EQUITY IN CLIMATE POLICY:

Systemic Change for a Stronger Community

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THE LAND WE CALL "VERMONT" IS UNCEDED INDIGENOUS TERRITORY

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In a National Parks Service survey,

16% OF AFRICAN AMERICANS

said they **did not visit national parks** because they thought the parks were unsafe.

From 2012 to 2016,

ABOUT **1 in 3**

Indigenous adult Vermonters was **diagnosed with depression**, compared to 1 in 5 White Vermonters diagnosed.

Vermonters of color had a

48%

homeownership rate in 2015, while White Vermonters had a 72% rate of homeownership.

In Vermont, African Americans are

6.1x MORE LIKELY

to be **arrested for misdemeanor marijuana possession** than White people.

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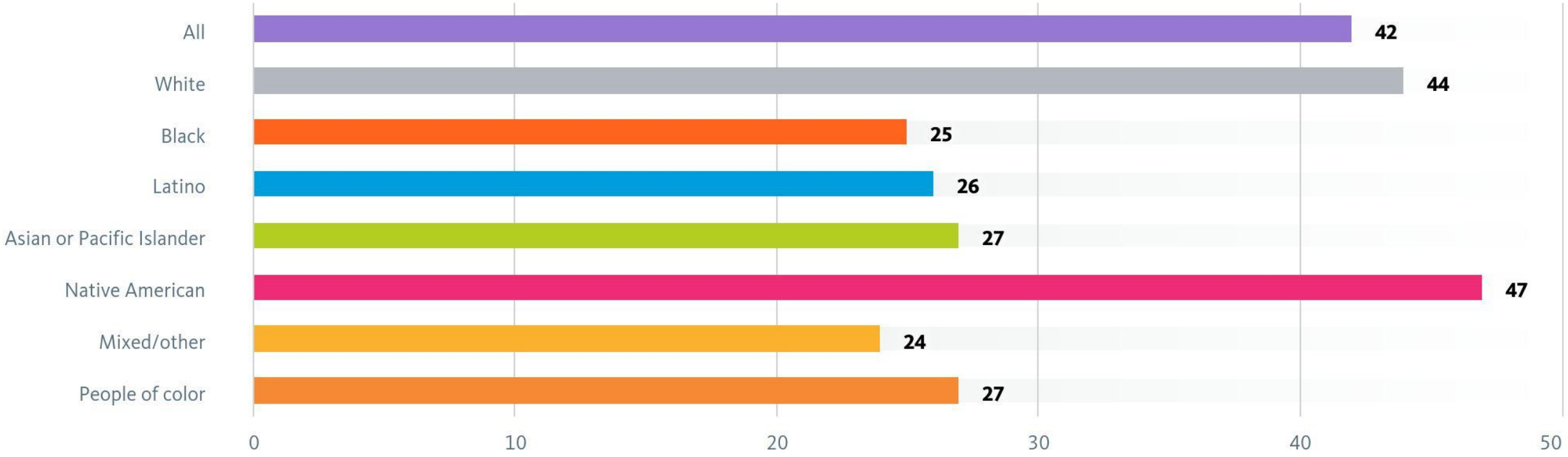
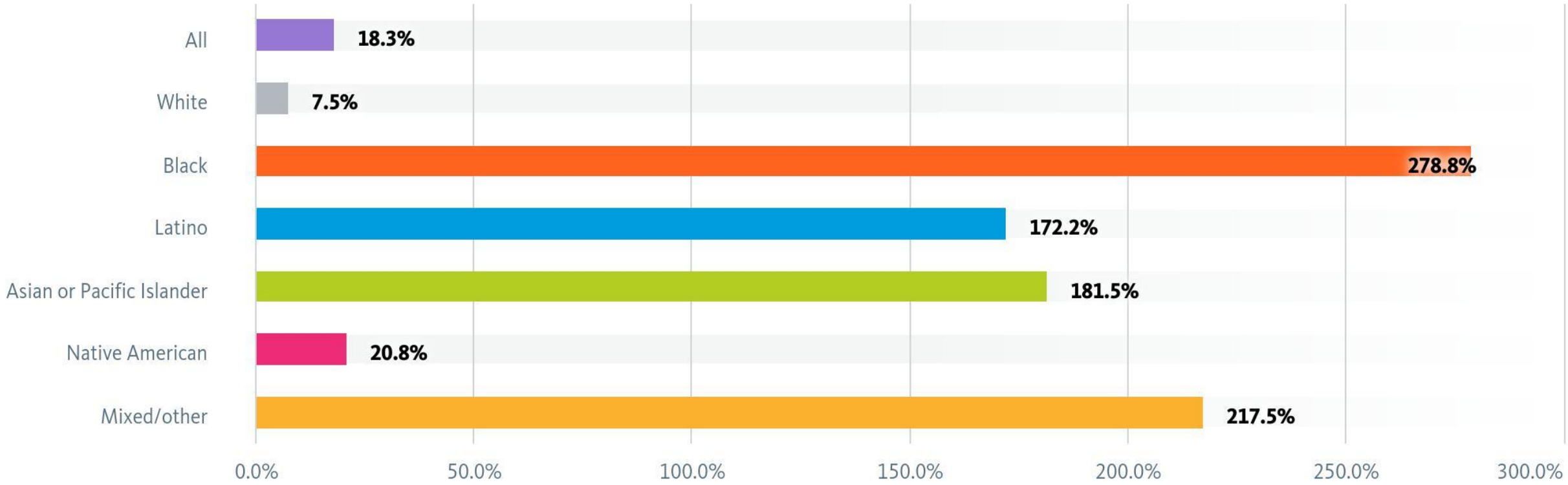
Median age: Vermont, 2015



