



Breakout Group Activity: Discussing Equity

1. **Community Agreements:** After introducing yourselves, please take a moment to acknowledge the Community Agreements listed below. These agreements are provided to ensure all participants will be mindful of one another, and that these discussions are a “safe space” for folks to share their opinions and ideas.
 - a. All ideas and points of view have value
 - b. Acknowledge the difference between intent and impact
 - c. Honor intimacy, privacy, and confidentiality
 - d. Dialogue over debate through mindful listening
 - e. Take space, make space
 - f. Assume positive intent

2. **Equity Definitions:** Clear and agreed-upon definitions of issues surrounding racial equity is fundamental to effectively motivate colleagues and agencies into action around this increasingly critical concept. The below glossary of terms serve as a suggested foundation for a new vernacular that is evolving and morphing as we learn how to achieve it in our work operations and lives.

Activity: Review these definitions in small groups to discuss the following:

- Personal stories from your experiences with these concepts and definitions.
- What concepts are still unclear to you/ are you unsure of?

3. **Equitable Adaptation Planning:** While climate change affects everyone, not all people are impacted equally. People of color, immigrants, refugees, and lower-income populations experience increased sensitivity to climate hazards and a reduced capacity to adapt. As local governments plan and implement climate adaptation plans, an opportunity exists to create stronger, more equitable communities for everyone. Transformative actions, such as policies that address the root causes of persistent social inequities, can be paired with measures that prepare communities for future climate change impacts.

Activity: Thinking back on the “Planning in an Equitable World” flow chart and the RCI Equity Checklist from presentation, discuss the following in small groups:

- How can Bay Adapt ensure a more equitable process?

Glossary of Equity Terms:

Equity (Defined here in the context of social and racial equity)

Equity ensures fair outcomes, treatment, and opportunities for all people.

Equity requires that societies and systems remove existing barriers that have been placed between certain groups and the resources necessary to enjoy full, healthy lives.

Frontline Communities (Also known as vulnerable, under-resourced, underrepresented, disadvantaged, marginalized, etc.)

Communities that tend to experience continued injustice and discrimination, including communities of color, immigrants, indigenous people, low income, low levels of educational attainment, people with disabilities, LGBTQ, and elderly populations. Communities who have been historically and are still systematically excluded from political and policy-making processes. These communities face compounded negative impacts with climate change.

Racism

Racism requires those in power to maintain their privilege by exercising social, economic and/or political muscle against people of color (POC).

Institutional racism is a form of racism expressed in the practice of social and political institutions. It is reflected in policies and practices that perpetuate disparities regarding wealth, income, criminal justice, employment, housing, health care, political power and education, among other factors.

Tokenization

The practice of making only a perfunctory or symbolic effort to do a particular thing, especially by recruiting a small number of people from underrepresented groups in order to give the appearance of sexual or racial equality within a workforce.

The result of Diversity without Inclusion gives the appearance of equality without achieving it.

Inclusion

Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

Creating a welcoming environment 1) where people's differences are represented and respected; 2) that embraces the multicultural and indigenous histories and presence of an area;

and 3) cultivates community empowerment, lifelong stewardship, personal connections, and a sense of ownership.

Privilege

Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.

White privilege is not the suggestion that white people have never struggled.

White privilege is not the assumption that everything a white person has accomplished is unearned; most white people who have reached a high level of success worked extremely hard to get there. Instead, white privilege should be viewed as a built-in advantage, separate from one's level of income or effort.

Environmental and/or Climate Justice

The fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation and enforcement of environmental laws, regulations, and policies.

Addressing equity in the context of climate change requires community resilience and adaptation leaders to work towards **climate justice** -- ensuring that frontline communities, those who are least responsible for and most vulnerable to the impacts of climate change, do not suffer disproportionately as a result of historical injustice and disinvestment.

Sources

Bay Climate Adaptation Network Equity Working Group

California Coastal Commission

UC Berkeley Center for Equity, Inclusion and Diversity, Glossary of Terms

San Francisco Bay Conservation and Development Commission

U.S. Environmental Protection Agency

<https://www.tolerance.org/magazine/fall-2018/what-is-white-privilege-really>

<https://medium.com/the-nonprofit-revolution/8-ways-people-of-color-are-tokenized-in-nonprofits-32138d0860c1>

See <https://www.racialequitytools.org/glossary#> for more helpful terms