

## 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, oppression and marginalization of people's lives, when considering the equity of each climate action recommendation, strategy and/or plan.

## 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. Innovative opportunities for wide local engagement with transition planning must be created so that many different stakeholders and social groups are active participants in defining regional visions and opportunities. Policy recommendations and actions must be clear and comprehensible to all Vermonters.
- RESTORATIVE: Must recognize inequality, identify its root causes, and seek to resolve them using clearly identified strategies and ongoing assessment tools.
- ACCOUNTABILITY: 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.
- SUPPORT WORKERS, FAMILIES & COMMUNITIES: *Protects displaced workers through a comprehensive set of policies – including seasonal, clerical and part-time workers.* Provides re-skilling to workers affected by low-carbon transitions. Ensure that these programs lead to meaningful, valued work 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.*
- JOB PROTECTIONS & REGIONAL ECONOMIC RESILIENCE: Must facilitate economic regeneration and diversification, spur job creation, promotes fair labor standards and improve access to public services, particularly for groups most disproportionately impacted.
- THE MOST IMPACTED FIRST: Policy drafting, 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.
- 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. Therefore, goals 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.
- SAFETY NETS: Scales up social safety nets, particularly in regions where rapid or large-scale decarbonization is on the horizon, or where existing social protections are weak.
- 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 Native communities, recognizing them as integral to a healthy and vibrant economy.

## 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

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