



Just Transition

DISABILITY

Are people living with disabilities included?

Are you adapting to accessibility with creative solutions and new ways of thinking, like people with disabilities? They are constantly adapting to find different ways of 'doing' from simple to complicated challenges.

For more information use this link or QR

<https://tinyurl.com/JT-Cards>





Just Transition

DISABILITY

Are people to support included?

Is there support for personal assistants/carers? Disabled people pay and carers can accompany them for free in most situations. Note that this increases already costly finances. Enabling support for both provides vital assistance.

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Just Transition

DISABILITY

How are you reducing barriers so all people can join in?

Have you thought of group activities and events? Organisation barriers like procedures? Having an inclusive agreement in place from the beginning should encourage participation. Some people may not be able to raise a hand or speak up.

For more information use this link or QR

<https://tinyurl.com/JT-Cards>





Just Transition

DISABILITY

Are you openly communicating with kindness?

Is this addressing stereotyping, underestimating, avoidance and fear of interaction? Disabled people are frequently judged and asked to share their reasons for being disabled in all interactions. Consider their full lives and intersectionality.

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Just Transition

DISABILITY

What has inclusivity brought to you and all?

Are you reducing social isolation? Shielding is part of disabled people's lives. Illness on top of disability worsens isolation and long periods of loneliness.

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Just Transition

DISABILITY

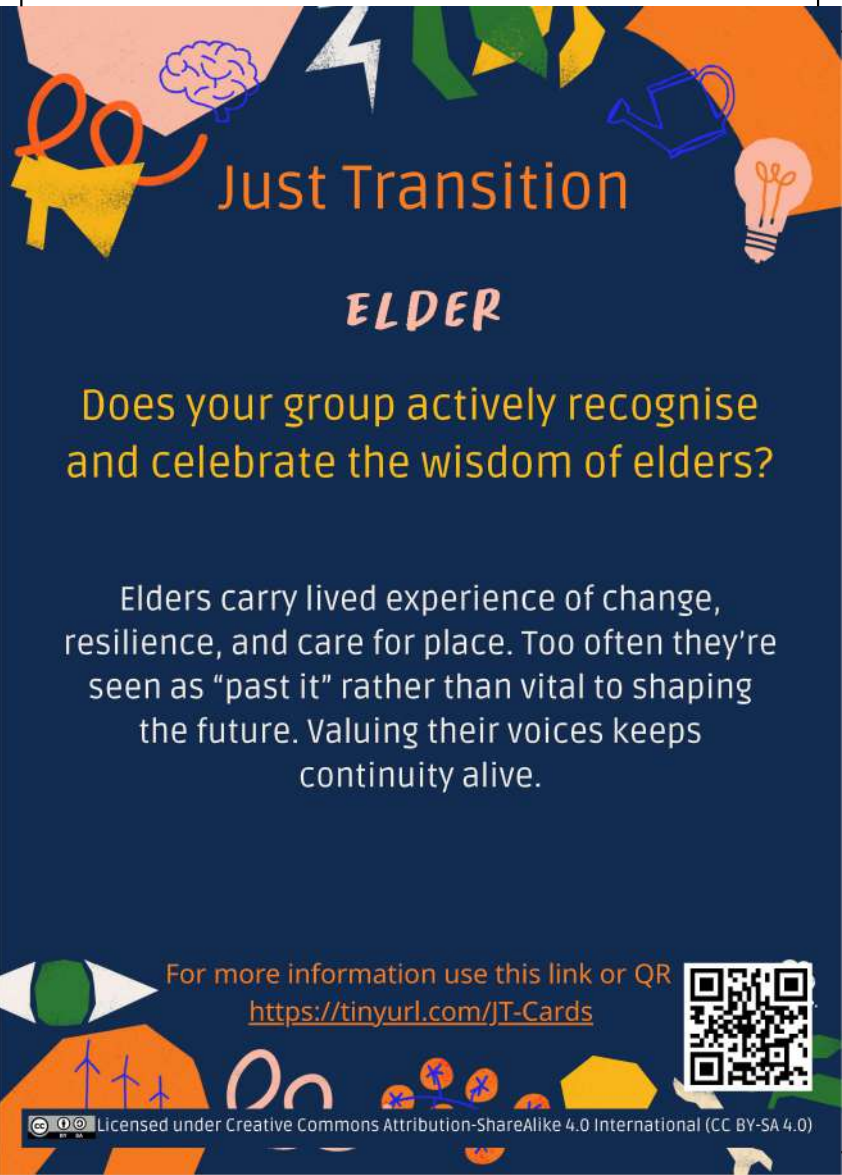
What practical problems are you addressing?

Have you considered inaccessible environments, transport, toilets, doors, poor signage, sign language, Braille, different formats? Are you supporting online access and digital exclusion?

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Just Transition

ELDER

Does your group actively recognise and celebrate the wisdom of elders?

Elders carry lived experience of change, resilience, and care for place. Too often they're seen as "past it" rather than vital to shaping the future. Valuing their voices keeps continuity alive.

