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# Compact Climate Assessment Tool (C-CAT) Equity Recommendations

This guidance document was developed by an equity advisory group to support local governments’ efforts to center equity in their climate work, focusing on 11 priority climate mitigation and adaptation actions identified by the Southeast Florida Regional Climate Change Compact as part of its Climate Assessment Tool. While this document is not meant to be exhaustive of every possible step local governments can take to embed equity within their climate work, it presents a comprehensive list of activities that can advance local government’s capacity to meaningfully address equitable climate action.

The Compact wishes to recognize and thank the following equity advisors for their time and expertise in developing this guidance: Zelalem Adefris and Mayra Cruz (Catalyst Miami); Scott Strawbridge (Center for Sustainable and Equitable Communities); Olivia Collins & Caroline Lewis (CLEO Institute); Wendy Jerkins (Community Advocate, Broward County); Cornell Crews (Community Reinvestment Alliance of South Florida); Diana Umpierre (Sierra Club); and Alex Easdale (Southeast Climate & Energy Network).

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### Additional Resources

For additional support, the Southeast Florida Regional Climate Change Compact has [curated external resources](#) to support the implementation of the Social Equity recommendations within its Regional Climate Action Plan 2.0. These resources offer local case studies, example policy, data tools, and other guides to support equitable climate policies, programs, and decision-making processes that consider local socioeconomic and racial inequities.

### Equity Definition

For the purpose of this document Equity is defined as: *Just and fair inclusion. The goals of equity must be to create conditions that allow all individuals and communities to reach their full potential to the benefit of the individual and the larger regional community. An equitable region is one in which all can participate and prosper in their communities and in the regional economy, and where benefits and burdens are shared fairly. The equity recommendations focus on equity considerations related to race, economic status, age, accessibility for those with disabilities, etc.*



## GREENHOUSE GAS EMISSION REDUCTION PRIORITY ACTIONS

### **Suggested ways to incorporate equity into Mitigation Action #1:**

Establish internal (government operations) and community-wide targets/commitments for greenhouse gas emissions reductions and renewable energy goals, measure and publicly report progress.

### ***Equity guidance for this action as it relates to assessment/planning:***

- Hire a staff person from within the community to manage projects related to this activity
- Dedicate funds for multilingual communications and outreach
- Provide multilingual reporting efforts (print and spoken word)
- Connect with other municipal departments providing services for low-income or elderly residents and explicitly investigate opportunities for mutual benefits
- Ensure goals are shared with administration to create opportunities for collaboration
- Provide racial equity training for key administrators
- Ensure the inventory and/or goal setting document(s) is/are publicly available and is interpreted for commonly spoken languages in the municipality as well as screen-reader compatible
- Provide a means to measure and compare results
- Provide local communities the technology and infrastructure to ensure equal access to information
- Include raw numbers in report to allow for independent analysis by community members
- Create a public website with open data
- To achieve mitigation goals, plan any project/program implementation to first benefit parts of the community which are most energy cost-burdened and/or exposed to air pollution impacts and ensure no additional costs are imposed on them related to implementation
- Build or adapt an existing equity mapping tool and utilize in long- and short-range capital planning (example: Broward MPO's equity assessment mapping tool)
- Engage residents in co-creating and establishing the plan for how the GHG reductions will be carried out and/or where renewables will be deployed<sup>1</sup>
- Assess and eliminate any potential unintended consequences that would place undue environmental burden or financial harm to disinvested communities as a result of any GHG mitigation action
- Consider social determinants of health/health equity in all planning activities
- Provide supporting policy framework in local Comprehensive Plans
- Other factors to integrate into planning/prioritization: redlining, tree canopy, urban heat islands, food deserts, oldest building stock, flood zones, etc.
- Identify and acknowledge already existing environmental hazards so that mitigation efforts can be designed to address the specific and distinct needs of the community

### ***Equity guidance for this action as it relates to program development:***

- Build partnerships with community-based organizations, HOAs, and community-based forums to help define, design, and advance the work as well as spread the word
- Ensure that your partnerships have significant diversity at the table, representing different age groups, neighborhoods, and races/ethnicities present in your community. Prioritize neighborhoods historically home to communities of color that may have been left out of decision making. Include stakeholders from economic sectors in the community
- Prioritize partnerships with others such as Florida Power & Light to purposefully deploy renewable energy in low- and moderate-income areas of municipality first. Stormwater ponds adjacent to major highways are an opportunity for this

