



Equity Working Group Meeting - April 21, 2025

This document is a compilation of the notes taken during the Equity Working Group session hosted on April 21, 2025 to further develop CCAP measures.

The four questions used to frame this discussion were previously reported by Equity Working Group members as priorities that needed to be asked as part of this planning process.

What is needed to successfully achieve data-driven and community-led policy, practices, and programs?

Recognition of Data Fatigue

- Excessive data collection can lead to stakeholder burnout and hinder action. It's crucial to have a clear purpose when gathering data and pair it with actionable steps.

Language

- Shared and accessible language, including interpretation and translation, is critical.
- Technical jargon can ostracize community members. It is important to use accessible language and provide clear explanations when explaining climate impacts.
- Ensure engagement is accessible and communication channels are direct.

How can we use the capabilities of the people on the working groups and others NOW to achieve and complete low-hanging initiatives in the near term?

Facilitating Leadership Pipelines

- Recruit and train youth and retired populations to be ambassadors and stewards.
- Determine what groups and programs have the capacity to implement an apprenticeship program. Utilize a "train the trainer" model to allow more individuals to participate.
- Build upon existing training programs that have established leadership.

Build Trust

- Identify trusted community members to act as messengers and utilize existing networks such as religious organizations to make sure community members are aware of this planning process and other related activities/events.
- Increase visibility of this planning process and increase community touch points.
- Leverage translators and interpreters to break down language barriers.

Who are the most important people or organizations that need to be involved in climate action planning?

Community Organizations

- Be aware that NGOs are facing funding limitations and barriers in current political climate.

Young people

- Present young people with opportunities for action
- Partner with youth-serving organizations like Sunrise Hub and Voters for Tomorrow

Policy makers

- Work with elected officials to make them aware of this planning effort. Climate action requires state and local funds, so it is important to have elected officials on our side.

Private industry

- Work with grocery stores (e.g., Kroger) to reach consumers. Everyone grocery shops so this would be an accessible and non-intimidating way to educate people on climate action.

Other Themes

- It is crucial to determine which entities have the bandwidth to act.
- Important to have people/organizations with decision-making power/influence in the room – need a web of messengers and implementers who could support CCAP.
- Need to check on stakeholders who are not in the room anymore, potentially due to current political climate (e.g., federal funding changes)
- Leverage individuals or groups who are active in the community and able to enact change.

Who needs to be included in the planning, implementation, and monitoring of the strategy to ensure equity in process?

- Address community burdens individually and make planning meetings as accessible and efficient as possible. Be aware that each community will have a different knowledge base, availability, and gathering space. Consider offering incentives/stipends for participation.
- Enter engagements with a solution mindset rather than lingering on problems.
- Consider power dynamics when approaching communities to ensure people feel empowered to participate and provide feedback.
 - Reach out to people through trusted community sites/organizations instead of relying on a single messenger.
 - Attend established community gatherings to better understand local needs.
- Notice which communities and voices are missing from conversations.
- Incorporate equity/justice language in climate planning and acknowledge the exclusionary past of these processes.
- Create an equity framework to facilitate meaningful and consistent engagement.

What benefits and burdens need to be measured to ensure equity in outcomes across groups and communities?

Framing Outcomes

- Frame how climate action will benefit community members in tangible ways (food security, housing, utility costs, health, community resilience, air pollution) rather than solely emission impact to build broader support.
- Work to include these benefits and workforce protections into procurement/contracts.
- Emphasize actionable changes during community engagement to make climate action more accessible and tangible.