

May 30, 2019 CAC Meeting Agenda

- 12:00 – 12:15** **Introductions & Updates (*Inform*)**
(Chris Hutchinson, Lindsay Ex, CAC Members)
- 12:15 – 1:10** **Equity and Inclusion Introduction (*Inform*)**
(Janet Freeman, CAC Members)
- 1:10 – 1:20** ***Brief Break***
- 1:20 – 2:20** **Applying Equity and Inclusion to the CAP/EP/RTZW Plans (*Involve*)**
(Lindsay Ex, Molly Saylor, Chris Hutchinson, CAC Members)
- 2:20 – 2:30** **Next Steps (*Collaborate*)**
(Chris Hutchinson, Lindsay Ex, CAC Members)

Introductions and Grounding (Inform)

- Introductions
- Review of meeting agreements
- CAC Impact



What is CAC's role?



- **Purpose:**
 - Short-term: Advise staff on 2020 implementation
 - Long-term: Overall feedback on long-term strategies; represent entire community in identifying opportunities & barriers as strategies are discussed, evaluated, and implemented
- Meet quarterly
- 20+ members
- Diverse perspectives

Ground Rules

- Everyone's voice should be heard (speak once, give space)
- Be on time, use it wisely
- Challenge ideas, not people
- Respect
- Celebrate accomplishments along the way

Proposed Additions for Today

- Speak from personal experiences
- Lead with inquiry
- Value diverse perspectives
- Get comfortable with discomfort
- Acknowledge the difference between intent and impact
- Maintain confidentiality

Meeting	What We Covered	What this Impacted
Q1 2019 (January)	<ul style="list-style-type: none"> - City Plan, TMP - CAP/EP/RTZW Engagement - Shift Campaign 	<ul style="list-style-type: none"> - Made connections, add in context/linkages - Basis for future engagement efforts/process design - Made more personal / fun; engaged Spanish-speaking community
Q2 2019 (May)	<ul style="list-style-type: none"> - Equity and Inclusion Intro - Application of E&I to CAP/EP/RTZW Updates 	<ul style="list-style-type: none"> - “Level set” amongst CAC members - Design of the CAP/EP/RTZW planning processes and outcomes
Q3 2019 (August)	<ul style="list-style-type: none"> - Council WS Debrief - CAP/EP/RTZW Update - Adt’l Focus TBD 	<ul style="list-style-type: none"> - TBD
Q3 2018 (October)	<ul style="list-style-type: none"> - Focus TBD 	<ul style="list-style-type: none"> - TBD

Where We're Heading: 2019 Topics

# Interested	Topic	CAC Member Support	Proposed Date
15	Equity/Inclusion and CAP	Dawn, Jean, Steve K, Bruno	May (tentative)
13	Climate Economy	Ann, Fred	
13	Climate Action Plan and Energy Policy Update	Stacey, Evelyn, Jean, Fred	February, May, August, October
13	Renewable Energy Supply and Distribution	Evelyn, Steve K, Fred, Dana V	
11	Building Stock and Efficiency	Todd D, Fred	
9	Engaging with Larimer County	Bruno	
8	City Plan		February
8	Strategic Electrification	Scott D, Evelyn	
8	Messaging and Engagement	Molly, Scott D, Jean	February (with more opportunities)
8	Adaptation and Resilience	Rose, Jean	
8	Performance Measurement	Jean	
7	Regional Wasteshed Planning		
7	Futuring of Fort Collins	Jean	
6	Business participation and impact	Ann H, Lisa	
6	Progress on CAP Goals	Stacey	May
5	Electric Vehicles	Scott D, Sheble	
4	Transportation Overview		
3	Municipal Goals		
3	Water Constraints	Dana, Molly	

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1:10 – 1:20 Brief Break

1:20 – 2:20 Applying Equity and Inclusion to the CAP/EP/RTZW Plans (*Involve*)
(Lindsay Ex, Molly Saylor, CAC Members)

2:20 – 2:30 Next Steps (*Collaborate*)
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Equity and Inclusion Introduction

- 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

CAC Feedback will: Be leveraged to guide the main workshop activity

**Assignment 1: Review the City's E&I website, watch the USDN video, respond to the two questions*



Process and outcome both

Process = policies, tools and programs that ensure equal access.

Outcome = everyone has what *they* need to thrive.





Our systems carry important and **documented inequities** based on **race, income, gender, and more.**



We strive to provide **inclusive** and **equitable** service to all customers.

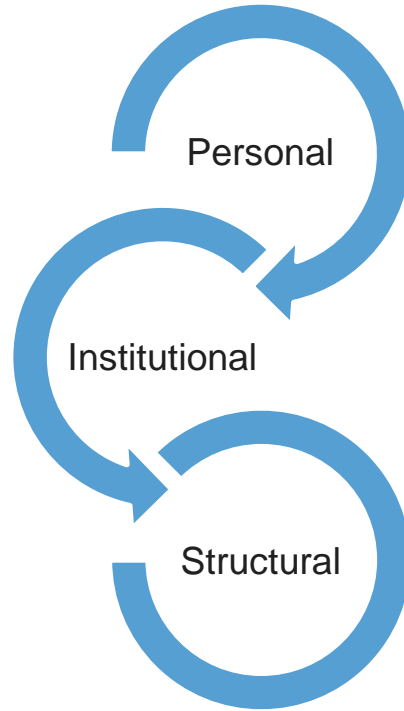


Some **individuals** or **communities** may need different levels of **support** to gain **equitable treatment.**

