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I'll go ahead and do a little bit of housekeeping.

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So talk through a little bit of introduction before we dive in, and I hand it over to our brilliant panelists.

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So first just another quick introduction. my name is Helen and I'm.

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A live event developer here at apolitical again if you've just joined us.

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Please do join in the chat, and let us know who you are, where you have joined this from today, and what you do.

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I'm really delighted to be part of today's workshop, an introduction to equity and planning change. And today we're going to be discussing how equity, and climate change are connected and how to develop truly equitable climate

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change solutions. Now for those of you who may be joining us for the first time, and if you are, please do let us know in the chat we'd love to know if this is your first a political workshop just a little bit

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about a political where network and learning platform, used by over 160,000 public servants and policymakers from 170 countries.

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Our mission is to build 20 first century governments that work for people and the planet by putting the best knowledge and skills at the fingertips of public servants around the world.

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Now we do this through events, courses, and our knowledge, sharing platform and network.

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Now, just a few technical notes before we kick it off. First, you'll notice that we are recording this session. This is so that we can host it online on our apolitical website.

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Via Vimeo. We do this so the participants and 8 political members can review the content on demand to keep their learning going further, and it also lets us share the content with any participants. You aren't able to make it to the

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session live. Now, please do be aware that fewers of the recording may be able to see your zoom username, especially if you come off mute.

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If you do have that camera on, it may be able to see your face in addition to any information in your background.

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Please let me or my colleague, Vapasha, know if you have any questions or concerns about a political making, the recording available in the manner of just described.

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And if you do have further questions, you can find the contact details of our data protection officer at the footer of our home page, you will also notice that we've got live transcription available on this call You should see this on

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your screens. You can toggle this on and off by locating the settings at the bottom of your screen and clicking on live transcription, and then either hide or enable.

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Now, today we are very fortunate to have Borneo, Fungal and Chris Fabian joining for our conversation.

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But before we introduce everyone, it would be great to just see a little bit.

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Who's in the room So if you're coming i'll ask you to just go into your gallery view and turn on your video just for a minute or 2.

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Great to see some faces from around the world I know we've already said, We've got such an international audience so nice to be able to see everyone a bit, and just give everyone a wave I know we're all spending a lot

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of time on on zoom in various video conferencing platform. So it's just nice if you're able to to see some friendly faces a bit excellent.

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Great to see you all here. I can see all lots of waving, smiling faces amazing to see you all

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So now that we have seen a little bit who's in the room, I'd like to sort of find out a little bit more about you, and how you're approaching today's conversation going to kick off with a couple of

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poll questions. This is just to kind of see how you're approaching the topic, and how you feel about it.

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So i'll be reading them out if you see them pop up on your screen.

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You can click on your response. But if you don't see that feel free to just respond directly in the chat.

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My colleague will also be copying and pasting that in the chat, so you can meet it there.

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So we'll get our first question up here and let me just watch that.

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So first question, pretty simple. Do you work on a role dealing with climate and or equity?

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So we've seen a little bit about people's departments that they're joining from in people's countries. but we'd love to know in the role that you're working on are you dealing with climate and or equity so

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yes, a role dealing with climate, yes, a role dealing with equity.

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Yes, a role dealing with both climate and equity or no.

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My role deals with neither, or something else. So maybe you work on some aspects without others, maybe just want to give a little bit more detail in the chat.

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And again, if you if you want to give any more specifics feel free to share that in the chat, as well, i'll give everybody just a minute or 2 just interesting to see what kind of a breakdown we've got in terms

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of roles represented here and just to note that if you don't work on.

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I either you are absolutely welcome here. I think some of what we'll be discussing today, too, is how to bring these conversations across government, so not just in departments that are dealing with climate till dealing with equity or dealing with both but

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really, how do we sort of bring these conversations into all of our work?

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So I think response is kind of slowing down. got about 85% of you responding, which is great, and i'll go ahead and bring up the results.

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You can see what your peers are saying. so 32% of you today are here working in a role dealing with climate that's really good to know.

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So we've got some expertise with us in the room. 18% of you in roles dealing with equity again really great to see 30% in roles dealing with both 16%, with neither and 4% with something else

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so a pretty good spread we've got a bit of diversity. but it looks like we've got a decent number of people working on climate equity, or both.

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Which is really exciting. So I definitely invite those of you who are working on both to share your perspective, share your challenges in the chat as we go.

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Throughout the conversation. let me bring up our next question. So this one getting into it a little bit more. What do you find most challenging in your work on climate and equity?

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So would you say, starting the conversation about climate, about equity and climate change, navigating the political climate around these issues, getting organizational, buy-in to address these issues, getting the budget needed to tackle these issues knowing what policies, are

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actually best to implement, maybe evaluating policies you have implemented, or something else.

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And again, if you're in a role dealing with neither i'd love to hear also you know if you've had any challenges in maybe bringing this work up or any any sort of perspectives you have from whatever role you're

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in. so again. i'll give everybody just a minute or So please do feel free again to share in the chat, too.

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If you've got any any further detail or perspectives you want to share their we'll give it another few seconds, so we can get as many participants joining in as possible.

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Just really good to see also where these challenges are lying.

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So then our panelists can know sort of what kind of challenges to address when they're when they're talking in just a minute.

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So give everybody just another second before I close the poll and i'll go ahead and bring up the results.

