

INCLUSIVE,
TRANSPARENT &
INNOVATIVE
ENGAGEMENT

ACCOUNTABLE &
RESTORATIVE

SUPPORT
WORKERS, FAMILIES
& COMMUNITIES

JOB PROTECTIONS &
REGIONAL ECONOMIC
RESILIENCE

SAFETY
NETS

THE MOST
IMPACTED
FIRST

MOVING AT
THE SPEED
OF TRUST

SOLIDARITY

Can Vermonters hear their voices in the plan? Is the language easily understandable for all?

Has this change/update/etc. adequately involved affected communities in the process and/or have those communities been educated on how to move forward?

Is this an outdated or exhausted decision/method?

Does this recommendation actively address historical inequities? How?

Will there be a dedicated funding stream/funding floor towards historically marginalized communities?

What data /metrics will be required to actively monitor the impact of this policy on those communities most impacted? How will that data be collected?

Will communities have a say in overseeing policy implementation?

Does this exacerbated any current inequities across class, race, etc.?

How does this strategy/rec build the capacity of Vermont's communities to adapt? (ex. access funding, build relationships)

Will low income families be able to comfortably make this change?

Does this strategy/rec consider traditional land use patterns and how they pertain to the culture of Vermont?

How does policy/strategy promote community ownership structures?

How does this strategy/rec seek to provide jobs to traditionally under-served Vermonters? All Vermonters?

Will the recommendation bring industries to the state that provide good paying and sustainable jobs that aren't already here?

Does this benefit low-wage workers?

How does this recommendation provide re-skilling and/or bridge programs to workers and communities affected by low-carbon transitions?

What plan is in place to ensure communities are protected from unattainable requirements?

How does this recommendation maximize the benefits for workers and unions?

What % of funding goes towards supporting frontline communities?

Which frontline communities might be most impacted?

Is this strategy/rec prioritized because of the benefits it provides to the most impacted in Vermont?

How have we demonstrated the iterative nature of this process and/or specific strategy/rec development?

Has every possible stakeholder/stakeholder or community representative been engaged in this decision?

Does the policy promote long term, sustainable well-being over short-term, reactive support?

What cultural or mindset considerations are essential to the success of this recc?

Does this recognize different types of knowledge?

What voices and authorities made this decision? Was space and power given where it is due?

Does this strategy/rec speak to a vision that all Vermonters support and see themselves in?

Identify how this recommendation integrates environmental, climate and economic justice for all citizens of Vermont.

Explain how the formation of the recommendation avoids picking "winners and losers"?

Identify the tools and resources used to create prioritize and create space for frontline / impacted communities.

Identify the equity principles incorporated into the design and proposed implementation of this recommendation.