RACISM



Barriers to Racial Equity



Infrastructure

- Impacts of built environment
- Housing affordability
- Transportation

Economic Impacts

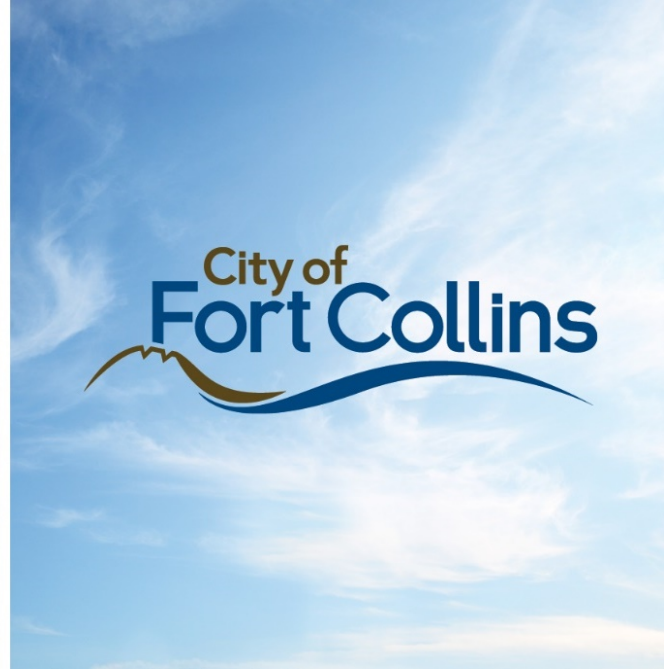
- Difficulty attracting/retaining people of color
- Underemployment
- Lack of representation for top talent of color





Social Inclusion

- CSU faculty of color - attrition owed to community experiences
- Lack of bystander intervention
- Bias-motivated crimes
- Immigrant communities
- PSD & CSU students
 - Bullying, international students more comfortable on campus



Triple Bottom Line:
Economics, Environment, Equity

A festive night scene with people and children at a holiday event. In the background, there are blurred lights and people. In the foreground, several children are sitting on a red bench. One child is wearing a blue hat with a white pom-pom. Another child is wearing a blue and white striped shirt. A third child is wearing a blue and white striped shirt and blue pants. A fourth child is wearing a blue and white striped shirt and blue pants. A fifth child is wearing a blue and white striped shirt and blue pants. A sixth child is wearing a blue and white striped shirt and blue pants. A seventh child is wearing a blue and white striped shirt and blue pants. A eighth child is wearing a blue and white striped shirt and blue pants. A ninth child is wearing a blue and white striped shirt and blue pants. A tenth child is wearing a blue and white striped shirt and blue pants. A eleventh child is wearing a blue and white striped shirt and blue pants. 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City's Strategic Plan Objectives related to Equity and Inclusion:

Co-create a more inclusive and equitable community that promotes unity and honors diversity.

Broaden methods of community engagement with additional consideration to diverse backgrounds, languages and needs.

Improve accessibility to City and community programs and services to low- and moderate-income populations.

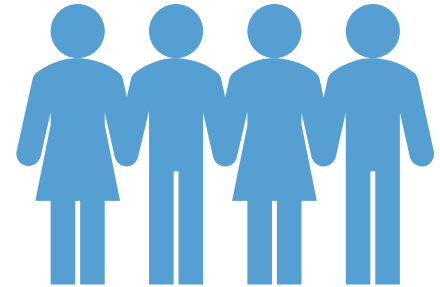
Equitable and inclusive workplace culture

Consistent inclusive messaging

Diversify voices that inform our processes

Events that foster meaningful engagement
and help leverage our diversity

Enhance organizational capacity



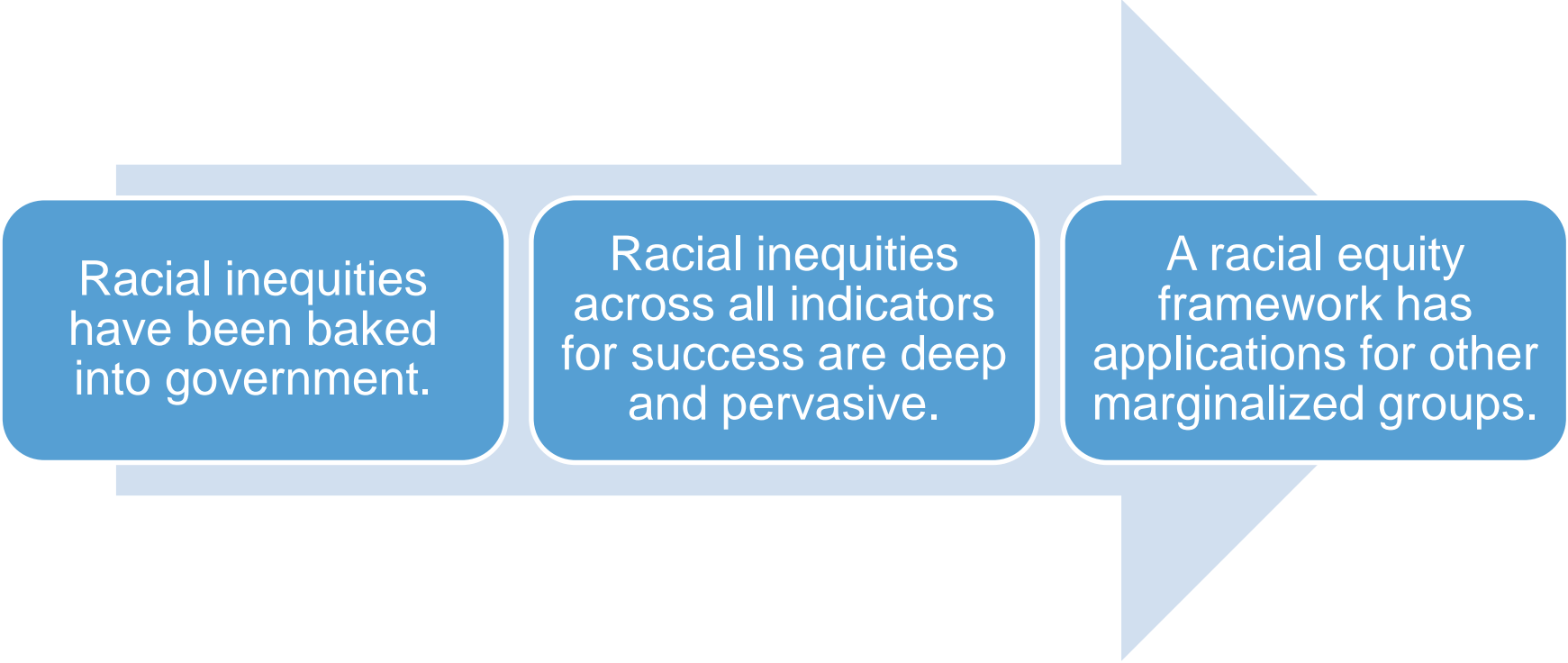
Government Alliance on Race and Equity (GARE)