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So we've got a pretty good spread here so 29% of you actually sort of further down.

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Maybe the proverbial kind of scale on on knowing what policies are actually best to implement.

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So 9% of you struggling a bit with starting the conversation about equity and climate change, 19% of you saying navigating the political climate around these issues.

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That's really interesting. Another 19% saying getting organizational buy-in to address these issues.

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Another 19%, saying, getting the budget needed to tackle these issues, and only 4% saying, evaluating, which is really interesting.

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So I would say, if this is kind of seen as a spectrum, from maybe the kind of very beginning stages to the more advanced stages. In working on this I would say a lot of people are kind of in these middle stages

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so really split. You know, 3 ways between political climate, buy-in and budget, which is really interesting.

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So I know those are all things that we'll talk about in in just a moment. thanks.

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So much. I've just got one more sort of more open-ended poll question for you to maybe be sharing in the chat as we go forward.

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So this is sort of on the equity side of climate and equity.

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So i'd love for you to share what steps if any your organization is taken to address diversity equity and inclusion.

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So whether that's appointing a person to be in charge of it, or having a task force, or maybe introducing policies.

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Would just love to know what kind of steps Have been taken so feel free to share that in the chat as I go forward and introduce our speakers.

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I'll give everyone a couple of minutes and while you think about that.

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I will tell you about your panelists today, so we have 2 brilliant speakers with us today.

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First up we have Korahi franco who leads Cpi's government legitimacy portfolio in North America, where the team works to envision a world where the relationship between the public and government is

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restored with over 13 years of professional experience, he has worked to advise government executives and legislators on evidence-based innovation, and implementation strategies. Prior to joining Cpi.

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He served in several roles in New York city government, including the Mayor's office, where he also held leadership roles in the creation of several city-wide civic engagement initiatives.

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He holds degrees from Georgetown University, Stony Brook University, and the City University of New York. Cor Head.

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Can you give everyone a quick wave? Great thanks. Go ahead Next up we have Chris.

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Fabian Chris is the CEO of resource. X.

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Chris has been invested in solving the problems associated with resource scarcity and local government for over a decade through resource.

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X's team provides the software solution for priority based budgeting.

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Pvd. using data and evidence to transparently and exponentially improve results for citizens and the community.

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Pbb. is now practiced, and applied by over 250 organizations across North America, so we are in very capable hands today.

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I'm just going to quickly look in the chat before I turn it over to our speakers to share what people were responding to our final poll question.

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So some of the responses we've seen so Susan's policy development and mandatory staff training for Bc.

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Public service. we've got samsung other than budget the biggest I think this is on the challenge point actually, rather than the kind of implementation.

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So your biggest challenge is having good quality data and reporting for case making and informing business planning decisions.

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Really interesting, Carlene said, on the equity point appointing a policy officer.

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America says dedicated funding implement. ebi throughout the organization and mandatory training, not as is establishing a national network for diversity and inclusion.

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We've got Jesse saying sustainability in people's health lead plus creation of online e learning modules and conversations around development of sustainability curriculums really interesting stuff too.

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Karen saying, employee campaign groups, for race disability, women, and gender diversity and staff undertaking regular training.

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So i'm seeing a lot of kind of task forces dedicated dedicated individuals working towards it, really helpful, seeing those coming in on the chat.

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So without further ado, i'm gonna go ahead and hand it over to our speakers who are gonna tell us a little bit about sort of why this matters why it's so important to think about equity and climate and why we should

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really care So Jorge, I'm going to turn it over to you first.

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Well, thank you, Helen, for hosting today, and thank you.

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A political for really bringing us all together. I guess I mean I may.

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I may say a few things that are uncomfortable because I we are going to be talking about equity, and and I'm gonna just start off by by saying that equity and climate is the social justice issue.

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And I think the biggest social justice issue of our generation, at the moment, because ultimately, we, when we look at climate, when we look at the the inequities that have happened throughout climate change, we see that there are our communities that have whether

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it's a flip. Michigan or new New Jersey communities of color that have been disproportionately affected by climate issues.

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Bad water led in their water by floods. We know that black communities are less likely to rebound from a flood than white communities.

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So I think if you value social justice, you really do have to value climate and and I and I.

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I preface this by saying I may say something that's uncomfortable, and I think I think it's it's it's honest but difficult to face, but largely climate justice has really been dominated by by the white community

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for for so long, and we see that essentially there is even inequity in the groups that deal with climate justice, and that you've got predominantly white dealing with and dominating the conversation when blacks and Latinos black the

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black community, and the brown community, globally is being mostly impacted, disproportionately impacted by by by climate injustice.

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So if you, if you care about social justice, if you click, care about climate justice, if you care about equity, if you care about communities of color, climate, inequity should be at the top of your priorities, thank you I couldn't agree

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more and I also want to thank a political and and Helen and the new hooray for the opportunity to be here with everybody today.