### ***Equity guidance for this action as it relates to policy:***

- Use a Racial Equity Toolkit to consider impacts before taking on any project
- Establish a mechanism to regularly present progress to the residents/businesses to increase accountability and transparency

- Ensure an equity first framework, so that GHG emission reductions do not come at the expense of low-income and/or communities of color
- Seek out solutions with multiple benefits and explain what those are in your plan. This will help build bridges across municipal departments and lift up the relevance of climate actions across the community
- Identify those entities within communities that are the highest producers of GHG and provide incentives for correction

***Equity guidance for this action as it relates to budget/investment:***

- Overlay any expenditures to advance this goal with census data on maps to ensure that expenditures/investments are occurring in all areas of the municipality, positively impacting communities of all demographic make-ups. This will help a community stay accountable to not only investing in the area where they receive the most tax revenue or receive the most complaints
- Ensure that investments related to this action are prioritized in communities that have the most need and/or have been disinvested
- Include stipends/payments for volunteers in your budget
- Make sure budgeted meeting costs include childcare, meals, and/or interpretation services

***Equity guidance for this action as it relates to education/outreach/advocacy:***

- Ensure that there are at least monthly community meetings seeking input, not just education, through the life of the planning process, as well as annual update meetings on the municipality's progress during implementation. These meetings should take place at a variety of times, including evenings, and offer food and childcare to reduce barriers to attendance and participation. The meetings should be advertised by a community-based communications and outreach consultant who is from the community(ies) that you seek to target. The advertising efforts should include a variety of mediums and start at least a week prior to the meeting. The communications/outreach consultant should reach at least 300 people in advertising for the meeting
- Ensure that education and outreach is available in multiple languages and information on the web is screen-reader compatible
- Consider letting a community-based organization co-host a meeting or provide "meeting in a box" tools to let community-based organizations host their own event and report back
- Utilize multiple engagement methods, e.g. online and in-person. Utilize existing relationships with other municipal departments
- Devote resources to outreach in populations/neighborhoods frequently unengaged by government
- Hire a volunteer that lives in that neighborhood or a community-based organization that works with that population
- Acknowledge that elderly and low-income populations are less likely to engage with online promotion. Utilize in-person outreach (flyers, canvassing, announcement at an existing meeting, radio stations, TV, flyers at churches or community center, etc. ) for these groups

**Suggested ways to incorporate equity into Mitigation Action #2:**

Improve building energy efficiency and conservation in new and existing buildings, across both residential, commercial, and government buildings.

***Equity guidance for this action as it relates to assessment/planning:***

- If possible, prioritize hiring a people of color or women-owned local contractor or contractors for municipal energy efficiency programs
- Require any municipal funding related to energy efficiency retrofits to be prioritized in communities that have been disinvested first
- Encourage the use of EnergyStar Portfolio Manager, a free and publicly available online tool, for assessing energy efficiency of buildings

- Have an explicit plan/criteria for site prioritization to avoid political pet projects
- Conduct an assessment to identify energy use trends those who are most energy-cost burdened; prioritize areas which are most energy-cost burdened first
- Identify areas with substandard housing and work to improve conditions, which can impact quality of life and energy cost burden
- Engage communities most impacted by energy inefficiency in planning and prioritizing community projects/action
- Include considerations for renters in programming/recommendations (non-construction projects)

***Equity guidance for this action as it relates to program development:***

- Develop municipal partnership with the Solar Energy Loan Fund program (already in several municipalities across the state) in order to provide safe financing for low- and moderate-income communities
- Develop partnerships with community members or organizations to help track energy efficiency data and prioritize improvements
- Involve the people most impacted by energy inefficiency, build relationships, and co-create path forward
- Partner with community-based organizations and organizations that provide direct services. Often times they are the first line of communication with community members and are great starting point for outreach to populations frequently unengaged by government
- Partner with a Commissioner/Mayor to retrofit an affordable housing building
- Target energy efficiency programs to parts of the community with the greatest need (defined as level of energy burden) as well as those large consumers
- Invite community input early in the program development process. Host listening sessions, focus groups, and workshops to understand the energy needs in communities and what obstacles they are facing when trying to lower their energy usage and bills. Use this information to build programs and improve existing programs to address the identified needs

