

Equity Roundtable Meeting

Date: September 17, 2024

Time: 11 a.m. – 12:30 p.m.

Location: Hybrid (In-person and Zoom)

ATTENDEES (In person and online)

Equity Roundtable Participants

Alex, Latinos Unidos Siempre

Alondra, Latinos Unidos Siempre

Amador Aguilar, Enlace Cross-Cultural Community Development Project

Cindy, Latinos Unidos Siempre

Irvin Brown, City Councilor elect

Kaiden Armstead, McKay High School

Linder Asher, Oregon Marshallese Community Association

Luke Glaze, Salem for Refugees

Jackie Leung, Micronesian Islander Community

Jennifer Colachico, Salem-Keizer School District

Jimmy Jones, Mid-Willamette Valley Community Action Agency

Renn Raska, Salem Pride

Linda Nishioka, City Councilor Liaison

City of Salem Staff

Julianah Douglas, Public Works Department

Julie Hanson, Public Works Department

Eunice Kim, Community Planning and Development Department

Tiffany Ottis, Community Planning and Development Department

MEETING OVERVIEW

This meeting focused on climate action planning and the future of the Equity Roundtable. The goals of the meeting were to:

- Introduce the City's Climate Lens
- Discuss environmental (in)justice in the community and get input on how to best incorporate that into the Climate Lens
- Get input on what topics the Roundtable is interested in learning about at future meetings
- Discuss if the Roundtable would like to establish a way to include new participants

Climate Lens

Julianah Douglas, Climate Action Plan Manager, gave a presentation about the Salem Climate Action Plan and the City's proposal to create a climate lens. The presentation is **attached**.

Julianah provided examples of a climate lens that was quantitative versus qualitative. She also explained her recommendation to have two versions of a climate lens, one for larger projects and one for smaller projects. During and after the presentation, Equity Roundtable participants asked questions and provided comments, concerns, and ideas. The discussions are

summarized below. More information about the climate action plan can be found here: www.salemclimateactionplan.com

Group Questions and Discussion on Climate Lens

Climate lens overview

- Explain what it means to have a qualitative bias?
 - People would provide a narrative as opposed to providing a number, which is more rigorous. For example, if you asked what neighborhood is impacted by a project, a qualitative answer would be narrative, while a quantitative answer would be a demographic map of the neighborhoods impacted.
- How do you bring in other components in addition to climate? How do you consider housing and gentrification, for example? How do you navigate the many components and make decisions?
 - That is what the climate lens is trying to accomplish – looking at different components but with a climate lens. It focuses on how to be mindful of the community that is being impacted and mitigate negative impacts, where possible.
- A climate action plan should focus on people who are most impacted by climate change.
- The City's climate lens will be used for projects and programs. It will be for the whole city. It will be for internal City use, but it can be put online if the community wants to see or use it too. It will be in the form of a Microsoft form.
- For small projects, it should only take roughly 10 minutes to use the climate lens, and it can be used at any time. For larger projects, the climate lens should be used before funding for the projects are allocated and the design is fully developed.
- Julianah will take the proposed climate lens to the City's Leadership Team for approval next and could be in use within the next six months.

Climate lens suggestions

- Education and community input should be considered in a climate lens.
 - It is important to talk to marginalized people and inform them of how they might be impacted by projects or decisions. For example, if gas prices go up and the cost of taking the bus goes up, it is harder for people to take the bus, yet we want more people to take the bus. Focusing on impacts is important.
 - The City should talk to people in person about their needs. It takes different levels of work.
 - LUS' office is in an area of impact. For example, it is near a highway in a lower-income area.
- It is important to focus on truly understanding environmental racism. How do you combat that? You need to take into consideration the needs of people, including kids.
 - If you look at other cities' climate plans, they talk about adding bike lanes and electric vehicle charging. But if you look at the community impacted, they do not have electric cars or bikes. They depend on the bus.
- The climate lens should include a new question about education and engagement with the community. That could be part of the qualitative version of the climate lens. (Julianah will incorporate that new question into the climate lens.)
- The language used to talk about the climate must be inclusive. You should avoid big words.