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We recently I live in Colorado and we recently had the chance to work with the city and county of Denver, Colorado, and they're Mayor Michael Hancock, who ran on a platform of creating a more equitable community

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And in defining what equity means to the city of Denver, Mayor Hancock talked about a simple definition that life outcomes are not predetermined by your race or ethnicity, and the fact that

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that that is true, that our life outcomes our lifespan, Our economic opportunity in life is predetermined by our race, and ethnicity is just unacceptable, and I know that you all feel this way We work in

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the in the space of prioritizing budget and resources and throughout the 250 or 300 local governments. We've had the chance to work with as city council after city council establishes outcomes for their

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societies about health, and well-being and economic vitality that the elephant in the room for too long has simply been, We're not all starting from the same place in terms of how we're going to achieve these

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particular results overall, and I see the comment in in the chat that equity can take many forms as well.

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Race ethnicity gender and then and there's more but that's how we're brought to this work overall.

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So i'm extremely excited for the chance to to be a part of this discussion today.

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I think we have a lot of work to do and we're learning some things that can can really help us to work.

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Thanks so much, Chris, and thanks for hey? I think that's a really helpful place to start just to kind of understand, you know.

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We're all on the same page about the stakes and about why we're here in Viet matters which I think is a really helpful starting point

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So we've got lots of time now for discussion and Q and A.

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And I want to again really encourage everyone who's here to join in on the chat.

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So I know that we want to have sort of as many voices as possible, being part of this conversation.

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I mean, we've just talked about sort of what what kinds of people, what faces are the ones who are working on these issues.

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And I want to really encourage everyone from what country. You're, working on this, especially for those of you who are working on climate equity, or both to share your perspectives in the chat as well and we'll try and bring

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those out as much as possible, so to kick us off with questions.

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I want to start with a really basic one. and chris i'll start with you first.

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Can you just just talk us through a little bit what you see as the link?

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I know we've already kind of addressed it at this a bit. but the link between equity and climate change. If you had to sort of articulate that in a really basic way. what what would you say that link is Well, I think

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it's. I think it jumps out of me from examples over the last year and a half. We've had the chance to work with the Bloomberg Association here in the United States with 28 Cities across the country on on

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a city budgeting for equity and recovery. Initiative overall.

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I. I mentioned Denver. We also worked the city of Syracuse in New York.

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And simply seeing from a climate perspective more intense, storms more intense.

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Certainly winter storms. We saw the importance of sidewalks come about, and this should not be novel but it but it jumps out at us

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That in the winter time, when it snows, the sidewalks become impassable and iced over and for certain portions of the city of Syracuse, certain portions of the city of Denver where Vehicle ownership

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is low in poor neighborhoods. The The importance of sidewalks is that this is a way for somebody to get from their place of residence to the bus stop or to access public transit and when those sidewalks are inaccessible, or

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they don't exist at all. People actually not only lose the chance to to transport themselves across the city, but they lose their They're shot at economic opportunity.

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So as we start to see intensity of storms from that perspective,

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There's a clear link intense climate changes and economic opportunity.

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It doesn't take much to connect the dots we see it in in rural areas through the work and and the importance of agriculture. and how those are people who are poor and and really living on the edge perhaps and

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something as simple as more flooding is wiping out their ability for economic opportunity and prosperity.

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For sure. and lastly, we see it you know there's a another few dots to connect for price increases that when agriculture and our our basic crops are inaccessible, or we have a bad year we see

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inflation in costs which has a detrimental impact, of course, on those who can afford it the least.

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So those are just 3 examples that are the illustrative of the link from our work.

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Thanks, Chris, that's really helpful so I want to go ahead and doive into a sort of practical question, and and where he'll come to you with this one first. and I should add that these questions were submitted by

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by participants. before the workshop so when we asked you what you wanted to learn. These are some of the things that we heard, And again, I am keeping an eye on in the chat.

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So if you've got any questions as we go through please do do share.

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I'd love to know what you all want to ask our panelists.

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Core, hey? I want to ask you what would you say?

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Are the first key steps to take inside the system, to dismantle these harmful and oppressive policies that lead to climate injustice.

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So maybe also thinking, especially at kind of an individual level. What are those kind of first key steps?

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What can we start to do? Thank you Well, there's a lot to unpack there?

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One i'd say there's there's a spectrum every everyone.

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Municipality has generally a spectrum that they sit on in.

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How you're focused on diversity equity belonging and inclusion, and I find that generally where you sit on that spectrum.

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How, if you, if you have a chief equity officer in your organization, you're generally going to prioritize equity issues all the more so being that there is a spectrum, you'll find that what may work for one organization may

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not necessarily be exactly what another organization can take action on right now.

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But I would point to just individually, and also collectively, a change in really co-ideating with community numbers, started talking about how generally the the climate change, conversation, climate, justice, conversation, is largely dominated by white predominantly white groups and white organizations,

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pwi institutions. What then? that ultimately means is when you're enacting policies, when you're co-aiding with one another, and you're looking around in a room, and many of us have been in these

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decision-making roles, or I like to say the room where it happens now.

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Right you're in the room where it happens and if you're looking around the room.

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And You're seeing that everyone looks like they may have gone to the same schools, or live in the same neighborhoods, or had the same lived experiences.

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You're probably not working on a policy issue in a more inclusive way.

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So, as we look at climate change, it is important it is in.

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I want to put a big, big, big, big, big like Mark on that.

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It is very important to be looking at co-itation and community co-creation. Some of the work that we've done.

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For instance, in Auckland new zealand required working with the Mayori people to come up with a tool that actually helped to measure the carbon footprint of infrastructure projects in their communities that's amazing that's

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amazing, because really it's a great example of going out to where people are in the community, because if we think that our city halls are open spaces for everyone to just come in, I think it admission has to be made that generally city halls have

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been a place where people that have privilege are privileged enough to enter those spaces and share their opinions have been welcome.