IPUMS

PolicyLink/PERE National Equity Atlas, www.nationalequityatlas.org

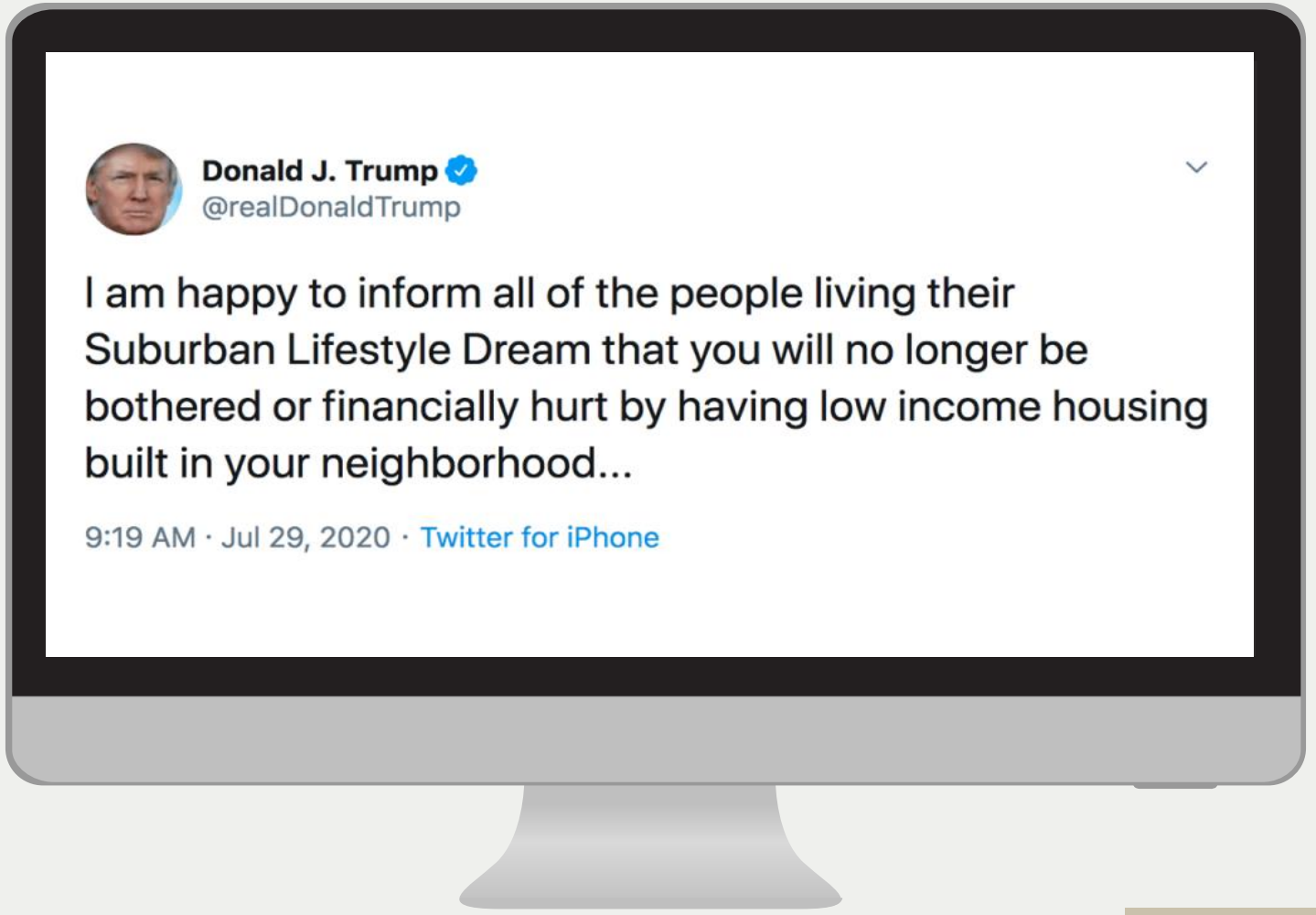
Percent change in population: Vermont, 2010-2050