***Equity guidance for this action as it relates to policy:***

- Include extreme heat as a climate hazard to consider in any municipal resiliency plans
- Institute cooling centers in the communities facing high indoor heat burden, air pollution, or urban heat island effect
- Commit municipal savings from solar and energy efficiency being reinvested in wealth-building initiatives in disinvested communities
- Ensure policies/permits for energy saving installations (green roofs, rooftop solar, storm hardening) are feasible, and if possible expedited and fee-free
- Push for mandatory requirements over incentives in new construction
- Provide property tax breaks for landlords who install energy conservation measures in rental housing
- Require rental units to meet baseline levels of energy efficiency and make more stringent over time
- Provide financial incentives for energy savings/alternative sources for qualified affordable housing providers/developers with an ultimate goal of having all affordable housing operating at net zero or better in 15 years

***Equity guidance for this action as it relates to budget/investment:***

- Allocate funds annually to pay for outreach campaigns to ensure all communities are aware of energy efficiency programs and assistance
- Offer financial incentives or financing programs to assist small business owners and/or cash strapped households in efficiency upgrades, and ensure people are aware of incentives
- Establish a municipality-based weatherization grant program (in addition to County programs) and fund it ( to include weather strapping and caulking to improve air seals, replacing or installing insulation, replacing windows, installing energy efficient air conditioning where it is not otherwise available, and other similar repairs free of charge)

- Fund energy efficient giveaways (LED light bulbs, smart power strips, weather stripping, etc.) at no cost to the resident and automatically provide to residents who are having a hard time paying their bills or have had utility shut-off
- Ensure maintenance of green infrastructure is considered in proposal so benefits endure
- Consider creating a Tax Increment Financing (TIF) program or other finance mechanism from successful economic sectors

***Equity guidance for this action as it relates to education/outreach/advocacy:***

- Ensure the elderly population, low-income communities, and others facing a high energy burden are aware of energy efficient options available to them (FPL rebates for programmable thermostats etc.)
- Ensure any information about this program is available in languages commonly spoken in the community and is also accessible to screen readers
- Ensure that outreach goes beyond posting a page on the website or a flyer. Conduct direct outreach to target communities that are most in need of programming. This could include robo-calls or text alerts to seniors, contact sheets from other social services, radio programs, piggybacking as part of public-school outreach efforts to parents, etc. All of these direct outreach approaches should be done in a multilingual format
- Work with local community-based organizations to be an education partner on energy efficiency behaviors and techniques/installations
- Provide educational resources and technical assistance to industry professionals, building owners and managers, and residents on all aspects of energy efficient building design, retrofits, and operations for new and existing buildings
- Create or adapt existing apprentice programs to build a skilled front-line workforce, focusing on building and maintaining alternative energy production and energy saving technologies. Give preference to people and projects in the areas of greatest un- and under-employment

**Suggested ways to incorporate equity into Mitigation Action #3:**

Advance the use and adoption of solar energy within government operations and community-wide.

***Equity guidance for this action as it relates to assessment/planning:***

- If possible, prioritize hiring a people of color or women-owned local contractor or contractors or solar installation company
- Require any municipal funding related to solar energy installations be prioritized in communities that have been disinvested
- Assess the solar potential of all sites within the community in an equitable manner
- Solar potential scores should not be based on property values or historic investments in the area, but rather on the potential for solar energy production and benefits to the surrounding community
- Conduct solar feasibility assessment for all affordable housing owned by the municipality
- Conduct solar feasibility for all critical infrastructure especially cooling centers/resilience hubs
- Conduct an assessment to identify energy use trends, those within the community who are most energy-cost burdened, and prioritize projects for those areas/people
- Identify areas with substandard housing and work to improve conditions which can impact quality of life and energy-cost burden
- Consider establishing microgrids on municipally owned-owned properties (such as public housing, libraries, and schools)
- The municipality should model best practices regarding solar energy i.e. identifying which parks, public places, or schools currently utilize or plan to utilize solar energy. Record the savings before and after installation