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Not all communities have been welcome. so we think about co-creation.

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We think about who's in the room all the time so key in in doing that work.

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So i'd say it's, individually looking at who's working with us on these and these very important policy issues.

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But collectively looking at the systems that are in place that we know haven't been equitable, have had historically disenfranchised underrepresented communities.

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And how we can go about actually pulling in those community members into those conversations, not by just expecting them to come, but by actually going to where they are, and bringing the conversation to them.

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Thanks so much. Go ahead. I just I just want to kind of continue on this idea before I turn to Jesse's question in the chat.

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Jesse's extra really brilliant question I want to get to in just a minute.

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But I wonder if you could talk a little bit more about this idea of community co-creation? And if you have any sort of examples of how this has been done?

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So what can you do? I know you just mentioned sort of bringing this into the community.

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What does that really look like on a practical level How do you make sure that you're bringing those voices in in a really inclusive way?

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Sure I'll I could put to many examples. i'm. I actually like the example of a partner of ours the city of San Pedro, Mexico, and they so they they had this novel idea let's increase Bike lanes

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all throughout the city, and of course, as many of us know, bike lanes, especially here.

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Stateside. We know the moment we talk about bi claims we talk about losing, parking, and everybody's throw their hands up in the air and just freak out.

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Well, they realized from a lot of frankly us examples that community in the in the world generally begins to react the same way.

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Less space, you know, we prioritize cars more so.

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What they did was, they came together and started these citizen observatories, essentially community assemblies.

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What we could talk about changing the Stigma around that that motorists have about cyclists, cyclists, you know just the don't observe traffic laws, and just there are just generally not that good neighbors on the road right

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so in these in these cities that i'm observatories they were able to have these very open frank and honest discussions, bringing in motorists and cyclists.

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And that's that that that brought about could up with that work that they were.

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They were then actually able to create, create system of protected bike lanes where both motorists and cyclists felt safer, and and the fact that it was co-created.

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I think is a is an amazing example of what it is when government really goes and kind of moves outside of this, like Ivory tower right, and goes into communities and worship them to co-create solutions so sometimes very

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very complicated issues. I love that. thanks so much, for hey? that's a really helpful example.

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Chris, anything you want to add there before I move on to our next question.

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I mean, we think about this all the time. How do you get started?

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What are the first steps, and within within the ivory tower of local government?

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When we talk about the need to dismantle I think one of the the easiest ways that we saw over the course of the last year and a half in the in the Bloomberg work simply bringing it up with

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City Council to bring up. Is this a priority there's an there are, I I like to pull question number 2, I believe, which was getting at what are your biggest challenges to get into this discussion, and in some of your work

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and and we think about for a number of communities I like as Jorge is mentioning there is a spectrum, and for some it's easier than others, and you'll you'll recognize that your Council was elected they run

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on on these issues, and they're trying to infuse it into your organization and for other organizations.

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It's definitely there's a a value clash but to to think through what are the values that that your Council is standing behind, and whether it's echoed vitality or a safer community or access to clean

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drinking water. there is always a way to translate or to bring equity and the impacts of climate change into priorities that that already exist.

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So getting it on the table for the very first time.

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Of course we have like great examples, just you see seattle, Washington or Austin, Texas, who have been on this path and on this journey first for a long time, and you see their equity, action, plans, and Their climate.

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Action plans, and they're very powerful and you wonder How did this all begin?

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We worked with Columbia, South Carolina. obviously a community who is who has been long challenged by

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Their value position as it Pertains to equity and they're Mayor Steve Benjamin, for the very first time stood behind a definition for equity.

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So there always has to be a first step is this a priority if it's not an end in and of itself.

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Equity can be a means to an end to absolutely every other priority. that accounts member may have, and that's probably one of the biggest takeaways that we've seen for a step into This discussion.

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Thanks so much, Chris. I really love that point. I mean one.

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Expose the point that there has to be a first step at some point so sort of why not now?

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But I think especially the point of making inroads and and where you can take it advantage of existing policy priorities to sort of highlight, that there is a climate and equity lens so kind of bring it into the conversations that's

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already happening, I think, is such a great point. Chris, I want to turn to you with a question from the chat.

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So Jesse has asked this really great question, I think, actually also goes back to that question of kind of the challenges.

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So Jesse is asked, How can we best engage in conversations to increase organizational buy-in when everyone acknowledges the importance of these issues?

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But there are more immediate concerns which are seen as more of a priority.

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So. In other words, how can we best get organizations to a lot, adopt longer-term views, and not be distracted by short-term issues?

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I think such a great question, Chris. I'll hand the to you I love the question, and and I have a sense a hunch of where you're coming from as we work with cities across the United States, and we and we get in to start

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working with departments, a police department or a fire department or a library, or the the it department.

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There it's easy for a department director or they're their staff to say Yes, of course we we stand with you.

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We have, we all value equity, and we believe that that something must be done.

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However, here's my priority list for my department and here's the work that I have to get done almost always framed as an either, or type of discussion, that in order to work on equity means i'm going to have to lose

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out on implementing whatever top priority that I have and and you can identify with that because most of the time. That's how the budget game works.

