State of Oregon
Climate Equity Blueprint

JANUARY 2021

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Introduction

Scientists have accurately predicted and warned with growing urgency of the severe impacts to people and the environment from human-induced climate change. Certain communities are bearing the brunt of these impacts due to years of historic inequities created and maintained by governments, including the State of Oregon.(1) Historic redlining policies correlate to current-day heat islands in low-income neighborhoods of color.(2) Increasingly extreme weather punishes farmworkers as they harvest our food.(3) Native communities face the risk of further loss of cultural traditions and ways of life as climate change disrupts their deep relationships with the land and water.(3) Most recently, long-standing racial and income inequalities are being exacerbated by the COVID-19 pandemic.(4) At the same time, Oregon has also experienced the worst air pollution and loss of forests in its recorded history due to recent wildfire events.(5) Overall, low-income communities across the state have more vulnerabilities and fewer resources to recover from these climate impacts.(6)

With Governor Kate Brown's climate Executive Order 20-04 issued in March 2020, Oregon is taking bold action to respond to the threats of climate change. In tandem with other policy efforts, working groups, and initiatives focused on climate and environmental justice, there is clear momentum building to address the state's climate future. But even as Oregon has been a leader in climate-friendly policies over the past 30 years, frontline communities have been denied full benefits from these policies. Many explicitly exclusionary governmental policies have left behind deep legacies of disinvestment and marginalization. (7) While we all face the looming threats of climate change, communities of color, tribal communities, and rural communities still bear the heaviest burden when it comes to climate impacts. (1)

Public agencies can act as changemakers by prioritizing these frontline communities as they move Oregon toward a more equitable, climate-adapted future. Staff representatives from over 20 agencies came together to engage in the State of Oregon's [2020 Climate Change Adaptation Framework (CCAF)](#) planning process, focused on identifying climate risks facing the state and recommending strategies to prepare for those risks. The interagency team prioritized equity and inclusion as guiding principles for the project, and identified the need to engage in a facilitated training process to 1) develop a shared understanding of equity, diversity, inclusion, and racial justice, and 2) learn how to center equity through best practices in climate adaptation planning and implementation.

The Oregon Health Authority engaged Better World Group and Estolano Advisors, in partnership with the Oregon Department of Forestry and the Department of Land Conservation and Development, to lead interagency staff through a series of trainings and workshops to develop a Climate Equity Blueprint. The engagement consisted of two [level-setting workshops focused on equity basics](#), and four equity-lens workshops where participants worked collaboratively to identify State equity needs and priorities and to craft an outline of the Blueprint content. Members of the Oregon Environmental Justice Task Force, external environmental justice stakeholders, as well as the Interagency Workgroup on Climate Impacts to Impacted Communities (established by Executive Order 20-04 and convened by the Governor's office) all provided feedback on drafts of the Blueprint as part of the development process. This Climate Equity Blueprint is a high-level critical thinking tool to help state agencies center equity at the forefront of their climate adaptation work, not as an afterthought.

Defining Key Terms

Below is a list of working definitions for terms used throughout this report and that can inform shared language for any future interagency climate justice efforts. The Blueprint will be updated approximately every two years, including key terms to ensure alignment with other related statewide efforts. See the references section for sources and citations for these definitions.

Climate Adaptation: The process of responding to the impending or inevitable consequences of the climate disruption already set in motion that, due to lag effect, cannot be avoided or reversed. *(CA Office of Planning and Research (OPR), Asian Pacific Environmental Network (APEN))*

Climate Equity: Ensuring that the people and communities who are least culpable in the warming of the planet, and most vulnerable to the impacts of climate change, do not suffer disproportionately as a result of historical injustice and disinvestment. *(Resources Legacy Fund, Climate Justice Working Group)*

Climate Gap: Refers to the data gaps between class and race that show disproportionate negative implications that climate change and climate change mitigation holds for people of color and the poor *(USC Program on Environmental and Regional Equity (PERE))*

Climate Mitigation: A human intervention to reduce the sources or enhance the sinks of greenhouse gases. Used in tandem with adaptation. *(Intergovernmental Panel on Climate Change)*

Climate Vulnerability: The degree to which natural, built, and human systems are at risk of exposure to climate change impacts. *(ICARP)*

Community Resilience*: is the ability of diverse community members to come together in times of adversity to respond and adapt in ways that equitably support the needs of one another and create transformative change.*

Diversity: The appreciation and prioritization of different backgrounds, identities, and experiences collectively and as individuals. It emphasizes the need for representation of communities that are systemically underrepresented and under-resourced. These differences are strengths that maximize the state's competitive advantage through innovation, effectiveness, and adaptability. *(State of Oregon, Office of the Governor)*

Environmental Justice: Equal protection from environmental and health hazards, and meaningful participation in decisions that affect the environment in which people live, work, learn, practice spirituality, and play. EJ communities include minority and low-income communities, tribal communities, and other communities traditionally underrepresented in public process. Underrepresented communities may include those with significant populations of youth, the elderly, or those with physical or mental disabilities. *(Oregon Environmental Justice Task Force)*

Equality: Providing the same level of opportunity and assistance to all segments of society, not take into account differing needs or disparate outcomes. *(Race Forward)*

Equity: Acknowledges that not all people, or all communities, are starting from the same place due to historic and current systems of oppression. Equity is the effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes. Equity actionably empowers communities most affected by systemic oppression and requires the redistribution of resources, power, and opportunity to those communities. *(State of Oregon, Office of the Governor)*

Ethnicity: A socially constructed grouping of people based on culture, tribe, language, national heritage, and/or religion. *(Race Forward)*

Frontline Communities: Also known as "Climate Vulnerable Communities." Those that experience "first and worst" the consequences of climate change. These are often communities of color, immigrants, rural communities, low-income communities, Tribal and indigenous people who have long been excluded from the policy and funding decisions and processes used to address climate change. *(EcoTrust, APEN).*

Inclusion: A state of belonging when persons of different backgrounds, experiences, and identities are valued, integrated, and welcomed equitably as decision makers, collaborators, and colleagues. Ultimately, inclusion is the environment that organizations create to allow these differences to thrive. *(State of Oregon, Office of the Governor)*

Intercultural Competency: A set of skills and characteristics that support effective and appropriate engagement with people across cultural difference in order to deepen learning and build mutual understanding.
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People of Color: Often the preferred collective term for referring to non-White racial groups, rather than "minorities." An additional acronym to utilize is **BIPOC** (Black, Indigenous, & People of Color). This highlights the unique experiences that Indigenous and Black people have, specifically within a U.S. context. *(Race Forward, The BIPOC Project)*

Privilege: A set of advantages systemically conferred on a particular person or group of people. (*Race Forward)*

Race: A non-scientific classification of human beings based on physical and genetic variation. *(Race Forward)*

Racial Equity: When race is no longer used to predict life outcomes and outcomes for all groups are improved. It is not just the absence of inequities, but the presence of deliberate systems and supports to sustain racial equity through proactive and preventative measures. *(Government Alliance on Race and Equity (GARE), Race Forward)*

Rural Communities: Any geographic area that is ten miles or more from the centroid of a population center of 40,000 people or more. An estimated 33 percent of Oregon's population lives in rural areas. (*Oregon Office of Rural Health)*

White Privilege: Refers to the unquestioned and unearned set of advantages, entitlements, benefits, and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it. *(Peggy McIntosh)*

What is the Oregon Climate Equity Blueprint?

