

At Your Organization

Some folks in our organization are working on racial equity plan, but the rest of us don't know anything about it :(:(

Developed an Environmental and Climate Justice Practice Area.

Created an Equity Working Group for knowledge sharing.

Support grassroots orgs in having a seat at the table in convenings by institutional partners, like the university and gov't agencies

In Your Adaptation Work

Participating in Climate Action Planning by local jurisdiction

Assess and consider social vulnerability when conducting climate risk assessments.

Currently working on a climate and equity framework to guide the work that we do throughout California and beyond.

We have created a special definition for "vulnerable communities" and required utilities to conduct robust community engagement. Unclear how accountability will look.

Cultural competency works in both directions; how to empower historically marginalized community members to share their lived experiences

Meet with those who have the greatest need; meet folks where they are

How to effectively gauge community engagement efforts, qualitatively, with metrics, etc.

Developing metrics for equity, social, and environmental justice.

Next Steps & Opportunities

Identify the needs of local communities that new Infrastructure Federal language to projects that effectively mitigate climate effects projected over the next 10 years.

Better coordination/integration between those doing EJ/racial equity work and making policy recommendations and doing technical analyses

Have grassroots groups lead convenings, rather than institutions leading convenings

Meet them where they are at. Attend their regularly scheduled meetings. "We are THEIR guest."

Leverage federal dollars; ensure investments go to those with greatest need

At Your Organization

Increasing diversity in hiring is impt. Building culture of transparency - crucial convos. Supporting self determination for employees

DEI staff training with Center for Diversity and Environment. Staff mtg includes DEI resource sharing. Org wide race equity team works with all staff

CalTrans training office highlighting equity centered workshops/events - shifting the narrative/expectation that this should be incorporated in everyday work

Prioritizing increasing BIPOC staff in org

Internships for community college students --> hiring

CalTrans had leaders at the top beyond the climate division recognizing racial equity and climate equity

Opportunities to get around Prop 209 restrictions (e.g. targeted outreach, engaging BIPOC-specific professional networks, blind applicant review process, greater support for BIPOC identifying interns/fellows)

Corporation DEI training had no follow up and tracking, no way to stay transparent or accountable.

Utilizing external orgs as examples if there are immediate roadblocks within the org to move forward

In Your Adaptation Work

RAY fellows working with org, was able to hire one of them. Started community college conservation internship program for all BIPOC fellows. Some of them went on to be field asst.

Climate vulnerability assessments x DAC maps.

Next Steps & Opportunities

Plan Intern Expansion: internships were not accessible to everyone. Moved to min wage for interns, increased access. Org wide group working on accessibility.

New clients mostly older white men, org requirement with racial equity as foundation. How to work past their pushback?

Pre orientation or foundational training; share examples/case studies of how systemic racism impact all

How fast can we change when there are multiple timelines to move with? Can't rush relationships with people

Question whether DEI trainings are held on ongoing basis and/or have tracking/accountability component

Going fast only means u can force it. Going at organic pace helps with getting buy in. Must be both/and utilizing different strategies.

At Your Organization

Primarily collaborating with other entities who are focused on equity

Supporting internal trainings, working/learning sessions to build staff skill and comfort with racial equity work

incorporating racial equity messages and resources into program communications

Results-based accountability; how to identify real root causes to see true intervention points to inform action

Working on a 'checklist' to assess equity of climate projects

Align racial equity action plan with climate programs and investments at my agency

In Your Adaptation Work

face the challenge of recruiting people not like us (affluent, privileged, white and/or asian) - aware of concerns, but challenging reaching across to other groups (both union & just transition) as well various vulnerable

creating metric to assess community resilience

Involve and engage impacted or marginalized communities in climate adaptation strategies/implementation

Instigating/encouraging community leaders who are embarking on climate resilience planning to look inward and assess their own organization's racial equity issues, and then work to actively address these issues

Value qualitative data/lived experience in climate adaptation initiatives

Partnering closely with community organizations and advocacy orgs who work on the ground in climate-vulnerable communities

Next Steps & Opportunities

address market pressures that make it difficult to enable equity solutions (e.g. housing)

supporting community land trusts to drive climate-resilient affordable housing

incorporate climate equity objectives into existing budget mechanisms/funded areas

add staff/repurpose staff to coordinate and drive equity work in our organization

identify new partnerships

incorporate compensation for CBO's, etc. into budgets

At Your Organization

In Your Adaptation Work

Next Steps & Opportunities

Adopting a new strategic plan that incorporates measurable DEI objectives and milestones

Barrier: national org working with different stakeholders and partners; working to better engage Tribal Nations (utilizing bottom-up and top-down strategies)

Creating pathways for those who may lack professional experience (e.g. prioritizing multilingual candidates)

Move beyond traditional lenses for job requirements (e.g. phd, lifting x lbs., etc.)

Hearing from community on what a clean energy future looks for them.

Ensuring we are taking a racial and economic equity approach when advocating for clean energy solutions.

Understanding barriers for community to entering clean energy solutions.

creating pathways for co-management of resources

directly engaging with communities, most specifically those with the highest impact rather than a larger group that's in the middle

requiring more direct community outreach with our grants

operationalizing racial equity into our strategic plan, our management plans, and our mission statement/core values to hold the organization accountable

Strategic planning provides an accountability measure for other partners

At Your Organization

In Your Adaptation Work

Next Steps & Opportunities

Diversity and inclusion strategic plan

90 day challenge to promote racial equity awareness and education in our daily work and life

Improving our understanding of who our resources are currently reaching or being accessed by, who are the not reaching.

talking to community organizations about barriers to access, what are opportunities for co-development

Considering the needs of different economic brackets when planning for biodiversity and access to nature - accessing previous planning processes and documents on health in our City.

Planning nature restoration not only for aesthetics but also for access to nature aspects: food, shade/shelter, water and for cleaning of air, soil, water.

Creating nature planning/restoration tools and knowledge resources that are accessible to all for free.

Thinking about how to provide healthy non-toxic fish for fishing programs in urban settings where runoff is often polluted.

Added environmental justice/equity as a factor in the capital project design and planning process by incorporating it into our project manager training and project review and approval process.

Draw from CalEnviroScreen 4.0 data to inform decisions about project prioritization in order to address previous under-investment.

Consider climate adaptation impacts on disadvantaged communities in climate investment on mitigation (GHG reduction)

Working with legislative advocates to promote reduction of toxic chemicals in consumer products such as cosmetics and cookingware through labeling, disclosure and restrictions.

It was helpful to learn about the Green Justice zones.

Engage the community in climate adaptation - see upcoming Track 2 workshop and many publicly available resources on community engagement.

Develop private sector design guidance and incentive system for environmental justice plan.

Develop stories for 2040-50 vision similar to the City of Providence

