



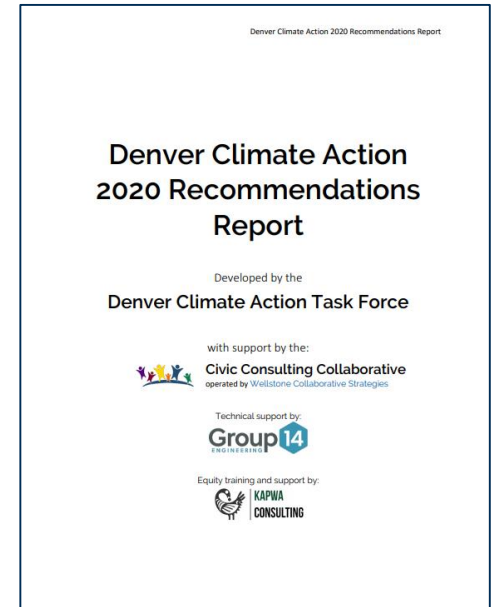
# Energize Denver Task Force

Meeting 2 - Equity

# Denver Climate Action Task Force: Centering Climate Action in Equity

“Equity means addressing broken systems connected to racial injustice and historic inequity.”

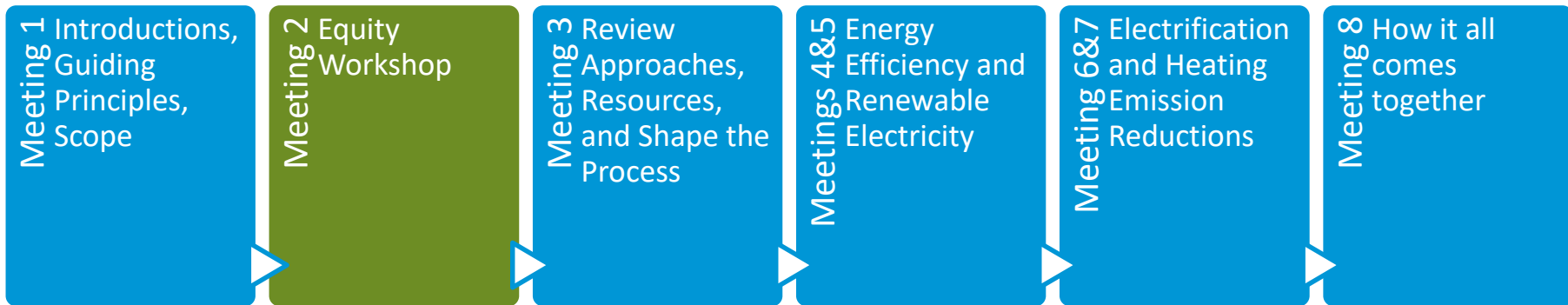
“We know that people of color, Native Americans, and under-resourced communities will be disproportionately impacted by the climate crisis. Flood risk, lack of adequate infrastructure to handle hail, poor air quality, the most intense heat zones, and other factors will all impact these groups to a greater degree.”



# Denver Office of Social Equity and Innovation

The Mayor's Office of Social Equity and Innovation works with City agencies and departments to increase systems, policies, and practices that sustain Social Equity, Race, and Social Justice. The office oversees the citywide effort to eliminate social inequity and race and social injustices by evaluating institutional and structural government systems, policies, and practices to dismantle racism.

# Task Force Draft Schedule



# Key Questions for Energize Denver Task Force to Answer *in order to Develop Policy Recommendations that Satisfy Our Principles and Charge*

## Equity

- What criteria must be met by all Task Force decisions, in order to ensure equitable outcomes?

## Workforce

- What training and workforce supports are needed?
- How can we ensure people are ready for the clean energy jobs created by this policy, that good jobs are created, and that under-resourced communities have a path into those jobs?
- How can we ensure we have a qualified workforce ready to implement the policy?
- How can we support local business creation and create opportunities for local workers to support the transition to NZE buildings?

## Incentives & Tech Support

- What incentives and technical support is needed?
- How should incentives be allocated to prioritize and meet the needs of under-resourced communities?
- Should incentives support non-climate-related health improvements like mold, radon, and lead paint remediation in under-resourced buildings? Make sure end goal doesn't make it so that the ability to use utility incentives or rebates goes away. Flexibility of benefits is necessary
- How can we ensure we're coordinating additional support with existing resources and



What does **Racial Equity** mean to you?