***Equity guidance for this action as it relates to program development:***

- Work with companies like FPL to establish solar microgrids in low- to moderate-income areas of the municipality
- Develop municipal partnership with Solar Energy Loan Fund (already in several municipalities across the state) in order to provide safe financing for low and middle-income communities
- Partner with local organizations who are working on energy issues to help with outreach
- Include community leaders and members in program design
- Prioritize spending in municipal-owned affordable housing first, then buildings that provide resources/services to low- and moderate-income, majority Black residents
- Consider ways renters can reap benefits of solar, e.g. community solar projects
- Install solar and battery storage in locations that will serve as resilience hubs or cooling centers. Identify what buildings/services will be needed to serve the community in the case of a blackout

***Equity guidance for this action as it relates to policy:***

- Participate in programs like SolSmart to reduce barriers to solar installation and reduce soft costs
- Encourage the creation of solar energy jobs (with living wages) within the municipality
- Commit that municipality's savings from solar and energy efficiency be reinvested in wealth-building initiatives in disinvested communities
- Solar permitting should be expedited and fee-free

***Equity guidance for this action as it relates to budget/investment:***

- Waive permit fees for residential solar installation
- Prioritize procurement of government operations solar installations from people of color and women owned businesses if possible
- Commit that municipality's savings from solar and energy efficiency be reinvested in wealth-building initiatives in disinvested communities
- Devote money/personnel to support and promote solar co-ops
- Ensure funding for roof hardening/weatherization/insulation is included especially in older, lower quality affordable housing
- Include funding for battery storage where possible to provide energy redundancy

***Equity guidance for this action as it relates to education/outreach/advocacy:***

- Provide education on lower cost ways for residents to go solar, such as SolarTogether and existing solar co-ops
- Communicate savings due to solar installation
- Provide education on the energy system in general
- Support legislation proposed by local groups to make solar more accessible in Florida

**Suggested ways to incorporate equity into Mitigation Action #4:**

Expand the use of electric vehicles (EVs) and the installation of EV infrastructure both within government operations and community-wide.

***Equity guidance for this action as it relates to assessment/planning:***

- If possible, prioritize hiring a people of color and women-owned contractor for EV infrastructure
- If possible, donate EVs and PHEVs to community-based organizations once phased out of the municipal fleet
- Commit to providing EV charging for free for at least a few years, if not indefinitely
- Involve the community in evaluation of this action's progress
- Assess success in this alongside data about demographics, location, and number of users

- Assess the benefit and accessibility of proposed or existing EV infrastructure to low- and moderate-income communities and communities of color
- Evaluate how low-income and/or communities of color access mobility and their relative air pollution exposure burden, and utilize this information to inform any EV strategy for the municipality
- Ensure groups/individuals representing low-income communities, communities of color, and those with limited mobility are at the decision-making table
- Design the projects/programs to achieve this action so as to ensure that those who have the greatest need benefit the most from the municipality's efforts
- Plan for rideshare EV charging hubs to support the gig economy and its workers
- Conduct research on EV infrastructure best practices in low-income neighborhoods<sup>2</sup>
- Ensure charging stations are accessible to renters and exist in the locations of top employment for the municipality, as well as in low-income communities

***Equity guidance for this action as it relates to program development:***

- Build partnerships between community-based organizations, the municipality, transportation agencies, and other stakeholders
- Offer technical assistance to community groups working to advance this goal
- Include a partnership with a community-based organization that focuses on job training in disinvested communities to help inform this project
- Include community leaders and members in program design
- Install chargers in public parking lots and high-use municipal facilities (parks, administration building)
- Ensure EV charging is available (and free including parking) for municipal employees
- Invest in electric busses

***Equity guidance for this action as it relates to policy:***

- Mandate EV charging infrastructure in future commercial & multi-family developments
- Deploy public EV charging infrastructure in low- and moderate-income parts of the community and with top employers
- Waive parking fees when an EV is paying for charging in that space
- Create a tiered procurement policy that ensures that plug-in hybrids and EVs are considered before any internal combustion engine vehicle
- Offer streamlined permitting, lower to no fees, and other incentives for EV charging projects

***Equity guidance for this action as it relates to budget/investment:***

- If revenue (after the cost of maintenance of infrastructure) is collected from any EV charging infrastructure, funnel funding into other mobility actions that improve access to transportation for low income and/or communities of color
- Use EV vehicle tax rebate to invest in chargers
- Analyze fuel and maintenance savings from EV switch and use the savings to create a charger fund
- Subsidize the cost of charger installation in affordable housing development
- Create a group purchase program for residents to receive deep discounts on EVs
- Partner with car and lease dealerships to provide incentives for purchase of EVs by municipal residents. Pilot with those neighborhoods with the greatest disinvestment and/or those neighborhoods with the greatest VMT potential