The Blueprint is considered a "living document" and is intended to be improved and updated over time. The Blueprint provides a set of best practices to guide government decisions and tools for programmatic staff to apply an "equity lens" as they design state agency policies, processes, and programs to address climate change. The Blueprint was developed as part of the 2020 Climate Change Adaptation Framework (CCAF) update and can also serve as a stand-alone document to support agency staff in applying climate equity tools in their everyday work.

In the course of developing the Blueprint, the consultants on this project identified barriers that would prevent State agency staff from implementing the tool's best practices or reduce their effectiveness. They recommended a number of enterprise-level strategic investments in equity and environmental justice to overcome these barriers. Their recommendations, provided in a letter attached as *Appendix A* to this blueprint, include:

- Establish new requirements for workforce training in environmental justice, community engagement and equity.
- Develop sector-specific climate equity goals and metrics.
- Dedicate staff resources to actively lead and participate in an ongoing interagency climate justice 'community of practice' where community partnerships, data, resources, and best practices can be shared and leveraged across the enterprise.
- Articulate processes that agencies can use to identify climate-vulnerable communities most affected by State policy, planning, and project-level decisions.
- Designate an entity (agency, office or other body) to create and manage a new climate justice capacity-building fund that enables Community Based Organizations (CBOs) to engage in and co-lead State climate projects.

How to use the Blueprint Tools?

The Blueprint tools are intended to guide programmatic staff across all of Oregon's state agencies as they integrate equity into their policies, processes, and programs related to climate and beyond. The tools include:

1. **Best Practices:** reliable, general guidelines for state agency practitioners
2. **Guiding Questions**: critical thinking tools for practitioners to consider benefits and burdens, influence and engagement, and unintended consequences.
3. **Case Studies**: relevant governmental examples of effective work being done
4. **Resources:** additional reports and toolkits that can assist state agencies in developing and implementing equity-based work

Equity tools work best when a diverse team applies them together. Staff are encouraged to invite individuals with diverse perspectives from different professional backgrounds, racial and ethnic identities, age, abilities, gender, sexual orientation, and sexual identities to respond to the guiding questions presented in these tools. If the team recognizes that more perspectives are needed, they should be invited to participate.

The tools cover the following topic areas:

Build Internal Capacity	Embed Equity & Accountability into Design	Lead Meaningful Community Engagement	Improve Data Collection & Use
Participate in Ongoing Intercultural Competency Training & Workshops	Center Equity, Not Equality	Prioritize Funding and Capacity-Building for CBOs	Standardize, Integrate, and Share Data Transparently
Work in Partnership Across Agencies and State Bodies to Create a Community of Practice	Align Agency Policies and Programs with Oregon's Environmental Justice Statutes and Efforts	Use Accessible and Inclusive Engagement Strategies	Enable Communities to Help Shape Data Questions and Products
	Ensure Accountability Measures and Communicate Regularly	Create Opportunities for Communities to Lead Change	Train Staff and Partners on How to Use and Integrate Climate and Equity Data

Ongoing Statewide Climate and Environmental Justice Efforts

Community and advocacy groups, as well as governmental entities, are leading many efforts to address environmental-, climate-, and racial justice in the state of Oregon. The State government's advisory bodies outlined below can provide support for enterprise-wide implementation of this Blueprint.

I.   Environmental Justice Task Force

Oregon Revised Statute 182.538 established the Environmental Justice Task Force (EJTF) in 2010. The EJTF helps protect Oregonians from disproportionate environmental impacts on minority and low-income populations. The Task Force encourages state agencies to give all people knowledge and access to improve decisions that affect the environment and the health of all Oregonians. ORS 182.542 charges the Task Force to:

  i.   Advise the Governor on environmental justice issues;
  ii.   Advise natural resource agencies on environmental justice issues, including community concerns and public participation processes;
  iii. Identify, in cooperation with natural resource agencies, minority and low-income communities that may be affected by environmental decisions made by the agencies;
  iv.   Meet with environmental justice communities and make recommendations to the Governor regarding concerns raised by these communities; and
  v.   Define environmental justice issues in the state.

II.   Racial Justice Council

On July 31, 2020, Governor Kate Brown created the Racial Justice Council to advise the Governor on the 2021-2023 state budget and to help reform a wide range of programs and policies. The Governor directed the Council to:

  i.   Direct the collection of data from across sectors of society to support smart, data-driven policy decisions;
  ii.   Provide principles and recommendations that center racial justice to the Governor to inform the '21-23 Governor's Recommended Budget and Tax Expenditures Report;
  iii. Create a Racial Justice Action Plan for six specific areas: Criminal Justice Reform and Police Accountability, Housing and Homelessness, Economic Opportunity, Health Equity, Environmental Equity, Education;

The Racial Justice Council recognizes that existing boards and commissions have been working to address racial inequities in state government. There may be opportunities for state agencies to crosspollinate and engage with the Racial Justice Council. The Environmental Equity Committee, specifically, is tasked with influencing programs, policies, budgets, and strategic plans for environmental and natural resource agencies.

III. Interagency Workgroup on Climate Impacts to Impacted Communities (IWCIIC)

As part of [Executive Order 20-04](#), Governor Kate Brown established an interagency committee of leaders to provide high level strategy and guide the various state climate actions through an equity lens.

      i.   Agencies and commissions that are part of the Interagency Workgroup:
- Department of Environmental Quality
- Department of Land Conservation and Development
- Oregon Department of Agriculture
- Oregon Department of Forestry
- Oregon Department of Fish and Wildlife
- Oregon Department of Energy
- Oregon Department of Transportation
- Oregon Health Authority
- Oregon Water Enhancement Board
- Oregon Water Resources Department
- Public Utilities Commission
- Environmental Justice Task Force
- Oregon Global Warming Commission
- Oregon Parks and Recreation Department, and
- Oregon Sustainability Board

IV. [Oregon Global Warming Commission](#)

Through House Bill 3543, the Oregon Legislature created the Oregon Global Warming Commission in 2007. The Commission's responsibilities include recommending statutory and administrative changes, policy measures, and other actions to be carried out by state and local governments, businesses, nonprofit organizations, and residents.

The Commission also tracks and evaluates: assessments of global warming impacts on Oregon and the Northwest; existing greenhouse gas reduction policies and the advancement of regional, national, and international policies; costs, risks and benefits of various strategies; progress toward reduction goals; technological advances; and other related tasks.

The Commission focuses on three priorities, including to "protect the health and well-being of Oregonians and the health and resiliency of Oregon's ecosystems impacted by climate change. This priority includes developing and devising adaptation plans and strategies to prepare for the threats directly posed by global warming."

V. Oregon Sustainability Board

The Oregon Sustainability Board (OSB) was created in 2001 and encourages activities that best sustain, protect and enhance the environment, economy and community for the present and future benefit of Oregonians. Appointed by the Governor, members represent a variety of stakeholders across the state of Oregon.

