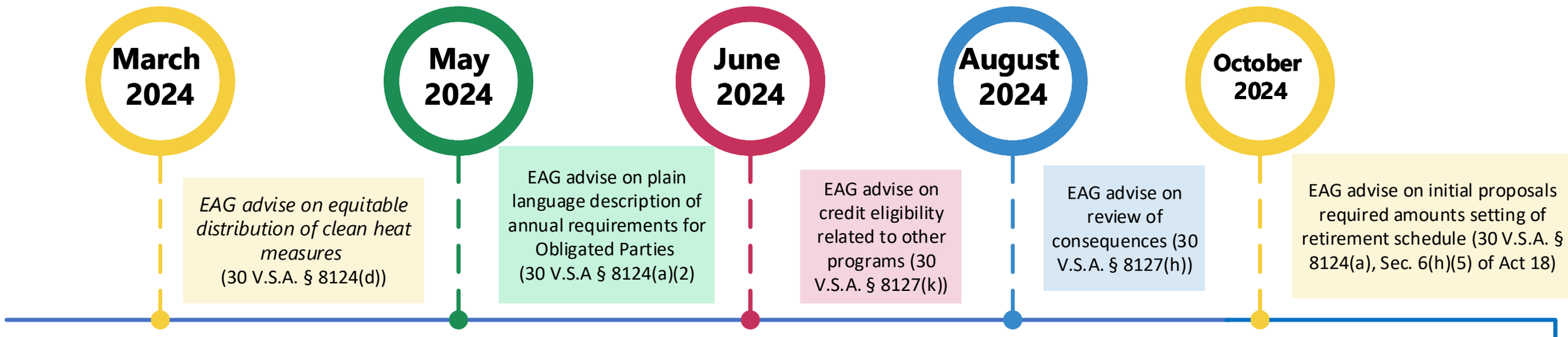
Clean Heat Standard Equity Advisory Group
Tuesday, March 19, 12:30-2:30 PM ET
Agenda

Meeting Link: https://cbi-org.zoom.us/j/87383177532

Participant Agenda

12:30	**Welcome & Review of agenda** ● Initiate recording	Mia
12:35	**Review and approval of 3/7/24 meeting minutes**	Mia
12:40	**Updates from the PUC** ● General updates ● DDA suspension of schedule ● Update on legislative action ● Questions?	Dominic
1:00	**Technical Advisory Group Report and on-going collaboration** ● Vote on appointing Matt Cota and/or Emily Roscoe as TAG liaison ● Update from TAG liaison	Ashira - introduce vote Matt - update
1:05	**Procedures** ● Submitting Agenda Items - ***decision required*** ● Tools for Engaging with the PUC ● Tracking questions and research needs	Ashira
1:20	**Review of Relevant Portions of Act 18 - Discussion** ● What topics will the EAG be asked to provide feedback on?	Ben
1:50	**Cleaning Equity Benchmarking Standards - Discussion** ● Revisit Austin Document ● "Guiding Principles for a Just Transition" by Vermont Climate council, Just Transitions Subcommittee in August 2021 ○ Focus on rubric	Chris
2:15	**Other Matters** ● Agenda topics for next meeting – Tues., April 2, 12:30 – 2:30 ● Interviews with Ashira	Ashira
2:20	**Public Comment**	Ashira
2:30	**Close**	Mia


March 2024
EAG advise on equitable distribution of clean heat measures (30 V.S.A. § 8124(d))
May 2024
EAG advise on plain language description of annual requirements for Obligated Parties (30 V.S.A § 8124(a)(2)
June 2024
EAG advise on credit eligibility related to other programs (30 V.S.A. § 8127(k))
August 2024
EAG advise on review of consequences (30 V.S.A. § 8127(h))
October 2024
EAG advise on initial proposals required amounts setting of retirement schedule (30 V.S.A. § 8124(a), Sec. 6(h)(5) of Act 18)

Austin Community Climate Plan (ACCP) Update

Equity Tool Process

- ➔ Commitment
- ➔ Equity Objectives
- ➔ Process
- ➔ Examples

View Webinar

OFFICE OF SUSTAINABILITY
CITY OF AUSTIN

Last Updated: March 24, 2020

Why Equity and Climate

It is a local necessity and has become part of the national conversation

Every technology / policy action requires people to implement / act

Engaging with communities of color brings wisdom and lived expertise to solve societal problems “experts” haven’t solved yet

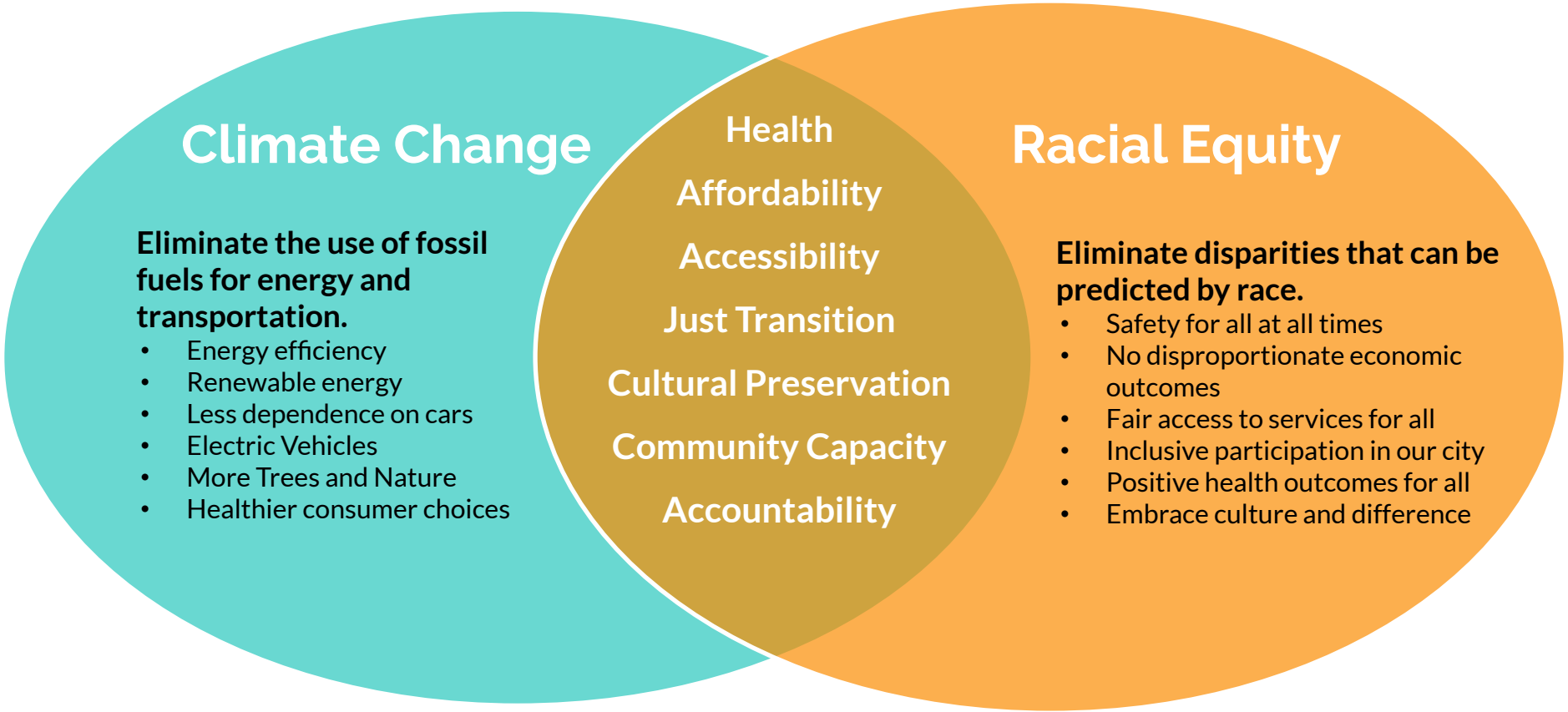
The same systems that exploit the environment also exploit people and animals, we need to change the systems