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Just Transition

ELDER

Are younger and older people working together as equals?

Transition thrives when generations share learning both ways, elders offering experience, young people bringing new perspectives. Mutual respect builds stronger communities.



For more information use this link or QR
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Just Transition

ELDER

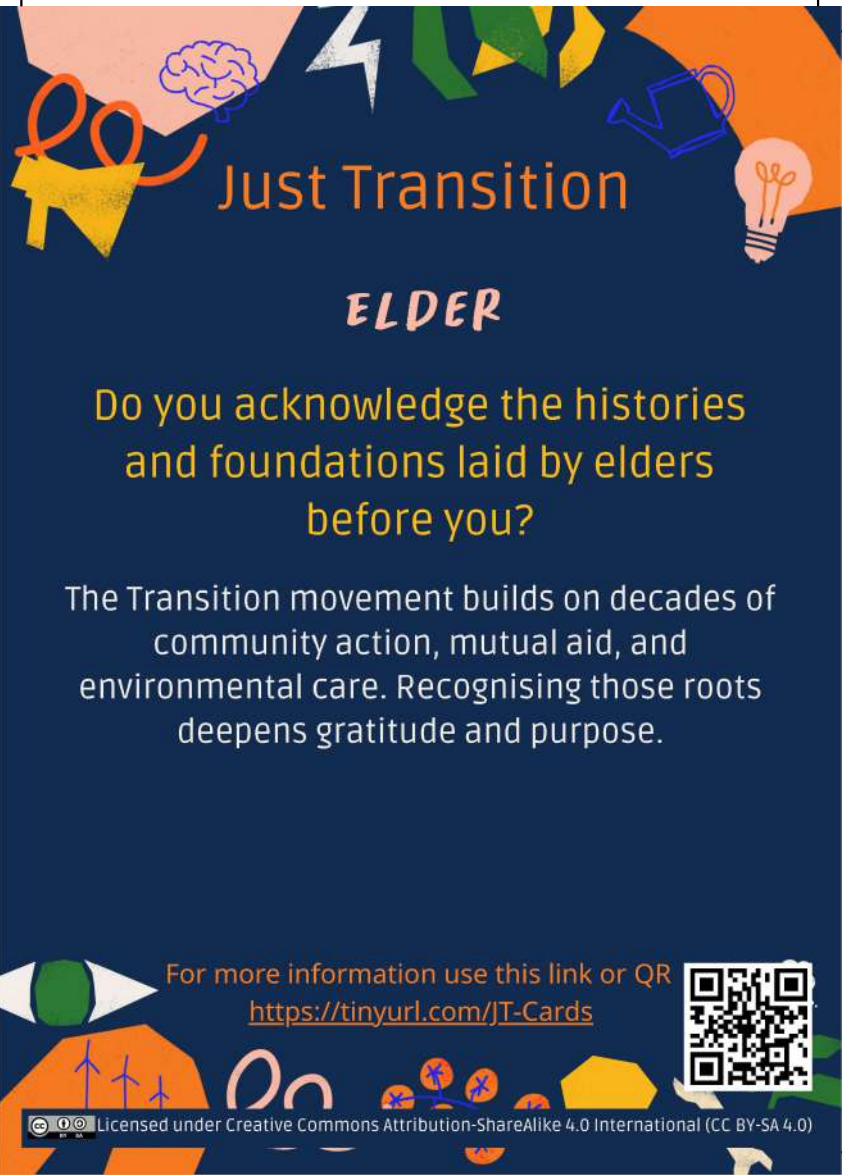
Does your group notice and challenge ageist assumptions?

Older people are often stereotyped as resistant to change or less capable of learning. In reality, many have been environmentalists, organisers, and carers long before Transition existed.