The Board, which meets quarterly, is actively involved in the oversight of agency sustainability plans and initiatives, as well as statewide projects working to advance environmental, economic and equitable sustainability.

VI. Climate-Friendly and Equitable Communities Rulemaking

The Department of Land Conservation and Development (DLCD), in partnership with the Oregon Department of Transportation, is engaged in rulemaking to implement key elements of Governor Brown's Executive Order on Greenhouse Gas Reduction 20-04. DLCD's rulemaking will focus on strengthening Oregon's rules for transportation and housing planning, particularly for Oregon's eight urban areas with populations over 50,000 people (Albany, Bend, Corvallis, Eugene/Springfield, Grants Pass, Medford/Ashland, Portland Metro, Salem/Keizer). This effort will help to move Oregon forward on the path to meet our goals to reduce climate pollution, while working to ensure multiple benefits for historically marginalized populations. For this project, the Land Conservation and Development Commission has identified priority populations to include, but not be limited to, Black, Indigenous, Latinx, other communities of color, low-income, people living with disabilities, and houseless community members.

To help center the perspectives of priority populations in the work of implementing agencies including local governments, the Rules Advisory Committee (RAC) is intentionally geographically and socioculturally diverse. The rulemaking is scheduled to conclude in December 2021.

Climate Equity Blueprint Tools

I. Build internal capacity
II. Embed equity and accountability into design
III. Lead meaningful community engagement
IV. Improve data collection and use

I. Build internal capacity

State agencies should consider how all staff roles influence equitable outcomes. By developing internal staff capacity, state agencies can better incorporate climate equity and racial equity into their mission and policy, design processes, plans, and programs. This includes building intercultural competency amongst all staff, and updating internal policies and practices – such as contracts, procurement processes, job descriptions, etc.

Best Practices

Participate in Ongoing Intercultural Competency Training and Workshops: To understand and address the root cause of inequities, state agencies need to meaningfully invest in regular (at least yearly) intercultural competency and racial justice workshops and trainings for all staff. Oregon state laws have produced some inherently harmful policies, processes, and programs affecting communities of color, tribes, and rural communities. While not all staff are expected to be experts in racial justice and equity, foundational knowledge will support staff who design internal and external policies and practices. Skills and competencies include a rooted understanding of historic inequities, valuing and practicing principles of community based participatory action, and a cross-disciplinary orientation, along with specific technical skills on measuring effective climate equity outcomes. The State coordinates an annual Diversity, Equity, and Inclusion conference and offers training opportunities through iLearn. Participation in this conference and access to the iLearn trainings should be encouraged across all agencies and can be used as a means to facilitate self-reflection and growth as well as intra- and interagency learning. Agencies would benefit from establishing a clear process by which any learning that occurs through trainings or workshops can be brought back into the institution to facilitate continued learning and lead to action. Agency personnel who participate in trainings and workshops should be provided with formal and informal opportunities within their agencies to share what they learned, continue that learning, and develop recommendations for how the agency can advance its work on diversity, equity, and inclusion based on what was learned.

Work in Partnership Across Agencies and State Bodies to Create a Community of Practice: Every agency is at a different place in their journey has differing capacity to advance diversity, equity, and inclusion. Additional work can be done to encourage and sustain interagency coordination. Empowering an interagency group or department to convene an interagency community of practice could provide opportunities for agencies to share or pool resources to build internal capacity. Work on this blueprint revealed that agencies further along in this work might be able to provide examples, models, encouragement, insights, recommendations, and potentially even mutual aid for agencies that are just beginning this work. The 2016 EJTF Best Practices Handbook recommends that each agency have a full time Environmental Justice (EJ) Coordinator charged with coordinating inter-agency collaborative efforts to implement EJ best practices among other activities. Until more coordination on climate and environmental justice is established, agencies can make progress on their own utilizing existing resources (like the ones listed in this section) and participating in project-specific workgroups, such as the CCAF Climate Equity Workgroup that helped to develop this document. Also, Department of Administrative Services (DAS) has recently established an Office of Cultural Change to work closely with the Governor's Office of Diversity, Equity and Inclusion to coordinate enterprise-wide cultural change and promote Diversity, Equity and Inclusion through workforce, training and communications in the state government.

Guiding Questions

- Do our staff have access to intercultural competency workshops and trainings to stay informed to be able to make the best possible decisions on equity? How does our agency provide opportunities for staff to build and share their intercultural competency skills, facilitate continued learning within the agency, and develop recommendations for agency consideration?

- How do staff and leadership set goals to improve intercultural competency and how are they held accountable to those goals?

- Has the program and/or agency developed a measurement for DEI workforce competency? Are staff trained on the history of inequitable policies and exclusionary decision-making practices that have led to current inequities in Oregon?

- Does our agency have a designated EJ Coordinator or "Citizen Advocate" who regularly attends EJTF meetings and has adequate FTE to serve as a liaison with agency programs and other State agencies to advance EJ-related work?

- Have we requested or set aside funding for internal capacity-building for staff? Is our program or process adequately funded to engage in ongoing learning and capacity-building? If not, what are other available resources or next steps? What are new or existing opportunities for different agencies/departments to pool resources?

Case Studies

- **The Capitol Collaborative on Race and Equity** (CCORE) helps build capacity for California State employees from all agencies. It includes two cohorts: a Learning Cohort for state entities without Racial Equity Action Plans and an Advanced Implementation Cohort for entities who are seeking technical assistance to implement racial equity strategies. CCORE is convened by the Public Health Institute (PHI) in collaboration with the California Strategic Growth Council (SGC) and California Department of Public Health (CDPH), and is supported by Race Forward and the California Endowment.

- **Oregon Health Authority (OHA) Anti-Racism Trainings** - In addition to a required agency-wide Cultural Competency and Humility training, OHA required staff participating in the agency's strategic planning process and also those preparing to engage in the 2021 legislative session to participate in anti-racism trainings.

Resources

- Oregon CCAF: 2020 DEI Level-Setting Workshop Materials
- Governor Kate Brown's Office of Diversity, Equity and Inclusion's Racial Justice Resource List
- Environmental Justice: Best Practices for Oregon's Natural Resource Agencies - Oregon Environmental Justice Task Force (EJTF)
- The Oregon State Worker Training Trust

- The [Intercultural Development Inventory](#)
- [Coalition of Communities of Color: Tool for Organizational Assessment Related to Racial Equity](#)
- Washington Race Equity & Justice Initiative (REJI) Organizational Race Equity Toolkit: [Tool C: Race Equity Culture Continuum for Organizations](#)
- [Building Organizational Capacity for Racial Equity](#), GARE
- [Racial Equity Action Plans: A How-to Manual](#), Government Alliance on Racial Equity (GARE)

II.   Embed equity and accountability into design

State agencies play a pivotal role in designing programs, policies, processes, initiatives, investment opportunities, and budgets. From inception, these efforts should be designed with equity and equitable outcomes at the core, as well as measurable goals towards these outcomes. Often, this does not occur. There is a growing understanding and development of best practices from local-, regional- and state-level agencies to support state agencies in efforts to "design for equity" at the beginning of each process to ensure success. In Oregon, many local and regional jurisdictions incorporate this practice into their climate action planning or when designing climate frameworks. Below we offer some best practices and examples to address common challenges to embedding equity and accountability in public programs, policies, and processes.