Housing issues

- Housing is a big issue in Salem. Lower-income housing is being put in northeast Salem where there are highways.
- The City needs to understand how transportation and housing interact.
- The City is working on a [regional scenario planning project](#) that aims to reduce greenhouse gas emissions from transportation. That work is looking at how land use/housing and transportation interact.
- The City is also working on developing a [Housing Production Strategy](#), which will outline the actions the City plans to take to promote housing development.

Equity Roundtable Structure

After the discussion about the City's climate lens, Equity Roundtable participants talked about the future of the roundtable and whether it should become more formalized. The discussion is summarized below. Councilor Nishioka told the group that a Council subcommittee is discussing the different boards and commissions and potential changes to them in light of recommendations made by Moss Adams, a consultant group. Nishioka said she would talk with the subcommittee and Moss Adams more about the differences between boards, commissions, and advisory groups, and she would keep the Equity Roundtable informed.

Group Questions and Discussion on Equity Roundtable

Equity Roundtable Structure

- Who gets invited to sit on the Equity Roundtable?
 - The City has a formal process to invite people to most boards.
 - Should we come up with a structure to consider this? Should we have members and terms?
 - That could be a way to get funding and do more.
- If formalized, meetings like this could attract people who have agendas.
 - What additional policies would come into place if the Equity Roundtable became more formal. Would there need to be a chair? Would there be quorum issues?
- Maybe the Equity Roundtable could become a formal advisory committee.
- This Equity Roundtable is a safe space. Some like the way it is run now.
 - There are no stupid questions here.
 - The Equity Roundtable has a positive impact and strong intentions to support impacted communities.
- Could there be a separate Equity Committee?
 - Another committee could then drown out this committee.
 - When we speak up, we are bringing other voices with us. Sometimes leaders just focus on you, not realizing that you are bringing the experiences of others too.
- We need a space where our voices are heard, and it is safe. That is not always the case with City boards and commissions.
 - The Equity Roundtable has greater representation of the city than other boards and commissions. How do we bring it to the next level without losing the essence of what the roundtable is?
- How do we empower this group?

Equity Roundtable Topics

- It would be helpful to hear about our organizations, so we can get to know each other. It would also be good for the City to hear what our challenges are.
 - At roundtable meeting, we could set aside 15 to 20 minutes for presentations from each of us that focuses on the challenges we see or understand in our communities.
 - We could meet in other locations – beyond the Salem Public Library – if Equity Roundtable participants have suggestions.
- It is important to keep in mind that when someone on the Equity Roundtable speaks, they are not necessarily speaking on behalf of their whole community.
- It would be helpful for the Equity Roundtable to talk about where the City can go to talk to people and have community conversations.
 - Neighborhood associations are getting smaller and smaller. We need to find improved connections with the community.

NEXT MEETING

The next Equity Roundtable meeting will be **Tuesday, November 19 from 11 a.m. to 12:30 p.m.** at the Salem Public Library, 585 Liberty Street SE, Anderson Room A.