A black and white photograph of a diverse group of people, mostly women, sitting in rows and looking towards the left side of the frame, suggesting they are at a public meeting or conference.

The **Government Alliance on Race and Equity (GARE)** is a national network of government working to achieve racial equity and advance opportunities for all.

GARE is a joint project of the [new Race Forward](#) and the [Haas Institute for a Fair and Inclusive Society](#).

Member since 2017
1st Colorado jurisdiction to join

A diagram consisting of three blue rounded rectangular boxes arranged horizontally, connected by a large, light blue arrow pointing from left to right. The first box contains the text "Racial inequities have been baked into government." The second box contains the text "Racial inequities across all indicators for success are deep and pervasive." The third box contains the text "A racial equity framework has applications for other marginalized groups."

Racial inequities
have been baked
into government.

Racial inequities
across all indicators
for success are deep
and pervasive.

A racial equity
framework has
applications for other
marginalized groups.

Equity and Inclusion: Council Priority



Equity Lens for all projects,
programs and policies

Equity metrics and indicators

Anti-discrimination Resolution

01

Start with a desired result:
“All high school students in Fort Collins graduate.”

02

Collect data to see how matching to vision

03

Perform root cause analysis to determine systemic reason for disparity

04

Fix the system!

What are the key differences between individual, institutional, and structural racism?

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)
- Institutional/implicit (policies that negatively impact one group unintentionally)
- Individual/explicit (prejudice in action – discrimination)
- Individual/implicit (unconscious attitudes and beliefs)

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Applying Equity and Inclusion to the Climate Action Plan + Energy Policy & Road to Zero Waste Plan Updates

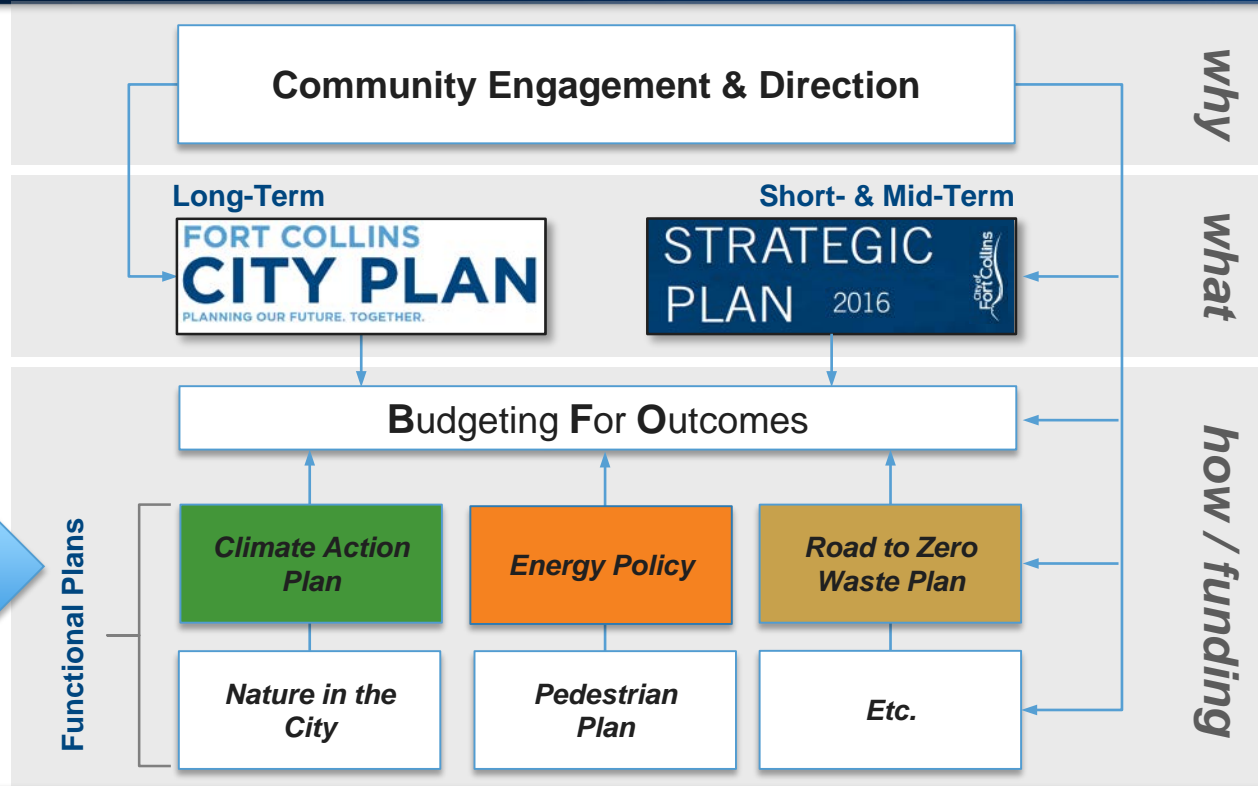
- Review of best practices for embedding equity and inclusion into climate action efforts from cities across the U.S. and globally. Share the major themes from community engagement efforts to date
- Discuss how the best practices from other communities, overall themes, and introduction to equity and inclusion can guide the CAC and staff's efforts on the planning processes.

