

## OVERARCHING THEME

Using an environmental justice, climate justice, and energy justice lens must be used to evaluate the distribution of benefits and burdens, and the effects of systemic racism, economic inequality, oppression and marginalization of people's lives, when considering the equity of each climate action recommendation, strategy and/or plan. The potential for impacts, benefits, and burdens must be identified and shared with the public. Candor and honesty are essential not only for public trust, but for preparation of business, industry, and labor sectors, communities, households, and individuals.

## IDEA CLUSTERS

- INCLUSIVE, TRANSPARENT & INNOVATIVE ENGAGEMENT:** Meaningful participation must be available to all Vermonters at every level of the decision-making, drafting, administration and oversight process. The Council's process and public engagement must recognize that people are experts of their own climate and energy experience. Innovative, wide local engagement with transition planning must be created so that many different stakeholders and social groups are active participants in defining the opportunities at local, state and/or regional levels. Policy recommendations and actions must be clear and comprehensible to all Vermonters.
- ACCOUNTABLE & RESTORATIVE:** Policy actions must provide an opportunity to disrupt and reform unequal power dynamics that reinforce social, economic and political disparities. They must assess equity outcomes – intended and unintended – from several angles. Must recognize inequality, identify its root causes, and seek to resolve them using clearly identified strategies and ongoing assessment tools.
- SUPPORT WORKERS, FAMILIES & COMMUNITIES:** Transition plans and policies must be explicit in their identification of potential and likely impacts, and respond comprehensively to protect impacted workers, including those that are seasonal, clerical and part-time. Transition plans must be based on the needs and aspirations of workers, unions and disproportionately impacted communities. Job training programs for impacted and new workers must lead to meaningful, life-sustaining, valued work.
- JOB PROTECTIONS & REGIONAL ECONOMIC RESILIENCE:** Must facilitate economic regeneration and diversification, spur creation of well-paying jobs with benefits, promote strong, equitable standards, support access to unionization, and improve access to public services, particularly for groups most disproportionately impacted.
- FRONTLINE COMMUNITIES:** All recommendations directly identify and support frontline communities, as further defined by the "Frontline & Impacted Communities" section of our Guiding Principles.
- THE MOST IMPACTED FIRST:** Investments, policies, administration and oversight must tackle the needs of impacted people first. Impacted communities must be recognized as a prioritized voice in conversations surrounding equity, climate change, and the effects of specific proposed strategies. Future climate goals and strategies must be broad for the well-being of all members of society, while tailoring strategies for different groups that take into account their specific histories, sociocultural contexts, and capacities. A balanced path toward a carbon-zero future must incorporate the needs of all Vermonters.  
**Not BURDENS AND BENEFITS:** Plans and policies should prioritize providing the benefits of transitions to the most impacted communities. For plans and policies that create burdens, when at all possible, these burdens should be shifted toward communities onto whom the burden will have a lesser impact

**A JUST TRANSITION FROM STATUS QUO:** Plans and policies must recognize that the status quo and inaction will lead to an unequal future that will exacerbate current inequities and seek to create a more just more equitable future for impacted communities through plans and actions.

**Commented [PS1]:** Fairness to all living things (human and non-human)

**Commented [PS2]: CLEAR & COMPREHENSIBLE:** A common response we received to our idea clusters was one of, "I think I know what this means, but does it mean [X]?" An effective principle must be clear, direct and unambiguous, regardless of who is reading it. I recommend distilling down each principle, to the extent possible, from the current formal diction to one that is more accessible across a variety of audiences. That means simplifying words / complex industry speak, removing extraneous words, and ensuring that each principle opens with a direct statement of what it is aiming to achieve.

**Commented [PS3]:** From Iris: Racial justice, economic justice

**Commented [PS4]:** From Chris: Here or below under Support Workers, Families and Communities

**Commented [PS5]:** From Chris

**Commented [PS6]:** From Danielle

**Deleted:** fair labor

**Commented [PS7]:** From Nadia

**Commented [PS8]:** From IRIS:

•EQUITABLE ECONOMIC BURDEN DISTRIBUTION: Plans and policies must not create additional burdens on individuals experiencing poverty, they should therefore focus on providing the benefits of a transition to these communities and attempt to shift the unavoidable economic burdens on to those who are wealthy and to whom this will have a lesser impact.

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- MOVING AT THE SPEED OF TRUST: Recognizing our work must balance the strictures of being time bound and honoring the varied ways of learning, understanding and agreement that exist in different cultures, abilities, and communities.
- SOLIDARITY: Policies must create inclusionary spaces for all traditions and cultures, particularly for Vermont's Indigenous communities, recognizing them as integral to a healthy and vibrant economy.

