

Equity Workgroup

February 11th, 2021

Participants

Energize Denver Task Force Members

Jennifer Gremmert, Energy Outreach Colorado
Jonathan Cappelli, Neighborhood Development Collaborative
Ariana Gonzalez, Natural Resources Defense Council
Monique Dyers, Ensign Energy Consulting
Aaron Martinez, Urban Land Conservancy
Eddie Bustamante, LiUNA! Local 720
Jenny Wilford, Colorado Sierra Club
Sergio Cordova, Pipefitters Local Union No. 208
Angela Fletcher, Denver Housing Authority

Supporting Staff and Subject Matter Experts

Dwinita Mosby Tyler, The Equity Project
Jeremy Hays, Upright Consulting
Katrina Managan, City and County of Denver
Maria Thompson, City and County of Denver
Ryan Golten, Consensus Building Institute

Objectives

- Launch the Equity workgroup
- Align on goals + overall approach for 2/18 Task Force equity meeting

Agenda

- Welcome + Introductions
 - Quick welcome + overall purpose for this workgroup

Discuss Context for 2/18 Task Force Equity Meeting

- City's interest, commitment, and previous equity work
- Review proposed goals + overall approach for 2/18 meeting – Dr. Mosby Tyler and City team

Refine agenda for 2/18 Task Force meeting

- Discuss balance of framing/prompting Task Force discussion while still having Task Force 'do the work' it needs to as a whole
- Check-in on realistic outcomes – e.g., Equity Lens; initial concepts/principles for set of Equity Criteria?
- Quick go-around: what equity means to us in this context; why central to developing Denver's building policy (should the workgroup share initial thoughts to help launch the 2/18 discussion?)
 - Anticipated follow-up work for this workgroup

Next steps

- Circulating 2/18 meeting materials to Task Force

Notes

The following word map came from the workgroup's discussion about what equity means to them:



The workgroup helped us refine the following meeting agenda for the full task force:

Energize Denver Task Force

Meeting 2 – February 18, 2021, 1-4pm

Join by Zoom

<https://denvergov-org.zoom.us/j/88445198791>

Or by phone: 720-928-9299

Meeting ID: 884 4519 8791 **Passcode:** 533740

The public is welcome to listen-in to meetings on Facebook Live at [Facebook.com/DenverCASR..](https://www.facebook.com/DenverCASR..)

Meeting Objectives

- Establish a shared understanding of what equity and its importance for this work
- Develop an equity lens to guide the work of the Task Force

Agenda

1:00 Welcome, Introductions + Good News (Ryan)

- Reminder, contextualize today – where are we, where headed (Ryan)
- Goals for today; Ryan segue to Katrina's intro of Jeremy + Nita (Katrina)
- Introductions (Ryan)
 - Ryan lead; starting w/ Jeremy + Nita for good news
 - Ryan go thru TF member intros, by sector (start w/ Jolon)

1:20 Background + Context-Setting for Today's Equity Workshop (Katrina)

- Where we've been: What is the City already committed to and done – climate action task force
- Where we are now: Why are we focused on equity in this building performance standard – Where we are going: Equity Workgroup will develop criteria based on today's discussions and recommendations. Share Wordmap from Equity Workgroup discussion.
- Our success will be measured on how much benefit we provide.
- What Denver has already committed to and done (Climate Action Task Force, Mayor's commitment)
- We've talked about equity, in this conversation we're going to talk about racial equity. Government alliance on race and equity why we lead with race. Then everything else gets better when we do that. <https://www.racialequityalliance.org/about/our-approach/race/>
 - Be race explicit but not race exclusive.
- Pull up Key Qs to help connect dots (today's meeting discussion will help define what we mean by equity and equitable outcomes; Equity workgroup to flesh this out for our process)

1:25 Dr. Nita Mosby Tyler – Equity Training + Orientation (Part I)

- Context, definitions, why it matters + what it means to have an 'equity lens'
- Frame + set up small-group discussion – what might an 'Equity Lens' look like for this process?
- Small group Qs/format (Nita will have a slide with exact charge)

2:00 Breakout Groups — Discuss and Develop an Equity Lens

- What are the questions that are most important to have in a equity lens?
- Facilitators:
 - At the beginning, ask 1-2 task force members to be ready to report out.
 - Make sure everyone gets a chance to speak with a round robin at the start, and with facilitated discussion and calling on quiet people throughout.
- Note takers:
 - Share the google doc link with the group (there will be a section for each of the 4 breakout groups)
 - All can see the doc on their own, but don't screen share unless the group asks for a shared screen.

- Don't try to organize things too much. Stay in brainstorm mode, don't worry about getting a cleaned-up outcome. The process is our goal, not the outcome. ('Don't try to make a checklist out people's lived experience.') Stay grounded in what the discussion you're having represents in the world.
- [Also, please note who may need a follow-up after the Task Force meeting and why.]

2:30 Dr. Nita Mosby Tyler – Equity Training (Part II)

- Share insights and themes from each of the groups. Katrina, Ryan, Jeremy look for commonalities and shared themes between the 4 groups, and add that to a section at the top of the document (don't share screen)
 - Add, if not there already: How can requirements provide an equity benefit? Our success will be measured on how much benefit we provide to communities impacted.
- Equity training, part 2 – examples of what equity looks like in practice, building on small-group discussions. What do we hope to be different when we apply the lens of racial equity vs when we don't.

3:00 Break

3:05 Breakout Groups – What Does It Look Like to Apply an Equity Lens?

- Nita: Frame + set up small-group discussion
 - Applying the equity lens (to help the group begin to translate the general equity lens to buildings work)
 - Scenario: Should we require buildings to complete a tune-up every 5 years to improve their energy efficiency? A tune-up would include adjusting operating hours in the control system to optimize lighting, ventilation, heating, cooling.
- In Breakouts: Apply the equity lens to a real scenario from a different perspective than their own. (To help the group begin to translate the general equity lens to specific buildings work that the equity workgroup can further refine with time.)
 - Facilitators:
 - How can we apply the equity lens questions to this scenario?
 - Last 5-10 minutes: What do we notice that's still missing from the lens?
 - (no need to have a point person to report out this time)
 - Notetakers:
 - Share the google doc link again (don't screen share unless asked)
 - Take detailed notes in the shared google doc section for your group

3:35 Full Group Discussion – Bringing the Equity Lens Back to Our Building Policy Decisions (Nita)

- Debrief small-group discussions; what does this mean for the Task Force going forward?
- Putting today's take-aways into practice

3:50 Follow-Up and Next Steps (Katrina)

- Workgroups (Katrina) - mention Ryan may pop in and out, will help ensure groups work is integrated back into the task force process.
 - Equity Workgroup – who, what's happened, next steps
 - Workforce Workgroup – who, what's happened, next steps
 - Climate Solutions Workgroup – who, what's happened, next steps
- March Task Force meeting (Katrina) – topic, what to expect, what to expect in briefing the week before, how it relates to future meetings (arc of the next several months)

4:00 Adjourn (Ryan)