

## CAP Cohort Equity Training Notes

January 10<sup>th</sup>, 2023

### Group Q & A Discussion after Megan's Presentation

- What is the difference between EDI v. DEI?
  - Canada v. US terminology
- Challenges that Megan has heard, based on communities that have done this:
  - Fear – fear of getting it wrong, fear of tackling a big issue
  - Timing – the timing of DEI work, the conversations that need to happen, are on a much longer timescale than specific planning projects, like CAPs
  - Current structures for planning and municipal processes are not conducive to DEI work
- The FAR process – was that developed as part of ICLEI's process, and how can that be applied to community engagement?
  - Megan worked w/ University of McGill and Waterloo researchers in the EDI space. The FAR term was already commonly used in that space (academic), but not in municipal planning structures or what municipal staff were used to/had experience with. So, ICLEI was focused on bringing that concept from the academic world into municipal planning & governance
- Can you share a couple of other specific examples with us (other than the charging stations) of how DEI has been applied in mitigation or adaptation planning?
  - Vancouver has done a lot of work in this space. They've been engaging vulnerable communities in their adaptation work for some time b/c they knew they had a lot of vulnerable populations (people living outdoors, etc.), so they've done a lot to engage those communities.
  - Waterloo example (EV charging station siting so that they are more accessible to vulnerable populations) is the most well-documented – early to consult with groups and engage the local university for assistance. An NGO leads the Waterloo climate planning process, not the municipality.
  - Burlington, VT implemented rental performance standards – The city of Burlington, VT passed a [Rental Weatherization ordinance](#) requiring high energy use rental properties to complete weatherization upgrades or face fines.
  - Energy poverty tool developed using nation-wide data (Canada) where any municipality can look at energy poverty info within their locality (looks at what % of income is being spent on energy)
  - Jake: Another local example maybe from MCHT
    - <https://www.mcht.org/story/conservation-gets-creative-on-mdi/>
    - Combining affordable housing on MDI and salt marsh migration conservation efforts. Used conservation effort to provide space for affordable housing.
- When you speak on discomfort: do your resources focus discomfort experienced by municipal leaders during this process, or overcoming the discomfort socially vulnerable groups may feel communicating with local leaders?

- The resource is geared toward municipal staff and does try to address the issue of discomfort around the issue of DEI

#### Breakout Room Debrief

- Tom - Biddeford
  - The task force shouldn't expect to have perfect relationships built at the end of this process. This is a part of the long-term, ongoing process of building trust and relationships in the community and learning about local DEI considerations.
  - Challenge: Not knowing who the vulnerable communities are and how to figure out who they are.
    - Could leverage existing community services who have trusted relationships with these groups to connect with vulnerable populations
  - The Wheel of Power and Privilege has the potential to be viewed as isolating if presented in a public setting
- Karina - Kennebunkport
  - The task force doesn't know who the vulnerable populations are, but they know who knows them and can work with these folks to connect with the vulnerable populations to ensure that they are accounted for and included in the process.
  - Federal funding from DOE, FEME, etc. is tied to equity so strategies need to take DEI into consideration to take advantage of this funding
  - Opportunistically, having a better understanding of vulnerable populations in the community will help with funding opportunities
    - Kennebunkport looks pretty homogenous at first glance so a deeper understanding of differences and inequities is needed
  - Discussed the tension of needing to get things accomplished now (especially after the storm) without leaving people behind or leaving them out of the plan
  - Moving forward the task force can try to make sure equity is incorporated into all decision making processes
    - Doing work through a equity lens will maximize the opportunities for everyone in the community
- Abbie - Kittery and Kennebunk
  - Challenge: Knowing who to engage and what the vulnerable population are, especially in a community with more homogenous demographic, and how to engage these populations.
  - How to apply DEI considerations to CAP work is also challenge
  - In municipalities decisions are often being made by an older population that is think on a different timeframe than the younger population. How can we engage younger people and to ensure decisions are made on their timelines as well.
  - Engaging lower income populations in the community
  - Understanding challenges and barriers those populations are facing. Address barriers to entry for the strategies. i.e. Weatherizing their home when they may have limited time, disposable income, or inclination/capacity/time to fill out paperwork to access rebates.
  - Consider our own lived experiences and put ourselves in the shoes of our past selves or our friends and families to consider how strategies would impact us.