

6 Steps to Making Climate Change Practices in Your Workplace

by Manuel Salazar, *RISING* participant and Climate Activist

Number One - Awareness

When you are aware of the negative impacts of climate change, you can apply that thinking to the workplace and the projects for which you are professionally responsible. Ask your employer how projects will be delivered by reducing activities that lead to carbon emissions. Raising your concerns about climate change with your colleagues and line management is a good place to start; then, ask for training!

Number Two - Climate Assessments

[#EU](#) rules require companies to publish regular reports on their social and [#environmental](#) impacts, it is therefore essential that climate risk assessments are carried out in every project and monitored regularly. [Source: [EU Corporate sustainability reporting](#)]

Remember that by asking your employer to reduce emissions you are not only helping nature, but your employer to comply with EU rules.

Proposing your employer sets up environmental project steering groups can be helpful to provide the leadership and direction needed to focus on the wider environmental issues.

[How to get started with climate risk assessment](#)

1. Secure buy-in from senior management
2. Get an overview of your existing data & resources
3. Define the scope of your climate risk assessment
4. Identify the best method of climate risk assessment for your organisation
5. Identify tools and resources that can help you complete the assessment

Number Three - The Fossil Fuel pledge

If your employer holds investments in fossil fuels or sponsors this industry, it is your duty and responsibility to [call out your employer on ethical investments](#).

With the current climate emergency, companies are [morally obligated](#) to proactively act and invest in green initiatives and financial practices that will drastically reduce our dependence on Gas and Oil.

Take action right now here:

[Ban fossil fuel advertising and sponsorships! In the EU here \(banfossilfuelads.org\)](#)

Number Four - Employer's Clients

The most challenging situation for an employer is keeping existing jobs and contracts that belong to clients who actively invest in products and services that harm the environment.

If your employer truly commits to its climate goals and deeply cares about you, your colleagues' jobs and future livelihoods, they must start moving away from clients' high

emissions contracts and consider that this is not just about the current financial year, but a long term commitment to you and the environment. There are not jobs in a dead planet

Investors are key when it comes to divesting fossil fuel projects. **Climate Action 100+** is an investor-led initiative to ensure the world's largest corporate greenhouse gas emitters take necessary action on climate change. Explore how these investors did it: <https://www.climateaction100.org/>

Number Five - Internal Benefits

Companies provide and acquire services with carbon emissions associated with them. If your employer acquires a service with high carbon footprints, these emissions are added to your employer's budget emissions.

Internal benefits such as pensions, insurances and healthcare are not exempt from those emissions. If your employer acquired benefits for you and they are not reviewed, you may be contributing to industries that are threatening the environment.

When assessing your benefits, make sure to ask for detailed information about the final destination of your monthly contributions.

Ask questions such as:

What specific companies benefit from my monthly contributions?

What specific industries and sectors are my monthly contributions invested in?

What countries are my monthly contributions profiting from?

What environmental risks are associated with my current contributions plan?

What actions does the service provider take to invest in renewables and lower my risk plan?

Remember, you have the right to ask your employer on environmental grounds, if the benefits they offer to you have been reviewed and directed to safeguard the environment.

Number Six - Wake Up and Walk Out:

Walking out from your workplace may be intimidating, but remember that you have the right to express your discontent **publicly and in a nonviolent way** about your employer's lack of action on environmental grounds.

Walk-outs can be incremental, start for one or two hours once a week, and if the lack of progress or urgency persist, scale this to one full day a week.

For those working from home, an Out Of Office email (OOO) stating in the subject line that you are joining the walk out for the climate campaign and explaining why (your demands) will have a huge impact.

Walks outs are consistent in their demands and publicly expose the issue via press, media and social media

Remember that in most cases, walkouts help your employer to address important issues for their employees, but also your employer reflects on behaviours that will lead your organisation to be a better company. A company you feel proud to work with.

Final thoughts

The perception of an activist is wrongly associated with unconstructive disruption, but in fact, it is a role in our society that starts conversations and brings progressive change. People may agree or disagree about “How” activists highlight issues, but those issues cannot be ignored.

The lack of urgency and climate action from organisations have triggered many people to take on their employers and demand to walk the walk. This is a form of eco-activism that takes a big toll on our mental health, but for many, it is the best therapy for eco-anxiety and fostering a sense of connectedness with the natural world.

Time is running out for the environment; and it's time for **YOU** and for **ME** to **TAKE ACTION!**