If we create solutions for those who need it most and can benefit the most, it will work for everyone

If we don’t include everyone in the community in our solutions, we will never reach the scale that’s necessary to solve this problem

If we’re not proactively addressing equity, we’re perpetuating injustice

Commitment: Climate Justice



Our Climate Equity Commitment

Racial equity is the condition when race no longer predicts a person's quality of life outcomes in our community. The City of Austin Climate Plan Revision Process recognizes that racial inequity is wrong and solving climate change is impossible without racial equity. In Austin, this means our Climate Plan Revision Process will only succeed if we center racial equity in the goals, strategies, and plans developed through the Revision Process. We realize that City of Austin infrastructure, policies, and investment have historically and systemically neglected and harmed low-income communities and communities of color. The City acknowledges these injustices and the need to right these wrongs by changing its institutions and creating a culture of equity. We recognize:

- Low-income communities and communities of color are the most impacted by extreme weather, and climate change will worsen existing harms and challenges.
- Low-income communities and communities of color must be prioritized to receive the disproportionate benefits of the transition to a pollution-free society.
- If we design and implement programs to serve low-income communities and communities of color, we will positively impact all residents in the Austin area.

Because of this, we have created the following themes and associated Equity Tool with Screening Questions to ensure our climate plan will increase racial equity: Health, Affordability, Accessibility, Just Transition, Community Capacity, Cultural Preservation & Accountability.

Objectives

Health - Strategy improves health (physical and mental) outcomes for low-income communities and communities of color. The strategy upholds the fundamental human right to clean, healthy and adequate air, water, land, food, education, transportation, safety, and housing.

Affordability - Strategy lowers and stabilizes costs related to basic living needs (housing, food, utilities, healthcare, transportation, etc.) for low-income communities and communities of color.

Accessibility - Strategy increases access to jobs, housing, transportation, funding, education, healthy foods, and a clean environment for low-income communities and communities of color. Strategy removes barriers through city infrastructure, policy, and investments.

Just Transition - Strategy ensures economic justice so that low-income communities and communities of color are prioritized in the benefits of the strategy and are protected from any potential negative consequences.

Community Capacity - Strategy elevates the voices of low-income communities and communities of color by developing and strengthening the skills, abilities, and resources that a community needs to survive, adapt, and thrive.

Cultural Preservation - Strategy deliberately and respectfully honors cultural relevance and history to maintain cultural heritage from the past and present for the benefit of all generations.

Accountability - Strategy ensures that low-income communities and communities of color can hold governments and institutions accountable for equitable implementation.

Recommended process for advisory groups

Please refer to the following 6 steps for building racial equity, adapted from GARE, as you develop goals and strategies:

Questions

Evaluating responses: through scores or criteria

+, -, 0 (positive impact, negative impact, neutral or not applicable)

- No negative scores will be accepted, will have to revise
- Score all the questions, discuss
- End with an assessment of 0+ score for all 7 themes (improving conditions)
- Could scores be used later to prioritize or stack the goals/strategies against each other?

Overall objective: Have participants ask better questions and to consider more detailed goals/strategies that can increase equity.

Theme 1: Health Strategy improves health (physical and mental) outcomes for low-income communities and communities of color. The strategy upholds the fundamental human right to clean, healthy and adequate air, water, land, food, education, transportation, safety, and housing.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action reduce air pollution (Ozone, VOC, NOx, etc.) and reduce asthma and other respiratory-related hospital visits?			
Does the proposed action extend expected longevity and/or quality of life for populations experiencing health disparities?			
Does the proposed action reduce stress, anxiety, and depression, i.e. improve mental health?			
Does the proposed action help restore or protect ecosystem health (air, land, water, soil)?			
Overall response to these questions with justification:			

Theme 2: Affordability Strategy lowers and stabilizes costs related to basic living needs (housing, food, utilities, healthcare, transportation, etc.) for low-income communities and communities of color.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Could this limit the displacement of residents and small businesses when surrounding property values rise?			
Is the proposed action affordable to all residents, and/or does this offer inclusive financing strategies that prioritize the most income-burdened populations? (be specific about whether you're financing through an organization or the city, etc)			
Does the proposed action reduce cost burden and the number of families that are cost-burdened by housing (including utilities), transportation (defined as spending more than 33% of income on H+T)?			
Does the proposed action generate burdens (including financial, health costs), either directly or indirectly, to communities of color or low-income populations? If yes, are there opportunities to mitigate these impacts?			
Overall response to these questions with justification:			

Theme 3: Accessibility Strategy increases access to jobs, housing, transportation, funding, education, healthy foods, and a clean environment for low-income communities and communities of color. Strategy removes barriers through city infrastructure, policy, and investments.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action expand access to healthy/clean transport systems, such as walking paths, bike routes, and public transit in order to access essential services (hospital, school), amenities, and/or jobs?			
Does the proposed action improve amenities and essential services in traditionally underserved geographies/neighborhoods? essential services: hospitals, schools, and groceries Amenities: parks / green spaces			
Does the proposed action increase equitable access to information/education around climate, i.e. impacts, benefits, and programs?			
Does the proposed action remove any barriers that might prevent individuals in low income communities and communities of color *(consider language, gender, socio-economic status (SES), digital inequality, LGBTQ status, (dis)ability, employment status, immigration status, education level, geography, environment, religious beliefs, culture, history of incarceration, etc.)* from benefiting fully if this strategy were implemented as written?			
Overall response to these questions with justification:			

Theme 4: Just Transition Strategy ensures economic justice so that low-income communities and communities of color are prioritized in the benefits of the strategy and are protected from any potential negative consequences.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action support communities of color and low-income populations through workforce development, contracting opportunities or the increased diversity of city staff? *internal* or support training programs prioritizing low-income communities and communities of color? *external*			
Does the proposed action create local opportunities for livable wage jobs for low-income communities and communities of color?			
Does the proposed action place responsibility on institutions to address historical disparities in contributing to climate change?			
Overall response to these questions with justification:			

Theme 5: Community Capacity Strategy elevates the voices of low-income communities and communities of color by developing and strengthening the skills, abilities, and resources that a community needs to survive, adapt, and thrive.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action engage and continue to empower communities of color and low-income populations in a meaningful, authentic and culturally appropriate manner? Does it respect community-based knowledge and is it based on community identified needs and input/feedback?			
Does the proposed action help build community capacity through funding, educational opportunities, and/or other resources?			
Does the proposed action help foster the building of effective, long-term relationships and trust between diverse communities and local government? (by leveraging resources and building collaborative partnerships) Does this action strengthen community relationships and partnerships?			
Overall response to these questions with justification:			

Theme 6: Accountability Strategy ensures that low-income communities and communities of color can hold governments and institutions accountable for equitable implementation.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action have provisions to ensure ongoing collection of data (that can be disaggregated by race/ethnicity/income) and public reporting of data? Can this data be validated qualitatively by community members?			
Does the proposed action have clear markers of short-term and long-term success as well as timelines for meeting markers of success? If so, what are the mechanisms we will utilize to ensure that goals are met (successful implementation and enforcement)?			
Does the proposed action address consequences if goals are not met? Is there a process for those impacted by the policy to express grievances or satisfaction and to ensure that concerns are met?			
Is the proposed action adequately funded to achieve its designed goals?			
Overall response to these questions with justification:			

Theme 7: Cultural Preservation Strategy deliberately and respectfully honors cultural relevance and history to maintain cultural heritage from the past and present for the benefit of all generations.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action acknowledge/respect/honor the culture, historic assets, and traditions of low income and communities of color?			
Does the proposed action improve social cohesion (engagement and connection within/to the community) among low income communities and communities of color?			
Does the proposed action's decision-making processes go beyond dollars and cents to address shared values and cultural differences in order to support implementation?			
Overall response to these questions with justification:			

Scoring

	Impact Score
Health	
Affordability	
Just Transition	
Accessibility	
Community Capacity	
Accountability	
Cultural Preservation	
Total:	

No negatives are accepted. If there is a negative impact, then the next step is to revise.