U.S. Census Bureau; Woods & Poole Economics, Inc.

PolicyLink/PERE National Equity Atlas, www.nationalequityatlas.org

LAND IS EXCLUSIVITY



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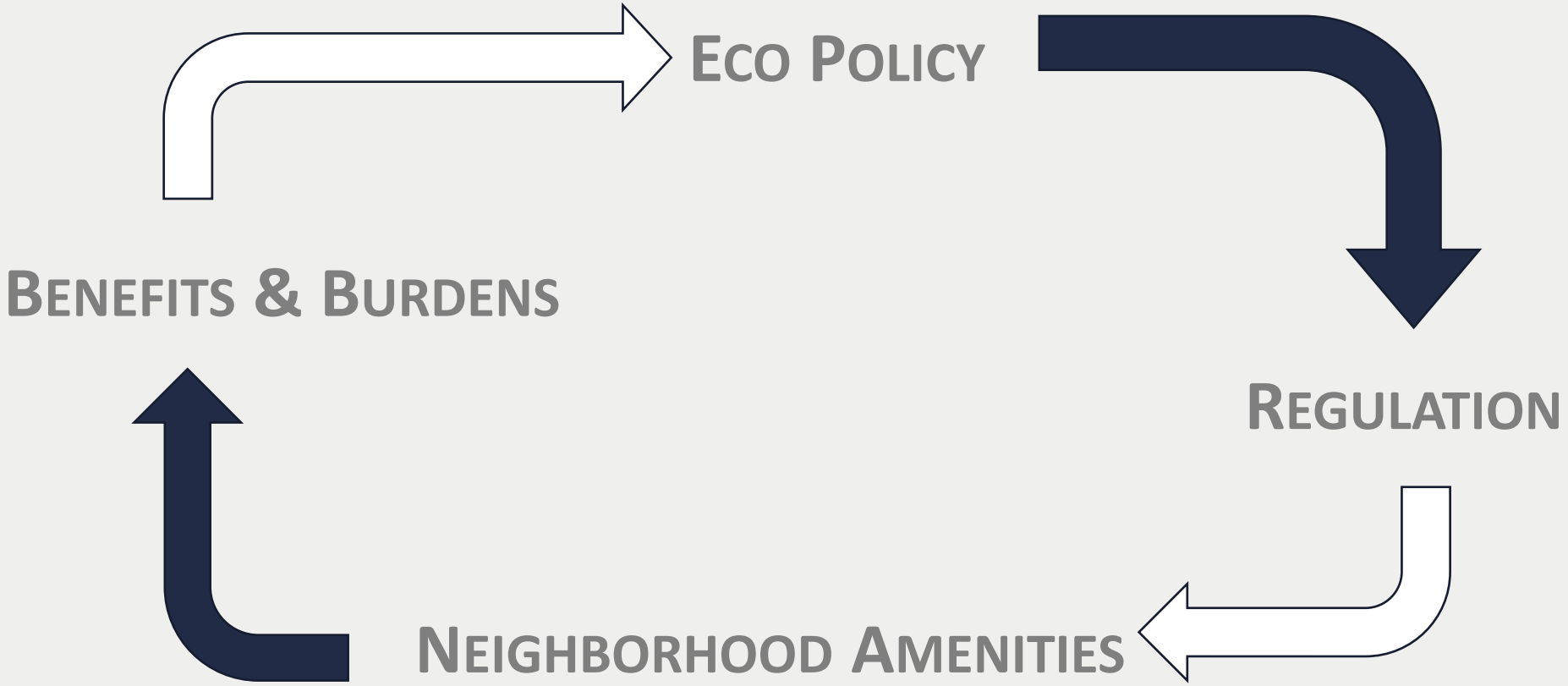
ECOLOGICAL POLICY CYCLE