For more information use this link or QR

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Just Transition

ELDER

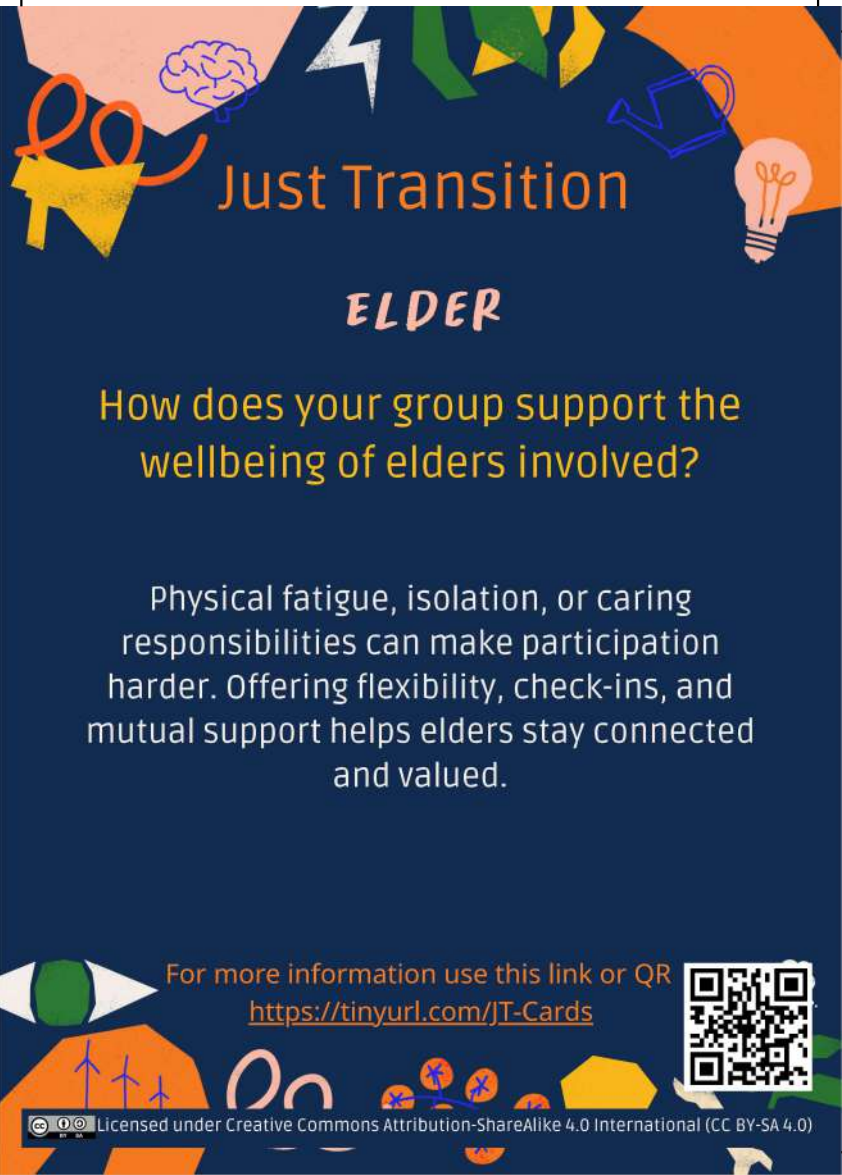
Do you acknowledge the histories and foundations laid by elders before you?

The Transition movement builds on decades of community action, mutual aid, and environmental care. Recognising those roots deepens gratitude and purpose.

For more information use this link or QR

<https://tinyurl.com/JT-Cards>





Just Transition

ELDER

How does your group support the wellbeing of elders involved?

Physical fatigue, isolation, or caring responsibilities can make participation harder. Offering flexibility, check-ins, and mutual support helps elders stay connected and valued.