Best Practices

Center Equity, Not Equality: Agencies should assess their funding policies and grant programs for equity. This includes allocating funding based on the most need rather than equal distribution. There is no one single approach to identifying "most impacted" communities in Oregon and these communities may differ across programming areas. See *Appendix B*, Critical Thinking Tool for Identifying Most Impacted Communities. This best practice also includes identifying and addressing any barriers to accessing specific funding programs (such as reimbursement programs that require participants to spend their own money up front, exclusive channels by which people learn of funding opportunities, and the technical literacy required to understand funding announcement). Targeted funding, like location set-asides for grant programs, can fund specific communities in need defined not only by geographic area, but also by other factors such as, income, environmental burdens, number of investments, etc. Set asides may also increase community participation if residents can see that the funding is dedicated to their communities before a project is fully developed. Policies and programs can dedicate a certain amount of their funding to community engagement, outreach, workforce development programs, and technical assistance.

Align Agency Policies and Programs with Oregon's Environmental Justice Statutes and Efforts: Agencies should ensure that they have an EJ Coordinator ("citizen advocate") identified within their agency and that this EJ work is given adequate FTE and detail in the position description. An agency's EJ Coordinator can work with agency leadership to help ensure that agency policies and programs are aligned with Oregon's environmental justice statutes (ORS 182.545) and other statutes related to diversity equity and inclusion. EJ Coordinators can also dedicate time to assisting others within their agency to ensure that best practices identified by the Environmental Justice Task Force are embedded in their agency's policies and programs. For a list of related federal and state statues, please see *Appendix C*.

Ensure Accountability Measures and Communicate Regularly: To programmatically prioritize equity, state agencies need to go beyond broad commitments to equity and focus on specific goals, strategies, and metrics to measure progress and effectiveness. Any goals developed should be SMARTIE – Strategic, Measurable, Ambitious, Realistic, Time-Bound, Inclusive, and Equitable. Goals need specific strategies or actions that will be taken, as well as a named agency, department, team, or individual that will implement the actions. Additionally, there should be measures and deadlines in place that determine whether a goal has been met. Progress reports or other regular communications to community partners helps to ensure accountability. If a goal has

not been met, explaining the reasons why, challenges and alternative courses of action, helps to maintain transparency and build trust with community partners.

Guiding Questions

☐ Are diversity, equity, and inclusion explicitly included in our agency's core values or guiding principles?

☐ Is intercultural competency included in position descriptions? Are requirements for intercultural competency included in positions that oversee or manage the work of others?

☐ Is the program or project aligned with the state's strategic goal(s) to address equity and environmental justice? Is equity addressed in the plans or other documents guiding our work? Is climate equity specifically named?

☐ Does the program or policy address racial equity? If so, are there metrics developed to measure effectiveness and outcomes?

☐ Is the program or policy written in plain language or various accessible languages?

☐ Does the program or policy consider unintended consequences (e.g. displacement, gentrification, poor air quality, transportation barriers, lack of affordable housing, etc.) that may affect climate-vulnerable communities?

☐ Have we removed barriers (e.g. by providing technical assistance, made opportunities available in various languages, etc.) for community to either apply or participate in the program?

☐ Does the program or policy have multi-benefit outcomes for climate-vulnerable communities? What mechanisms will be used to ensure benefits to climate-vulnerable communities? For example, does it:
   o Increase investments and resources;
   o Provide capacity-building, training, and workforce development opportunities;
   o Provide job opportunities and career pathways?

☐ Is a reporting framework in place that generates publicly available data on key metrics and benchmarks in a timely manner? Is there a communications plan to communicate progress to stakeholders regularly?

☐ Are benchmarks identified to measure progress on important outcomes to communities, policymakers, and equity stakeholders?

Case Studies

- **ODOT's I-205 and I-5 Toll Projects' Equity Framework:** The Oregon Toll Program has developed this draft Equity Framework to identify the burdens and benefits of tolling and provide a process for determining how to equitably distribute those burdens and benefits from the I-205 and I-5 Toll Projects. The framework will guide the project to ensure tolling on I-205 and I-5 will lead to equitable outcomes. Additionally, the framework will ensure the

Oregon Toll Program implements an intentional and equitable engagement process that makes currently and historically excluded and underserved communities a priority. This I-205 and I-5 Toll Projects' Equity Framework includes:
  - o Goals for the proposed toll projects, and an explanation of why the Oregon Toll Program is prioritizing equity
  - o A definition of equity within the context of the toll projects, including key concepts and definitions related to equity
  - o The overall approach and organizing principles for addressing equity
  - o A set of actions for measuring benefits and burdens to historically excluded communities and populations

- **Portland Clean Energy (Community Benefits) Fund** creates a city grant program for clean energy and job training projects. The program is intended to benefit communities on the frontlines of climate change, including low-income people and people of color. The grant program clearly outlines its climate equity values and community commitments to accountability upfront. These four values include:
  - o **Equity.** PCEF prioritizes frontline community and local benefits, promotes equitable outcomes, and institutionalizes equity best practices in the city.
  - o **Economic Opportunity.** PCEF prioritizes sustainable job creation, emphasizes job training that promotes career pathways and job security, and advances the development of under-served contractors through business support and technical assistance.
  - o **Climate Action.** PCEF promotes climate resilience, supports climate mitigation, and reduces carbon emissions.
  - o **Accountability to Community.** PCEF supports inclusive, culturally and linguistically specific participation and engagement throughout the program, maximizes program transparency and accountability, and creates a new model for government-community partnership.

Resources

- Environmental Justice: Best Practices for Oregon's Natural Resource Agencies - Oregon Environmental Justice Task Force (EJTF)
- SMARTIE Goals Worksheet, The Management Center
- Making equity real in climate adaptation and community resilience policies and programs: A Guidebook, The Greenlining Institute
- Equity and Empowerment Lens Logic Model: A work in progress (2014). A look at transformative change towards racial equity at the individual, institutional, and systemic levels, Multnomah County
- Climate Action Through Equity (2016): The integration of equity in the Portland-Multnomah Climate Action Plan
- Racial Equity: Getting to Results, GARE

III. Lead meaningful community engagement

Tribal communities, communities of color, low-income, and many rural communities have faced years of inequitable environmental policies and exclusionary decision-making practices created and maintained by government institutions. These communities are experts based on their lived experiences and this expertise must be centered in climate resilience work. The state of Oregon's Environmental Justice Task Force (EJTF) is a bridge for agencies to create authentic community relationships, design inclusive programs and projects, and communicate honestly with community members in order to create and sustain meaningful community engagement and public participation. Below we offer best practices and resources to address common community engagement challenges such as resource allocation and trust-building with historically marginalized communities to add to the efforts outlined by EJTF.

