

The Ownership as Justice Canvas

Design ownership structures that distribute power, repair historical harms, and embed long-term stewardship. Move from ownership-as-control to ownership-as-kinship.

ENTERPRISE

DATE

FACILITATOR

I DIAGNOSE

II DESIGN

III GOVERN

IV PROTECT

1 Name the Power

Ownership determines who benefits, who decides, who belongs. Map the current state honestly.

WHO OWNS?

WHO DECIDES?

WHO BENEFITS?

WHO BEARS RISK & COST?

2 Stewardship over Extraction

Which model aligns with your mission? Worker / community / multistakeholder co-op · land trust · steward ownership · purpose trust · Indigenous governance.

3 Mission Permanence

Legal form · governance provisions · capital structure · cultural practices. What prevents mission drift over decades?

4 Inclusion & Repair

Who has been historically excluded from ownership in your sector or region? How could ownership structure actively repair that harm?

5 Distribute Decision Power

Worker voice · community representation · stakeholder participation · future-generation proxy. Who gets a binding seat?

6 Benefit Distribution

Profit-sharing · worker equity · community dividends · reinvestment requirements · pay-equity ratios. Where does value actually land?

7 Governance Capacity

Democratic decision-making training · conflict resolution · transparent communication · governance review. Distributed power requires skill.

8 Protect from Capture

Anti-acquisition provisions · supermajority requirements for mission changes · external oversight · cultural ritual. What makes betrayal structurally hard?

9 Connect to Movement

Co-op networks · land-trust federations · steward-ownership associations · solidarity economy · Indigenous sovereignty. Solidarity is structural defense.

Could it be betrayed tomorrow?

The Succession Test — If ownership of your enterprise changed hands tomorrow, would the new owners be structurally compelled to continue your mission — or could they extract, sell, or redirect? What one provision would make mission betrayal impossible?