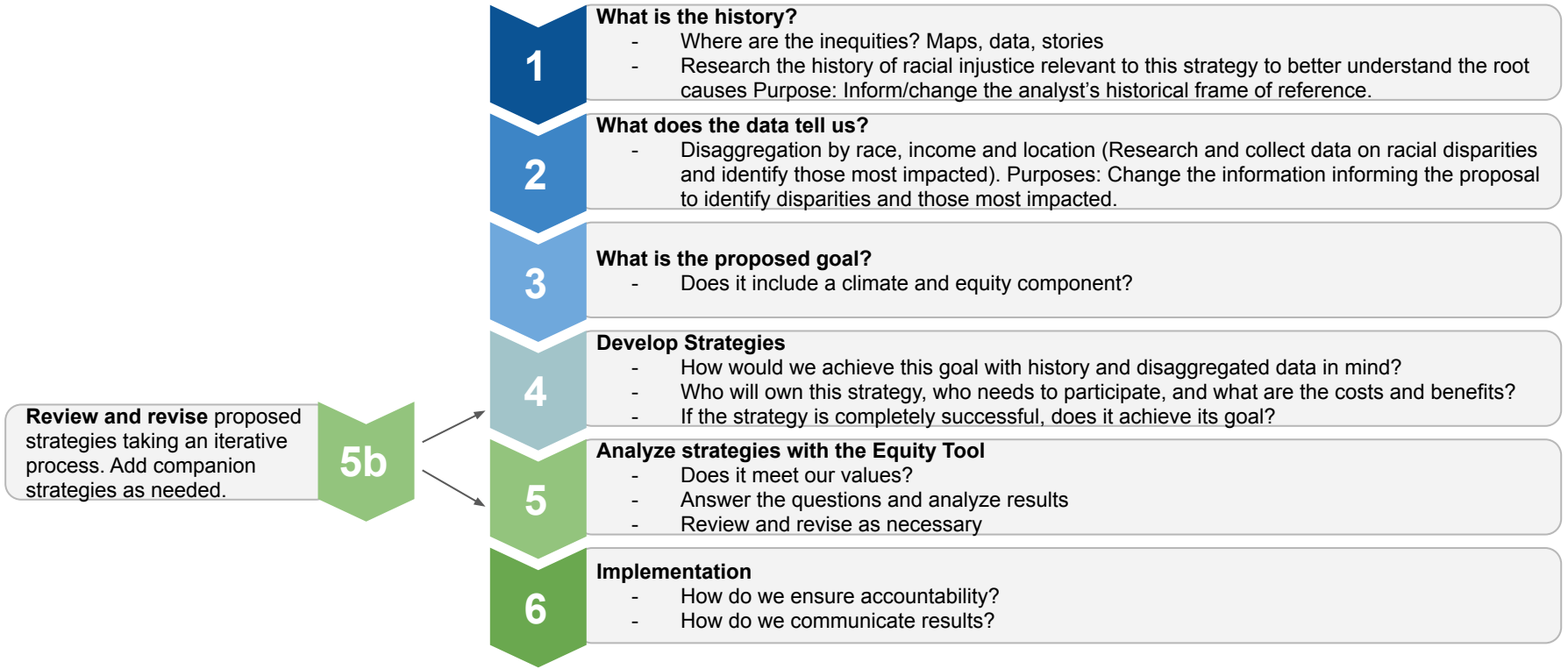
Scores could later be used to prioritize or stack the goals / strategies against each other. The overall goal is to ask better questions, and make better goals / strategies, the numbers are purely arbitrary.

Examples

Full example application

Recommended process for advisory groups

Please refer to the following 6 steps for building racial equity, adapted from GARE, as you develop goals and strategies:



Example 1: EV Charging Stations (Example)

Why this is being proposed: In order to reach the 2030 target for GHG reduction in transportation, we need 200,000 EVs on the road. EVs are purchased new and used by individuals and businesses. EVs all need charging infrastructure at either home (single family / multi-family) work place, or public charging. EVs can create substantial economic benefits for owners in terms of cost savings on fuel and maintenance.

1. **What is the history?** History tells us that EVs have been adopted by white, high income residents in Austin. Air pollution has decreased over time, but people of color who live / work / school near sources and freeways have had the most impact from this pollution
2. **What does the data tell us?** Most existing AE rebates on charging have gone to support those white high income EV owners and public charging infrastructure has been placed with an "equality" strategy. Single family homeowners charge at home, but if you live in multi-family you likely don't have access to charging. Chargepoint Map and AE rebate map
3. **What is the proposed goal?**
    a. By 2030, have 50,000 accessible EV charge points in the City, with at least 50% located at multi-family housing or work places prioritizing low-income communities and communities of color
4. **Develop Strategies**
    a. Incentivize multi-family housing developments to install accessible charging stations
    b. Offer no-cost EV infrastructure for low-income, single family housing
    c. Incentive large employers to install large numbers of workplace changing and also small businesses owned by people of color to install charging infrastructure for employees
5. **Analyze strategies with the Equity Tool**
6. **Implementation**

Theme 1: Health Strategy improves health (physical and mental) outcomes for low-income communities and communities of color. The strategy upholds the fundamental human right to clean, healthy and adequate air, water, land, food, education, transportation, safety, and housing.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action reduce air pollution (Ozone, VOC, NOx, etc.) and reduce asthma and other respiratory-related hospital visits?			+1
Does the proposed action extend expected longevity and/or quality of life for populations experiencing health disparities?		-	
Does the proposed action reduce stress, anxiety, and depression, i.e. improve mental health?		-	
Does the proposed action help restore or protect ecosystem health (air, land, water, soil)?			+1
Overall response to these questions with justification: **Action will definitely reduce localized air pollution**			

Theme 2: Affordability Strategy lowers and stabilizes costs related to basic living needs (housing, food, utilities, healthcare, transportation, etc.) for low-income communities and communities of color.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Could this limit the displacement of residents and small businesses when surrounding property values rise?		-	
Is the proposed action affordable to all residents, and/or does this offer inclusive financing strategies that prioritize the most income-burdened populations? (be specific about whether you're financing through an organization or the city, etc)			+1
Does the proposed action reduce cost burden and the number of families that are cost-burdened by housing (including utilities), transportation (defined as spending more than 33% of income on H+T)?			+1
Does the proposed action generate burdens (including financial, health costs), either directly or indirectly, to communities of color or low-income populations? If yes, are there opportunities to mitigate these impacts?			+1
Overall response to these questions with justification: **EVs can create maintenance and fuel cost savings for drivers. "How" the stations are installed and paid for is key to affordability.**			

Theme 3: Just Transition Strategy ensures economic justice so that low-income communities and communities of color are prioritized in the benefits of the strategy and are protected from any potential negative consequences.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action support communities of color and low-income populations through workforce development, contracting opportunities or the increased diversity of city staff? *internal* or support training programs prioritizing low-income communities and communities of color? *external*		-	
Does the proposed action create local opportunities for livable wage jobs for low-income communities and communities of color?		-	
Does the proposed action place responsibility on institutions to address historical disparities in contributing to climate change?			+1
Overall response to these questions with justification: **Could go back and add a strategy related to contracting and installation**			