***Equity guidance for this action as it relates to education/outreach/advocacy:***

- Provide multi-lingual and ADA accessible workshops educating the public on the benefits of EVs and how they can pay for themselves over time despite the higher upfront cost
- Meetings/workshops for education/outreach should take place at a variety of times, including evenings, offer food and childcare to reduce barriers to attendance and participation. The meetings should be advertised by a community-based communications and outreach consultant/partner who is from the targeted community(ies). The advertising efforts should include a variety of mediums and start at least

a week prior to the meeting. The communications/outreach consultant should reach at least 300 people in advertising for the meeting

- Create/promote a charger network map. Make sure this map is well-promoted so people will feel comfortable making the switch

### **Suggested ways to incorporate equity into Mitigation Action #5:**

Reduce vehicle miles traveled. This could include major public transit investments, bike and pedestrian investments, alternative work schedules, transit oriented development.

#### ***Equity guidance for this action as it relates to assessment/planning:***

- Implement policy/norms to allow for flexible scheduling and working from home. Provide employees and managers with training to ensure this is successful and respectful
- Promote transit benefits. Work with employers and transit agencies to develop ways to incentivize employee ridership (e.g. rebates for employees who gave up use of employer parking facilities)
- Choose a bus stop design that provides shelter from the sun and rain and ensure proper maintenance throughout the lifespan of the infrastructure
- Explore different modes of transportation, not just buses (and if so, consider electrification of the local bus system), but also expand train routes especially to lower income communities
- Identify high air pollution areas due to transit (e.g. bus lots) and prioritize electrified transit in those areas
- Meaningfully include community members who rely on public transit as a primary form of transportation at the decision-making table when it comes to accessing mobility needs and planning future changes/improvements

#### ***Equity guidance for this action as it relates to program development:***

- Partner and develop relationships with co-working space providers
- To encourage adoption of working from home to reduce overall VMT, partner with telecommunications company to ensure there is access throughout the municipality to high-speed internet and that communities are not left behind in the digital divide
- Work with transit operators and those who maintain our public transportation systems.
- Include community leaders and members in program design
- Ensure whoever is designing programs to reduce VMT rides transit from all parts of the municipality to become aware of difficulties that may exist in some parts of the municipality but not others (e.g. no sidewalks, no shade, etc.)

#### ***Equity guidance for this action as it relates to policy:***

- Develop codes or policies encouraging the use of pedestrian-friendly planning options like complete streets and parks no less than 'x' miles from every home
- Have fare free days with extreme heat or high air pollution to encourage less cars on the road
- Amend municipal code to mandate long-term bike parking facilities and shower facilities at places of employment to encourage bike transportation

#### ***Equity guidance for this action as it relates to budget/investment:***

- Consider incentives for the public to ride transportation, e.g. discount or make ridership free during rush hours
- Develop grants and provide financial resources for the installation of infrastructure necessary to support telecommuting
- Ensure annual budget allocation to maintain sidewalks and build them where they don't exist to connect low-income communities or communities of color to transit stops
- Pay transit workers a living wage



**Equity guidance for this action as it relates to education/outreach/advocacy:**

- Host listening sessions, focus groups, and workshops to understand what is and isn't working. Prioritize riders but also those that are unable to use public transit to understand obstacles to ridership
- Build programs around these solutions and include transit workers in these discussions

## ADAPTATION PRIORITY ACTIONS

**Suggested ways to incorporate equity into Adaptation Action #1:**

Conduct internal assessment of capacity to advance adaptation and resilience initiatives.

