will act in ways that support the people experiencing the worst climate change and nature loss in other places: What happens in Bristol changes and is changed by the rest of the world. This includes our weather, nature, money, the things we buy and make, and **culture**. So we will work to make sure that we don't make **climate change** and nature loss worse for people outside our city. For example, we will make sure that we don't get rid of our waste by sending it to other countries to deal with.

We will make sure that Bristol welcomes people who have lost their homes because of **climate change**. We will always look after **human rights**.

We will make sure that everyone is more able to cope with the difficulties made by climate change and nature loss: We will make changes so that **disadvantaged groups** aren't more harmed by **climate change** and nature loss. We will think about the extra problems some communities face when making plans. For example having lots of trees makes hot weather easier to cope with. Yet there are fewer trees in areas that have less money. So, we could act on this by making sure that more trees are planted in these areas.

We will make our places good for everyone: The changes that Bristol is making will mean that our spaces, buildings and transport change a lot. When we have power to make or change these spaces, we will think about the ideas and **values** that are behind them. Lots of public places in our city aren't nice to be in as they are made for cars, which is bad for people and the planet. So, we will change how we make spaces in the city so they put people, communities and nature first. These spaces must be accessible and welcoming to all. We will make sure that we use this work as a way of making **future-proof jobs**.

We will make our organisation fair and bring the principles from the declaration into our work from the start: We live in a world that is often unfair. So everyone can act in unfair ways unless we all push ourselves to do better. We all need to do more to be better to people who are different to us. Mistakes will happen now and then. This is normal. What is important is that when mistakes happen we use them as a chance to grow so they don't happen again. We will use the **principles** in this **declaration** to shape our plans from the start. When people come to us with feedback about how we have been unfair we will welcome this as a chance to do better. We promise to listen and never stop working on doing better.

Next Steps

We invite every organisation in the city to sign up to using these ten **principles** in their plans when they are relevant to their work. We ask that organisations come back to the **principles**

once a year to see what more they can do. To sign-up to the **declaration** email BristolJTDeclaration@gmail.com.

We know that our understanding of what a **just transition** is will grow over time. We will continue to talk to as many people as possible and make changes.

The just transition won't be an easy journey. Yet we are excited about it because it can make the city and future that we all want to live in.

"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly." - Martin Luther King: Letter from Birmingham, Alabama jail, April 16, 1964

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Appendix

Resources to support implementation

1. **Centring the expertise of disadvantaged communities every step of the journey**
 1. [Carnegie UK - A Toolkit for Co-production in Community Planning](#)
 2. [Six Modes of Co-production for Sustainability](#)
 3. [NIACE - Reaching and Engaging Disadvantaged Groups in and through Community Learning](#)
 4. [C40 Cities - Inclusive Community Engagement](#)
2. **Green jobs to protect the rights of workers and disadvantaged communities**
 1. [Campaign Against Climate Change - Climate Jobs: Building a workforce for the climate emergency book,](#)

2. [Groudwork - Green Careers Report](#),
3. [C40 - Cities Good Green Jobs](#),
4. [TUC - A just transition to a greener, fairer economy](#),
5. [Syndicat European Trade Union - Involving Trade Unions in climate action to build a Just Transition](#),
6. [International Labour Organisation - Guidelines for a just transition towards environmentally sustainable economies and societies for all](#),
3. **Empowering disadvantaged communities to take climate and ecological action**
 1. Bristol Green Capital Partnership's [Community Climate Action project](#),
4. **Supporting individual change through system change**
5. **Fair distribution of costs and benefits**
6. **Prioritizing accessible communication**
 1. [Government guidelines for accessible communication](#),
 2. [Creating accessible PDFs](#),
 3. [North Yorkshire County Council - A Guide to Producing Information in Easy Read](#),
 4. [A2i - document translation services](#),
 5. [Bristol City Council Translation Service](#),
7. **Standing in solidarity with those experiencing the worst climate and ecological impacts across the globe**
 1. [B Lab - The Climate Justice Playbook for Business: How to Centre Climate Action in Climate Justice](#)
 2. [Greenhouse Gas Protocol - Corporate Value Chain \(Scope 3\) Standard](#)
 3. [BSR - Supply Chain Sustainability](#)
 4. [SDG Action Manager](#)
8. **Building inclusive resilience**
 1. [Partners for Resilience - Building Inclusive Resilience](#)
 2. [Inclusive Spaces: Disability-Inclusive Design for Climate Resilient Cities](#)
 3. [COP26 - Disability, Resilience and inclusion in our cities](#)
 4. [European Environment Agency - Towards 'just resilience': leaving no one behind when adapting to climate change](#)
9. **Infrastructure for all**
 1. [Making Technology Accessible and Inclusive](#)
 2. [Inclusive Mobility](#)
 3. [C40 Cities - Access and persons with disabilities in urban areas](#)
10. **Embedding the process internally and at the beginning**
 1. [Bristol Disability Equality Forum - Protest for All guide](#)
 2. [Ies - A challenging environment: Experiences of ethnic minority environmental professionals](#)
 3. [Ben - The definitive guide to disability inclusion in the workplace](#)
 4. [Nus - Race, inclusivity and environmental sustainability](#)
 5. [Politics, Voice, and Just Transition: Who has a Say in Climate Change Decision Making, and Who Does Not](#)
 6. [ACAS - Improving equality, diversity and inclusion in your workplace](#)