Theme 4: Accessibility Strategy increases access to jobs, housing, transportation, funding, education, healthy foods, and a clean environment for low-income communities and communities of color. Strategy removes barriers through city infrastructure, policy, and investments.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action expand access to healthy/clean transport systems, such as walking paths, bike routes, and public transit in order to access essential services (hospital, school), amenities, and/or jobs?		-	
Does the proposed action improve amenities and essential services in traditionally underserved geographies/neighborhoods? essential services: hospitals, schools, and groceries Amenities: parks / green spaces		-	
Does the proposed action increase equitable access to information/education around climate, i.e. impacts, benefits, and programs?			+1
Does the proposed action remove any barriers that might prevent individuals in low income communities and communities of color *(consider language, gender, socio-economic status (SES), digital inequality, LGBTQ status, (dis)ability, employment status, immigration status, education level, geography, environment, religious beliefs, culture, history of incarceration, etc.)* from benefiting fully if this strategy were implemented as written?			+1
Overall response to these questions with justification: **The key here is to intentionally make this infrastructure investment accessible.**			

Theme 5: Community Capacity Strategy elevates the voices of low-income communities and communities of color by developing and strengthening the skills, abilities, and resources that a community needs to survive, adapt, and thrive.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action engage and continue to empower communities of color and low-income populations in a meaningful, authentic and culturally appropriate manner? Does it respect community-based knowledge and is it based on community identified needs and input/feedback?			
Does the proposed action help build community capacity through funding, educational opportunities, and/or other resources?			
Does the proposed action help foster the building of effective, long-term relationships and trust between diverse communities and local government? (by leveraging resources and building collaborative partnerships) Does this action strengthen community relationships and partnerships?			
Overall response to these questions with justification:			

Theme 6: Accountability Strategy ensures that low-income communities and communities of color can hold governments and institutions accountable for equitable implementation.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action have provisions to ensure ongoing collection of data (that can be disaggregated by race/ethnicity/income) and public reporting of data? Can this data be validated qualitatively by community members?			**+1**
Does the proposed action have clear markers of short-term and long-term success as well as timelines for meeting markers of success? If so, what are the mechanisms we will utilize to ensure that goals are met (successful implementation and enforcement)?			**+1**
Does the proposed action address consequences if goals are not met? Is there a process for those impacted by the policy to express grievances or satisfaction and to ensure that concerns are met?		**-**	
Is the proposed action adequately funded to achieve its designed goals?		**-**	
Overall response to these questions with justification: **This action is very clearly measured and accountability can be verified.**			

Theme 7: Cultural Preservation Strategy deliberately and respectfully honors cultural relevance and history to maintain cultural heritage from the past and present for the benefit of all generations.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action acknowledge/respect/honor the culture, historic assets, and traditions of low income and communities of color?		-	
Does the proposed action improve social cohesion (engagement and connection within/to the community) among low income communities and communities of color?			+1
Does the proposed action's decision-making processes go beyond dollars and cents to address shared values and cultural differences in order to support implementation?		-	
Overall response to these questions with justification: **Would need to happen in implementation**			

Scoring

	Impact Score
Health	+2
Affordability	+3
Just Transition	+1
Accessibility	+2
Community Capacity	+2
Accountability	+2
Cultural Preservation	+1
Total:	13

Example 2: Incentivizing low-carbon building materials

(Draft example)

Why this is being proposed:
As the AE grid is decarbonized, it will be important to address additional strategies to reduce carbon emissions related to buildings, including the Scope 3 emissions, or embodied carbon, of materials used for building construction. While building operations account for 28% of global CO2 emissions, 11% of emissions come from just the materials and construction of the building, and when separated, concrete steel and aluminum industries account for 22.7% of global emissions. Additionally, many building materials used in the industry have been proven to have negative health impacts on occupants. This shows us that there is a real opportunity to target using alternative materials that have a lower carbon impact and follow appropriate health standards. Learning about and using sustainable materials will take effort, but also provides an opportunity for education and workforce development opportunities targeted to serve communities of color and low income communities.

1. **What is the history? "**Whether it is as policy makers, advocates, architects, project managers, contractors, or even in the construction workforce, the most impacted communities are underrepresented in the design, construction, and occupancy of sustainable, regenerative, healthy buildings" (Getting Beyond Green, 2019). At the same time, many construction workers face dangerous and unjust working conditions while being on the frontlines of constructing our homes, schools and hospitals here in Austin.
2. **What does the data tell us?** Latinx residents are projected to be the largest sector of the workforce in Austin, yet-- like members of the African-American/Black community, have disproportionate education outcomes and are experiencing a significant racial wealth divide when compared White and Asian communities. There is an opportunity here to target the disproportionate benefit of an emerging sustainable materials economy at Latinx and Black communities, and to create guidelines for fair and just labor.
3. **What is the proposed goal?**
    a. Reduce embodied carbon from building materials by 15% by 2025 and 30% by 2030.
4. **Develop Strategies**
    a. Provide incentive to developers to use low-carbon concrete, steel, aluminum and insulation,
    b. Reserve 50% of funds for affordable housing developers, and incentivize at a higher rate.
    c. Create guidelines to ensure that materials available for incentives follow transparent health declaration guidelines.
    d. Develop workforce development training opportunities through local unions and community colleges.
    e. Ensure that developers that receive incentives are signed on to the Better Builder Program by making this a requirement.
5. **Analyze strategies with the Equity Tool**
6. **Implementation**

Theme 1: Health Strategy improves health (physical and mental) outcomes for low-income communities and communities of color. The strategy upholds the fundamental human right to clean, healthy and adequate air, water, land, food, education, transportation, safety, and housing.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action reduce air pollution (Ozone, VOC, NOx, etc.) and reduce asthma and other respiratory-related hospital visits?			+1
Does the proposed action extend expected longevity and/or quality of life for populations experiencing health disparities?			+1
Does the proposed action reduce stress, anxiety, and depression, i.e. improve mental health?		-	
Does the proposed action help restore or protect ecosystem health (air, land, water, soil)?		-	
Overall response to these questions with justification: By incorporating a strategy that looks at building materials through the lens of potential health hazards, this action may mitigate outdoor air quality during construction/renovations and potential indoor air quality issues (that can affect longevity) throughout the building's life cycle.			

Theme 2: Affordability Strategy lowers and stabilizes costs related to basic living needs (housing, food, utilities, healthcare, transportation, etc.) for low-income communities and communities of color.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Could this limit the displacement of residents and small businesses when surrounding property values rise?		-	
Is the proposed action affordable to all residents, and/or does this offer inclusive financing strategies that prioritize the most income-burdened populations? (be specific about whether you're financing through an organization or the city, etc)			+1
Does the proposed action reduce cost burden and the number of families that are cost-burdened by housing (including utilities), transportation (defined as spending more than 33% of income on H+T)?		-	
Does the proposed action generate burdens (including financial, health costs), either directly or indirectly, to communities of color or low-income populations? If yes, are there opportunities to mitigate these impacts?		-	
Overall response to these questions with justification: By increasing the incentive amount for affordable housing developers, and reserving an amount for this sector, the strategy attempts to be inclusive of buildings that serve low-income populations and communities of color.			

Theme 3: Just Transition Strategy ensures economic justice so that low-income communities and communities of color are prioritized in the benefits of the strategy and are protected from any potential negative consequences.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action support communities of color and low-income populations through workforce development, contracting opportunities or the increased diversity of city staff? *internal* or support training programs prioritizing low-income communities and communities of color? *external*			**+1**
Does the proposed action create local opportunities for livable wage jobs for low-income communities and communities of color?			**+1**
Does the proposed action place responsibility on institutions to address historical disparities in contributing to climate change?			**+1**
Overall response to these questions with justification: By creating a workforce development program that works with local unions and community colleges, this strategy is aiming for a more equitable and diverse workforce. There will need to be accountability tied to this to ensure that the program is directly serving/target communities of color and low-income communities.			