CAC Feedback will: Guide community engagement efforts for the planning

**Assignment 2: Review the feedback heard to date, best practices summary and respond to the questions on page 3*

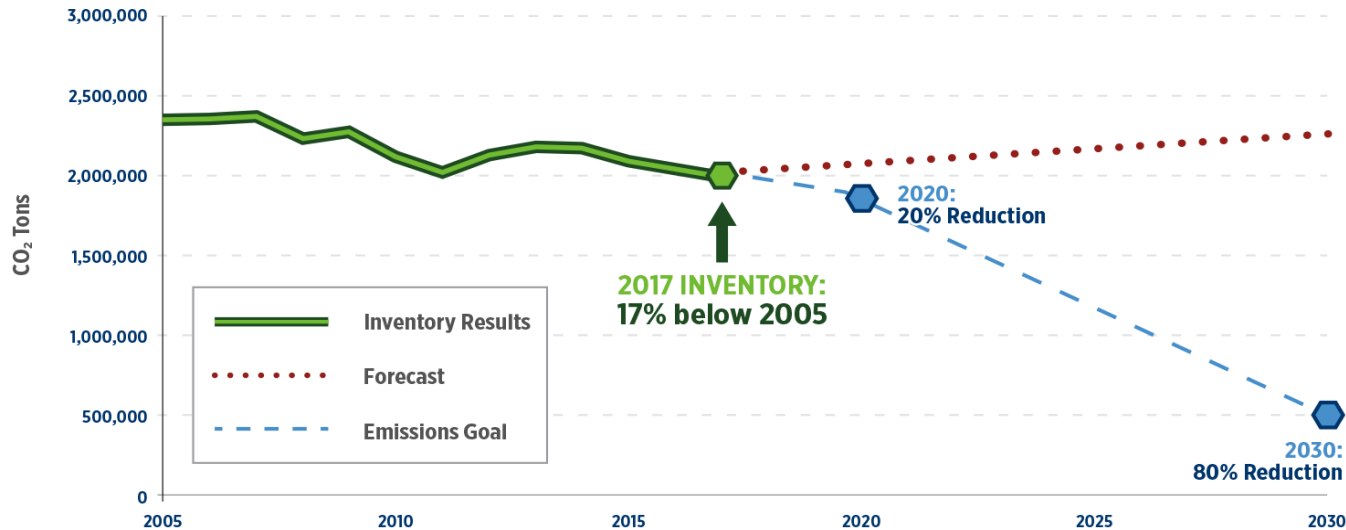


Where do these plans fit?



What was funded/is happening

- **Offer 43.12** – 2030 Climate Action and Energy Policy Update (General Fund and Light & Power Fund, \$120K over two years)
- **Offer 43.10** – Road to Zero Waste Plan Update (KFCG, \$30K over two years)
- **Platte River** Integrated Resource Plan Update



Historical Versus Current Approach

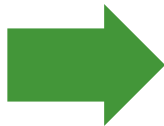
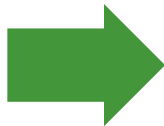
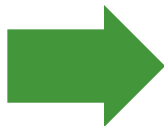
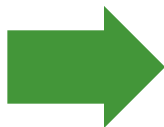
Can we?

Individuals plans and engagement

Variety of timeframes

Focus on reducing emissions

Technical analyses



How can we?

Combined process

Timeframes aligned

Resilience, equity and reducing

Engagement + Technical

Community Outreach to Date

If the planning processes were successful...

1. How would residents be engaged?
2. How would businesses be engaged?
3. How would initiatives to achieve the 2030 goals be selected?

- CAP Community Advisory Comm.
- Energy Board
- Chamber LLAC
- Youth Advisory Board
- Natural Resources Advisory Board