7. [Bond - Anti-racism and decolonising: A framework for organisations](#)
8. [Stonewall - Best Practice, toolkits and resources](#)

General guidance for businesses

1. BTeam: [Just Transition: A Business Guide](#),
2. BITC: [The Right Climate For Business: leading a just transition](#),
3. UN Global Compact: [Introduction to a Just Transition: A Business Brief](#),
4. UKRI: [Net Zero business models for a Just Transition](#),
5. LSE: [Translating just transition ambitions into investor action](#), includes a framework of expectations of business on the just transition,
6. SSE case study [Just Transition Strategy](#) followed by [Just Transition: From principles to action](#),
7. [Just Transition Centre - Just Transition: A business guide](#)
8. [Better Business Act](#)
9. [B Corp Impact Assessment](#)

Other Equalities initiatives in the city

1. [Bristol's Commission on Race Equality](#),
2. [Bristol Women's Commission](#),
3. [Bristol Disability Equality Commission](#),

Just Transition Work from other places

1. [The People's Transition - Rural Ireland](#),
2. [Just Transition - Climate Justice Alliance](#),
3. [Just Transition Commission - Scottish Government](#),
4. [United Nations - Just transition of the workforce, and the creation of decent work and quality jobs](#),
5. [Decolonising Economics](#)

[1] Climate Emergency declaration passed at Full council November 2018
<https://bristolgreenparty.org.uk/2yrs-climate-emergency/fc-motion-13th-nov-climate-emergency/>

[2] Ecological Emergency declaration issued by the Mayor and One City partners February 2020
<https://www.bristol.gov.uk/council-and-mayor/policies-plans-and-strategies/energy-and-environment/bristol-ecological-emergency>

[3] One City Climate Strategy issued February 2020 <https://www.bristolonecity.com/wp-content/uploads/2020/02/one-city-climate-strategy.pdf>

[4] One City Ecological Emergency Strategy issued November 2020 <https://www.bristolonecity.com/wp-content/uploads/2020/09/One-City-Ecological-Emergency-Strategy-28.09.20.pdf>

[5] Colonialism as a historic and ongoing driver of the climate crisis is recognised by the the 2022 IPCC report <https://www.ipcc.ch/report/ar6/wg2/>

[6] <http://erg.ic.ac.uk/research/home/projects/Bristol.html>

[7] You can read more about the history of the term in the Scottish Just Transition Commission report <https://www.gov.scot/publications/transitions-comparative-perspective/pages/3/>

[8] You can read more about this history in the Climate Justice Alliance Just Transition report <https://climatejusticealliance.org/just-transition/>

[9] <https://unfccc.int/process-and-meetings/the-paris-agreement>

[10]

https://www.ilo.org/wcmsp5/groups/public/@ed_emp/@emp_ent/documents/publication/wcms_432859.pdf

[11] <https://climatejusticealliance.org/just-transition/>

[12] Inspiration can be taken from worker's led just transition plans such as that created by workers at Rolls Royce <https://www.tuc.org.uk/blogs/pushing-green-new-deal-rolls-royce>

[13] Inspiration can be taken from worker's led just transition plans such as that created by workers at Rolls Royce <https://www.tuc.org.uk/blogs/pushing-green-new-deal-rolls-royce>