Theme 4: Accessibility Strategy increases access to jobs, housing, transportation, funding, education, healthy foods, and a clean environment for low-income communities and communities of color. Strategy removes barriers through city infrastructure, policy, and investments.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action expand access to healthy/clean transport systems, such as walking paths, bike routes, and public transit in order to access essential services (hospital, school), amenities, and/or jobs?		-	
Does the proposed action improve amenities and essential services in traditionally underserved geographies/neighborhoods? essential services: hospitals, schools, and groceries Amenities: parks / green spaces		-	
Does the proposed action increase equitable access to information/education around climate, i.e. impacts, benefits, and programs?			+1
Does the proposed action remove any barriers that might prevent individuals in low income communities and communities of color *(consider language, gender, socio-economic status (SES), digital inequality, LGBTQ status, (dis)ability, employment status, immigration status, education level, geography, environment, religious beliefs, culture, history of incarceration, etc.)* from benefiting fully if this strategy were implemented as written?			+1
Overall response to these questions with justification: The strategy aims to increase accessibility by targeting affordable housing and incorporating workforce development goals tied directly to diversification and equity.			

Theme 5: Community Capacity Strategy elevates the voices of low-income communities and communities of color by developing and strengthening the skills, abilities, and resources that a community needs to survive, adapt, and thrive.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action engage and continue to empower communities of color and low-income populations in a meaningful, authentic and culturally appropriate manner? Does it respect community-based knowledge and is it based on community identified needs and input/feedback?		-	
Does the proposed action help build community capacity through funding, educational opportunities, and/or other resources?			+1
Does the proposed action help foster the building of effective, long-term relationships and trust between diverse communities and local government? (by leveraging resources and building collaborative partnerships) Does this action strengthen community relationships and partnerships?		-	
Overall response to these questions with justification: The strategy will aim to provide educational resources through the workforce development program. This can be expanded with partnerships with non-profit organizations/school districts to incorporate information to 9-12 curriculum.			

Theme 6: Accountability Strategy ensures that low-income communities and communities of color can hold governments and institutions accountable for equitable implementation.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action have provisions to ensure ongoing collection of data (that can be disaggregated by race/ethnicity/income) and public reporting of data? Can this data be validated qualitatively by community members?		-*	
Does the proposed action have clear markers of short-term and long-term success as well as timelines for meeting markers of success? If so, what are the mechanisms we will utilize to ensure that goals are met (successful implementation and enforcement)?			+1
Does the proposed action address consequences if goals are not met? Is there a process for those impacted by the policy to express grievances or satisfaction and to ensure that concerns are met?		-	
Is the proposed action adequately funded to achieve its designed goals?		-	

Overall response to these questions with justification:
Short-term goals have been set as part of the initial goal and can be tracked.

*In order to track equity/diversity outcomes, strategies will need to be in place to track demographic data.

Theme 7: Cultural Preservation Strategy deliberately and respectfully honors cultural relevance and history to maintain cultural heritage from the past and present for the benefit of all generations.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action acknowledge/respect/honor the culture, historic assets, and traditions of low income and communities of color?		-	
Does the proposed action improve social cohesion (engagement and connection within/to the community) among low income communities and communities of color?		-	
Does the proposed action's decision-making processes go beyond dollars and cents to address shared values and cultural differences in order to support implementation?		-	
Overall response to these questions with justification: This strategy as written has neither a positive or negative effect on cultural conservation, but this can be revised to include this with the team.			

Scoring

	Impact Score
Health	2
Affordability	1
Just Transition	3
Accessibility	2
Community Capacity	1
Accountability	1
Cultural Preservation	0
Total:	10

Example 3: natural systems (Draft example)

Why this is being proposed:
Increased canopy cover reduces greenhouse gas emissions while also creating ecosystem benefits, such as improved health benefits improving quality of life outcomes for all ages across Austin.
50% canopy by 2050 – 35% canopy in 2020 = 15% increase over 30 years = 5% increase/decade.

1. **What is the history?** Legacies of racial segregation has led to inequitable outcomes of services, programs, and infrastructure investment across the city. Austin has a detailed history of environmental injustices that have highlighted these issues of environmental burdens or harms not shared equally. This has brought forth the need to equitably benefit communities of color in access to green spaces and improved canopy cover that create ecosystem health benefits
2. **What does the data tell us?** Asthma risks, and other health outcomes are disproportional for low-income, communities of color. There is canopy cover data available that is not equitably distributed across the city. This also aligns with the fastest-growing youth populations that suffer from loss or lack there-of canopy cover.
3. **What is the proposed goal?**
    a. Increase the City's tree canopy cover to 40% by 2030, prioritizing neighborhoods that are currently below the City's 35% average, which generally coincide with low-income communities and communities of color.
4. **Develop Strategies**
    a. Work with AISD schools that serve primarily low-income communities to get more trees planted on school properties.
    b. Work with forestry department to plant more street trees in neighborhoods in eastern crescent to increase canopy cover.
    c. Work with Tree Folks or similar orgs to provide homeowners with saplings, materials, and expertise to plant trees on their properties.

    These efforts should be focused in neighborhoods with lower tree canopy coverage and higher heat reading as compared to the city average.
5. **Analyze strategies with the Equity Tool**
6. **Implementation**

Theme 1: Health Strategy improves health (physical and mental) outcomes for low-income communities and communities of color. The strategy upholds the fundamental human right to clean, healthy and adequate air, water, land, food, education, transportation, safety, and housing.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action reduce air pollution (Ozone, VOC, NOx, etc.) and reduce asthma and other respiratory-related hospital visits?			**+1**
Does the proposed action extend expected longevity and/or quality of life for populations experiencing health disparities?			**+1**
Does the proposed action reduce stress, anxiety, and depression, i.e. improve mental health?			**+1**
Does the proposed action help restore or protect ecosystem health (air, land, water, soil)?			**+1**
Overall response to these questions with justification: **Living in neighborhoods with green space is linked to positive health outcomes. These include better heart health, stronger cognitive development, and greater overall longevity. Framing this strategy as it attributes to positive health outcomes is essential. Through measurement and tracking, these could then be determined if successful.**			

Theme 2: Affordability Strategy lowers and stabilizes costs related to basic living needs (housing, food, utilities, healthcare, transportation, etc.) for low-income communities and communities of color.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Could this limit the displacement of residents and small businesses when surrounding property values rise?		-?	
Is the proposed action affordable to all residents, and/or does this offer inclusive financing strategies that prioritize the most income-burdened populations? (be specific about whether you're financing through an organization or the city, etc)		-	
Does the proposed action reduce cost burden and the number of families that are cost-burdened by housing (including utilities), transportation (defined as spending more than 33% of income on H+T)?		-	
Does the proposed action generate burdens (including financial, health costs), either directly or indirectly, to communities of color or low-income populations? If yes, are there opportunities to mitigate these impacts?		-	
Overall response to these questions with justification: **Green gentrification concerns, how does that relate to neighborhood landscaping?**			

Theme 3: Just Transition Strategy ensures economic justice so that low-income communities and communities of color are prioritized in the benefits of the strategy and are protected from any potential negative consequences.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action support communities of color and low-income populations through workforce development, contracting opportunities or the increased diversity of city staff? *internal* or support training programs prioritizing low-income communities and communities of color? *external*			**+1**
Does the proposed action create local opportunities for livable wage jobs for low-income communities and communities of color?		**-**	
Does the proposed action place responsibility on institutions to address historical disparities in contributing to climate change?			**+1**
Overall response to these questions with justification: **Strategies need to be specific when considering contracting and installation. There are many opportunities to ensure that there are increased worrkforce development and local opportunities for neighborhoods to get involved.**			

Theme 4: Accessibility Strategy increases access to jobs, housing, transportation, funding, education, healthy foods, and a clean environment for low-income communities and communities of color. Strategy removes barriers through city infrastructure, policy, and investments.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action expand access to healthy/clean transport systems, such as walking paths, bike routes, and public transit in order to access essential services (hospital, school), amenities, and/or jobs?		-	
Does the proposed action improve amenities and essential services in traditionally underserved geographies/neighborhoods? essential services: hospitals, schools, and groceries Amenities: parks / green spaces		-	
Does the proposed action increase equitable access to information/education around climate, i.e. impacts, benefits, and programs?		-	
Does the proposed action remove any barriers that might prevent individuals in low income communities and communities of color *(consider language, gender, socio-economic status (SES), digital inequality, LGBTQ status, (dis)ability, employment status, immigration status, education level, geography, environment, religious beliefs, culture, history of incarceration, etc.)* from benefiting fully if this strategy were implemented as written?		-	
Overall response to these questions with justification: **Hopefully, strategies identify targeted areas that currently have historically lacked canopy cover and have health risks related to air pollution that may be remediated.**			