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Just Transition

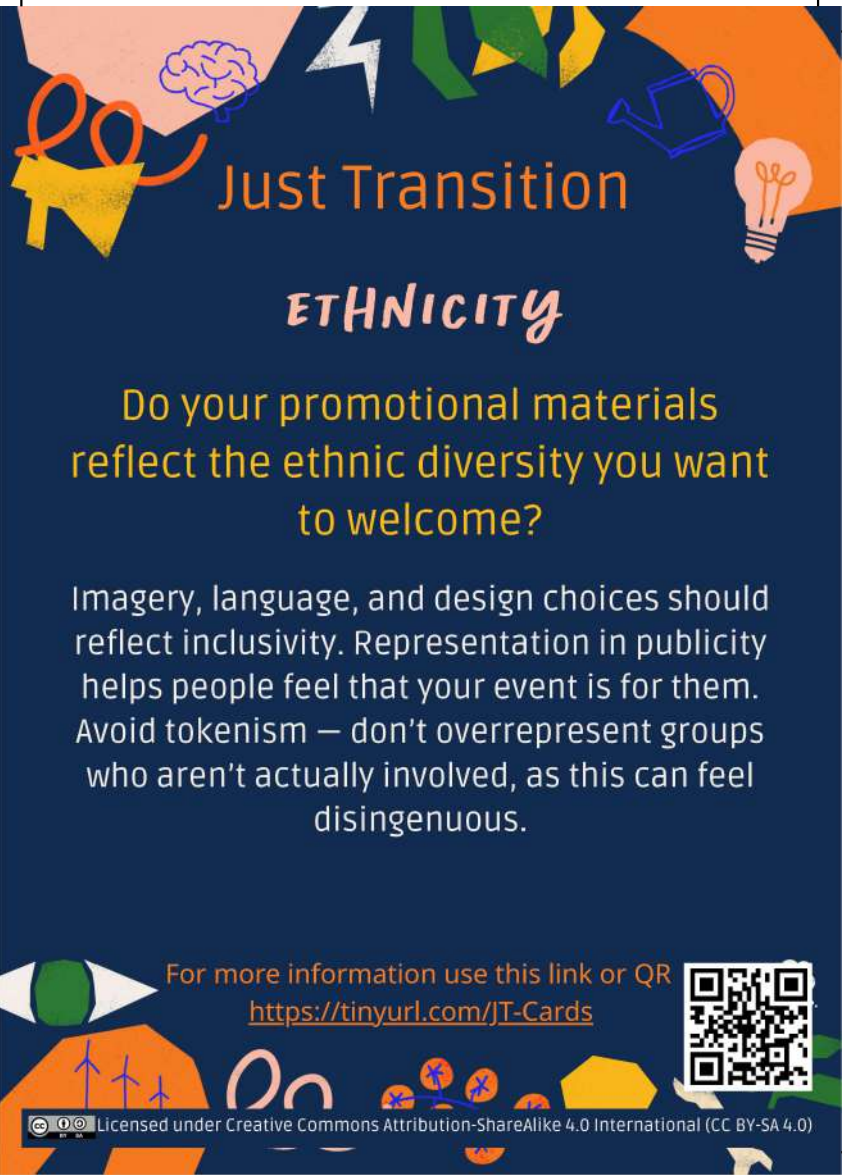
ETHNICITY

Are food, refreshments, and social elements inclusive of different cultural practices?

Dietary requirements, traditions, and customs around food vary widely. Thoughtful catering can signal respect and welcome for all. Include options like vegan and gluten-free, which most can eat, and consider restrictions such as no onions or garlic for those following sattvic diets.

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Just Transition

ETHNICITY

Do your promotional materials reflect the ethnic diversity you want to welcome?

Imagery, language, and design choices should reflect inclusivity. Representation in publicity helps people feel that your event is for them. Avoid tokenism – don't overrepresent groups who aren't actually involved, as this can feel disingenuous.

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Just Transition

ETHNICITY

Have you gone out of your way to invite different members of your community?

Don't assume people will come on their own. Some groups feel excluded by default. Actively reach out and build trust to create an inclusive space. Work with key people or organisations that already engage diverse communities – they can help attract and welcome others.

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Just Transition

ETHNICITY

Have you included diverse cultural perspectives in the programme?

Representation matters. Ensure speakers, facilitators, and content reflect a range of ethnic voices and experiences, not just the dominant group. Where possible, make the opening voice a diverse one – it sets the tone and shows inclusion from the start.

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Just Transition

ETHNICITY

Is the venue culturally appropriate and welcoming to all?

Venues linked to alcohol (e.g. pubs) or strongly tied to one faith may exclude some groups. Aim for neutral, welcoming spaces where no community feels uncomfortable or out of place.

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Just Transition

GENDER AND SEXUALITY

Are you aware of the impact on gender diverse folks when it comes to your choice of venue?

Are there gender neutral toilets? Is there explicit welcome of trans and gender diverse people in your space and group? At times of increasing transphobic exclusion and violence, it's essential that we support gender diverse people to access the facilities they need and feel welcomed by our space.

For more information use this link or QR <https://tinyurl.com/JT-Cards>





Just Transition

GENDER AND SEXUALITY

Could your group be in greater solidarity with transgender individuals and communities?

We share the language of "Transition" with transgender communities, as transition is a huge part of transgender individuals' lives and journeys. This offers important possibilities of connection and opportunity to share power, resources and solidarity so needed at a time of increasing oppression

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Just Transition

GENDER AND SEXUALITY

Do you consider how patriarchy impacts your groups' culture and how it can be transformed?

Patriarchy is a driving force in the degradation of the planet, and it creates very unequal impacts for women and people of diverse genders. Noticing and transforming patterns of patriarchy and other oppressive systems in our group culture and ways of organising is essential in our efforts towards transition

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Just Transition

GENDER AND SEXUALITY

Do your spaces and group culture embrace and celebrate the full spectrum of gender diversity?

A rich spectrum of genders beyond a fixed enforced binary has always existed. Protecting and celebrating this richness of human life is part of the work of dismantling systems of harm and separation.



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Just Transition

GENDER AND SEXUALITY

Does your group culture promote respect and kindness across difference?

We might not always understand someone else's experience, especially if it is very different from our own. That's ok. We don't need to understand to still be kind and respectful. AND we can commit to ongoing learning about experiences different from our own at the same time!

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Just Transition


GENDER AND SEXUALITY

Does your group culture make space for and celebrate different expressions of love, connection and relationship?

Promoting a culture of openness and welcome is essential; where we can support one another to compassionately challenge our and each others assumptions and judgements.

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Just Transition

IMMIGRATION STATUS

Are people with uncertain or temporary status able to participate without fear?

Some may worry about being photographed, asked for ID, or having their names shared publicly. Offering anonymity options can help them feel safe.

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Just Transition

IMMIGRATION STATUS

Are your processes inclusive of people without standard paperwork?

Registration forms for events or funding applications that ask for addresses or bank accounts can exclude those in temporary accommodation or awaiting status decisions.

For more information use this link or QR <https://tinyurl.com/JT-Cards>





Just Transition

IMMIGRATION STATUS

Do people from migrant backgrounds feel they belong here?

A sense of “this isn’t for me” can be a powerful barrier. Representation, storytelling, and personal invitations can help shift that feeling.

For more information use this link or QR

<https://tinyurl.com/JT-Cards>





Just Transition

IMMIGRATION STATUS

How are you reaching people who aren't yet part of local networks?