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EXAMPLE 1: FOOD JUSTICE

Food Deserts and Food Swamps

Food Deserts: Areas with few/no healthy food options.

Food Swamps: Areas with 4+ unhealthy food options for every healthy food option.

Disparate Impact on Community Health: Presence of food deserts & swamps tracks closely with prevalence of obesity, diabetes, heart disease.

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EXAMPLE 1: FOOD JUSTICE

Health, Nutrition, and Productivity

Poor nutrition → negative health impacts

Negative health impacts → higher costs for health and low productivity.

Nationally, the cost of diagnosed diabetes has risen 26% over 5 years, totaling **$327B** in 2017.

Obesity-related job absenteeism costs businesses **$4.3B** annually & drives health care costs of over **$200B per year**.

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EXAMPLE 2: LABOR & AGRICULTURE

The New Deal…

Under the National Labor Relations Act of 1935, American workers gained the right to organize and bargain collectively. Later, they established the 40-hour work week, the minimum wage, and overtime protections.

…Was Not For All

Purposely excluded domestic and agricultural workers, as a race-neutral proxy for excluding black Americans from statutory benefits and protections made available to most white Americans.

EXAMPLE 2.5: LATINOS & CLIMATE

Latinos in the U.S.

- 55% of Latino-Americans live in 3 states experiencing serious climate change effects
  - historic drought in CA
  - record-breaking heat in TX
  - increased sea level rise/flooding in FL
- More likely to work in industries deeply affected by climate change such as agriculture, manufacturing, and construction.
- While 80% of farmworkers in the U.S. are Latino, 16.8% of all Latinos are natural resource laborers (agriculture, forestry, fishing and hunting), compared to 10.3& of non-Hispanic white people.

Health impact

- Nearly 1 in 2 Latinos in the U.S. live in counties that frequently violate standards for ground-level ozone, a key component of smog that exacerbates asthma and other respiratory illnesses
- 165% more likely to live in counties with unhealthy levels of particulate matter pollution
- 51% more likely to live in counties with unhealthy levels of ozone than are non-Hispanic white people.