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You start with here's what we have and so it is in either, or discussion.

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I think the most pivotal. thing that we have to do is change the frame and and turn that question around that it's not either, or it is definitely a Yes, and we have to find a way to do both there was a newspaper

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article i'm going to try to drop some Links as we go here just the last night from Eskandido, California, San Diego area, and here in San Diego. They're They're standing behind their climate action

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initiatives really trying to pour money towards that priority.

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And one of their Council members said the exact same thing think we've done enough, and we also have a laundry list of other priorities over here.

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In our work there's if you can consider it a yin and a yang.

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There are 2 essential parts. Not only do we have to stand up and say, Here are all of the initiatives that we need to be able to fund and implement that pertain to climate, action and our equity action plans but

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part in parcel. We can do work to come up with additional resources.

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We can reallocate from within. Within our organizations we can seek partnerships.

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Is, Jorge was starting to allude to our community networks, our opportunity to leverage and create regional efficiencies to save money in the budget and reallocate to our unfunded priorities.

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These are a must. So in all of our work it's not only what needs to be funded from a climate and equity standpoint, but how are we going to get the resources?

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So that it's not a losing proposition for a department to get invested in funding their equity and climate work.

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Thanks, Chris. I love that point about it it's not a sum game.

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It's sort of yes, and jorge anything you want to add on that point about getting buy-in.

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I would I I put it in the chat and I think it's it's it's almost oversimplifies the issue here.

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But I do think it is. It is probably more more simple when you kind of look at the dollars and cents that are associated to it.

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And instead fixing a policy problem is almost always more expensive than preventing it.

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And in my kind of putting I my head on when I was a a public servant, and and also and an elected for for some timing in in New York.

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We always saw that if you spent extra time on the front end, dealing with an issue, understanding how whether whatever policy intermission you were, you were looking at, whether it was on climate or on gun violence, or on affordable, housing, take your pick

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if you did the work of understanding how to ultimately prevent a bigger issue.

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If the policy was going to be fraught in some way or another, you were able to actually get legislators to undo that.

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It's a lot more expensive. to then come back afterwards, with a band-aid, and I think there's there's the There's really there's a lot of data on this, and but ultimately it goes back to when

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we're in these policy spaces as decision makers as government officials in philanthropic spaces.

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Then you have these meetings it's talking about let's cut the problem off before it becomes something that's not sustainable.

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And then ultimately is going to require big big big budget interventions and future fiscal years.

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And I think that's the way to go about approaching this in these conversations, thanks for hey?

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And such a good point, too, that you know the the problems not going away.

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So you can certify, or either start talking about it now, or wait until it becomes an even bigger problem, and then have bigger solutions that you have to try and tackle

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I want to turn to another question from the chat, but I think really nicely continues down this line of sort of getting buy-in

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But this is a really interesting question. I think on getting personal, buy-in, and this is from Sam, who also provides a really helpful example from London.

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So Sam says, How can we make the case for action on climate and equity in a way that everyone sees how they personally benefit?

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I believe in what London we've created support for very bold policy on air quality, because of the compelling evidence that air pollution impacts everyone, rich poor majorities, and minorities, dealing with air pollution also has equity

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benefits as minorities and poor people have less access to cars that cause the pollution and are impacted more that by the pollution itself, as they tend to live in more colluded areas.

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We need to make similar arguments on climate. I believe people do care and are moral, but in the main, when it comes down to it they maximize their own utility.

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We need to promote a positive vision of compelling evidence about how it benefits everyone, which I think is one a really great example, and really helpful to have that example of air pollution in London. and how you kind of frame the argument I think this kind of goes

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back a little bit, Chris to what you were saying where you kind of get in on conversations that are happening already, so you can kind of you know, prove to people that it's something that's going to benefit.

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Them. So I wonder. Chris, do you have any any thoughts on how to sort of make?

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The climate, argument, climate, and equity are argument in a way that feels sort of personal and feels like It's going to benefit everyone so they can sort of think about.

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You know, maximizing utility. if we're if we're, maybe being a little bit more more cynical about it right? And I mean, Sam, I think you you nailed it.

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So we have multiple multiple paths. to try to make a persuasive argument, and one is it's the right thing to do.

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This is simply moral and and hopefully that works should. we need more, and we do to bolster our argument, then then, truly getting to that maximizing of what matters most to individuals who is definitely a great way to to talk about it and

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So I was just trying to describe how to translate equity and climate issues through the lens of of what another individual might might be more concerned about.

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And you can practice, I mean, I talked earlier about I economic prosperity or individual wealth and prosperity, and and as we see inflation taking place right now, it's just such a simple argument to walk back connecting the dots

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to. Why, it's happening. and and at least in part to see the link between climate and food shortage and availability, and what that does to pricing that hits somebody's pocket you can you can begin there with something that everybody feels and

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they? They don't want that economic hit to take place overall, and you can.

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You can walk it back from almost any lens. If you take a safety wins.

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If you take a transportation lens. if you take an economic prosperity lens, if you start with what somebody else it considers to be their priority in some of my earliest experiences, I was working

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in a in a local government as one of my first jobs, and it happened to be a fairly conservative county, and quickly I started to to understand that my values might might not be perfectly aligned, and that's why I moved on eventually But

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in talking with our own county commissioners. I would I would be describing green initiatives. climate action in from my county Commissioner's perspective that didn't want to hear the word green.