New arrivals might not be connected to local mailing lists or groups. Partnering with migrant and refugee community organisations can help bridge that gap.

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Just Transition

NEURODIVERGENCE

Are instructions, signage, and communications clear and structured?

Neurodiverse people may struggle with ambiguity. Use clear schedules, step-by-step instructions, and visual cues to help everyone navigate the event independently.

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Just Transition

NEURODIVERGENCE

Are promotional materials clear, accessible, and considerate of neurodiverse needs?

Use simple, direct language, legible fonts, and consistent design. Avoid clutter, busy backgrounds, or ambiguous images. Include alt text for images, captions for videos, and consider colour contrast for readability. Clear materials help attendees understand the event, reduce anxiety, and feel genuinely welcome before they arrive.

For more information use this link or QR <https://tinyurl.com/JT-Cards>





Just Transition

NEURODIVERGENCE

Have you provided multiple ways to participate and trained staff to support them?

Ensure staff understand sensory sensitivities, communication differences, and potential cognitive challenges. Provide quiet spaces, flexible seating, and clear guidance to help attendees feel safe and included.

For more information use this link or QR
<https://tinyurl.com/JT-Cards>





Just Transition

NEURODIVERGENCE


Is the environment sensory-friendly and flexible?

Bright lights, loud sounds, or cramped spaces can overwhelm neurodiverse attendees. Provide quiet zones, adjustable lighting, and flexible seating to make the event accessible to all.

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Just Transition


NEURODIVERGENCE


Is the programme inclusive and considerate of different learning styles?

Use a variety of formats – visual, auditory, interactive, and written – so neurodiverse attendees can engage fully. Avoid relying solely on lectures or “chalk and talk.” Including diverse ways of presenting content also ensures representation of different cognitive approaches.

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Just Transition

PARENTS

Is the space suitable for children / babies to attend?

Baby-changing facilities on site; Suitable Access for prams and pushchairs; Comfortable seats for breastfeeding and bottle-feeding parents; Access to healthy snacks for children; Books, toys and activities for children; First Aid.



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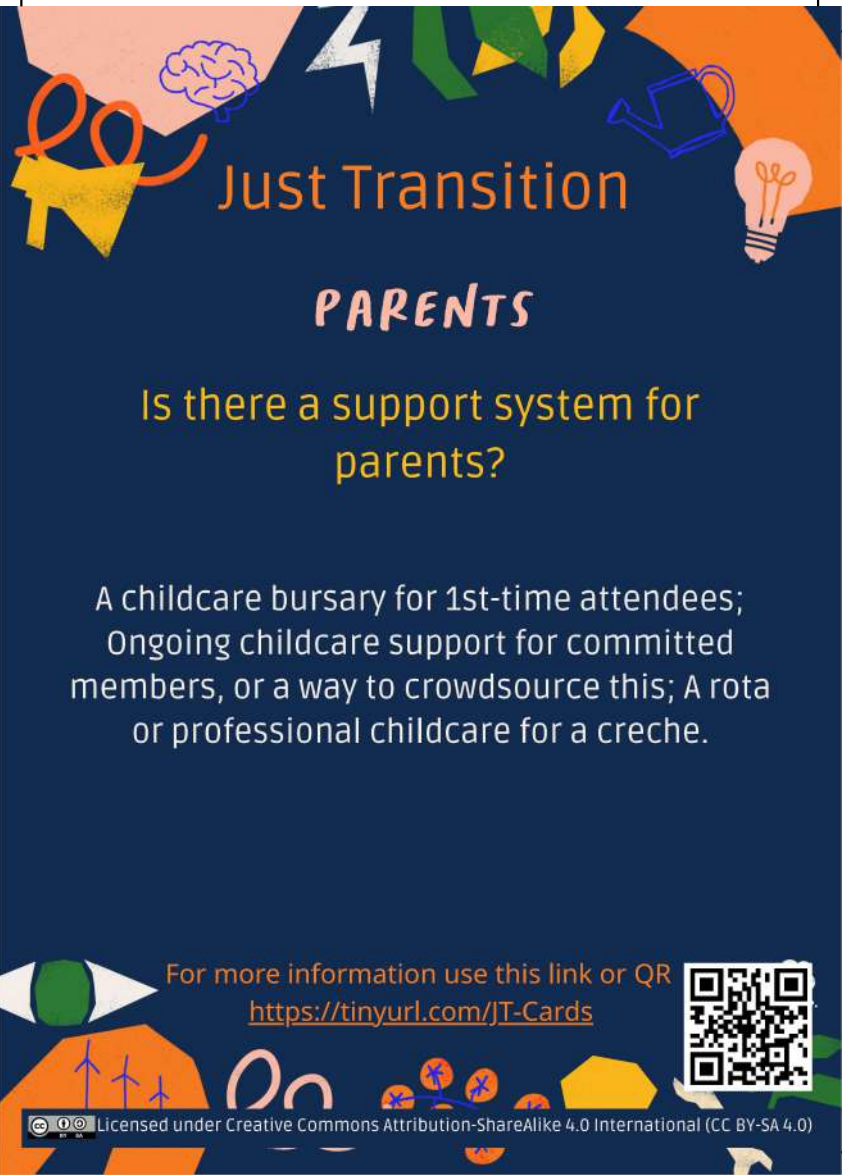
PARENTS

Where can children play?