Community Outreach to Date

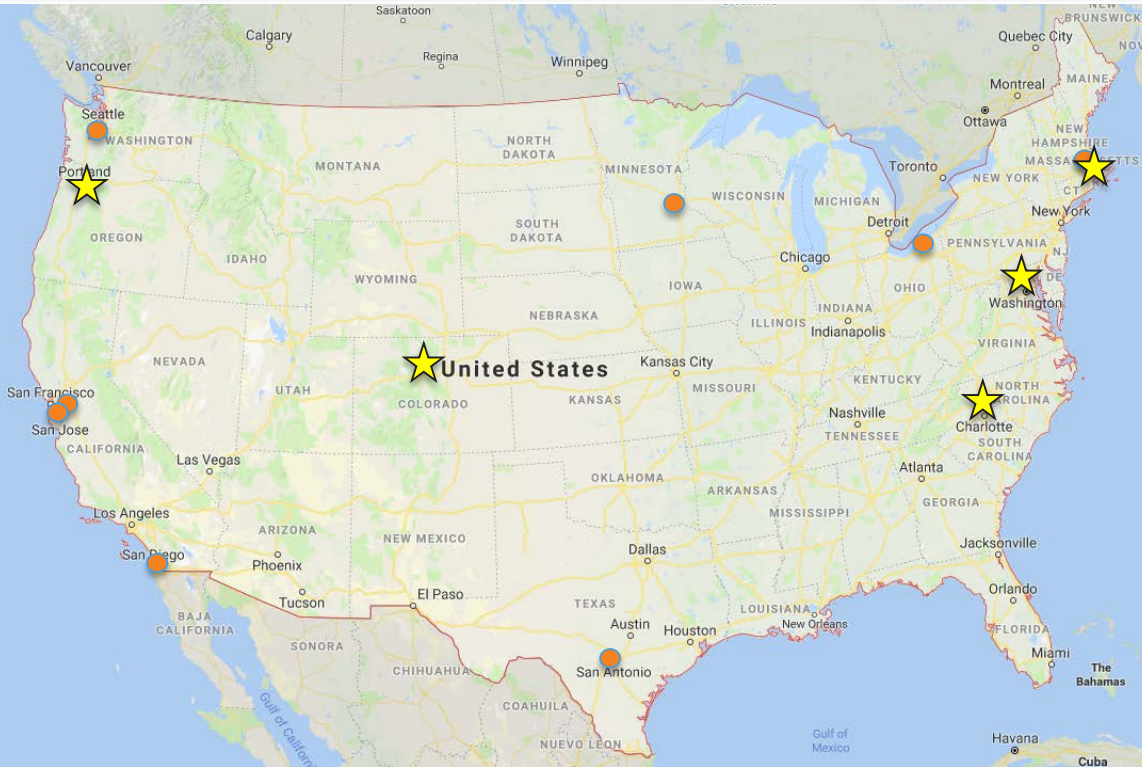
	Overall Themes	More Specific Perspectives
Planning Processes	<ul style="list-style-type: none"> • Understand the audience and go to them • Who leads the engagement is just as important as the process 	<ul style="list-style-type: none"> • Ensure a variety of community members are engaged in the process • Peer to peer engagement • Bring in experts to lead • Communicate the “why”
Planning Outcomes	<ul style="list-style-type: none"> • Match storytelling to the audience – ensure relevancy of the final plan • Show the benefits, both from a TBL perspective and from an individual lens • Be transparent about the plan process 	<ul style="list-style-type: none"> • See businesses & residents in the final plan • Beyond GHG reductions • Illustrate residents & businesses are being heard
Final Plan Strategies	<ul style="list-style-type: none"> • Diversity / Variety of pathways • ROI and tradeoffs • Strategies build in the dynamic nature of climate work 	<ul style="list-style-type: none"> • Honor community’s diversity • Preference for voluntary strategies • Be clear on who benefits and who does not

In Action: Equity and CAP

1. Prepare
2. Develop Capacity
3. Frame Goals and Mission
4. Planning & Community Engagement
5. Broad Support & Leadership
6. List of Strategies
7. Measures for Progress
8. Build Relationships and Collaborate

Climate Action Planning Goal	Best Practices and Examples
Prepare to Center Equity in Climate Action Planning	<p>Ensure Local Government Leaders Are Committed to Centering Equity in Climate Action Planning: They should want to address the disproportionate impact of racism on local communities of color and other discrimination and ensure Communities of Color and other marginalized groups are partners in the climate planning process. Boston's 2011 CAP update states that the climate action plan should not exacerbate existing social and economic inequalities and should, whenever possible, contribute to reducing those inequalities.</p> <p>Note: Includes reaching a decision about the degree to which the CAP development will consult with Communities of Color or be a community driven planning process with Communities of Color as equal partners and how it will be explicit about race.¹ Portland shared its history of racism and racial disparities up front and center.</p> <p>Identify Current Community Partners Who Can Help With Early Planning: Reach out to people representing communities of color with whom you or colleagues have built relationships and trust. If you do not have these relationships, take time to reach out, listen, address trust gaps, and build relationships and capacity in COC to engage in the CAP. Learn about grassroots work, organizing, framing, research, and leadership development that is already happening in COC around climate action.²</p> <p>Assess Community Readiness and Trauma: Key questions to include: how do we acknowledge and address historical trauma of impacted communities throughout the planning process? How can we effectively navigate and transform the violence that is inherent in overly technical processes?³</p> <p>Create Contract Language to Ensure All Contracts Include Capacity for Community Engagement: Contracts should include funds for community-based meetings, food, interpreters, and childcare. Contract should prioritize use of community vendors.</p> <p>Develop a Shared Definition of Equity For the Team, Consultants, and Key Community Partners: To develop a shared concept of "equity," Portland's Equity Working Group enlisted the help of a tool developed by Multnomah County, the 4-P Analysis, which helps groups develop their own equity lens for a particular policy issue. The City of Portland also hired a professor to perform an equity assessment to identify gaps and missed opportunities in addressing equity in the City's previous climate plan.</p>

In Action: Equity and CAP



Grounding:

- Examples from around U.S., including Fort Collins!
- Learning is ongoing.
- Examples are not comprehensive and show only one piece of the work.

In Action: Equity and CAP

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FORT COLLINS CITY PLAN

PLANNING OUR FUTURE. TOGETHER.

April 16, 2019



CSU Institute for the
Built Environment



Family Leadership Training Institute



Legos help people discuss the best locations for additional housing in Fort Collins. Photo credit: CPD

