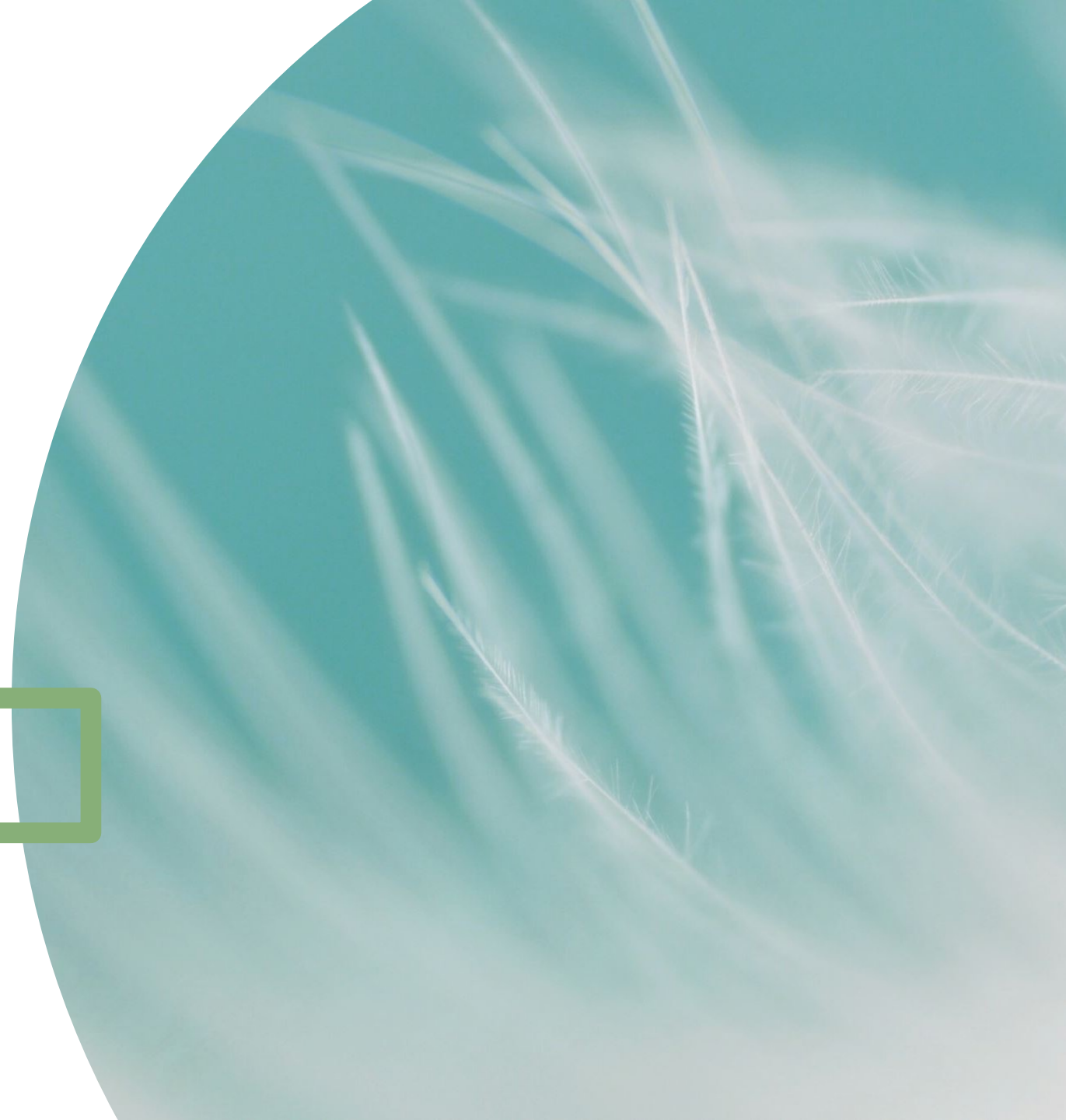


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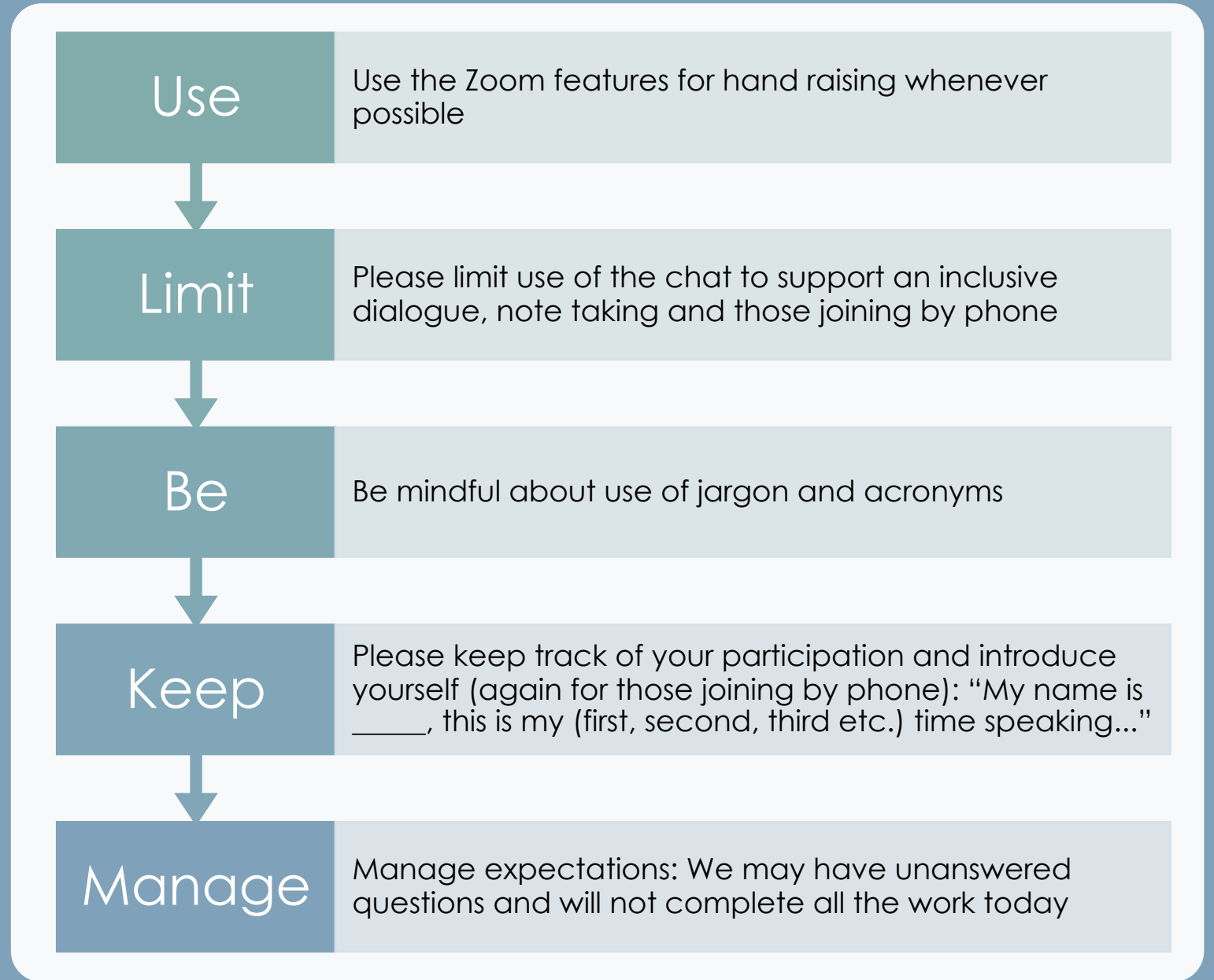
Kiah Morris LLC

DEI Consultancy
Vermont Climate Council
Just Transition & Equity
Review Principles





Supporting Equity in this Workspace



What this work is...