*This should include identifying potential staff and financial resources/capacity. In some cases, staff/resources may already be supporting activities and projects that help support and advance adaptation/resilience, but not identified as such. Should sufficient internal capacity not exist, seek support from your county, other municipalities, and other potential partners and develop a plan for how your city will prioritize capacity for adaptation/resilience-building work.*

**Equity guidance for this action:**

- Assess the capacity to include equity considerations, including community engagement & outreach
- Assessment includes consideration of how well prepared the community is to advance adaptation initiatives in more vulnerable/disinvested communities
- Assess agency understanding of inequity and historic environmental wrongs in the community (and how inequities may be exacerbated by government practices/policies). Provide training for staff, emphasizing the importance of correcting these issues and avoiding further harms in the future
- Assess areas of the municipality that have been disinvested or are low-income
- Staff has worked to build and maintain relationships and trust with community-based organizations, key thought leaders, and residents in the areas of the municipality which have been disinvested
- Assess and collaborate with Departments that provide/direct social services to residents or that work on equity as adaptation partners

**Suggested ways to incorporate equity into this Adaptation Action #2:**

Conduct vulnerability analysis of hazards related to climate change including, but not limited to, sea level rise, flooding, saltwater intrusion, heat, extreme weather.

*The analysis should assess exposure and sensitivity of various assets including, but not limited to critical infrastructure, communities/populations, historic/cultural assets, transportation, natural resources, and economic assets. Assessment should seek to identify what factors contribute to elevated exposure and sensitivity, and what physical, social, institutional, human, and financial capacities exist to adapt, and where there are gaps.*

**Equity guidance for this action:**

- Consider all properties, people, and communities equally in the Vulnerability Analysis or Assessment. The methodology should not prioritize or focus on areas with higher taxable value
- If study scope includes proposing adaptation strategies, those strategies considered should be prioritized based on potential to reduce risk to human life and other key indicators based on community members' experiences

- Include opportunities for meaningful community input as part of the vulnerability analysis process. Use community feedback and information based on stakeholder experiences in the data analysis
- Incorporate community feedback via asset-mapping exercises, seek assistance with prioritizing/ weighing criteria for the vulnerability assessment, ground-truth the findings of the analysis, etc.
- Include a social vulnerability assessment as part of the overall vulnerability assessment. At minimum, Federal SOVI or SVI maps can be used, but ideally the assessment should be rooted in the community itself
- Depending on the type of project, the following social factors may be relevant to include in your analysis: redlining, low- and moderate-income populations, energy burden, rent/cost of living burden, language spoken at home, vehicles per household, elderly residents, average year built of housing, and tree canopy, among others
- Include an assessment of organizations in the community that may help advance the municipality's adaptive capacity, or organizations which will help communicate with populations frequently unengaged by government

### **Suggested ways to incorporate equity into Adaptation Action #3:**

Develop community-wide adaptation/resilience plan, inclusive of specific actionable strategies and timeframes.

#### **Equity guidance for this action:**

- Provide multiple benefits or co-benefits in disinvested communities based upon community input
- Prioritize the solutions/resources in the Plan by their potential to reduce risk rather than by geography, property values, or income
- Engage and collaborate with the community as part of the development of the Plan<sup>3</sup>
- Ensure at least 50% of the solutions come directly from community members and/or organizations that represent community members from disinvested communities
- Use an Equity Toolkit to identify and correct any unintended impacts (and potential benefits) of actions within that Plan on low-income disinvested communities, or communities of color. Ensure the toolkit for each action is made public for accountability and discussion<sup>4</sup>
- Develop metrics and milestones that are reported on publicly so the municipality can be held accountable. Set expectations with the community on the format and frequency of reporting
- Ensure solutions sufficiently address all climate threats. Take into consideration how climate threats affect individuals and neighborhoods differently (based on various factors including social determinants of health)
- Include a mix of solutions including a mix of policy and capital projects. Capital projects should include a plan and budget for upkeep and maintenance
- Include strategies that protect the lives and health of outdoor workers

### **Suggested ways to incorporate equity into Adaptation Action #4:**

Planning: Incorporate risk reduction and equitable community resilience into planning.