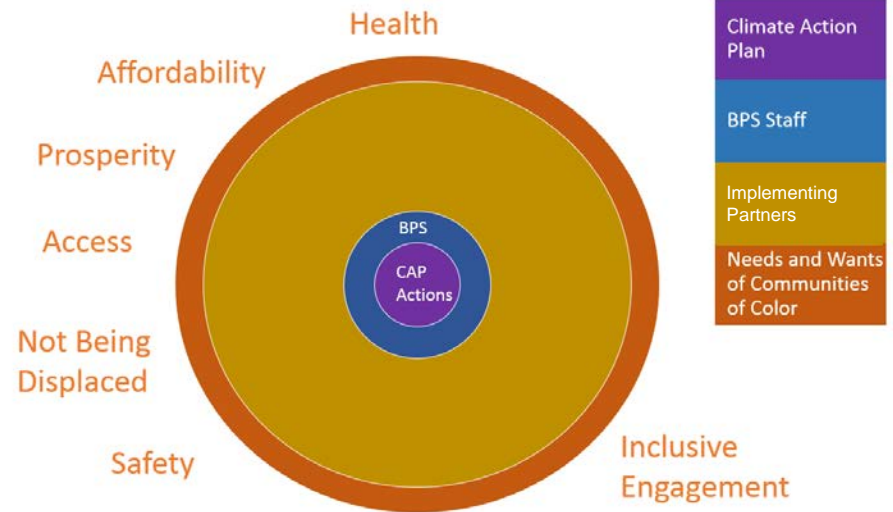


Participants complete an activity at a Spanish-language City Plan event. Photo credit: L'Ancla

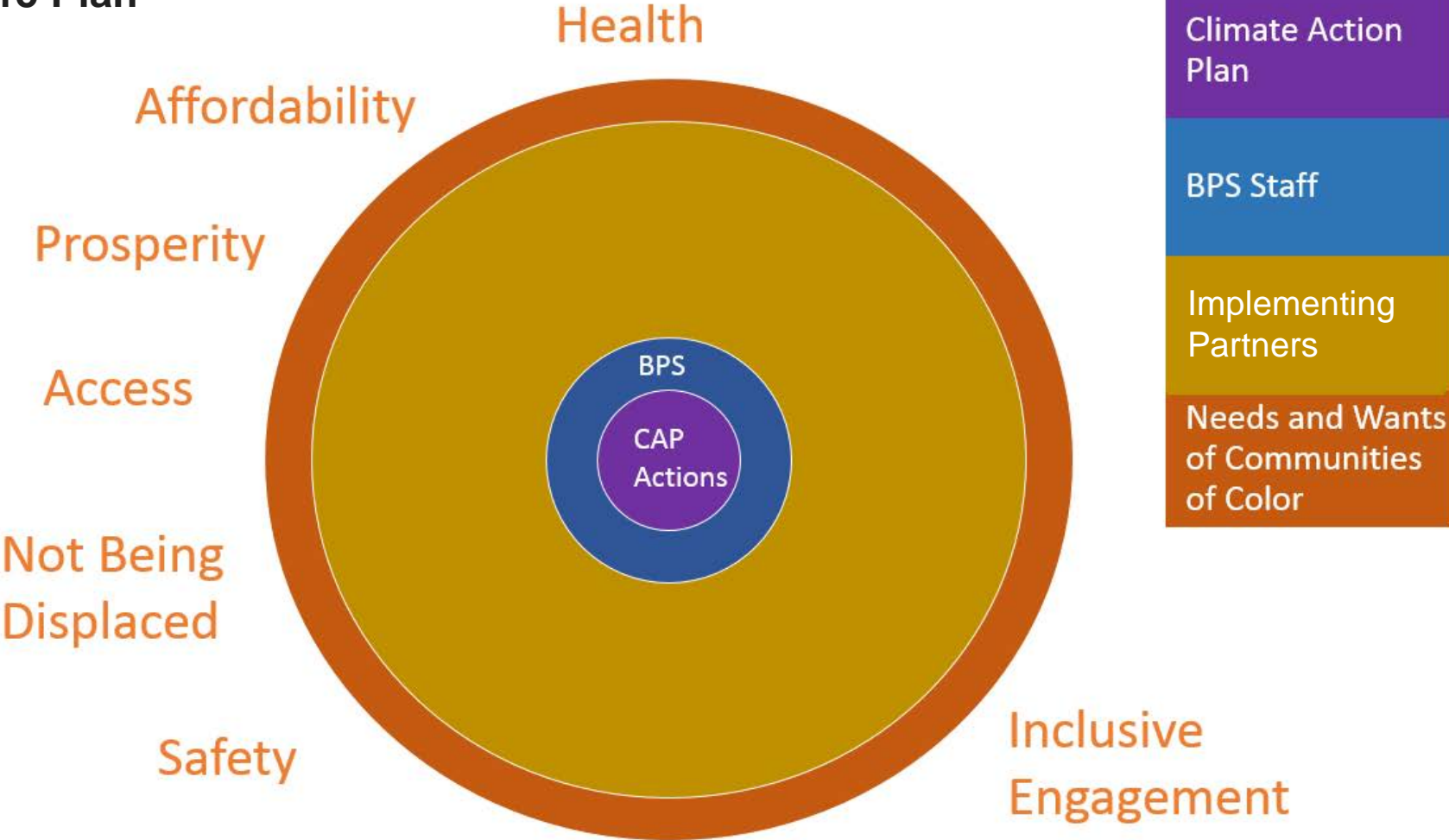
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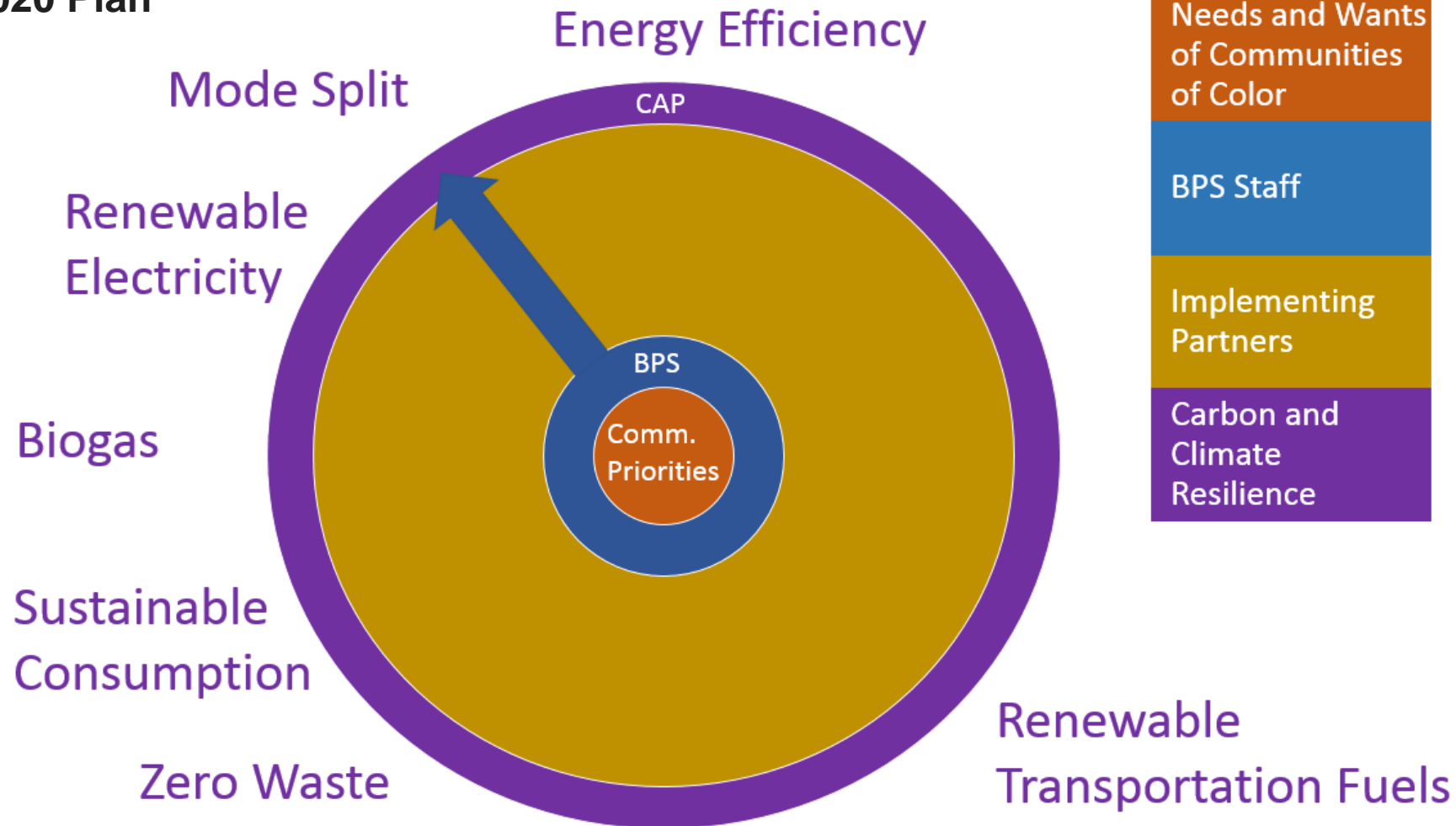
2015 Plan



