Timeline:

Tuesday (Today):

- Agree on language revisions CPCE.

- Designate a point person to finalize revisions b/t Tuesday and Thursday

    - Claire work until 4 pm 09/10, pass to Amy

    - Amy works 09/11, pass to Mariana when ready

    - Mariana makes final review 09/12, pass to Kim and Juliet by COB 09/12

Thursday:

- Point person sends final language to CREJU by COB

Friday:

- CREJU will package and send the revisions to the full IAC and AC by COB

Friday to Next Wednesday:

- Full IAC and AC will review the revisions and propose any changes by COB

- If no changes are proposed by the deadline, CREJU will finalize the document

Friday 9/20 (Joint Meeting):

- AC and IAC make final approval of the CPCE public comment language edits

1st Edit: EJFP Definition

- **Edit:** Include the EJFP definition in the paragraph for clarity and directness.

- **Considerations:**

  o Although there is a footnote, the commenter requests the definition be more transparently displayed

  o Document may become obsolete if the EJFP definition changes.

- **Suggested Solutions:**

  o Simplify the definition to something like: "persons with below-average income, households with Black, Indigenous, and persons of color, and those who speak other languages."

    ▪ Justification: Provides enough detail without requiring frequent updates. A plain language definition can be used, with the full definition in the footnote.

Notes from 9/10:

- "languages other than English" to specify
- Would some framing of historically marginalized be helpful / appropriate here?
  o Language mirroring EJFP definition
- "below average income" - is that the appropriate terminology
  o Possibly came from 80% below SMI (state median income)
  o "people with income that is below ==average== income"
  o Median not the same as average, "below average" might have a character judgement (negative connotation)
  o Could we given an actual income range to make it more concrete?
- **Current EJFP def**: the annual median household income is not more than 80 percent of the State median household income;
  o "persons with income below the state median income"

Final Language:

  o ==Vermont== Environmental Justice Focus Populations include 1.households living below State median income levels, 2. populations of Black, Indigenous, or persons of color and 3. households who speak languages other than English.

- ○ Footnote: The Environmental Justice Focus Population definition will periodically be reviewed and subject to change.

2nd Edit: Jemez Principles

- **Edit:** Introduce the Jemez Principles in the introduction section for clarity and impact, as they were a major guiding force for this document.

- **Considerations:**

  - ○

- **Suggested Solutions:**

  - ○ Kim's suggested edit (placeholder):

  - ○ These principles will guide Vermont State agencies as they engage in meaningful community engagement with Vermonters, focusing on best practices for engaging environmental justice focus populations. **These principles are heavily inspired by the Jemez Principles, which provide a framework for advancing environmental justice.**

  - ○ **WG Addition:** For example, some of these principles include being inclusive and an emphasis on listening, action upon, and following up on community ideas.

Notes from 9/10

- Are there a couple examples of the Principles we could add to this section to emphasize them?
- [come back to this]

Final Language:

- ○ These principles will guide Vermont State agencies as they engage in meaningful community engagement with Vermonters, focusing on best practices for engaging environmental justice focus populations. They are heavily inspired by the Jemez Principles, which provide a framework for advancing environmental justice. These principles emphasize the need to work together and the inclusion of communities most affected by environmental injustice.

- These principles will guide State agencies as they engage with Vermont communities in meaningful ways, focusing on best practices for including and considering environmental justice focus populations.
  They are heavily inspired by the Jemez Principles, which provide a framework for advancing environmental justice. For example, some of these principles emphasize being inclusive and listening, acting upon, and following up on the ideas of the community.

3rd Edit: Principle 2 - Tangible Examples

- **Edit:** Provide tangible examples of how community can be incorporated into decision-making processes. The commenter provided annual budgeting as one example.

- **Considerations:**

  - Agencies may not have the flexibility to make budget changes based on community input, which could lead to frustration.

  - Budget preparation is ultimately controlled by the Governor's office.

  - There are ways to advocate for specific community needs within budget constraints, such as leveraging federal funding.

- **Suggested Solutions:**

  - Add other examples beyond budgeting, such as resource allocation, distribution of resources, and policy development

Notes 9/10

- Swap budget --> resource allocation
- Advocating even with budgeting constraints --> adding some language around that
- Do we need to adjust the language about "collaborating around priorities and ideas"
- Is there room for adding something about the concept of "targeted universalism" (tailored solutions for EJFP but also long-term better for everyone)
- Can we add illustration and color to the report to personalize the report even more? More of an invitation v a lot of text – the visual of all these words can be a challenge

(especially if you come from another culture / predominantly speak a language other than English)

- What does it mean re "state decision-making"
- Would it be more understandable if we say "meaningful participation means that all individuals have the ability to participate in state government decisions about energy, climate, environment, etc…" - examples before the actual word is more difficult to understand
    o The language in the green box is right from statute so we can't change that
- Fully baked vs involving folks often – maybe adding a sentence about this, adding an example about understanding community priorities from the beginning allow you to engage / advocate when making resource allocation choices

Final Language:

- A recognition that *meaningful community engagement is worth the effort* needs to permeate decision-making processes in Vermont state government. Agencies need to partner with communities throughout program and policy development, and resource allocation processes to co-create solutions to community issues.
- For example, the Vermont Department of Health partnered with trusted community-based organizations during the COVID-19 pandemic to support community-led BIPOC Covid-19 Vaccine Clinics because state-run clinics failed to reach BIPOC communities due to a lack of trust. The community-led BIPOC vaccine clinics offered trusted places with language access and a diverse representation of staff present at the clinics to make folks feel at ease, as well as music, and a celebratory environment. Department of Health partners also created registration forms that were more accessible and less intrusive than the ones used for statewide mass vaccination clinics. This community-led approach resulted in an increased number of vaccines given to the BIPOC community. To learn more, visit the Vermont Health Equity Initiative's Discussions By Us, For Us, About Us.
- [*from Principle 2 pg 8 – revising the first sentence*] A recognition that meaningful community engagement is worth the effort needs to permeate decision-making processes in Vermont state government. Agencies should partner with communities throughout program and policy development, and resource allocation processes to co-create solutions to community issues. For example, Vermont Department of Health partnered with communities during the COVID-19 pandemic to [insert a sentence about what happened and what the outcomes were? And link to the video?]
    o Kim's suggestion: For example, Vermont Department of Health partnered with trusted community-based organizations during the COVID-19 pandemic

to support community-led BIPOC Covid-19 Vaccine Clinics. These clinics were facilitated using tailored approaches resulting in an increased number of vaccines given to the BIPOC community.

4th Edit: Principle 3 - Leadership Training

- **Edit:** Emphasize leadership training in addition to staff training.

- **Considerations:**
    - Leadership needs to have the competencies to drive agency changes.
- **Temporary Edit:** "State agencies must invest in staff education and training to enable them to effectively implement community engagement requirements and goals. Additionally, infrastructure change is essential to this process and requires leadership training."

Notes 9/10

- Leadership plays an important role in driving change and that should be emphasized here
- Something about positional power as well– having the training so that you can become a leader in this work

Final Language:

- State agencies must invest in leadership and staff education and training on the root causes of environmental injustice to enable them to understand the importance of implementing community engagement requirements and goals. Agency leadership and staff play vital roles in setting priorities and timelines, both of which will need to shift to allow for equitable community engagement efforts to succeed. At the same time, agency staff are essential to the day-to-day relationship building and work needed to engage communities and training will enable staff to provide leadership in their roles. Changes to the way State agencies work will be essential to the successful implementation of more equitable community engagement