Best Practices

Prioritize Funding and Capacity-building for Community Based Organizations: Project budgets are often limited. However, without any investment in community engagement, agencies risk losing trust and community buy-in, which can sometimes be much more costly in the long run. Agencies can try to leverage grant funds as well as dedicated project funds to create an adequate budget for Community Based Organizations (CBOs) to build their general capacity to engage in the State's climate projects. Compensating CBOs for their time shows that an agency recognizes the important role they play and allows them to build their capacity to continue to engage in meaningful ways. Agencies can create and maintain trusting partnerships with CBOs that have existing relationships with priority populations. These partnerships should not be based on extraction, but on true two-way connection based on mutual respect. CBO partners are valuable experts in their own communities and can offer important insight into community assets and issues. They can, for example, organize community meetings or facilitate connections to other relevant organizations. They may be able to help identify opportunities to engage in non-traditional public outreach formats such as informal meetups or participating in already-planned community-organized events. Agencies and CBOs can work together to define expectations and determine outcomes. To do this, engaging with CBOs early in the process is critical. Coordination on CBO capacity-building across agencies can indicate to policymakers that community participation is a priority and should be funded as a part of state and local budgets.

Use Accessible and Inclusive Engagement Strategies: Engaging communities early and consistently and ensuring accessible platforms and multiple channels for participation will allow for the most community representation. Technical language can be a barrier, so agencies should review how they craft language to convey technical concepts and consider providing information in multiple languages to ensure all voices are heard. Offering technical assistance and ensuring that diverse CBOs are aware of the opportunity can help communities engage. Large public meetings should be held in spaces that are welcoming and easy to access. Oftentimes government spaces can dissuade participation, so showing up within a community space respectfully as a guest can start to break down that power dynamic. It is a best practice to open public events by acknowledging the traditional indigenous inhabitants of the land where the meeting is taking place. This practice creates awareness of the history of colonization, offers respect to indigenous and tribal partners, and begins to repair relationships. See *Appendix D*, a DRAFT tool for land

acknowledgement, however it's a best practice to seek feedback on appropriate land acknowledgement language. Acknowledgement by itself is a small gesture. Building authentic relationships with tribal partners should be ongoing. While a shift to online meetings during COVID-19 has allowed many more individuals to participate in public meetings, it still excludes those who do not have access to a computer or broadband internet. Online meetings need to be designed in a way that enables leading agencies to do more listening and less one-way presenting. They should also be recorded so that people can access the information at different times, combined with clear opportunities for giving feedback outside of the online meeting. Providing a mix of engagement strategies is crucial to ensuring full participation in any process. Common methods include: focus groups, hosting community events, attending existing stakeholder events, online meetings, online surveys, social media engagement, mailers, photo voice projects, story projects and one-on-one interviews. Lastly, compensating participants for their time and their transportation, as well as providing childcare and food at in-person meetings, are best practices. Some programs may be prohibited from funding some of these items but can work to secure additional funding to cover the cost of these services.

Create Opportunities for Communities to Lead Change: Oftentimes agencies are focused on seeking public input for their own policies or programs, which may be narrow in scope and may not address all the interests and needs of a community. Whenever possible, agencies should consider pursuing and advancing opportunities that allow communities to identify their own needs, interests, and vision for the future. Agencies can take collaborative, community-based approaches that connect communities to financial and technical assistance to inform and influence state level decision-making. Whenever possible, agencies should consider participating as partners and find ways to align agency priorities and investments with the interests and needs identified by communities, even when this community-based approach leads to interrelated, interdisciplinary strategies that result in multiple community benefits that expand beyond the leading agency's historical scope or mission. This involves taking an "adaptive co-management" approach, where the process is designed to be collaborative and iterative. It includes moving forward with uncertainties and building-in monitoring systems that enable ongoing cross-sector learning to inform and improve future investments.

Guiding Questions

☐ Are communities engaged early in the process to ensure opportunity to incorporate their feedback into the project/program development and community engagement strategies?

☐ Have we been clear about what kinds of information we seek from specific communities we are hoping to engage with? Have we clearly defined communities' decision-making role and ensured that community representatives are included in decision-making throughout the process?

☐ Does our plan complement and/or is it informed by existing efforts already led by community based organizations (CBOs)? Does our agency have established relationships with groups engaged on this topic?

☐ Have we made our engagement activities as accessible and as inclusive as possible for everyone? Have we considered offering technical assistance to new community partners who may not have engaged with us before?

- How can we acknowledge and address historical trauma of impacted communities through this process?

- Are we focusing on highlighting community assets as well as deficits? Where are there opportunities to support, amplify, or fund community-led efforts related to this project?

- Will this process help foster the building of effective, long-term relationships and trust between climate vulnerable communities and state agencies? Does our agency understand who is most climate vulnerable?

- How will the community know that their participation is contributing directly to the program or policy? Does our plan involve the community in implementation?

- Does the program or policy align with and support existing community priorities, creating an opportunity to leverage resources and build collaboration?

- How are we sharing power and creating opportunities for communities to lead? Has our agency shown flexibility and adaptive management through a willingness to pilot and expand beyond its historical ways of doing the work?

Case Studies

- **Integrated water resources planning and management** - Every place in Oregon has complex water challenges that require actions designed with local conditions in mind. Since all water belongs to the public in Oregon, water planning and management should be open and inclusive and seek to consider and balance the diverse interests and values held by Oregonians. The Oregon Water Resources Department and other natural resources agencies have partnered with four places to test a place-based, community-centered approach to integrated water resources planning and management, which was a recommended action of the Statewide Integrated Water Resources Strategy. Following the State's planning framework, leaders in the Harney Basin, Lower John Day Sub-Basin, Upper Grande Ronde Sub-Basin, and Mid-Coast Region are convening collaborative groups to identify and implement local solutions to understand and meet the current and future water needs of the environment, people, communities, and the economy. These groups are building capacity to collaboratively solve water problems by improving our understanding of current and future conditions, identifying and filling information gaps, fostering partnerships among different water interests, facilitating greater cooperation and coordination, and engaging the broader public and decision-makers in conversations about water. Place-based water planning helps Oregon communities identify and develop widely supported actions to prepare for and adapt to extreme water-related events, such as floods and drought, which are projected to intensify as the climate changes.

- **Oregon Housing and Community Services (OHCS)'s Equity Priority:** For their 2019 Statewide Housing Plan, OHCS facilitated focus groups in low-income areas in partnership with multiple community-based service providers who recruited the participants. The focus group participants received a $75 grocery gift card, a meal, and childcare services, as needed, for the meeting duration. OHCS often provides financial assistance to priority populations or vulnerable groups in order to ensure their participation and feedback in meetings related to OHCS policies, plans, or programs. This engagement led to the development of OHCS's current Equity Priority.

- **[Department of Land Conservation and Development (DLCD)'s Climate-Friendly and Equitable Communities rulemaking](#)**– To help develop the rulemaking process, DLCD held a workshop facilitated by Verde to discuss equity approaches. In response to this dialogue, DLCD is funding staff time for the participation of seven equity-centered community based organizations (CBO)s in its rulemaking advisory committee and providing one-on-one staff check-ins for those organizations throughout the rulemaking process to elevate their voices and help them engage as desired.