Salem CAP: Climate Lens

Equity Roundtable

Julianah Douglas, MPA & MPH

Climate Action Plan Manager

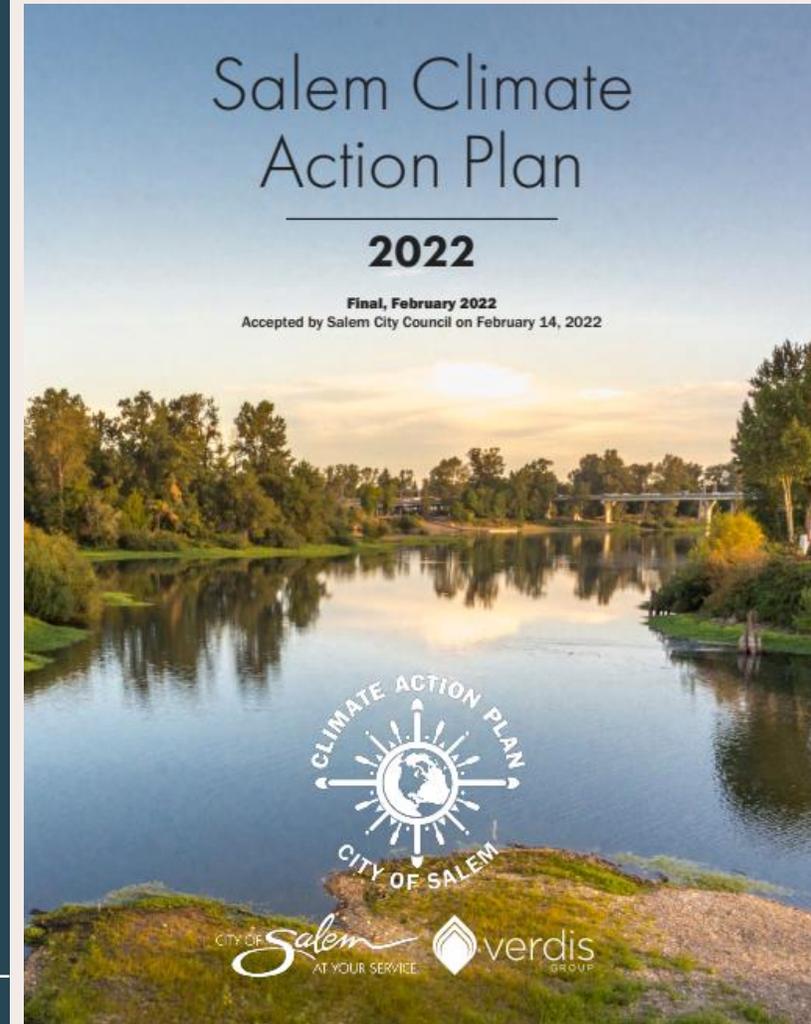
jdouglas@cityofsalem.net



City of Salem Climate Action Goals

- 50% community-wide emissions reductions by 2035
- Carbon Neutral by 2050

Greenhouse Gas (GHG) reduction goals established by Salem City Council on February 18, 2020



Creating Salem's Climate Action Plan

- 41-Member Task Force
- Solicit resident, advocate, industry, and elected officials to serve
- Ensure diversity of experience and opinions
- Create strategies to meet climate action goals



183 Strategies

7 Categories



Transportation & Land
Use



Economic Development



Community



Materials and Waste



Energy



Natural Resources



Food

ENERGY

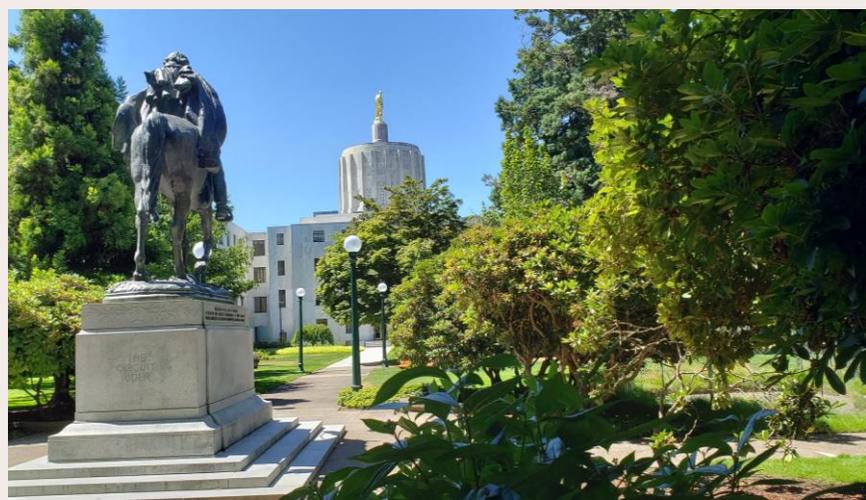
38 STRATEGIES

VISION: Residential and commercial businesses are powered by clean and renewable energy and many buildings produce more energy than they consume on an annual basis.