Theme 5: Community Capacity Strategy elevates the voices of low-income communities and communities of color by developing and strengthening the skills, abilities, and resources that a community needs to survive, adapt, and thrive.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action engage and continue to empower communities of color and low-income populations in a meaningful, authentic and culturally appropriate manner? Does it respect community-based knowledge and is it based on community identified needs and input/feedback?		-	
Does the proposed action help build community capacity through funding, educational opportunities, and/or other resources?		-	
Does the proposed action help foster the building of effective, long-term relationships and trust between diverse communities and local government? (by leveraging resources and building collaborative partnerships) Does this action strengthen community relationships and partnerships?		-	
Overall response to these questions with justification: **Strategies need to consider specific opportunities that foster community capacity through the implementation phases. What are the current procedures organizations such as Treefolks do when they are contracted for projects such as this?**			

Theme 6: Accountability Strategy ensures that low-income communities and communities of color can hold governments and institutions accountable for equitable implementation.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action have provisions to ensure ongoing collection of data (that can be disaggregated by race/ethnicity/income) and public reporting of data? Can this data be validated qualitatively by community members?			**+1**
Does the proposed action have clear markers of short-term and long-term success as well as timelines for meeting markers of success? If so, what are the mechanisms we will utilize to ensure that goals are met (successful implementation and enforcement)?		**-**	
Does the proposed action address consequences if goals are not met? Is there a process for those impacted by the policy to express grievances or satisfaction and to ensure that concerns are met?		**-**	
Is the proposed action adequately funded to achieve its designed goals?		**-**	
Overall response to these questions with justification: **Through measuring and implementation, strategies will need to be measured and tracked overtime to prove to be successful.**			

Theme 7: Cultural Preservation Strategy deliberately and respectfully honors cultural relevance and history to maintain cultural heritage from the past and present for the benefit of all generations.	Impact		
	Harm -1	Neutral or N/A	Benefit +1
Does the proposed action acknowledge/respect/honor the culture, historic assets, and traditions of low income and communities of color?		-	
Does the proposed action improve social cohesion (engagement and connection within/to the community) among low income communities and communities of color?			+1
Does the proposed action's decision-making processes go beyond dollars and cents to address shared values and cultural differences in order to support implementation?		-	
Overall response to these questions with justification: **This action, if done with the right steps and partnerships in implementation, could help alleviate and right the wrongs of historic inequities and improve health outcomes.**			

Scoring

	Impact Score
Health	+4
Affordability	+0
Just Transition	+2
Accessibility	+0
Community Capacity	+0
Accountability	+1
Cultural Preservation	+1
Total:	8

GUIDING PRINCIPLES
FOR A JUST TRANSITION

Vermont Climate Council, Just Transitions Subcommittee

August 2021

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I. Introduction

The Global Warming Solutions Act (GWSA), also known as Act 153, was passed by the Vermont State Legislature in September of 2020 to require the State to reduce greenhouse gas emissions by 80 percent of its 1990 levels by 2050. The GWSA also stood up the Vermont Climate Council(Council) and five subcommittees, including the Just Transitions Subcommittee.

Historically, the term "Just Transitions" is a way of framing for government and business action on climate change. Its work encompasses both public policies and business action to deal with the impacts of industry transition away from greenhouse gas emissions for jobs and livelihoods (the transition "out") and aims to generate the low or zero greenhouse gas emission jobs and livelihoods of a sustainable society (the transition "in"). Through the GWSA, the Just Transitions Subcommittee is charged with ensuring that strategies to reduce greenhouse gasemissions and to build resilience to the effects of climate change benefit and support all residents of the State of Vermont fairly and equitably.

The Just Transitions Subcommittee believes in proactively centering equity in this work rather than reactively measuring it. These Guiding Principles are therefore meant to frame the work of the Council and subcommittees around an equity lens. While the Legislature has asked us to focus on Vermont, we recognize that the decisions we make in Vermont have repercussions outside of our borders, for which we are also accountable.

First, we offer key **definitions** and clarify indicators of "rural, low income, and marginalized communities" as outlined in the GWSA. Next, we lay out draft **guiding principles** for a Just Transition. These are intended for the Council and subcommittees to evaluate as they develop theirrespective recommendations. The Guiding Principles are meant to spark dialogue withinSubcommittees and to serve as a grounding checkpoint to ensure the inclusion of equity. They will be especially useful in policy areas that might not traditionally be considered within an equity lensand would otherwise reinforce historically marginalized, disadvantaged and underserved communities.

Finally, we translate the Guiding Principles into more precise **questions** that the Subcommittee should use directly in assessing the "equity & justice" implications of their ideas and strategies. TheGuiding Principles and questions also provide a foundation for an equity assessment tool that the Just Transitions Subcommittee plans to build before draft strategies are proposed, which will includemore measurable criteria and suggested information sources.

When developing these draft principles and questions, the subcommittee was influenced by the perspectives of Indigenous voices, who urged the group to expand our understanding of frontline communities to include the Earth and all living beings, as our human survival is not possible without taking all life into consideration. Indigenous communities have long held the belief that we, as humans, are here to steward the land that we thrive upon. Many Indigenous people have felt theirvoices have been unheard and this stewardship ignored. In this context, a Just Transition can help to establish reparations for the Earth's healing.

"*A Just Transition acknowledges the Earth is a living female organism – our Mother. Water is her lifeblood.The Earth and Father Sky, with its air and atmosphere, are the source of life to be protected, not merely aresource to be exploited, degraded, privatized and commodified.*"

Excerpt from The Indigenous Principles of
Just Transitions, Indigenous Environmental Network

II. Just Transitions Key Terms

In this section, the Just Transitions Subcommittee offers definitions for "equity" and "justice" – both vital components of a Just Transition and the implementation of the Guiding Principles. These words are defined differently across disciplines, but the meanings presented here served as the foundation for our work.

Equity

Distributive

Distributive equity starts by recognizing disparities in the allocation of resources,health outcomes, the inequities in living conditions and lack of political power place frontline / impacted communities at greaterrisk.

Distributive equity strategies target resources to adaption and mitigation affecting the communities and populations most impacted.

Procedural

Procedural equity is often referred to as equitable planning andimplementation.

Equitable planning and implementation require that communities have a meaningful opportunity to participate. Policymakers must collaborate with communities to learn about their perspectives so that solutions meet community needs. Equitable planning focuses on the local level and ensures that local communities have the opportunity to provide input on policies that directly affect them.

Contextual

Contextual equity ensures that mitigation and adaption strategies take into account that low-income communities,black communities, indigenous communities and people of color, and people with disabilities, amongst others, are often more vulnerable to climate change.

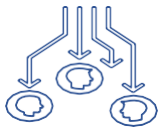
Contextual equity ensures that the development of mitigation and adaption strategies at statewide and local levels take these disparities into account.

Corrective

Corrective equity ensures that mitigation and adaption strategies provide communities with clear processes to hold the state accountable to its commitments to pursue eq[1]

[1] Equity & Environmental Justice Working Group, Connecticut. (2020). *Equity & Environmental Justice Working Group Report.* https://port.ct.gov/-/media/DEEP/climatechange/GC3/GC3-working-group-reports/GC3_equity_EJ_Final_Report_111320.pdf

Justice



Environmental

Environmental justice is the equitable access to environmental benefits, proportionate distribution of environmental burdens, fair and equitable treatment and meaningful involvement in decision making, and recognition of the unique needs of people of all racial and ethnic groups, cultures, socioeconomic statuses, and national origins.