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It was tainted to them This was a left versus right type of issue.

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But if I could translate it into language that that they talked about, and it was more about transportation and mobility and traffic, and that speaks more to what their priorities are That's That's always a benefit it's

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a great point, Chris. I think about sort of meeting people where they are and and thinking about what their concerns are going to be. and if you can really address it at that individual concerns level rather than add a maybe sweeping policy, issue level you might

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get more people on board that way. I know and i'll just say one more thing to that.

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I know that it sometimes feels like it cheapens it.

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I know that sometimes it feels like Oh, if I we should be talking about the issue directly.

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That is the most important thing to do. and I understand that and at the same time the the the higher level outcome that we're trying to achieve.

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If I have to use different language that resonates with somebody who might not agree with with my values.

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Specifically. But that's a means to an end to get to the same outcome that i'm trying to achieve.

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Hey? we're looking for solutions Here and this is one that can work.

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Yeah, thanks, Chris, for hey? Anything you want to add There!

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I briefly add, step where I find hope. in in this question, where I find hope in in communities, and and certainly in the from the policy and advocacy and activism space really is with young people we know from polling that

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the environment. Climate justice really pulls very, very highly, almost at the top for the younger, for the youth, for the youth of the world, not just, not just the the North American space, but really the youth of the world.

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And and why that matters is because I think they're going to do a better job than previous generations have done on this, because these these activists, these voters are really putting a premium on on climate justice.

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So I I agreeing with with chris's points and adding that we need to be supporting young people.

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We need to be supporting young activists in mid-space, because ultimately in in the next few years, they will be the new decision makers.

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The new policymakers, the new elected officials in these spaces, and in supporting them we're ultimately supporting climate justice.

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So please keep mentoring, keep helping, keep lifting up and and raising up community voices that that want to be active on these issues.

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Such a great point, and to really hopeful one. And I actually want to come back in a little bit.

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I think, to this idea of hope, because I think that might be a really nice note to kind of start wrapping up on

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Ella has asked a really great question. what would you say?

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Is the best example of an equitable climate action plan that you've seen, and maybe if it's too hard to choose the best, maybe just some great examples of things that you've seen and thought you know yeah, that's really on

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the right track. Chris, I'll come to you first and then, Jorge.

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Yeah I I will I'm gonna I'm typing right now I'm gonna drop pittsburgh's in the chat.

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And their chief equity officer up until very recently was Majestic Lane. they've had a transition in the mayoral level, but I'm going to drop that in the chat equitable climate action plan

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and just the the areas work together. So they Yes, they have a sustainability, a co resilience officer, and yes, they have a Chief equity officer, but the coordination around city planning budget and Chief of staff in the

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Mayor's office has been fantastic in Pittsburgh Thanks and thanks. So much for for sharing that in the chat as well.

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And just to note that for everyone who's here today.

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We will be sharing the recording tomorrow, or I suppose tuesday.

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Actually, we've got a long weekend here in the UK. You'll be getting an email with follow-up, and it will make sure to include all these really helpful resources we've been sharing in the chat as

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Well, Jorge, I want to turn to you for any examples you want to share of some really great equitable climate action plans.

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There are so many I want, I want to maybe stay on that that subject of hope, because I I think there's well one.

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Generally speaking, they're city that has invested in creating a chief sustainability office of tree sustainability Officer achieved equity.

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Officer is just so far ahead on that spectrum that I started talking about.

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So the i'd say that instead of picking one over another i'm going to say if you are doing that, well, you're probably in better straits than cities that aren't and if you're not doing that then you

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should really think about how you can put into your budgets, because, frankly, your budget.

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I, a mentor of mine, when said to me, Your budget is really a statement of your values, and it really really is so.

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If you if you were not, if you're not focusing on equity.

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If you are not focusing on diversity if you're not focusing on climate change and sustainability, it's time to.

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But on on youth and hope i'm really inspired by Paris.

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That that has an end, Christie. You know they they have their climate academy for for youth, starting as as as young as I believe.

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9 years old, all the way to to 24. I think 24 or 25 And and really it's just a space to to teach them and train them about the how they can be good stewards of this Earth of this beautiful planet of

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their communities, and and when you often think about and again, like I am putting my my former public service hat on I I fully understand the the realities of the of electro politics, you're ultimately thinking in 2 to 4 year

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cycles. but when you, when you make the decision to go, and in any climate plan, in any strategic plan, when you make the decision to go and invest in future generations, that goes beyond just the 2 4 year, the next time I have to go and ask for

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your vote kind of like mentality. You are really working to change the world and change your communities in sustainable ways.

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So it's it's about talking about policy and side of the political and electoral space.

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And if we can do that more effectively, and efficiently we're gonna see changes in plans moving forward.

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I love that such a great point. and I do want to invite everyone who is is in the chat.

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If you have examples of what your government's been doing or other governments, you've seen policies you've seen.

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I'd love to see more examples of equitable climate action plans, or maybe bits of you know steps towards those equitable climate.

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Action. So if you have any examples, you want to share with us in the chat again from your own government, or from something you've seen or read, please do, and I can read some of those out as we go along.

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I want to go to a It was sort of more of a comment and a question.

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But from Paulina. So Paulina says good discussion we've been having discussions on the role of climate communication.