Enough space for children to play and not disturb the focus of the group, or an adjacent room that is safe and could facilitate 'in-out' participation from parents/guardians, e.g. a soft play area.

For more information use this link or QR
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Just Transition


PARENTS

Is there a support system for parents?

A childcare bursary for 1st-time attendees;
Ongoing childcare support for committed members, or a way to crowdsource this; A rota or professional childcare for a creche.

For more information use this link or QR
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Just Transition


PARENTS

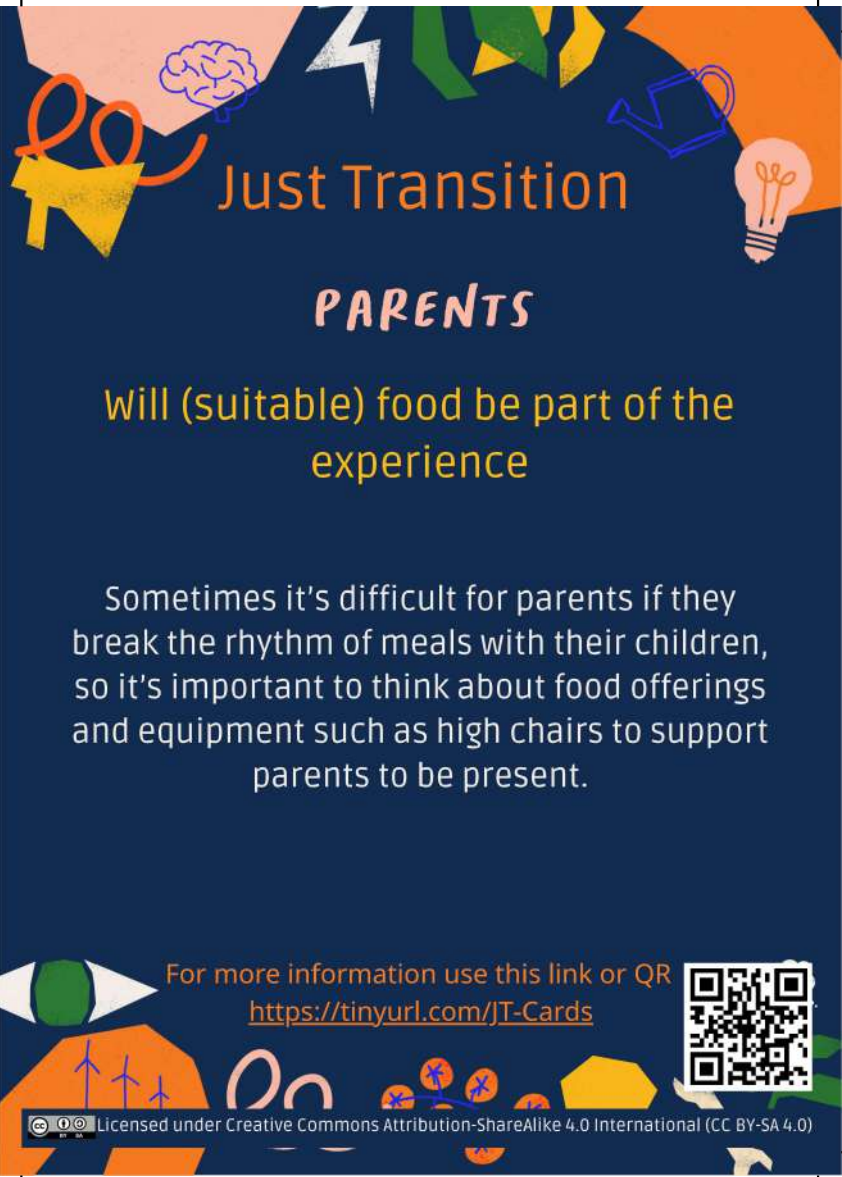
Is there a mechanism for parents to 'feed-in' or 'sense-check' decisions when they can't attend?

Agenda shared in advance to allow flexibility and decisions. Informed choices can be made outside of meetings.

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Just Transition

PARENTS

Will (suitable) food be part of the experience

Sometimes it's difficult for parents if they break the rhythm of meals with their children, so it's important to think about food offerings and equipment such as high chairs to support parents to be present.

For more information use this link or QR

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Just Transition

RACE

Does your group notice how racism and white supremacy impacts your organising and group culture?

We live in "a world built for whiteness" and it impacts and harms us all very differently depending on how we have been racialised. It is important for our groups to engage in transforming these forces, particularly white-bodied folks who may not always notice the impacts of white supremacy due to the power and privilege given to whiteness.

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Just Transition

RACE

Who holds power and visibility in your group?