*This may include comprehensive plans, housing initiatives, post-disaster redevelopment plans, stormwater management plans, transportation plans, and land development regulations, inclusive of low-impact development. Sea Level Rise projections should be included in all planning activities.*

#### **Equity guidance for this action:**

- Engage and collaborate with the community as part of the development of the Plan
- Ensure at least 50% of the solutions come directly from community members and/or organizations that represent community members from disinvested communities

- Design and write the Plan to protect all communities equally and encourage risk reduction in areas most vulnerable to the impacts of climate change. The Plan also takes into account unintended consequences—such as gentrification—and provides solutions to mitigate/ diminish negative impacts posed by solutions
- Include an equity statement and explicitly state how equity was included in the development of the Plan and how equity was integrated into the recommendations
- For redevelopment-specific actions or plans, ensure they are designed to improve conditions and resilience for burdened or disinvested communities rather than restore them to their current condition
- Use an Equity Toolkit to identify and correct any unintended impacts (and potential benefits) of any Plan, policy, or budget decision on low-income disinvested communities, or communities of color. Ensure the toolkit for each policy/plan/budget decision is made public for accountability and discussion
- List the affirmative steps made to incorporate and to include community input
- Proactively consider equitable relocation strategies wherever it may be necessary
- Include ways to minimize/eliminate displacement and incorporate equitable outcomes for existing communities in all relevant Plans

### **Suggested ways to incorporate equity into Adaptation Action #5:**

Policy: Advance policies that reduce risk and build equitable community resilience.

*This may include improving stormwater management practices, adopting urban heat policies, updating infrastructure standards, conducting remediation of contaminated sites, and updating building codes.*

#### **Equity guidance for this action:**

- Engage and collaborate with the community as part of the development of the Plan
- Ensure at least 50% of the solutions come directly from community members and/or organizations that represent community members from disinvested communities
- Ensure policy is written to protect all communities equally and that it encourages risk reduction in areas most vulnerable to the impacts of climate change. The policy should also take into account unintended consequences—such as gentrification—and provide solutions to mitigate/diminish negative impacts posed by solutions
- Policies are written to improve the resilience of disinvested communities
- Policies are written to ensure equal access to new or proposed technology (e.g. public EV charging locations)
- Policies are written to improve conditions for disinvested communities through stronger remediation requirements or stormwater considerations
- Ensure contamination is not a barrier to adaptation. Remediate past harms while working to adapt to future threats, and take those future threats (like flooding) into consideration when selecting clean-up alternatives. Apply for EPA Brownfields grants if funding is the major obstacle
- Use an Equity Toolkit to identify and correct any unintended impacts (and potential benefits) of any policy on low-income disinvested communities or communities of color. Ensure the toolkit for each policy decision is made public for accountability and discussion

## Suggested ways to incorporate equity into Adaptation Action #6:

Capital Projects: Advance capital projects that reduce risk, adapt to changing climate conditions, and build equitable community resilience.

*This may include living shorelines, water infrastructure, resilience hubs, parks & open spaces, urban greening, tidal valves, pump stations, road/bridge elevation.*

### **Equity guidance for this action:**

- Engage and collaborate with the community as part of the development of the Plan
- Ensure at least 50% of the solutions come directly from community members and/or organizations that represent community members from disinvested communities
- Capital projects benefit all community members equally. Low-income disinvested communities, or communities of color are prioritized (i.e. for green spaces, resilience hubs, parks etc.)
- Prioritize resilience capital projects by the potential to reduce risk to human life and critical infrastructure rather than based on income or tax value
- Display resilience capital projects on a map with underlying layers showing demographics such as race, income, etc. to visually show that investments are not only being made to benefit high-tax value and/or waterfront properties. This map should also speak to the amount of investment in different parts of the municipality, including disinvested areas
- Use an Equity Toolkit to identify and correct any unintended impacts (and potential benefits) of any capital project on low-income, disinvested communities, or communities of color. Ensure the toolkit for each project is made public for accountability and discussion
- Ensure capital projects also take into account unintended consequences such as gentrification and provide solutions to mitigate/diminish negative impacts posed by solutions
- Ensure the burden of public funding for capital projects is equitable across communities
- Include a plan for upkeep and maintenance for any capital project
- List the affirmative acts of community outreach

<sup>1</sup> Learn more about community based participatory research here:

[Applying Principles of Community-Based Participatory Research to Your Program](#) (Health Outreach Partners)

[Community-Based Participatory Research: A Strategy for Building Healthy Communities and Promoting Health through Policy Change](#) (PolicyLink, 2012)

<sup>2</sup> See an EV equity toolkit here: [Electric Vehicles for All: An Equity Toolkit](#) (Greenlining Institute, 2016)

<sup>3</sup> [What is Spectrum of Community Public Participation?](#) (Sustaining Community, 2017)

<sup>4</sup> [Seattle Racial Equity Toolkit](#) (2012)