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So if it's used, instrumentally, to get the job done, or more dialogically, and actually having a discussion with different values and point 2 views.

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And I think this maybe gets a little bit, Chris, to your point.

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You were talking about with you know, sort of means to an end, and and working with people to sort of align where you can on on bits of ideas.

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So. I wonder if you have any more reflection, more generally, maybe on on climate communication.

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And on on that kind of balance between doing that kind of just getting the job done and and getting your point across.

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However, you can with with actually having sort of dialogue and debates with different viewpoints.

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Yes, I think I mean if i'm understanding it correctly it is what are different ways that we can frame frame the discussion that's gonna create a breakthrough.

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And and I applaud the effort. So there are some.

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I know that sometimes the discussion is about here and now, and climate mitigation.

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So if you are in a community where it's Upfront, and and it's happening, you see landslides taking place, you see flooding, you see Wildfires you see drought sometimes it really does take having

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an event in your community. If it's next door it still seems far away. But that's the that's the easy route, is It's it's upfront we need to talk about this right now But for

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a longer term I I just also can't emphasize enough the the means to an end. discussion.

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So it's an end in and of itself and it can also be a means to an end.

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So Mayor Puddo, in Pittsburgh, Pittsburgh is on my mind heading there next week.

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So sorry for the the bias thinking about that particular community but they have done a lot of things well, and one of them they have a Marshall plan for the midwest talking about how a clean environment and a clean economy go hand in hand So

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here's a portion of the United States former rust belt.

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Really focused on job creation, and a lot of people from both sides of the political perspective can get behind job creation.

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Higher paying jobs, higher quality jobs. And if if the if the economy that they're trying to create is actually a green economy and that spells prosperity for the region.

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Again. That's a means to an end discussion overall So always thinking about climate as as it pertains to economic vitality as it pertains to transportation or safer society.

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And the Flint Michigan discussion safer water and access.

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The horte was bringing up earlier, super powerful. 2 simple frames.

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Thanks, Chris. Okay, Anything you want to add on that one.

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Yeah again. I I think I think for for me it goes back to really being as as transparent as as we can.

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And I think when we talk about hey? you're you're probably any sort of general communication about any sort of of policy intervention, it's really important to share all points of view.

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But we all know there's a whole lot of fake news out there, and and i'm surprised we didn't get a question on sources and getting reliable sources in in this conversation. it's and that's

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a great thing that that that probably question didn't come up because hopefully we all know where, where those are.

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But in framing these the in framing the argument and framing the communication, it's important to just get really, really good data, right and and show show points of view that actually makes sense science matters here.

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Science matters, and we have to trust the science so I find that in in communications in the climate space and the equity space in the climate, justice, space, it's just really really important, honestly detrimental to just get really good information, really

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good sources in front of people. Such a good question, Chris. I was gonna come to you on this one, because this is, I know this was a question that we did have ahead of time.

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So someone asked before the workshop, What are some reputable sources for data that address environmental equity, climate and demographic data?

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So any any recommendations you want to share I I dropped the It Italy.

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And this was equally us. but it's actually global organization sorry for that limited link.

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Equally. I had 3 that I wanted to drop in the chat.

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One is Italy, and they have an awesome they're trying to create an atlas, a map of all communities who have a published sustainability or climate action plan online says a repository and inventory of

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everybody who's trying to produce a document like that including those that are rebuilding in equity, and including those who are strictly on the climate. side.

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My second is the Government alliance on race and equality.

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Gear. who has some awesome data as well, more specifically on equity and racial equity.

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Specifically overall and then finally there's a program called What Work Cities, Who is all about data.

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It's an initiative or project out of the Bloomberg Philanthropy group, and I will pose their website as well as They have been funding specific initiatives on both climate and equity and trying

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to publish as much data as possible. Fantastic thanks, Chris.

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And I know, Korea. you dropped a couple in the chat as well. Anything you want to add for your recommendations.

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Yeah, specifically oriented around the bipot perspective.

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The Naacp is in by mental and climate justice program along with the urban energy, Justice lab.

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I think, are really really good urban resources. Thanks for, hey?

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And just to add as well, if anyone else has any sources that they want to share in the chat, so any sources that you use, please do share those I did.

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If one person who responded to my question about any sort of climate equity, plans that you've seen that you think are great, or any kind of steps that you think are great.

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So Pervana shared save the water, there's an organization that has a robust volunteer network across the globe who helped to create lesson plans, conduct, water research, awareness, campaigns, and advocacy.

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So really great to see that. And one thing I would love to sort of ask everyone we're moving into our kind of final 5, 6 min of this session. so as we start to wrap up I just want to quickly return to this idea of

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hope, because I think that was a really a really beautiful point chord that you touched on earlier is sort of the things that are that are giving you hope.

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So one thing I would love to ask people to share in the chat kind of one final contribution, and I will.

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I will come to you I know where I mean you've already kind of started to answer this, but I would love to hear what is what is really keeping you going?

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What is it that's giving you Hope and keeping you going on this climate and equity journey right now to maybe inspire everyone to also keep going on their journeys? Cory I'll come to you first.

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Because I know you started talking about this a little bit earlier.

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And then Chris will come to you yeah thank you helen I'm I'm.