An opportunity to review and strengthen recommendations to better address equity in design and implementation

An important mirror to state what these recommendations will and will not do with specificity regarding the lived experiences of those in Vermont

A pathway towards transparency on decision-making processes

An encouragement for deeper collaboration between state government and the private sector

A means for listening and reflecting on public hopes, dreams and demands regarding our climate crisis

What this work is NOT...

A partisan
initiative

A
panacea

Complete

Siloed

Perfect

Utilizing the Guiding Principles & Scoring Rubric

- The guiding principles set the framework to better ensure that the recommendations are not just comprehensive but inclusive
- These are some of the key questions the public will want answered to support your recommendations
- Use the questions to identify needed information
- Set your intentions for the state and the legislature in further development and implementation of equity through your recommendations

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 Recommendations³ 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.

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 or other recommendations that the Vermont Climate Council will make in its Climate Action Plan.

Just Transitions Key Terms: 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 greater risk.

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 and implementation.

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.

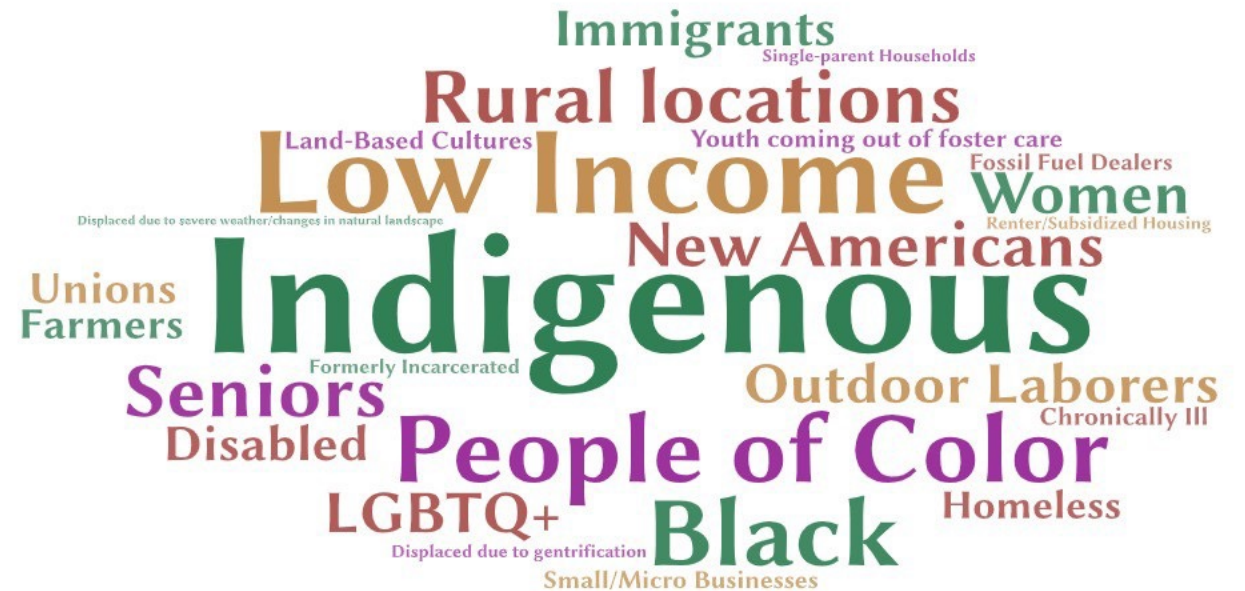
Corrective

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

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.