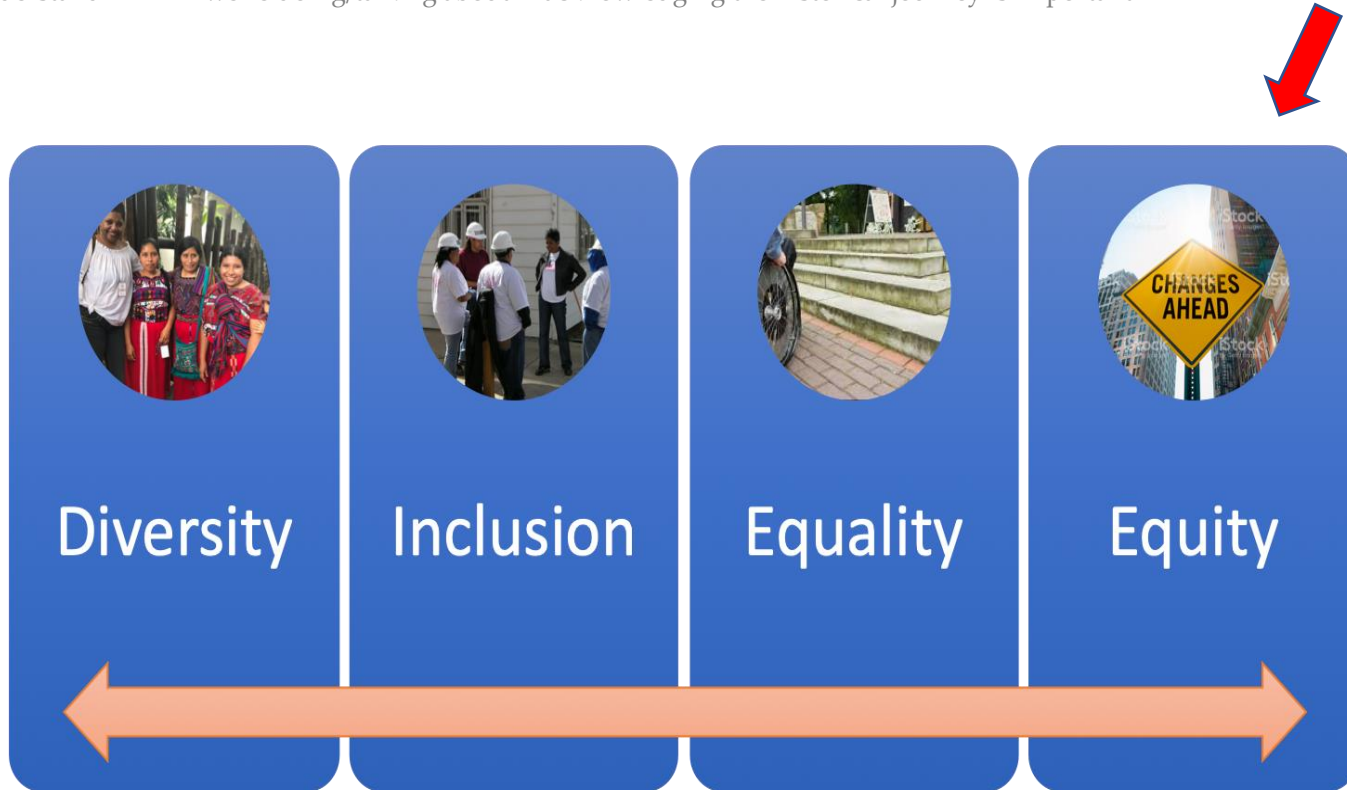
**P.S. I promise...this is not a trick question**

The distribution of resources and opportunities is neither determined nor predicted by race, racial bias or racial ideology.



# Start with this:

Let's understand **WHAT** we're doing/talking about... acknowledging the historical journey is important



Using a framework that carefully acknowledges the detrimental economic and social impact of racism from a structural and institutional frame is not beneficial only to particular groups – it benefits everyone.

By using a racial equity framework, decision-makers signal that they recognize that challenges faced by some groups ultimately and adversely affect everyone.

A **Racial Equity** focus means our work transitions from a race-neutral approach to one that is fundamentally about closing racial income, access concerns and wealth gaps.

