



JUSTICE - qualities of fairness and equity; just treatment, including equitable distribution of resources and participation in decision-making (righteousness, impartiality, morality, integrity).

Crisis can highlight imbalances of power, money, or security. It is easy to see solutions in binary ways of right and wrong, win or lose. Justice is a powerful reminder to look through more than one lens and advocate for equity and fairness.

QUESTIONS TO ASK

- Why is this your priority?
- What about this resonates with you?
- Describe qualities of justice.
- What does justice mean during crisis or times of hardship?
- When you look back on this time five years from now, how will you know you advocated for justice?
- How can justice guide your decision-making?
- Who or what does this priority serve? How does it help?
- Imagine yourself in a situation where you are seeking justice. What does that feel/sound/look like?

INDIVIDUAL CONSIDERATIONS

Crisis feels deeply unfair for everyone involved, whether you are grieving the loss of a loved one, or something more intangible like a business, your reputation, or your feelings of security. Justice reminds us to advocate for ourselves and others.

LEADERSHIP CONSIDERATIONS

Legal and professional crisis often overemphasize fixing and winning. A justice approach requires a leader to prioritize fairness, protect marginalized people or the environment, and focus on what is right or reasonable.

EXPLORING JUSTICE

Who or what deserves protection and advocacy in this situation?

Use “justice” as a mantra while you work out, do dishes, or in the shower.

Are you waiting to be rescued? Where do you have power?