GUIDING EQUITY PRINCIPLES: Implement strategies such that those responsible for the greatest amount of GHG emissions take the greatest action towards reducing emissions. In decision-making and implementation, elevate the perspective of those most affected by climate change. Use equity frameworks and criteria to evaluate and execute all strategies.

OBJECTIVE 1: Establish governance and funding structures to achieve net-zero emissions vision

Code	Task	GHG Reduction Potential	Cost	Lead Agency	Co-Benefits	Suggested Timeframe
EN01	Coordinate efforts to meet citywide goals for greenhouse gas reduction using a climate justice lens so that solutions are developed in an equitable way.	Low	\$	City		S



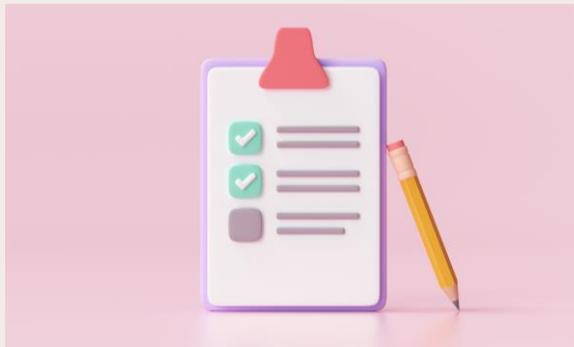
Climate Justice Lens

- EPA established Office of Environmental Justice and Civil Rights
- Environmental (in)justice: equal access to a healthy, resilient, sustainable environment to work, live, play, grow, worship and engage regardless of income, race, color, national origin, Tribal affiliation, or disability.
 - Environmental disparities based on place.
- Climate Lens are growing in numbers in local government
- Co-benefit (equity) + public health

Qualitative Example

What

a questionnaire that provides a low-barrier way to connect with CAP staff.



Nexus

Policy, procedures, project, funding. Also open for individual programs.



Key Feature

ease of use by non-experts to build collaboration around achieving City's climate goals.



Quantitative Example

What

A scoring tool to identify projects that meet or exceed a threshold for sustainability.



Nexus

More robust policies, programs, or funding. Example: applying for Carbon Tax Funds.



Key Feature

use of modeling and expert analysis to identify significantly beneficial projects.



Go/ No-Go Criteria

Climate-Related Emergencies

Isolated emergency

Critical health and safety risk caused by climate change



Reducing Emissions or Energy Consumption

City's climate action strategy

GHG reduction

Critical enabler



Quantitative Criteria

Climate Criteria

Extent of emissions reduction

Cost

Environmental Justice

Safety, health, and resiliency



Qualitative Criteria

Organizational Alignment Criteria

Council priorities

Organizational effectiveness

Community Interest



Other Considerations

Internal resources and capacity

Recent investments in similar initiatives

Additional funding

Urgency

Climate Lens Feedback

Feedback

- Qualitative subject to bias, want qualitative components to reduce bias.
- Want wide-spread use.
- Want ease-of-use.

Response

Create 2 versions:

- Big projects, >\$1M
- Small projects, <\$1M

Provide TA for completing questionnaires.

Goal to understand the impacts, identify alternatives, not be the most sustainable.

Questions

How is environmental (in)justice experienced in the community and how can that be incorporated?

Knowing a single approach won't meet all criterion – what are the most important considerations to be in a Climate Lens for you?

Climate Lens Questionnaire Blend

- Describe the project.
 - What alignment does the project have with Climate Action Plan goals?
 - Are climate mitigation or adaptation measures implemented into the plan?
 - What are the greenhouse gas emissions from implementing this program?
 - How does this option compare to other options in terms of climate impact?
 - What measures are in place to ensure it remains resilient and will be able to adapt to a changing climate?
 - How does this project engage with and address concerns of vulnerable populations and ensure equitable access to climate benefits?
 - Using the Equity Scoring Tool, identify the demographics of the location(s) of the project.
 - What measures are taken to mitigate negative impacts and increase benefits of community programs to vulnerable populations?
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Questions/
Thoughts/
Feedback?



Thank you

Julianah Douglas, MPH & MPA

Climate Action Plan Manager

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City of Salem, Oregon

Department of Public Works

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