2015 Plan



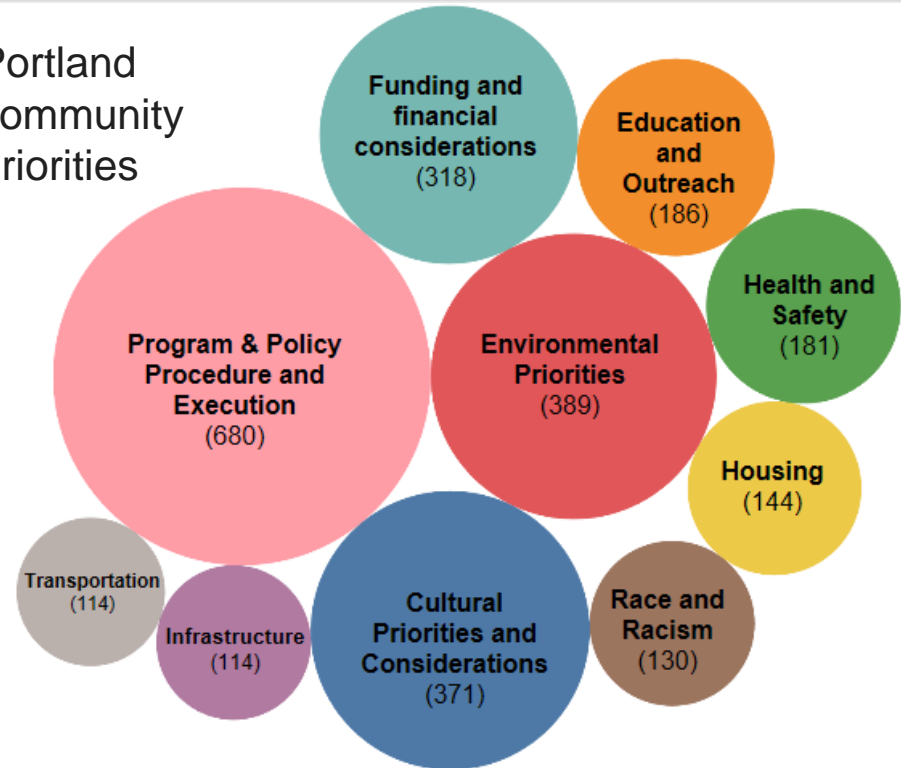
2020 Plan



In Action: Equity and CAP

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- 4. *Planning & Community Engagement***
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Portland
community
priorities



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July/Sept. – Trained
community leaders in
Energy Democracy