**Deleted:** <#>SAFETY NETS: Scales up social safety nets, where rapid or large-scale decarbonization is on the horizon, or where existing social protections are weak.

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**Changes presented with 5.4 Revisions**

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- Commented [PS11]:** In our work to bring this into a tool or direction for subcommittees, we can think about how those items pull in multiple principles
- Commented [PS12]:** "will seek to" vs. "must"? Kept "must"
- Commented [PS13]:** Experts of their own climate/energy/environmental experience
  - Deleted:** opportunities for
- Commented [PS14]:** Local? Community? Vermont regions? NE region?
  - Deleted:**
  - Deleted:** visions and opportunities.
  - Deleted:** RESTORATIVE: Must recognize inequality, identify its root causes, and seek to resolve them using clearly identified strategies and ongoing assessment tools.
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  - Formatted:** List Paragraph, Bulleted + Level: 1 + Aligned at: 0.25" + Indent at: 0.5"
  - Deleted:** Protects displaced workers through a comprehensive set of policies – including seasonal, clerical and part-time workers.
  - Formatted:** Font: Not Italic
  - Deleted:** Provides re-skilling to workers affected by low-carbon transitions. Ensure that these
- Commented [PS16]:** Well paying, providing benefits
  - Deleted:** available to all workers, workers' families and the wider community. Plans for supporting workers and communities in the transition must attend to local conditions and be rooted in the needs and aspirations of workers, unions and disproportionately impacted communities.¶
- Commented [PS17]:** Jobs that are well paying, etc. promotes fair labor standards, improved access to unionization as well as improved access to public services..."
  - Deleted:** job
  - Deleted:** s
  - Deleted:** and
  - Deleted:** Policy drafting,
- Commented [PS18]:** Reflect that mean this in terms of directing investments
- Commented [PS20]:** This part feels worth keeping but may belong elsewhere
  - Deleted:** FAIR SHARE / SHARED BURDEN: A balanced path toward a carbon-zero future must incorporate the needs of all Vermonters. Climate change affects all populations and sectors
- Commented [PS22]:** what the value of calling out "rap"
  - Deleted:** particularly in regions
- Commented [PS23]:** Does/can safety need include
- Commented [PS25]:** Do we want to include other
  - Deleted:** Native

What needs to be called out differently? What got lost?

How accessible is our language? Where might we adjust our language to be more accessible?

WHAT VOICES, COMMUNITIES, OPPORTUNITIES (ETC.) ARE MISSING in the ABOVE?

- Indigenous Nations
- Agricultural Sector
- Women & Children
- Regional Needs
- Unions/Organized Labor
- Private Sector – Their role as a driver for many of the disparities that we see and yet as job creators and investors in local communities.

WHO ARE “IMPACTED COMMUNITIES”?

*From Maine Equity Assessment*

- People living with low income
- Social/demographic communities – black, indigenous people, people of color, older people, youth, people with limited English proficiency, formerly incarcerated people, LGBTQ+ people, recent immigrants and undocumented people, people experiencing homelessness, people with disabilities, people with ongoing health concerns
- Geographic communities – rural populations, proximity to rivers or coastal waters, those dependent on natural resources, and/or those living in seasonal dependent areas?

*Definitions from Thrive/National Green New Deal Network*

- Communities facing environmental injustice including, but not limited to:
  - Communities that are located nearest to existing areas of grave environmental pollution and degradation.
  - Communities that bear burdens of negative public-health effects
  - Communities whose lands are the site of polluting industries, waste dumps, and resource extraction.
  - Communities that are hit the hardest by climate change impacts and disasters.
  - Communities that have been excluded or harmed by racist and discriminatory policies which have resulted in economic and health disparities
  - Communities from land-based cultures and food subsistence cultures experiencing ecosystem disruption and devastation.
  - Communities facing relocation and resettlement resulting from climate change and impacts to the environment and ecosystem.
  - Communities that possess certain socioeconomic criteria, or comprise high-concentrations of low- and moderate- income and low- and moderate- wealth households, including—
    - Black/African-American, Brown, Latinx, Asian, Pacific Islander, and Indigenous communities and Native nations;
    - deindustrialized communities and communities in transition.
- Priority groups. Groups that have been excluded from economic opportunities, including low-income and low-wealth—
  - Most Impacted Persons;
    - Black/African-American, Brown, Latinx, Asian, Pacific Islander, and Indigenous communities and Native nations;
    - Immigrants, regardless of immigration status;
    - Formerly incarcerated individuals;
    - Women;
    - LGBTQIAP+ individuals;

- Disabled and chronically ill people; and
- Young people and elders.
- Recent graduates of the foster care system