It works to redress structural and institutional racism, colonialism, and other systems of oppression and harm done to Black, Indigenous and Communities of Color and other communities and ecosystems that have experienced marginalization and degradation.

Environmental Justice also seeks to address insufficient governmental responses at the local, state and federal level to environmental crises due to the racial/ethnic demographics, national origin, or socioeconomic status of highly-impacted communities.

Climate & Energy

Climate justice operates at the intersection of racial and social rights, environmental and economic justice. It focuses on the root causes of climate change, and call for a transformation to a sustainable, community-led economy.

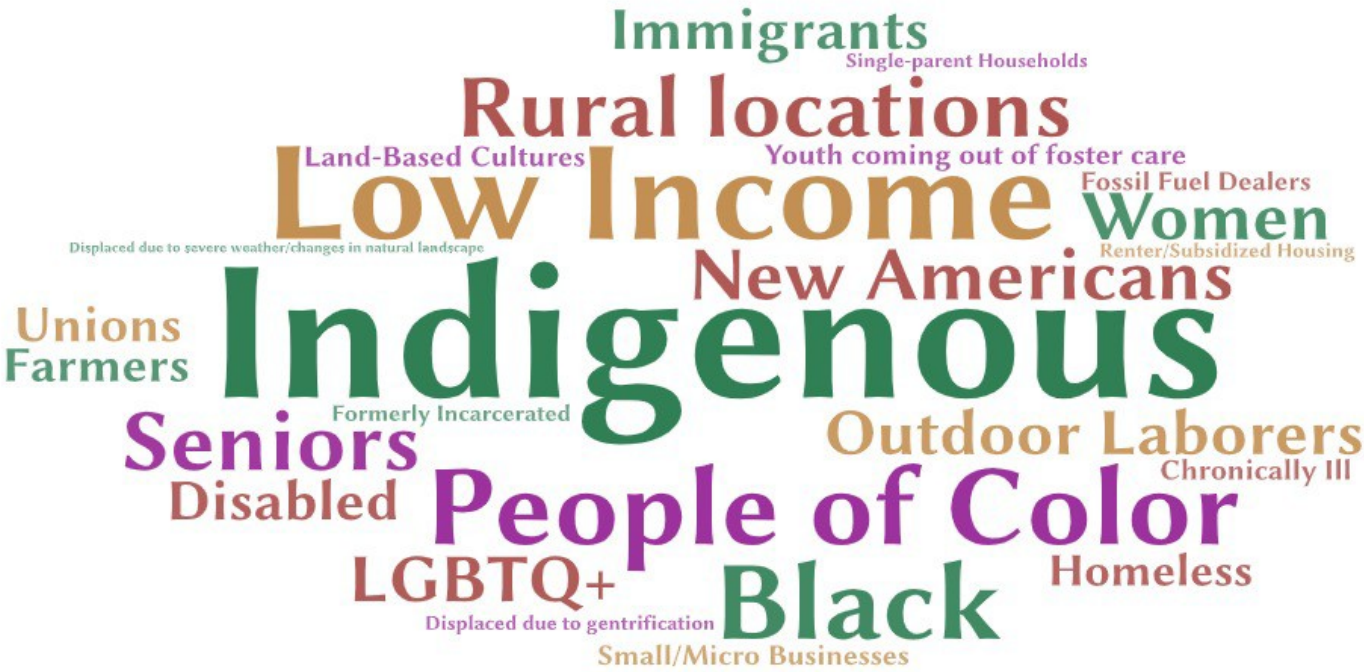
Climate justice begins with recognizing key groups are differently affected by climate change and connects the dots between civil rights and climate change.

Energy justice aims to make energy accessible, affordable, cleaner, and democratically managed for all communities.[2]

[2] Slightly Adapted from National Resources Defense Council. (July 2019). Definitions of Equity,Inclusion, Equality & Related Terms. https://www.broward.org/climate/documents/equaityhandout_082019.pdf and The Initiativefor Energy Justice https://iejusa.org.

III. Vermont's Impacted & Frontline Communities

As global warming accelerates, the Council and its Subcommittees must engage with those on the "frontlines" of the climate crisis. Studies continue to show that low-income communities, indigenous peoples, and black and other communities of color are among those who are particularly vulnerable to the impacts of climate change. In addition, as industry and jobs transition away from greenhouse gas emissions and towards "greener" jobs and livelihoods, particular focus must be given to the labor sector. Finally, some Vermonters may also be necessarily focused on achieving immediate goals of food, shelter, safety and health, which can impact ability to focus on long-term adaptation to climate and economic changes.



This word cloud provides a list of frontline and impacted communities and is not intended to be exhaustive, nor does it take intoconsideration the intersectionality of people's lives and the multiple vulnerabilities that one may experience.

Impacted and frontline communities draw from key criteria, identifying those who:

- Are highly exposed to climate risks, such as health impacts, flooding, and extreme temperatures;
- Experience oppression and racism, are excluded from opportunities, or have less resources to adapt to climate and economic change;
- Bear the brunt of pollution and negative effects from today's fossil fuel and extractive economies; and
- Are more likely to experience a job transition as Vermont addresses climate change.

IV. Guiding Principles for a Just Transition

These principles set expectations regarding:

- How Vermont's Climate Council and its sub committees will conduct their work;
- What Recommendations[3] are made by the Council; and
- How investments, implementation and oversight of climate action plans occur.

I. INCLUSIVE, TRANSPARENT & INNOVATIVE ENGAGEMENT

- All Vermonters are informed and able to participate throughout decision-making and drafting of Recommendations, as well as future administration and oversight.
- The Council's process and public engagement must recognize that people are experts of their own climate and energy experience.
- Impacted communities must be recognized and their voices prioritized in conversations surrounding equity, climate change, and the effects of specific Recommendations.
- Transition planning must involve innovative and wide community engagement that prioritizes various stakeholders and community-based groups to assess Recommendations at local, state and/or regional levels.
- Recommendations must be clear and understandable to all Vermonters, with plain language that is easy to understand. Goals must be clearly identified. To ensure accessibility, the Council must consider the needs of people with limited English, those living with a visual or hearing impairment, and those with limited or no access to technology.
- Potential impacts, benefits, and burdens of recommended climate actions are identified and shared publicly. This includes considering and naming known potential impacts, benefits and burdens outside of Vermont's borders.

II. ACCOUNTABLE & RESTORATIVE

- Recommendations must acknowledge that the status quo continues to perpetuate ingrained systems of discrimination, inequality, inequity and racism. Recommendations must examine existing practices and redress historical injustices through concrete actions that will lead to a more equitable future.
- Ongoing assessment tools used by the Council should identify intended and unintended inequities and their root causes.
- Recommendations must recognize inequality and seek to resolve them using clearly identified strategies.
- Recommendations must recognize their potential impacts on the whole natural environment – including air, water, soil and all living things.
- Recommendations must identify and consider barriers to implementation and include strategies to overcome them.

[3] In this document, the word "Recommendations" refers to the strategies, policies, programs orother recommendations that the Vermont Climate Council will make in its Climate Action Plan.

III. **MOVING AT THE SPEED OF TRUST**

- Candor and honesty are essential for public trust and to prepare business, industry, labor, communities and families for transition to a sustainable climate future.

- Planning and implementation must balance being time bound and honoring the varied ways of learning, understanding and agreement that exist in different cultures and communities.

IV. **SOLIDARITY**

- Recommendations create inclusionary spaces for all traditions and cultures, particularly for Indigenous communities, recognizing them as integral to a healthy and vibrant Vermont.

V. **THE MOST IMPACTED FIRST**

- Recommendations tackle the needs of impacted and frontline communities first, providing the greatest benefits of transitions to these communities.

- Recommendations must be broad enough for the well-being of all Vermonters and include targeted strategies for different groups that take into account their specific histories, sociocultural and economic realities. They should also recognize when negative impacts are being shifted onto frontline communities outside of the state.