Representation isn't just about who's in the room, but who makes decisions and shapes direction. If leadership remains mostly white, the culture and priorities of the group will reflect that.

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Just Transition

RACE

Does your group notice how white cultural norms shape “how things are done”?

Expectations around communication, decision-making, and even pace can be rooted in white, middle-class culture. Questioning these norms opens space for other ways of working and knowing.

For more information use this link or QR
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Just Transition

RACE

How does your group respond when racism is named or discomfort arises?

Avoidance and defensiveness can protect white comfort rather than promote justice. Growth happens when groups stay in dialogue and commit to learning through discomfort.

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Just Transition

RACE

What structures exist in your group to address racial harm or exclusion when it happens?

Good intentions aren't enough. Having clear, transparent processes for accountability and repair builds trust and models the change we want to see.

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Just Transition

SOCIOECONOMIC

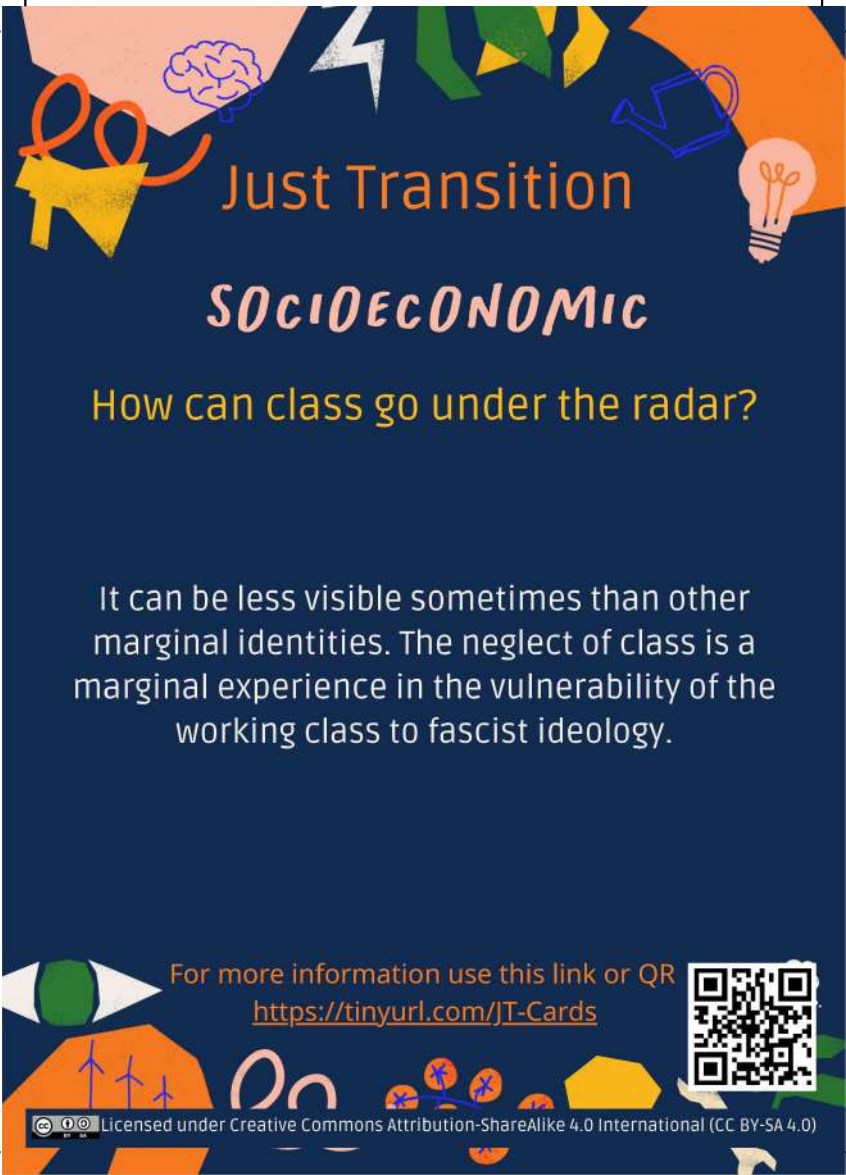
How are we giving creative opportunities?

Remember that people from working class backgrounds are often not encouraged in the arts or do not have the same access to the arts as other classes. Provide foundational, explorative, encouraging practices that are creative for people.

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Just Transition

SOCIOECONOMIC

How can class go under the radar?

It can be less visible sometimes than other marginal identities. The neglect of class is a marginal experience in the vulnerability of the working class to fascist ideology.



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Just Transition

SOCIOECONOMIC

What is the importance of paid work?

People from working class backgrounds may not have access to other forms of capital -- cultural, social, economic -- that can sustain their activism and changemaking, potentially making paid activist opportunities all the more important.

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Just Transition

YOUTH

Are you holding conversations with young people about how they fit within the movement?

Organisations and events have certain procedures unfamiliar to young people with less experience making them unsure of where to start and to feel out of their depth. Help them contribute with direction, roles and structure.

