

# Equity Workgroup– Energize Denver Task Force

April 8<sup>th</sup>, 2021

## Purpose

As part of fulfilling the Energize Denver Task Force charge, the Equity workgroup will evaluate initial policy options presented by the City and consultants for Task Force review and decision making. The workgroup will raise issues and questions, flag concerns, and help the City frame and narrow options, in order to help focus Task Force deliberations. The workgroup will coordinate with the Climate Solution and Workforce workgroups as needed.

## Participants

### Energize Denver Task Force Members

Ariana Gonzalez, Natural Resources Defense Council  
Monique Dyers, Ensign Energy Consulting  
Aaron Martinez, Urban Land Conservancy  
Sergio Cordova, Pipefitters Local Union No. 208  
Angela Fletcher, Denver Housing Authority

### Supporting Staff and Subject Matter Experts

Katrina Managan, City and County of Denver  
Ryan Golten, Consensus Building Institute  
Jeremy Hays, Upright Consulting

## Work Plan

The purpose of the meeting is to:

- 1) Refine a **matrix** to translate the Task Force's [Racial Equity Lens](#) into actual metrics
- 2) Check in about the process for **applying** this matrix + Lens to policy options and accompanying incentives/support.

## Agenda

- Welcome and Intros
- Update and context
  - What's been done since the 3/18 Task Force meeting to operationalize the Racial Equity Lens
- Introduce and discuss equity evaluation framework
  - Relevant for developing targeted policy incentives/supports in particular
- Refine framework and identify available data to evaluate the different metrics
- Acknowledge aspects of Equity Lens apart from *providing benefits/avoiding negative impacts* to communities of color (e.g., targeted engagement/education, implementation/evaluation)
- Revisit process (and role for this workgroup) going forward
- Clarify plan for April/May Task Force meetings (considering Energy Efficiency/Renewable Energy options in light of equity)

## Meeting Notes

- Introduce and discuss equity evaluation matrix
  - Evaluation and outcome portion provide context
    - Without the lens and stakeholder process marginalized groups may not have been recognized
  - Why does racial equity impact everyone from every community?
    - How can we explain to others why racial equity supports all groups?
    - Racial lens is adaptable
      - Can be used as a foundation for other groups seeking equity
      - Racial equity can work as an umbrella example for equality for all
      - Focusing on helping people of color helps raise all people to equality
  - What does racial equity mean?
    - Standardizing uniformity in all environments so everyone is looked at and treated the same
  - Potentially offer additional meetings with task force members and the equity group to clear the ambiguity around the racial equity lens
    - Help to explain the reasoning to people who might not understand the why we're using race in the equity lens as opposed to other groups.
    - Maybe Taskforce members who want to discuss the racial equity lens could be invited to the Equity Group meetings
      - City could share racial history of Denver and explain what Redlining is and how it played a role in Denver's past
- Refine the matrix to measure outcomes for people of color and identify available data to evaluate the different metrics that *provide benefits/avoid negative impacts*
  - How would the city gauge consumer comfort?
    - How are marginalized groups impacted by weather?
      - Are they comfortably warm in the winter?
      - Are they comfortably cool in the summer?
      - How can we ensure these comfortability margins are met for marginalized groups while reducing emissions?
  - Are we outreaching and educating in culturally competent ways?
    - Are we using the same pathways we have prior?
      - This could mean missing groups missed before
    - Educational programs can teach of the opportunities that these marginalized groups can capitalize on
      - Find ways where we can help those in need to benefit from the transition
- Acknowledge aspects of Equity Lens apart from *providing benefits/avoiding negative impacts* to communities of color (e.g., targeted engagement/education, implementation/evaluation)
  - How can access to education and outreach for clean energy and sustainability be distributed so that marginalized communities can be educated on the topics to better understand Denver's transition
  - Housing security
    - Ensure that even with the transition to sustainable energy that marginalized groups will not be displaced or have to stress losing their home
  - What are the benefits of switching to all electric?

- How to anticipate who is covering upfront costs?
  - Will energy burden increase with new implementations?
- Does the city have something in mind for their emission levels in relation emission reduction policies impacting marginalized groups?
  - It would be hard to quantify data for emission reduction specifically for people of color or marginalized groups
    - How can we translate this outside of overall emission reduction?
  - Does this climate policy work to help people struggling with health-related issues stemming from air quality?
- Revisit process (and role for this workgroup) going forward
  - How does the equity group bring its work back to the greater Taskforce?
    - Tailoring incentives and supports to any policy that the taskforce might push forward
      - How to maximize benefits and reduce harm
        - How can it be done in a meaningful and structured way?
    - Does the Equity Group have any suggestions on how to bring back what to group discovered to the Taskforce group?
      - The city creates milestones or a timeline so that the equity lens can have goals to meet by a designated time