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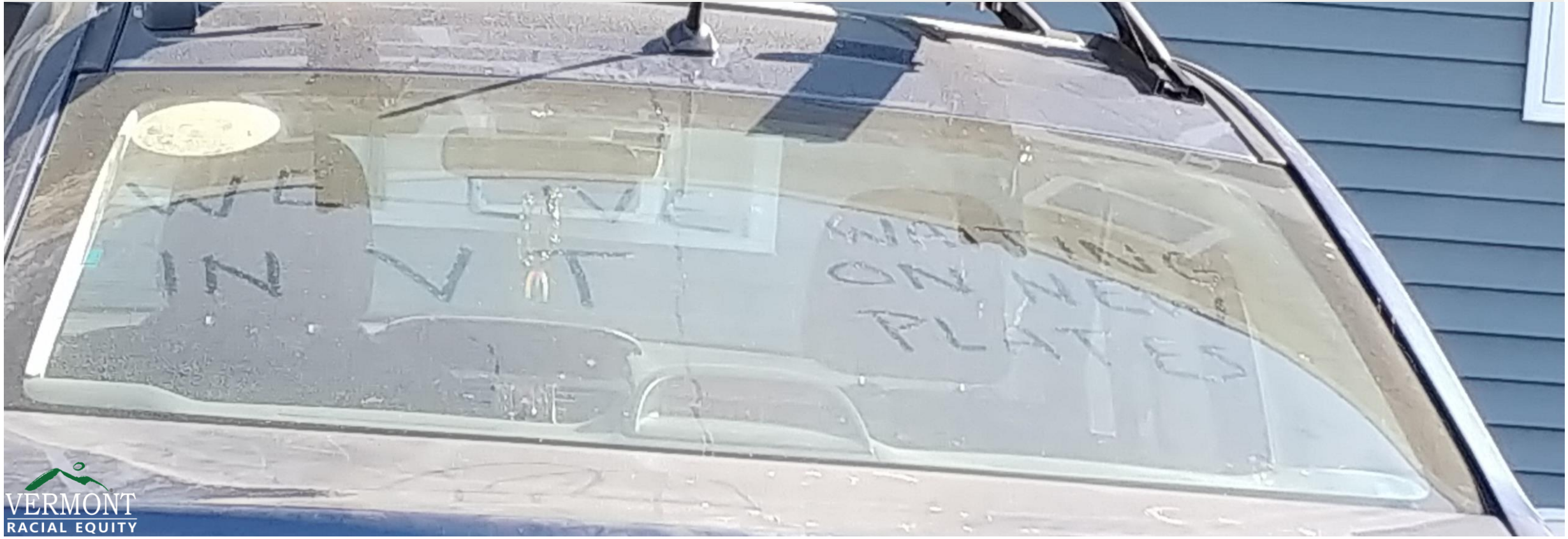

The New York Times

People salvaged supplies from a destroyed business the day after Hurricane Michael made landfall. Eric Thayer for The New York Times