- **Department of Environmental Quality (DEQ)'s Engaging Impacted Communities in Climate Policy effort** – DEQ is planning to provide funding to CBO consultants in 2021 to:
    - Advise DEQ on strategies and techniques to engage environmental justice and other under-resourced communities in the development of new policies and programs;
    - Design and conduct community capacity building activities; and
    - Develop culturally-specific education and engagement materials related to climate change, climate

- **[Metro Office of Public Engagement](#)** helps ensure Metro engages the region's full diversity, connects public input to decisions, and effectively evaluates engagement outcomes. The Office supports public engagement activities at the project and program level by offering resources for best practices in public involvement, conducting surveys and reports, and supporting the Diversity Action Plan. The Public Engagement Review Committee reviews public engagement efforts and reports and makes recommendations to the Metro Council about engagement priorities.
    - [Metro Parks & Nature **Capacity Building Sponsorship**](#) **–** This program aims to help organizations build capacity to connect BIPOC communities with nature. Funds can cover staff time, professional and leadership development, materials and supplies, IT services and hardware, participant stipends, transportation, food and other costs related to connecting BIPOC communities with nature.

Resources

- [Environmental Justice: Best Practices for Oregon's Natural Resource Agencies](#) - Oregon Environmental Justice Task Force (EJTF)
- [Inclusive Outreach and Public Engagement Guide](#) – City of Seattle Race & Social Justice Initiative
- [Honor Native Land: A Guide and Call to Acknowledgement](#) – US Dept. of Arts & Culture
- [Oregon State University: Land Acknowledgements](#) - OSU
- [Resource Guide on Public Engagement](#) – National Coalition for Dialogue & Deliberation
- [Community-Driven Climate Resilience Planning: A Framework](#), Movement Strategy Center
- [A Seat at the Table:](#) Integrating the Needs and Challenges of Underrepresented and Socially Vulnerable Population into Coastal Hazards Planning in New Jersey
- [Guide to Equitable Community-Driven Climate Preparedness Planning](#) – Urban Sustainability Directors Network

IV. Improve data collection and use

Accurate and thorough data is important for understanding how to identify climate vulnerable communities and their needs, as well as assessing progress towards desired program or project impacts. In some cases, there may be an overall lack of data, while other times there may be data available that is not being utilized effectively. Data to inform project or program needs should include quantitative data on indicators such as race, housing, jobs, income, education, and health that is supplemented by qualitative data from conversations, focus groups, and surveys as much as possible. Additionally, community-driven data collection can provide deeply valuable insight to planners and decision-makers. Below we offer best practices and resources to address common challenges to data collection and use.

Best Practices

Standardize, Integrate, and Share Data Transparently: Better data gathering can enable state agencies and policymakers to measure and evaluate programs and policies, and identify communities that need the most investment. Interagency data integration can enhance services, inform policymaking, decrease costs and data duplication, and reduce fraud. Oregon's Spatial Data Library offers access to geospatial data that can help visualize equity issues. While the State of Oregon has developed an Open Data Portal, there are still some improvements that would assist with user experience to find, understand, and use the data. Having data that is already visualized or interpreted is often more helpful to the average user than having to download a spreadsheet. State agencies should strive to be as transparent as possible and should ensure that data is accessible and useable for all stakeholders.

Enable Communities to Help Shape Data Questions and Products: To build an inclusive and trustworthy data gathering process, partner with community-based organizations (CBOs) to ensure that data reflect the reality on the ground. This could include taking a community-based participatory research (CBPR) approach that enables communities to help shape data questions and products in ways that are responsive to local and culturally-specific priorities. Programs can also build-in 'Citizen Science' methods of engaging with the general public on climate-specific projects to incorporate on-the-ground observations, lived experiences, and local perspectives.

Train Staff and Partners on How to Use and Integrate Climate and Equity Data In many cases, climate and equity data may already be available but staff or partners are unaware of its availability or are unable to access the data in ways that can inform decisions in a timely manner. Agency staff involved in climate programming and policy can train each other on available data. Peer-to-peer learning can occur during interagency projects, such as with DLCD's proposed integrated climate vulnerability assessment. Partners like the Oregon Climate Change Research Institute (OCCRI) and OSU's Natural Resources Digital Library, if requested, may be able to offer state agencies with trainings on how to use tools like The climate toolbox and Oregon Explorer. When appropriate, staff can extend invitations to agency partners when cross-sector data conversations and learning opportunities arise. In addition, as equity becomes a prioritized lens for project and policy development, trainings on integrating equity and social justice in data analysis is recommended. For example, Washington's King County offers a workshop on integrating Critical Race Theory (CRT) for GIS practitioners.

Guiding Questions

☐ What process does our agency use to collect community information? Are community partners involved in determining data needs?

☐ What data have we collected for our policy or program? What do the data tell us about existing inequities or vulnerable communities in the areas affected by our policy or program? What data do we need to collect to measure our impact?

☐ How are we ensuring community members feel comfortable sharing demographic or qualitative information with us?

☐ Are there data gaps? What do community partners say is missing? What agency might host the data we are looking for? Have we explored opportunities to collaborate or learn with other state agencies?

Case Studies

- **Washington Environmental Health Disparities Map** –developed to help guide resource allocation to impacted communities was a multi-year project that included a symposium event (here's their full report), the convening of an ongoing work group, and through a meaningful partnership with Front and Centered (a CBO representing frontline communities), they were able to draw from 11 community listening sessions from across their state. This project built upon the EnviroScreen approach and improved upon it through a more robust community engagement process.

- **California Healthy Places Index –** contains user-friendly mapping and data resources at the census tract level across California. The HPI provides scores based on community conditions to allow for comparisons between areas and it also includes detailed policy guides to support specific policy interventions that can improve community conditions and health.

- **Climate Change and Social Resilience: Findings from Community Listening Sessions -** In 2019, the Climate and Health Program and the Oregon Community Health Workers Association held a series of listening sessions in Hood River, Medford, and Portland. In these sessions, they asked community leaders about their perspectives on social resilience and how climate change is affecting their communities. The report synthesizes the themes from these conversations and identifies actions and investments that governmental agencies can take to strengthen social relationships and increase climate resilience.

Resources

- Population Research Center at Portland State University - provides education and data related to the US Census and American Community Survey including summaries like this Oregon 2019 American Community Survey Highlights
- A Short Guide to Community Based Participatory Action Research
- EJSCREEN Screening and Mapping Tool, Environmental Protection Agency

- [National Environmental Public Health Tracking Data Explorer](#)
- [Environmental Public Health Tracking,](#) Oregon Health Authority
- [Mapping Resilience](#), Asian Pacific Environmental Network (APEN)
- [The climate toolbox](#)
- [Oregon Explorer.](#)
- [Oregon Open Data Portal](#)

Measuring progress and improving the Blueprint

We need to continuously dismantle systemic barriers to achieve climate-, environmental- and racial- justice in the state of Oregon. It demands that the polices, processes and programs we create move us toward the intentional implementation of equitable strategies for meaningful change.