Guiding Questions & Rubric

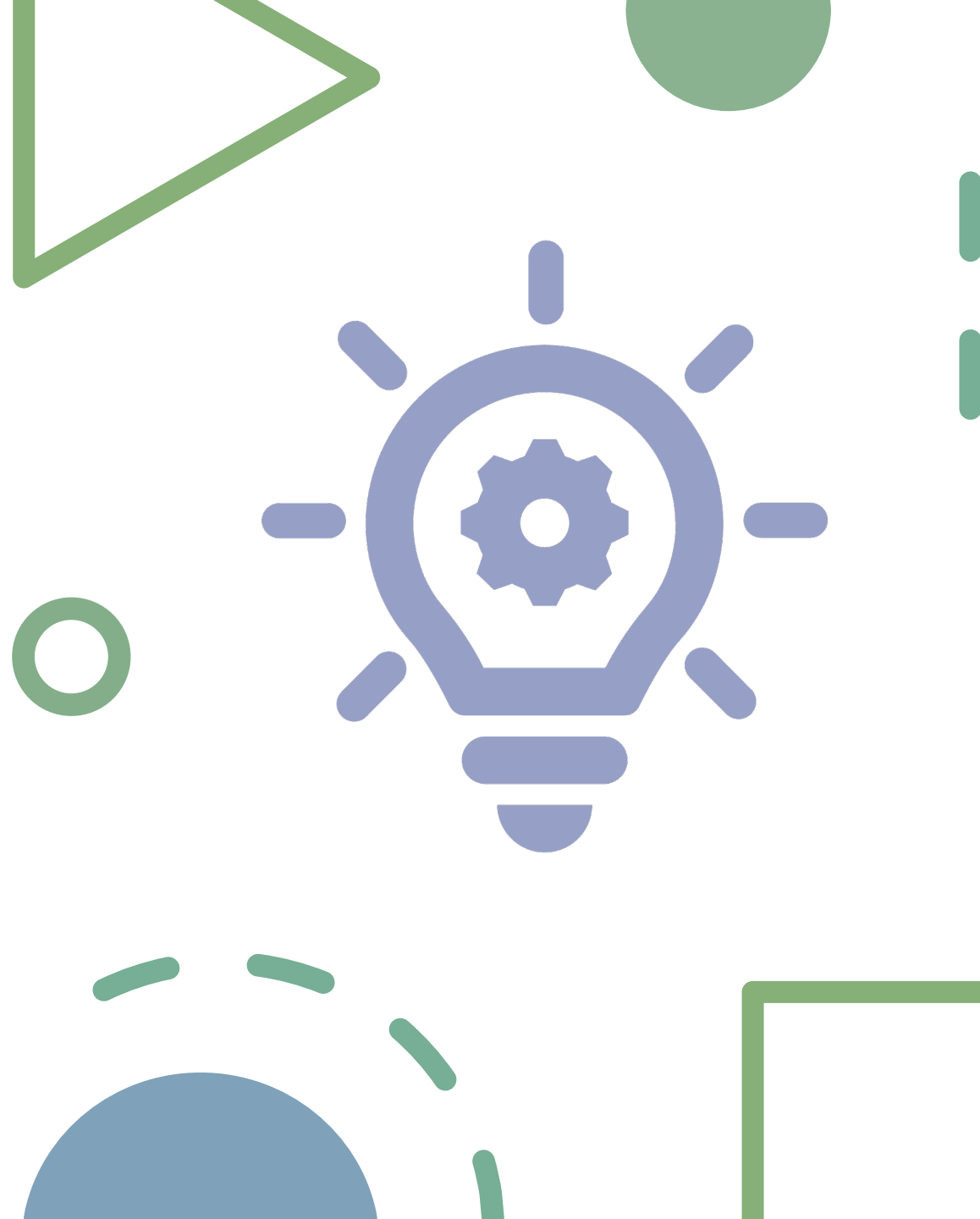
- Let the questions guide thinking around total impacts and potential as a critical function of building your recommendations
- Use the rubric to help refine and identify area of strength and challenges.

The Rubric allows a score of 1 (low) to 3 (high) for each criteria:

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

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

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





Reflections

What else do you need to fully complete the equity assessment?

- Research support
 - Additional subject matter expertise
 - Sample legislation
 - Data analysis or specific indicators
- 