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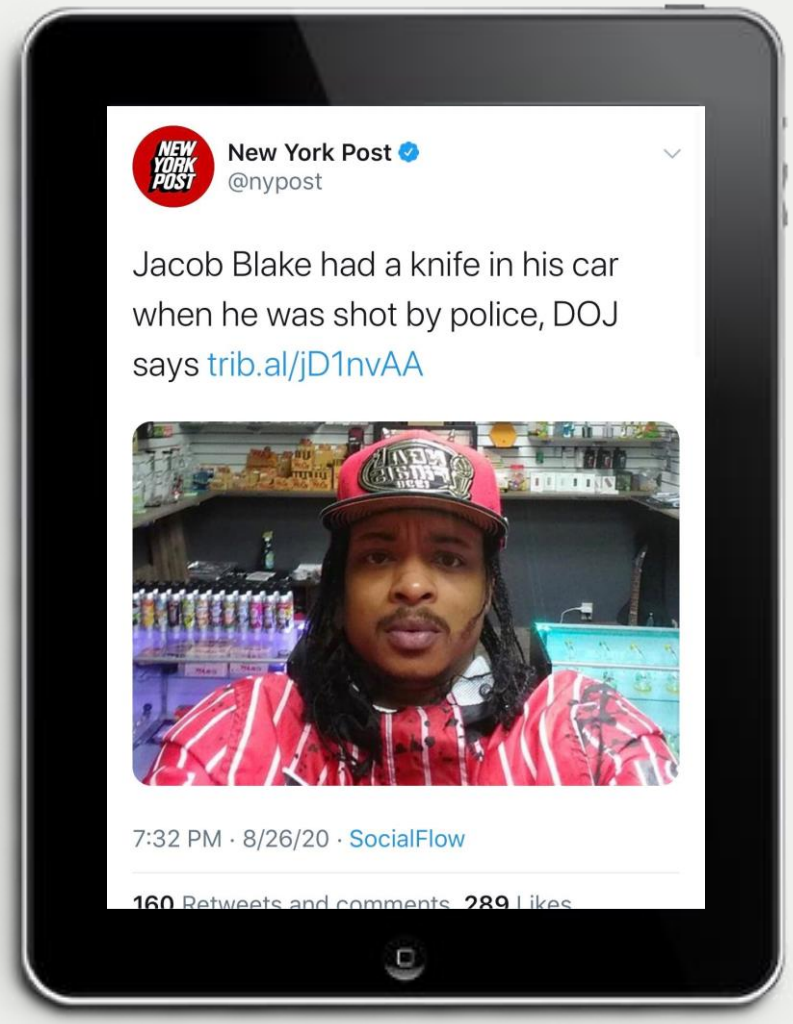
CLIMATE POLICY & SENSE OF OWNERSHIP