Policies that lack climate-, environmental- and racial- justice outcomes will preserve the status quo and continue to harm the most vulnerable communities that will suffer the worst as climate change progressively threatens our adaptability. This Blueprint is intended to serve as a guide to move away from conventional systems and toward forward-thinking strategies that integrate communities in meaningful and sustainable ways. It is a starting point towards broadening perspectives toward transformative change.

Objectives, strategies, and metrics to achieve specific equity goals will vary across agencies as state staff have a wide range of roles and responsibilities. Additionally, State agencies and their individual staff members are all in different places on their learning and unlearning journey regarding climate and environmental justice.

In April 2020, sixteen State agencies engaged in the Climate Change Adaptation Framework project responded to a survey on Climate Equity. This survey was intended to serve as a baseline measure for how agencies are integrating DEI best practices into their climate-related work. For a summary of findings, please see *Appendix E*.

The Interagency Workgroup on Climate Impacts and Impacted Communities convened by the Governor's office in 2020 is currently working on an inventory of DEI work across State climate programs. Workgroup members have agreed that an annual survey could be helpful to collect this kind of information and could be a way to track progress, including implementation of the Climate Equity Blueprint.

How do we know if we are advancing climate equity?

Success is achieved when:
- People most affected by climate-driven disruptions are centered in the solutions and their voices and leadership are amplified in all discussions.
- Strategies that are developed collectively, and through collaboration with communities, reflect the priorities and address the concerns of the most marginalized communities.
- Quantitative and qualitative data demonstrates meaningful progress and sharing of co-benefits.

Acknowledgements

The Climate Equity Blueprint was developed by Better World Group, Estolano Advisors and the Oregon Climate and Health Program, with funding from the Oregon Health Authority and the Oregon Department of Forestry, and in partnership with:

- The Interagency Climate Equity Workgroup:
  - Business Oregon
  - Department of Administrative Services
  - Department of Environmental Quality
  - Department of Land Conservation and Development
  - Oregon Department of Forestry
  - Oregon Department of Transportation
  - Oregon Employment Department
  - Oregon Health Authority
  - Oregon Housing and Community Services
  - Oregon Water Resources Department

A notable appreciation to the following who contributed to the process:

- Oregon Environmental Justice Task Force
- The Office of Governor Kate Brown; Diversity, Equity, and Inclusion/Affirmative Action Policy Office, Natural Resources Policy Office, and the Carbon Policy Office
- Leadership Counsel for Justice and Accountability

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Appendices

A.   Recommendations from consultants
B.   Draft critical thinking tool for identifying "most impacted communities"
C.   Federal and state statutes
D.   Draft tool for land acknowledgment
E.   Summary of 2020 interagency climate equity survey findings

APPENDIX A: Recommendations from consultants

Estolano ADVISORS   **Better World** Group

TO: Julie Sifuentes and Emily York, Oregon Health Authority

CC: Oregon Health Authority Partners

FROM: Better World Group and Estolano Advisors

DATE: October 20, 2020

RE: **Climate Equity Blueprint Recommendations for Next Steps**

Dear Oregon Health Authority and Climate Partners,

We are pleased to submit the draft Oregon Climate Equity Blueprint for public comment. We see this Blueprint as a starting point for centering equity in public agency work. We hope that State agencies involved in climate change work will continue to update and improve the Blueprint, using it as a living document.

The current contents are based on a seven-month engagement process with State agency staff and partners in 2020. The Blueprint reflects findings from surveys of climate staff in 20 different State agencies, and additional needs identified through four working meetings with participants from nine different State agencies. In addition to identifying tools for staff to begin using at the program level, the Blueprint project identified some enterprise-level recommendations that we are sharing in this letter.

Members of the Oregon Environmental Justice Task Force (EJTF), external environmental justice stakeholders, as well as members of the Interagency Workgroup on Climate Impacts and Impacted Communities (IWCIIC) established by Executive Order 20-04 and convened by the Governor's office, all provided feedback on drafts of the Blueprint and recommendations as part of the development process.

Through the project engagement, it became clear that strategic investments in equity and environmental justice need to be prioritized across the state enterprise. Our understanding is that much of this work is already underway through the creation of new initiatives like the Racial Justice Council (RJC) and through the prioritization of equity in the Climate Change Adaptation Framework project.

As the state formulates its governance structure and processes for coordinating and overseeing the state's climate work, the RJC's Environmental Equity group, the EJTF, and the IWCIIC can help to ensure that the State's cross-sector climate change work is driven by the priorities and values of Oregon's most climate-vulnerable communities. In consultation with the RJC, EJTF, and other community leaders, the WCIIC will need to

articulate processes that agencies can use to identify climate-vulnerable communities most affected by State policy, planning, and project-level decisions.

We also clearly heard that meaningful community engagement will not be possible without appropriately resourcing community-based organizations (CBOs) to engage. We recommend that the State designate an entity (agency, office or other body) to create and manage a new Climate Justice Capacity-Building fund that enables CBOs to engage in and co-lead State climate projects.

As part of this investment in climate equity, the State of Oregon will need to strengthen its internal infrastructure to support ongoing community engagement, increasing interagency collaboration and accountability. The State will need to establish new requirements for workforce training in environmental justice, community engagement, and overall policy and program equity, and agencies will need to develop their own sector-specific climate equity goals and metrics. For this to happen, leaders of individual agencies will need to dedicate staff resources, and staff will need to actively participate in an ongoing interagency climate justice "community of practice" where community partnerships, data, resources, and best practices can be shared and leveraged across the enterprise.

Much of this work has already begun. However, for it to be successful these efforts will need to be coordinated across State bodies and agencies and will need to include a sustainable investment in meaningful community engagement.

It has been a pleasure working with you and partner agencies on this effort. We look forward to Oregon's continued progress on climate equity.

Sincerely,

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APPENDIX B: Draft critical thinking tool for identifying "most impacted" communities

Who are the "most impacted communities" in Oregon?

1. IMPACTED BY WHAT?

- What is the scope of the problem we are trying to solve? All climate impacts? Specific impacts? Specific policies or projects intended to address climate impacts?
- Where are there existing disparities in intersecting non-climate stressors (populations already burdened by other impacts related to the problem you are trying to solve)?

Get as specific as you can with how you define "impacted" within the scope of your inquiry.

2. WHO IS ASKING?

- State lawmakers, agencies, or program staff? What will we do with the information once the big question is answered?
- What is the capacity (or scope of work) available to solve the problem? Are we creating a new policy, plan, grant program, etc.?

Be ready to explain how the data will inform and influence decisions (outcomes/investments).

3. WHO IS ANSWERING?

- Who are the evidence-based populations already most burdened by the specific climate problem we are trying to solve? *(There are many scientific and Oregon-specific resources that can help answer this question).*
- Who are the leaders and Community Based Organizations (CBOs) that can offer the perspective of these already identified populations? *(If we don't know, start asking around.)*
- How will we ensure that they (our community partners) have the capacity to engage with us? *(Be ready to provide funding for their time and expertise – a little can go a long way).*
- What quantitative and qualitative data do our community partners say is most important in determining how to solve the specific climate-related problem we are trying to solve? How will we work with them to collect and use that data to inform our decisions?
- How will community partners continue to be informed and involved in the implementation once decisions are made?