- Where Recommendations create burdens, they also include ways to shift these burdens away from impacted communities.

VI. **SUPPORTS WORKERS, FAMILIES & COMMUNITIES**

- Recommendations are explicit in their identification of potential and likely impacts on workers, families and their communities based on the implementation of Vermont's Climate Action Plan.

- Recommendations should include transition plans to respond comprehensively to protect impacted workers, including those that are seasonal, clerical and part-time.

- Transition plans must prioritize the needs and aspirations of workers, unions and disproportionately impacted communities.

- Recommendations must consider diverse, economic regeneration and spur creation of well-paying jobs with benefits.

- Recommendations must promote strong, equitable labor standards, support access to unionization, and improve access to public services, particularly for groups most disproportionately impacted.

- Recommendations for job training programs for displaced, at-risk and new workers must lead to meaningful, life-sustaining, and valued work. These programs should be designed to be accessible and affordable regardless of income or geography.

- Communities, local and regional governments, organizations, and families require the capacity to implement recommendations both in the short and long-term. Recommendations will consider current capacity and how to build needed capacity.

V. Subcommittee Self-Assessment Questions

The following questions were developed by the Just Transitions Subcommittee to help each Subcommittee put the Guiding Principles into practice. They aim to better identify, understand, and address the social impacts, types of impacted populations, and engagement process of individual policy recommendations. These are not comprehensive, but rather indicative of the analysis required to ensure a Just Transition for Vermont.

IMPACTED & FRONTLINE COMMUNITIES

- Which frontline and impacted communities might be most impacted by this recommendation?
- How do these communities experience inequity today around this issue?

ANALYZING BURDENS & BENEFITS

- Does this recommendation maintain existing inequities, make them worse or improve the status quo?
- Who will benefit from this recommendation and how does this recommendation help benefits be shared or targeted to help frontline and impacted communities the most? Be specific about the communities and the ways these communities will benefit.
- Which communities will be burdened the most by this recommendation and how can that burden be shifted away from impacted communities?
- What are the long-term and potential intergenerational impacts of this recommendation for identified communities?

ENSURING EQUITABLE & JUST ENGAGEMENT

- How have frontline and impacted communities been part of creating and implementing this recommendation? And how will they in the future?
- In what ways does your engagement with frontline/impacted communities recognize different types of knowledge and expertise?
- In what ways can Vermonters hear their voices in the plan?
- Does the recommendation use plain language that is easy for all Vermonters to understand?

FUNDING & DATA

- How will this recommendation be funded? What percent of funding will be specifically to support frontline, low-income and impacted communities? Will there enough funding to make it affordable and accessible for identified communities?
- How will we know about the impacts of this recommendation on identified communities? Which data or indicators will be needed? What process was used to determine the indicators are resonate and relevant to most impacted community needs? How will it be collected and shared?

IMPLEMENTATION & OUTCOMES

- What kind of jobs will be created by this recommendation? Will those jobs be fair, high-paying jobs with good benefits? How will traditionally underserved Vermonters and unions be prioritized for these jobs?

- What capacity is needed for communities, local/regional governments, organizations and families to implement this recommendation? How will the recommendation build and/or strengthen capacity, community trust, cooperation, and mutual support?

- How does this recommendation make a specific commitment to a just transition? Is this commitment quantifiable and does it identify who is accountable?

- Does the recommendation support the natural environment? Does it promote fairness to all living things?

VI. Scoring Rubric

The Rubric is intended to accompany a narrative response for each of the Assessment Questions in Section V. In reviewing the proposal, please consider the Rubric's prompts and their resonance to the goals and vision of this project. An area is provided for comments. The Rubric allows a score of 1 (low) to 3 (high) for each criterion.

1 (low): The proposal meets the criteria to some degree but provides limited explanation or there are significant opportunities to enhance these criteria in the proposal.

2 (moderate): The proposal meets the criteria. There are additional opportunities to enhance these criteria to better meet the goals of the Guiding Principles.

3 (high): The proposal excels in meeting the criteria.

If a recommendation does not yet address the criteria at all, additional work is required.

Policy/Proposal Title:

Policy/Proposal Summary:

Frontline/Impacted Communities Score 1 – 3 on impression of meeting criteria	**Please select 1 low to high 3**		
Frontline/Most Impacted Communities well defined in proposal	1	2	3
Comments:			
Proposal reflects understanding of existing inequities around the issue for frontline/most impacted communities	1	2	3
Comments:			
Total			
Analyzing Burdens and Benefits Score 1 – 3 on impression of meeting criteria	**Please select 1 low to high 3**		
Proposal clearly identifies how benefits are shared for frontline/most impacted communities	1	2	3
Comments:			
Proposal clearly identifies who/what carries the burdens from the recommendation, if any	1	2	3
Comments:			
Proposal includes solutions to shield frontline/most impacted communities from experiencing burdens from the recommendation, if applicable	1	2	3
Comments:			

Proposal outlines the long-term/intergenerational impacts (positive or negative) of recommendations on impacted communities	1	2	3
Comments:			
Proposal outlines how it will create a future that is more equitable than the unjust status quo	1	2	3
Comments:			
Total			
Ensuring Equitable & Just Engagement Score 1 – 3 on impression of meeting criteria	**Please select 1 low to high 3**		
Proposal reflects inclusion of frontline/impacted communities in design and implementation of recommendation	1	2	3
Comments:			
Vermonters can hear their voices in the recommendation	1	2	3
Comments:			
Recommendation written in plain language and easy to understand	1	2	3
Comments:			
Total			
Funding & Data Score 1 – 3 on impression of meeting criteria	**Please select 1 low to high 3**		
Funding mechanism for recommendation is clearly defined	1	2	3
Comments:			
Funding mechanism makes recommendation affordable and accessible to frontline/most impacted communities, if applicable	1	2	3
Comments:			
Proposal identifies data and indicators to determine success	1	2	3
Comments:			
Proposal includes process for consultation with frontline/most impacted communities in assessment activities	1	2	3
Comments:			
Proposal includes plan for collection and review of data with frontline/most impacted communities	1	2	3
Comments:			
Total			

Implementation & Outcomes Score 1 – 3 on impression of meeting criteria	**Please select 1 low to high 3**		
Proposal identifies new jobs/business/employment opportunities for the recommendation	1	2	3
Comments:			
Jobs created by recommendation offer fair, high paying positions with good benefits	1	2	3
Comments:			
A wide range of traditionally underserved Vermonters and unions are prioritized in the jobs created by the recommendation	1	2	3
Comments:			
Communities, local/regional governments, organizations and families have the capacity to implement the recommendation.	1	2	3
Comments:			
The recommendation provides a specific, quantifiable commitment to a just transition	1	2	3
Comments:			
The recommendation supports the natural environment and promotes fairness to all living things	1	2	3
Comments:			
Total			

Total scoring (21 low to 63 high):

Direct Benefits to Underrepresented/Most Impacted Communities (use blank spaces as needed to add)

The recommendation provides direct benefits for the following groups:	
Agricultural Sector	Yes No
Black/African-American, Brown, Latinx, Asian, Pacific Islander, and Indigenous communities and Native nations	Yes No
Disabled and chronically ill people	Yes No
Displaced due to severe weather	Yes No
Older Vermonters	Yes No
Formerly incarcerated individuals	Yes No
Immigrants, regardless of immigration status	Yes No
LGBTQIAP+ individuals	Yes No
People living with low or very low incomes	Yes No
Outdoor laborers	Yes No
Recent graduates of the foster care system	Yes No
Unions/Organized Labor	Yes No
Women	Yes No
Young People	Yes No
	Yes No
	Yes No
	Yes No
	Yes No
	Yes No
	Yes No
	Yes No

Narrative on Impacted Communities:

Recommend: Yes Yes with Changes No

Explanation: