

Climate Action Plan - Community Advisory Committee

May 30, 2019 12:00 – 2:30 pm

300 Laporte – CIC Room

Anticipated Meeting Results: CAC Members will...

- Continue getting to know each other and understand the impact of the CAC's work
- Be introduced to the City's work to date on equity and inclusion and begin developing a shared understanding of terms in this space
- Leverage best practices from other communities and feedback from community engagement to date, discuss and offer feedback to staff on how to lead with equity in the updates to the CAP/EP/RTZW planning efforts with community engagement, as a City, and in the CAC

Attendees:

CAC Members (attendees in bold):

- **Stacey Baumgarn, Colorado State University**
- **Rose Lew, Fort Collins Sustainability Group**
- **Evelyn Carpenter, Solas Energy Consulting**
- **Todd Dangerfield, Downtown Development Authority**
- Scott Denning, Colorado State University
- Javier Echeverria Diaz –Motherlove Herbal Company and farmer
- **Ann Hutchinson, Fort Collins Area Chamber**
- **Fred Kirsch, Community for Sustainable Energy**
- **Steve Kuehneman, CARE Housing**
- **Lisa Leveillee, First National Bank**
- **Ben Lucas – Learfield/Colorado State University**
- Sheble McConnellogue, Northern Colorado Clean Cities
- **Molly McLaughlin, Colorado State University**
- **Dawn Paepke, Kaiser Permanente**
- Todd Parker, Brinkman Development
- **Amanda Probst – Homeschool mom**
- **Jean Runyon, Front Range Community College**
- Patrick Shyvers – Advanced Micro Devices
- Bruno Sobral, One Health Institute, CSU
- **Dimitris Stevis – Colorado State University**
- **Trudy Trimbath, Poudre School District**
- **Dana Villeneuve, New Belgium Brewing**

Staff Members: Lindsay Ex, Janet Freeman, Molly Saylor, Jensen Morgan, Jeff Mihelich, John Phelan, Lucinda Smith, Carolyn Conant, Honoré Depew, Katy McLaren, Pete Iengo

Facilitators: Chris Hutchison, Diana Hutchinson

Community members: Dale Adamy, Nick Michell

Notes

Introductions and Updates (*Inform*)

(Chris Hutchinson, Lindsay Ex, CAC Members)

- Introductions, purpose and ground rules reminder and additions for this meeting
 - Lindsay noted that, to our knowledge, while other plans have embedded equity into their work at the City, e.g., City Plan, FoCo Creates, this is the first time we'll be comprehensively leading with equity. This of course means we'll be on the leading edge, so we'll make mistakes and we'll need the CAC more than ever to help point these out to staff and help us all learn together in this space

- Lindsay highlighted some of the impacts based on previous CAC meetings
- Some CAC members were involved in the design meeting for the CAC meeting

Equity and Inclusion – Overall Terms and the City’s work in this space (*Inform*) (Janet Freeman, CAC Members)

- Purpose: Gain exposure via an overview of what is meant by equity and inclusion from a local government perspective and an introduction to what the City and community have already done in the equity space, and where this work is heading
 - Equity vs. Equality definition
 - City striving to have support to attain equitable outcomes.
 - Racism – need to name the problem to be able to address it. Example of #MeToo movement as a way to highlight an old challenge that is now being talked about more.
 - Focusing on making improvements for one or two dimensions, such a race, will have benefits for other marginalized groups.
 - CAC comment: It can be hard to see what the City is doing for internal quality of work environment vs. what they are saying citizens should be doing, especially on the website. Would be helpful to clarify.
 - CAC question: If we say we are centering this work with race, does that mean we stop working on the other dimensions of diversity?
 - Lindsay: No, not all (and Janet referred the group back to the City’s Strategic Plan which specifically highlights other dimensions of diversity). Instead, what we’re learning from other cities and best practices in this space is that if we lead with race, it’s the most inclusive way to address the other dimensions of diversity. But it’s really an “and,” we keep doing the important work to address all dimensions of diversity, including race, income, gender, etc.
 - CAC question: on the equity service slide, it notes equitable treatment – how is that different than equitable outcomes?
 - Janet: Noted that it’s about process and outcomes. Can clarify if helpful moving forward.

CAP CAC Group discussion:

- *What are the key differences between individual, institutional, and structural racism?*
 - Institutional/structural racism have stronger power and greater reach than individual
 - There is a reinforcing cycle. For example, we have a structure of charter schools, within which individuals can make choices to attend a school, which reinforces the segregation / racism.
 - Focus on just race can leave out other important dimensions. What about the socio-economic area? It seems like this is a bigger area in Fort Collins.
- *What examples of the following policies and biases have you or your stakeholders observed within City government or in our community?*
 - Institutional/explicit (policies which explicitly discriminate against a group)
 - U+2 – explicit institutional discrimination based on family stats
 - Institutional/implicit (policies that negatively impact one group unintentionally)
 - Housing vouchers (section 8) – can be both structural and individual
 - Hiring practices can be at all levels
 - Electricity Time of Day – A CAC member asked about whether the TOD rates were analyzed for potential negative impacts to specific customer segments.
 - Individual/explicit (prejudice in action – discrimination)
 - Individual/implicit (unconscious attitudes and beliefs)
 - Housing vouchers (section 8) – can be both structural and individual
 - Hiring practices can be at all levels
 - City staffer making derogatory comments about an older car, implied judgement about economic class

Applying Equity and Inclusion to the Climate Action Plan/Energy Policy/Road to Zero Waste Planning Processes and the CAC Going Forward (*Involve*)

(Lindsay, Molly Saylor, John Phelan, Honoré Depew, CAC Members)

- Reviewed best practices for embedding equity and inclusion into climate action efforts from cities across the U.S. and globally. Shared the major themes from community engagement efforts to date
- **CAP CAC Group discussion:**
 - ***Where do we see ourselves now with our climate action efforts – within the community, the City, as a CAC?***
 - Community is high support, moderate awareness, low action
 - Kudos to CAC group for calling out need for Spanish-language focus
 - Gentrification occurring, this is related to CAP (if you can't live here, then you increase vehicle miles traveled and transportation costs and emissions)
 - Climate Action planning is pretty well baked in at City level, CAC has been raising questions about equity. But at community level, realize that not everyone is at the same level of awareness of Climate Action Plan, for example those who recently moved here. Need to continue viewing this work as new when in the community.
 - Some of strategies can be elitist/different impact to different people in community.
 - Are we “bolting” equity onto CAP? Or are we really leading with equity?
 - Some people say, “it doesn’t matter, I’ll just pay more. Others need to make changes.”
 - Is riding the bus an opportunity or a punishment for those who don’t have other options? Can be both, e.g., going from CSU to downtown or vice versa.
 - Additional notes from facilitators and/or follow-up emails:
 - Recognition that the community is in a good place for moving forward with policies related to climate action and being more inclusive
 - Discussed that there are significant perceptions about imbalance in the community, e.g., northern schools versus southern schools
 - Acknowledged that the City is really walking the walk in this space
 - Messaging has been challenging but is improving
 - Noted that with Take Two, struggled with translations to all populations – great to see this changing with Shift
 - Need for more focus on individual benefits
 - The current climate action plan is strong. Perhaps we can just keep the overall plan and analyze the strategies with an equity lens. The current strategies disproportionately affect the people in our community.
 - ***With what we now know, what do we want to do with our climate action efforts moving forward - within the community; within the City; as a CAC?***
 - Bake equity into CAP to make sure it is integrated in rather than added on. (example of quality of bike lanes added in vs. designed in). We might need to completely rethink how we do things from the very beginning.
 - Find where people go anyway and meet them there to communicate with them or get their inputs. Map groups/segments within our community – where do they worship, eat, work, etc.
 - Go back through current strategies with an equity lens.
 - Increase diversity in room of CAC to get more voices.
 - Get data to evaluate how effective we are with programs we already have (i.e. community solar – how inclusive is that? It seems more inclusive, but is it? Again recognizing all dimensions of diversity)
 - Reframe: Climate action = Opportunity
 - We don’t want to lose that we are still trying to reduce GHGs, even as we bring in equity; don’t want people to think we have given up if we talk about adaptation and resilience.

- For example, there are ambitious goals around energy efficiency and main focus has been most GHG reduced for the buck...if they are reframed around being more equitable, are we okay with evaluating the goals? How will we navigate this tension?
- Who defines metrics and indicators around equity? How do we get common definitions and understanding? Can we involve our community in defining these metrics and indicators of equity in our community.
- Look at Portland model shifting who/what is at the center and what is serving that. Affordability, safety, health became central rather than peripheral.
- Use an equity tool to figure out the right questions to ask.
- Additional notes from facilitators and/or follow-up emails:
 - Increase outreach to school, e.g., a month-long challenge
 - How can we make existing programs more accessible, e.g., CityWorks and similar programs
 - How do leverage neighborhoods in the equity and resilience space. Neighbors are the “true first responders” to any situation. Can we increase capacity of Sustainable Neighborhoods? This is a great program!
 - Who is speaking is just as important as what is being said (with regards to CAP and community engagement)
 - At minimum, cause no harm with new actions; be careful not to incentivize actions that could have unintended consequences
 - Bring in guest speakers to CAC to hear different voices/perspectives
 - Gain more clarity around expectations of how CAP/EP/RTZW update will impact racial equity – it probably won’t solve it

Next Steps (Collaborate)

(Chris Hutchinson, Lindsay Ex, CAC Members)

- Continue
 - Reminder/focus on why we are here
 - Facilitation by city staff in small groups
 - Opportunity for communication with each other
 - Hearing about what impacts we have made in previous CAC meetings
 - Prewrite was helpful. Continue case studies from other cities.
 - Involving CAC members in pre-design
- Stop/Start (Change)
 - Better sticky pads
 - **Coffee**
 - More discussion on how much racism is a proxy for other kinds of discrimination like economic, general questioning in this space and need to bring additional data to the table.
 - Relationship of this to waste program
 - Guest speakers from other impacted communities/get other diverse perspectives
 - Explicit stories, for example where the City found explicit racism and resolved it
 - Hear about other opportunities to discuss these topics beyond quarterly CAC meetings
 - Close the loop on this topic
- Q3 2019 Meeting Preview - will do a doodle poll as the original date needs to change. Topic will be announced based on group priorities.