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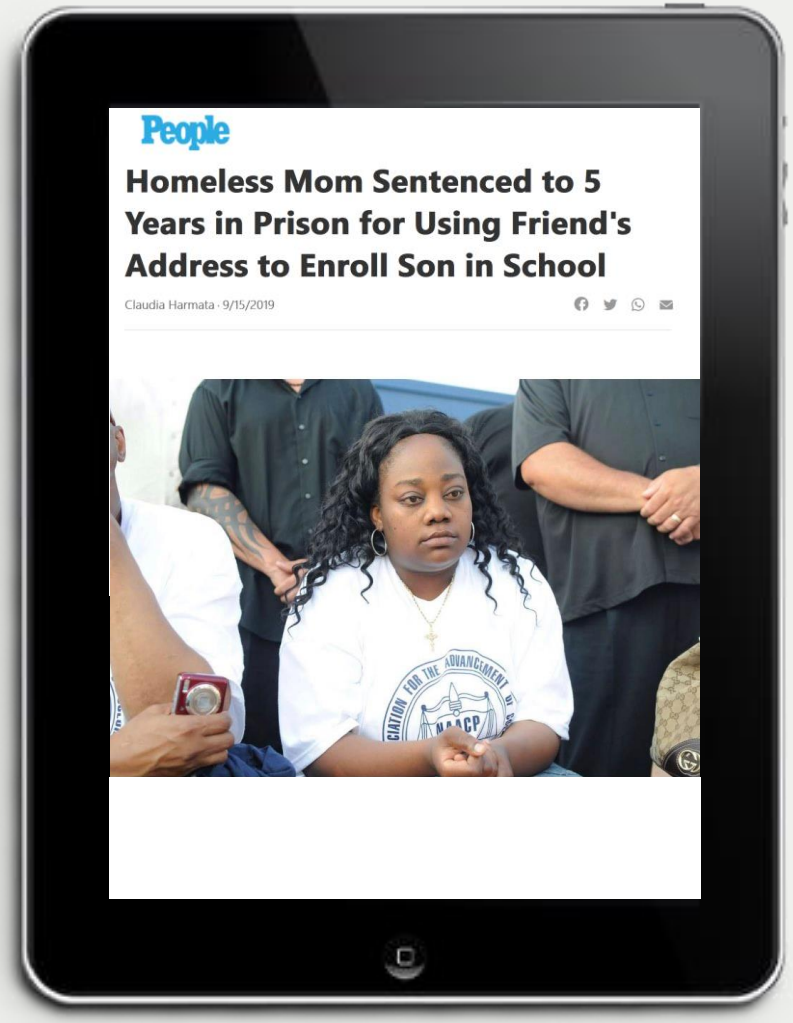
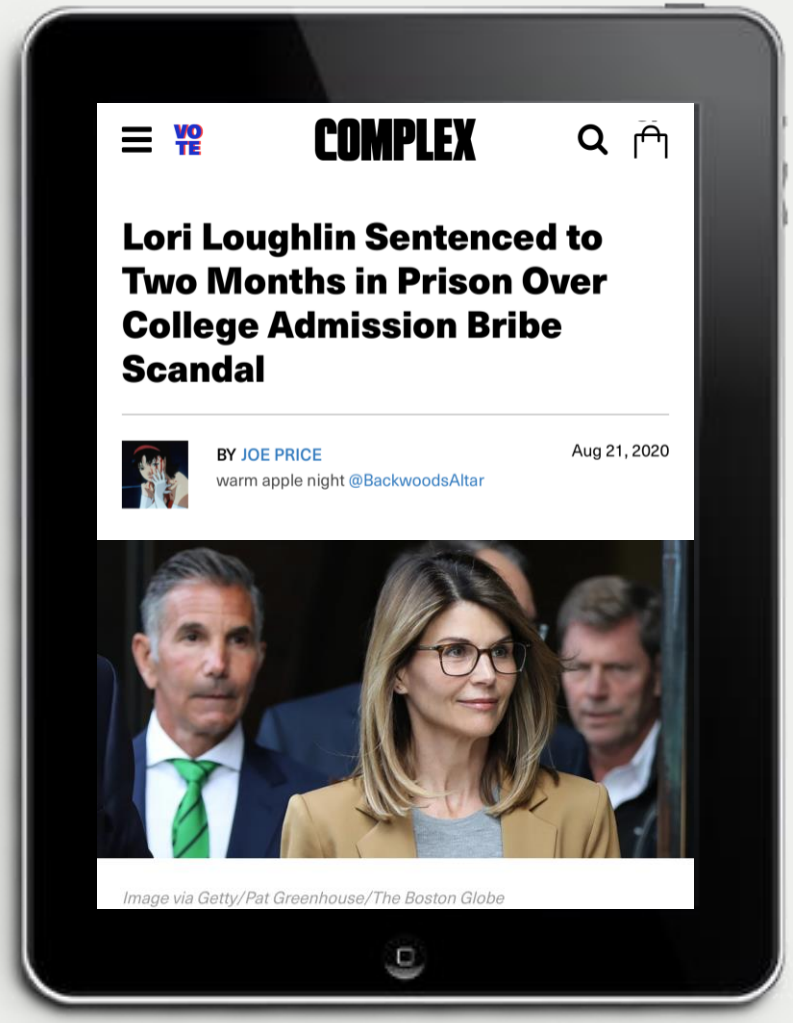
CLIMATE POLICY & SENSE OF OWNERSHIP





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Assessing Racial Equity Impacts in Budget & Policy Proposals

01 Equity Promotion

How does your proposal promote equity in s ervice delivery? Does it enhance services to underrepresented or underserved communities?

02 Harm Reduction

If you are proposing a budget reduction, what strategies are you using to mitigate the impact of this reduction on underrepresented or underserved communities?

03 Community Involvement

Did you involve community members in the design of your proposal? Which communities and how were they involved?

04 Data-Informed

What data/information (including statistics, maps, interviews, etc) did you use to develop the proposal?

05 Multi-Sectoral Approach

Does your proposal build collaboration with other departments or with other organizations in pursuit of a system-wide approach to building equity?

06 Metrics & Timeline

What specific equity measure/timelines have you built into your proposal to determine success in improving community participation, or promoting equity in service delivery?

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"[T]he work for racial equity is about undoing as much as it is about doing. We do not simply build new culture or behavior on top of old, especially in situations that are characterized by oppression. Some things must be released, and this letting go does not come easy."

–Curtis Ogden, Interaction Institute for Social Change

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