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Seeing that there's so first let me say thank you because what gives me hope initially is just seeing the amount of people on today right wherever you are, whatever country you are zooming in from the fact that you care about this, should

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give all of us hope, and and should give you hope to.

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So the Thank you, because you are ultimately the messengers here in the policy and decision makers.

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They're there are going to to move the dial here what gives me hope, I guess.

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Also, broadly speaking, is that you're seeing that the environment climate, justice is being tied to other movements.

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It's being tied to the refugee movement internationally.

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It's being tied to the black lives matter here state side and and in other parts of the world.

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And I think it's because we're seeing that an injustice to one really is an injustice to all, and injustices climate injustice does we know time and time again and it's it's almost like it feels

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like a broken record at this point to say it but climate injustice impacted communities of color. so much more disproportionately the world over.

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Put horror communities. If you're if you are if you are living in in poverty, in Latin.

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America, in the Caribbean, in Asia and Africa.

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Climate, justice, climate, injustice is impacting you so the fact that in these bigger movements we're talking about clock whenever we see a protest, and i'll I remember the Arab spring when we would see them protesting

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there was always a sign related to the environment climate justice it's everywhere.

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So that gives me hope we're understanding that again that an injustice in one space is an injustice in every space.

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So I feel incredibly hopeful to see that. and and and I believe that again this next generation gets that.

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I mean they viscerally. get that the and and they're leading with that, because they they expect more from us maybe more than we expected from those before us.

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And I think that's okay, it's up to us to to make sure that we we keep them in mind. thanks for hey? I think a very very hopeful, hopeful note on both of those both that point about seeing the connection and really

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seeing this start, to connect the dots across the board. and also in in the youth who are already taking this on Chris.

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I want to very quickly ask your your kind of what's making you hopeful, and then i'll start wrapping it up.

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Oh, I think you're on mute chris thank you and you got it.

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I'll stay brief couple of things that give me tremendous hope.

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I also believe just being here with you all is an amazing source of inspiration.

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People are interested. we're engaged I would say Jorge mentioned the science.

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There is still some hope left on the on the climate action front that it's not too late, and so that's hopeful.

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So we still have time if we act urgently, and that gives me hope that I would say 2 other things that if I, the 2 biggest challenges that I liked back to the initial polling question one on the value side or

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people standing up and running for election on these issues in 2 on the budget side.

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If we If I had no hope, or I was pessimistic, it would be.

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No one believes in it. The values are not being represented.

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We see more and more accounts adding climate justice equity into their strategic plans, into their overarching values for their community.

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That's hopeful. more so than we've seen in any other time over the last 10 years, and secondly I would be pessimistic if we thought well departments aren't going to change the budget is already spoken

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for. but I posted our impact. report. where we're seeing communities reallocate 10% of their operating budget or more towards priorities like climate and equity.

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That's a huge amount of money it's commensurate with the urgency of the situation, and that gives me hope, and we can make it more replicable.

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So those are my sources of inspiration. Thanks so much, Chris, and thank you so much for hey?

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And our final sort of 30 s. I just first want to say thank you so much, Chris and Jorge.

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That was brilliant. I know we've covered a lot of ground, but I love that.

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We're ending on this really great hopeful note and we've reflected a lot on I think what's good, and what's what's already being done?

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I'm just gonna very quickly bring up a feedback, Poll. And so this is anonymous, and just to be used by our team internally.

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But we'd love to know what you thought of today's workshop.

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So on a scale of one to 10 rank your agreement with the statement one, meaning you completely disagree.

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10 meeting. you completely agree this workshop was a valuable use of my time.

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So if you think it was a valuable use of your time that's closer to a 10, and if not closer to a one while you're doing that, I also just want to hear one last word literally from our participants so, if you could

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open up the chat and share your one word take away from today's conversation.

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So what are you gonna take back to your team? what are you gonna Take back to your work whether it's on climate equity both, neither.

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What's the one word sort of distillation of today's conversation that you're going to take away, and and i'll keep an eye on the chat and read some of these that come out so we can be inspired going into

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our date, So Farrah says, Co-ination, Hugo has has made a real compound word co-construction of solution.

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I love it. Susan has said persistence, Jesse has said, and which I love.

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Lise has said action, Katie, co-creation.

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Jennifer says: Justice Paulina says, diversity, James says, Hopeful, I love that Pervana as co-creation.

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Lisa says advocacy, and Lawrence says, everyone which I think is such a beautiful note to end on.

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I just want to thank all of our participants as well.

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Thank you so much for coming today. Thank you for engaging in the chat for sharing your questions, your responses, your Id. You will be getting a follow up email on Tuesday.

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That will include the recording from today's session and all of those great resources from the chat as well as more ways to keep learning at a political.

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We've got a boot camp that we actually co-developed with Chris about budgeting.

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If you really want to get into that climate action budgeting question.

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Got a whole boot camp for you we've also got a climate and equity course coming up.

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If you want a really deep dive and i'll share an interest form for that, and we have also got a way to get involved with a gender equity learning exchange.

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So if you're really interested in, that kind of equity piece specifically with gender, we'll share all of those resources in the follow-up email, But i'll let you go again.

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Thank you so much as you're going if you'd like to come off mute and say goodbye say thank you in your language of choice, and give us a wave.

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Send us all off into the rest of our days it's been a real pleasure. Thanks so much.

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Everyone. Thank you so much. Thank you. Thanks for joining us.