It urges us to **reckon** with the history of America and with the role that systems (even like our own) have played in creating and perpetuating inequity.

Inequities in America are not natural.  
Nor did they happen by accident.

The racial opportunity gaps are not the result of inadvertent faults or flaws in our systems. Rather, they have been created and perpetuated by our governments and society.

The **purpose** of a racial equity lens is to be deliberately inclusive as a team makes decisions.

**It introduces a set of questions into the decision** that help the decision-makers focus on equity in both their process and outcomes.

Using a **racial equity lens** means paying disciplined attention to race and ethnicity while analyzing problems, looking for solutions and defining success.

It sharpens your insights and improves the outcomes of your work.

*It is explicit in drawing attention to the inclusion of marginalized populations, typically Black, Indigenous and People of Color and can be adapted to focus on other communities.*

A racial equity lens is less about particular groups and more about **how race shapes the allocation of power and the distribution of benefits and burdens** among all groups within society.



Equity  
Lens  
Samples



# Sample Racial Equity Lens

- Are all racial/ethnic groups who are affected by the decision we are making currently at the table? Have we heard the voices of those who are affected?
- How will the proposed decision **affect** each group?
- How will the proposed decision be **perceived by** each group?
- Does the decision advance racial equity or mitigate unintended consequences?
- **CHECK POINT:** Based on the above responses, what revisions are needed in the decision under discussion? Have we also considered other marginalized/underserved groups who might be affected?

1. What beliefs, values and assumptions (some of which will be cultural) guide how the topic is being considered?
  
2. Who is at the table?
  - Who or what informs their thinking on the issue?
  - Who is most affected by these decisions, and thus should be at the table?
  - How can they be included?
  
3. How is the decision being made?
  - What participatory structures can be added to hear from more voices, to equalize participation, and elements of consensus be used?
  
4. What assumptions are at the foundation of the issue? Be explicit in naming these and the values and cultural bases for them.
  
5. What is the likely impact?
  - Does the policy, program, or decision improve, worsen, or make no change to existing disparities? Does it result in a systemic change that addresses institutional inequity?
  - Does the policy, program, or decision produce any intentional benefits or unintended consequences for the affected groups?
  - What is the real impact likely to be for different groups who are important to the organization?
  
6. What is your decision?
  - Based on the above responses, what are the possible revisions to the policy, program, or decision under review that could address inequity/promote equity?

# Breakout Challenge #1 – Design Time

**What are the questions that are most important to have in a racial equity lens?**

## Breakout Challenge #2 - The Scenario

Should we require buildings to complete a tune-up every 5 years to improve their energy efficiency? A tune-up would include adjusting operating hours in the control system to optimize lighting, ventilation, heating and cooling.

We need people to [ultimately] ditch the lens and get **equity lasik**. We want folks looking through an equity framework all the time, not just when it's convenient or popular or political.

-Equity in Education Coalition (WA)

# Equity Workgroup

Jennifer Gremmert

Jonathan Cappelli

Ariana Gonzalez

Monique M. Dyers

Aaron Martinez

Eddie Bustamante

Jenny Willford

Sergio Cordova

Angie Fletcher

What's happened:

- Met February 11<sup>th</sup> with Dwinita to help us prepare for this Equity Workshop

What's next:

- Meeting March 4<sup>th</sup> with Dwinita to refine the equity lens from today and to plan their next steps on how to ensure we always use the lens.

# Workforce Workgroup

Stephen Shepard

Jennie Gonzales

Eddie Bustamante

Sergio Cordova

Mike Kruger

Jenny Willford

Frank Arellano

What's happened:

- Met January 28<sup>th</sup>. Shared what is top of mind around Workforce for you to get to consensus on a building performance policy.

What's next:

- Meeting March 1<sup>st</sup> to refine draft workplan for the group and next steps proposed by the City and consultants based on what we heard in the first meeting.



# Climate Solutions Workgroup

Sergio Cordova

Jonathan Cappelli

Jennie Gonzales

Christine Brinker

Steve Morgan

Ariana Gonzalez

Aaron Martinez

Celeste Cizik

Mike Kruger (maybe)

Scott Prestidge

What's happened:

- No meetings yet.

What's next:

- Doodle poll coming soon to schedule meetings ~March 22<sup>nd</sup> and ~ April 6<sup>th</sup> to help us prepare for the April meeting.

# Task Force Draft Schedule – What's next