It is likely that we already generally know who is most impacted, but we are unclear about how to tailor or target our policies/programs in ways that benefit them. If we invest in building trusting relationships with community partners, they will help us answer that big question. In fact, community partners may already be talking with people on the ground about the problem we are trying to solve. Our partnership efforts will result in richer and more relevant data that will ultimately lead to more effective solutions that benefit the communities we intend to serve.

APPENDIX C: Federal and state statutes

Federal statutes

- **Title VI of the 1964 Civil Rights Act,** 23 USC 140, 23 CFR 200, and 49 CFR 21.

- **Executive Order 12898 – Federal Actions to Address Environmental Justice in Minority Populations and Low-income Populations**, signed Feb. 11, 1994 by President Bill Clinton.

- **Executive Order 13166 – Improving Access to Services for Persons with Limited English Proficiency**, signed Aug. 11, 2000 by President Bill Clinton.

- **Americans with Disabilities Act (ADA) of 1990**, 42 USC 126 and 49 CFR 27.19.

- **Age Discrimination Act of 1975**, 42 USC. Sections 6101-6107.

State Statutes

- **Oregon Environmental Justice Task Force,** ORS 182.538

- **Oregon Revised Statute Local Government Planning Coordination; Coordination Agreements,** ORS 195.020 to 195.040**.**

- **Oregon Revised Statute Opportunity for Public Comment on New Fee or Fee Increase,** ORS 294.160.

- **Oregon Transportation Plan Public Involvement Policy (2009).**

- **Public Records Act,** ORS 192.410 to 192.505.

- **Public Meetings Law,** ORS 192.610 to 192.690.

- **Oregon Advocacy Commissions Office**, ORS 185.005, 185.010, 185.020, 185.025.

APPENDIX D: Draft tool for land acknowledgement

There is no one formula or template for appropriate land acknowledgement. Land acknowledgments can be written in program materials, posted online, and voiced at the beginning of meetings and public events. Building relationships with tribal partners and getting feedback on appropriate land acknowledgement language is a best practice.

There are nine federally recognized tribes in Oregon, however there are many other tribes that have not been federally recognized and it's important to recognize this. If you plan to verbally acknowledge Oregon's nine federally recognized tribes, make sure you have the correct pronunciation of their names.

Below is some example language that can be used and adapted to acknowledge tribal communities in Oregon. Voicing a commitment to decolonization and reconciliation must reflect concrete efforts to build authentic relationships with tribal partners and an investment in their recommended actions.

We would like to honor and acknowledge Oregon's nine federally recognized tribes, who have stewarded these lands for centuries:

- *the Klamath tribe of the Southern Oregon plateau;*
- *the Burns Paiute of the high-desert east;*
- *the Coquille of Southern Oregon's coastal forests;*
- *the Confederated Tribes of Grand Ronde in the northern Coast Range;*
- *the Cow Creek Band of Umpqua in the Southern Oregon foothills;*
- *the Confederated Tribes of Umatilla in the Blue Mountains;*
- *the Confederated Tribes of Siletz in Oregon's northern rainforests;*
- *the Confederated Tribes of Coos, Lower Umpqua, and Siuslaw on the southern coast; and*
- *the Confederated Tribes of Warm Springs on the eastern slopes of the Oregon Cascades.*
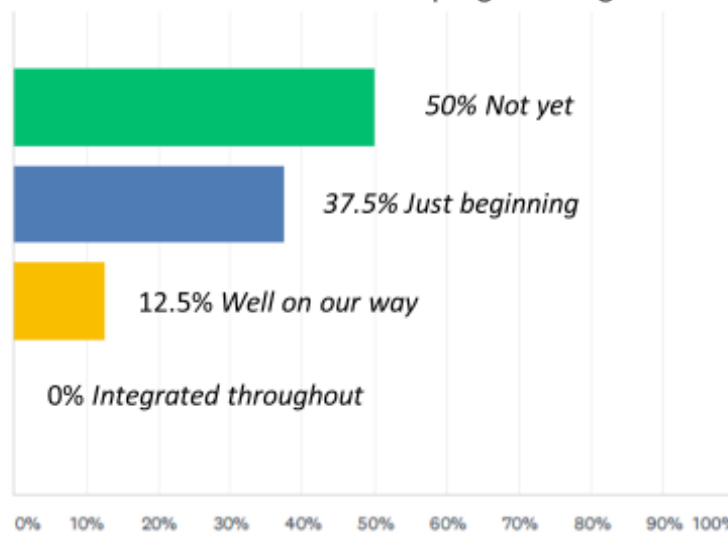
And we also acknowledge that there are many other tribal communities who have not been federally recognized. This land known as the 'state of Oregon' was built on broken treaties and stolen land. The effects of colonization, federal and state policies, both past and present, have put Native Americans at a disadvantage for hundreds of years.

Despite this ongoing oppression, our tribal and indigenous partners continue to offer their leadership, professional expertise and cultural wisdom. We take this moment to honor Native Peoples' resilience and commit to moving beyond words to actions that bring about true decolonization and reconciliation.

APPENDIX E: Summary of 2020 interagency climate equity survey findings

In April 2020, sixteen State agencies engaged in the Climate Change Adaptation Framework project responded to a survey on Climate Equity. This survey was intended to serve as a baseline measure for how agencies are integrating DEI best practices into their climate-related work.

Percent of Oregon State agencies that have integrated Diversity, Equity and Inclusion (DEI) best practices into climate-related programming:

- 50% Not yet
- 37.5% Just beginning
- 12.5% Well on our way
- 0% Integrated throughout

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

16 State agencies responded to this survey in April 2020

State agency barriers identified include:

- A broad spectrum of understanding "equity", emphasizing the importance of establishing a baseline understanding across (and within) agencies
- A lack of requirements to specifically implement DEI best practices

State agency needs identified:

- Improved clarity on how we communicate climate equity priorities
- Unified leadership across agencies
- Opportunities and mechanisms for sharing best practices across agencies
- Ongoing, and in-depth training for staff

- Incorporate DEI in internal functions (we can then more successfully incorporate into external functions).

- Greater awareness of existing state-level policies and directives

- Increased staffing with a higher level of expertise in strategic community engagement

- Identification of CBOs that work directly with frontline communities

- Joint efforts to build capacity of CBOs to engage

- Tools for coordinating meaningful cross-sector community engagement

- Appropriately resourcing/staffing already established groups, such as the EJTF and Climate Cabinet

- How to utilize existing community data to avoid re-asking the same communities

- Development of climate-specific DEI metrics of success

These results reflect key findings from a 2018 thesis project by OSU student Malia Losordo on [The Role of Environmental Justice in Oregon's Climate Change Adaptation Planning](#) - Based on key informant interviews, Losordo identified the following Barriers to integrating EJ into Climate Change Adaptation Planning: (1) limited understanding of and experience with environmental justice principles and best practices; (2) limited community capacity to engage in agency decision-making processes; (3) lack of regional and local information, and (4) lack of resources to implement EJTF recommendations.