For more information use this link or QR <https://tinyurl.com/JT-Cards>





Just Transition

YOUTH

Are you resourcing young people with pay, expenses and training opportunities?

Young people need funding and paid opportunities. They are probably doing volunteer roles, because they care. Providing resourced and paid opportunities as the standard, we are empowering, caring for and valuing our youth.

For more information use this link or QR <https://tinyurl.com/JT-Cards>





Just Transition

YOUTH

Care and Support: Are you supporting and caring for young people as people?

Young people are contending with the poly-crises whilst also trying to make their way in the world: learn what their heart holds, build relationships and cultivate financial stability and a career.

For more information use this link or QR <https://tinyurl.com/JT-Cards>





Just Transition

YOUTH

Have you considered intergenerational collaboration?

We don't want isolated youth groups; we want to be collaborating across communities, sharing knowledge, and working together on local, regional and national levels.

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Just Transition

YOUTH

How are you fostering a culture of care for young people and the spaces they inhabit?

How are your spaces looking after the entire person? Care matters and is integral to change making.



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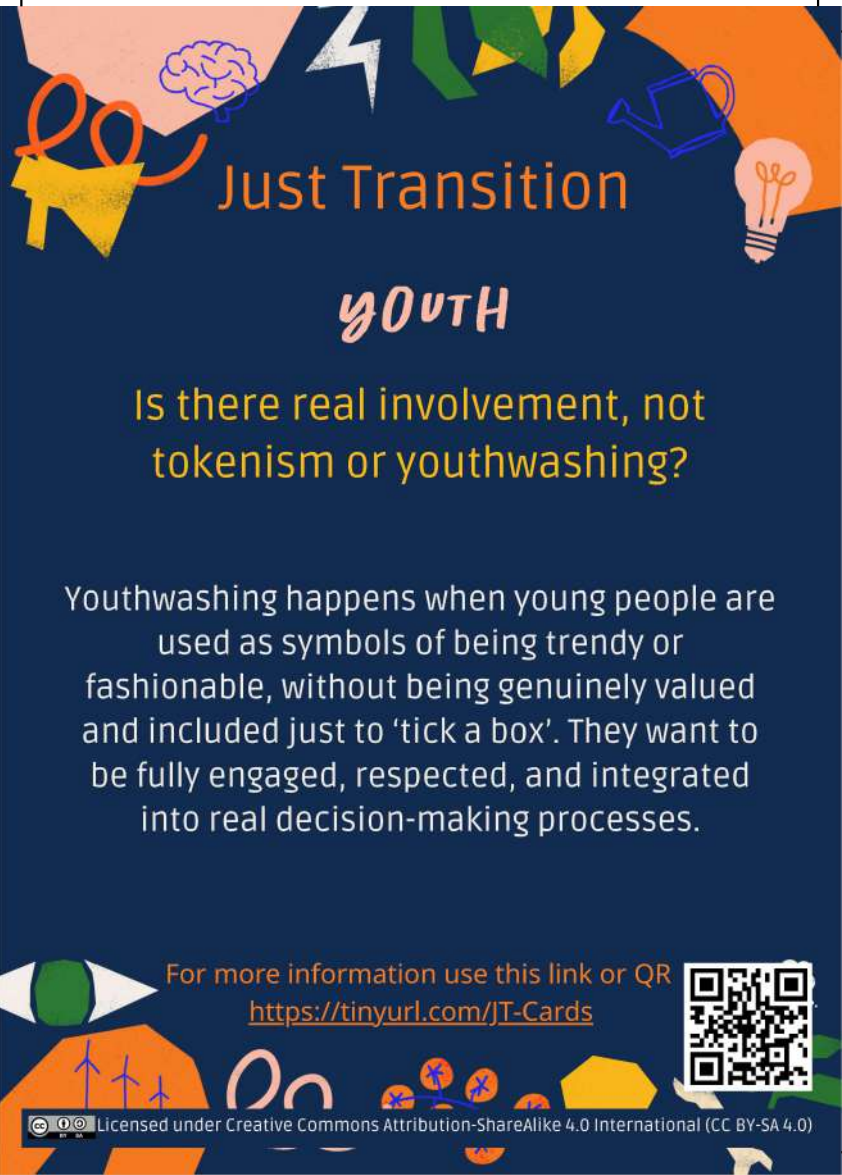
YOUTH

How are you providing real and impactful involvement for young people?

Engage a continued conversation with young people where you ask them: are we getting the balance right?

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Just Transition

YOUTH

Is there real involvement, not tokenism or youthwashing?

Youthwashing happens when young people are used as symbols of being trendy or fashionable, without being genuinely valued and included just to 'tick a box'. They want to be fully engaged, respected, and integrated into real decision-making processes.

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Just Transition

YOUTH

Is there reciprocity, mutuality and collaboration?

Young people want to be heard and taken seriously. But they also don't want to become hypervisible, pressured and feel they have to be the sole leaders. They want to collaborate and engage in reciprocal relationships with people of all ages.

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