Feb./March - REJC &
community leaders
refine actions



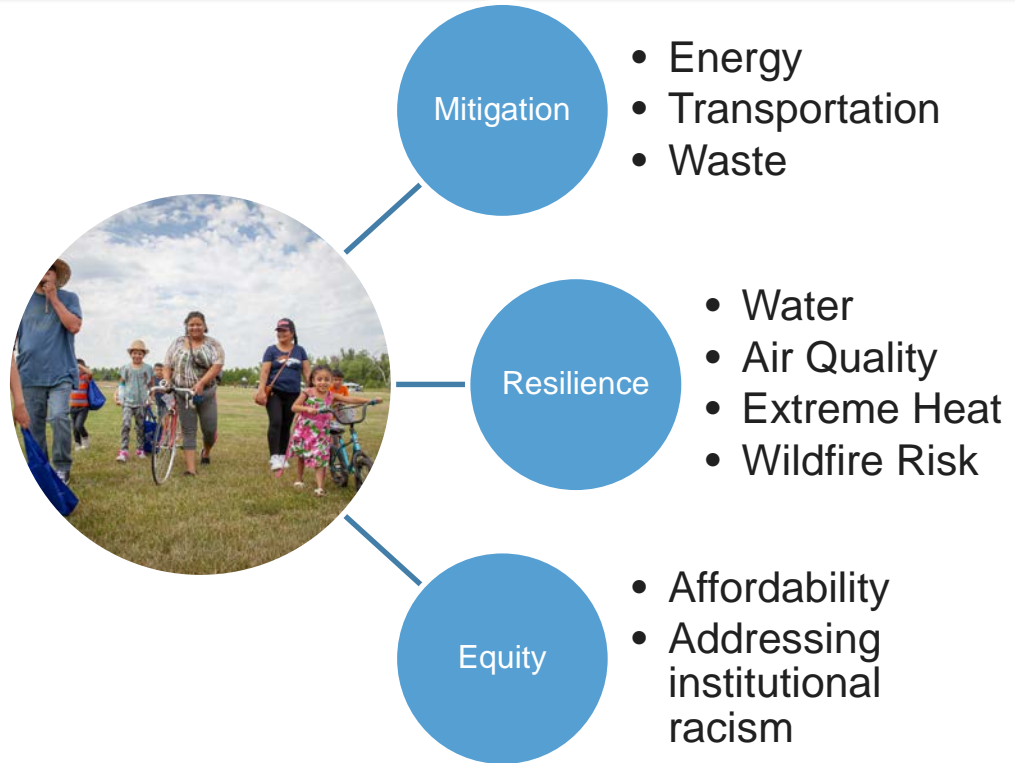
Nov./Dec. – Leaders
interviewed 40 frontline
community members of
color to guide
prioritization of actions



This plan has been developed based on the lived experiences of the people who are most impacted by environmental issues in Providence.

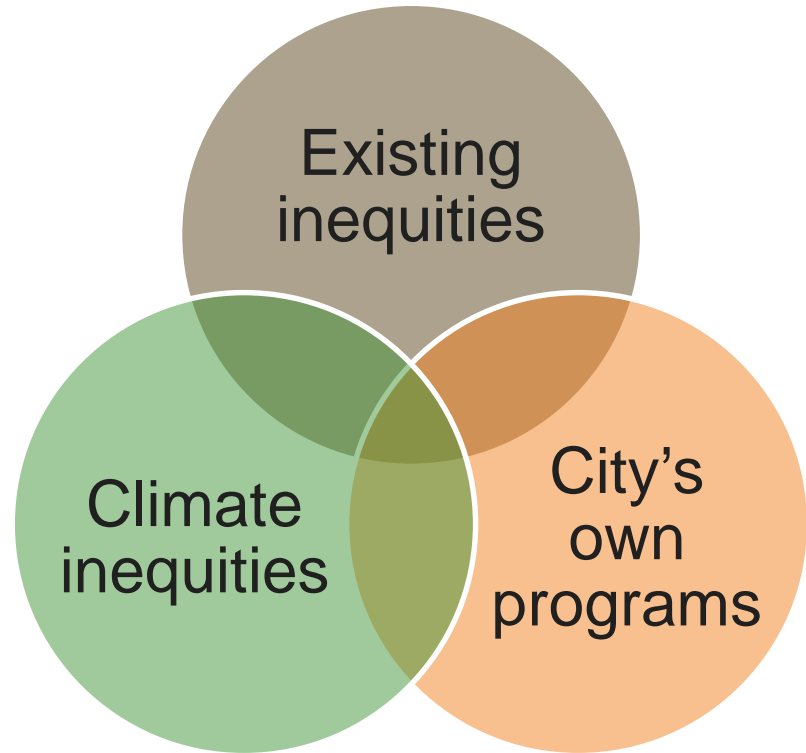
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Charlotte North End Smart District

<http://northendsmartdistrict.com/>



Where do we see ourselves now with our climate action efforts?

- Within the community
- Within the City
- As a CAC

Based on what we now know, what do we want to do with our climate action efforts moving forward?

- Within the community
- Within the City
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Next Steps

- Start, Stop, Continue
- Q3 2019 Meeting Preview

CAC Feedback will: Guide the CAP CAC activities and how meetings are designed



Where We're Heading: 2019 Topics

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8	Strategic Electrification	Scott D, Evelyn	
8	Messaging and Engagement	Molly, Scott D, Jean	February (with more opportunities)
8	Adaptation and Resilience	Rose, Jean	
8	Performance Measurement	Jean	
7	Regional Wasteshed Planning		
7	Futuring of Fort Collins	Jean	
6	Business participation and impact	Ann H, Lisa	
6	Progress on CAP Goals	Stacey	May
5	Electric Vehicles	Scott D, Sheble	
4	Transportation Overview		
3	Municipal Goals		
3	Water Constraints	Dana, Molly	

Notes: New members can share their interest with Lindsay; Will cover CAP/Energy Policy update at each meeting

Thank you CAC!

