



Climate Action Plan 2.0 - Equity Panel

Draft Selection Criteria

DESCRIPTION

Each Equity Panel application will be reviewed by designated City of Eugene staff who will select which organizations are asked to participate in the CAP 2.0 Equity Panel (EP). All reviewers will utilize the following Selection Criteria.

The Selection Criteria for the Panel aims to incorporate a variety of marginalized voices by utilizing a process that reviews the depth of relationships held between organizations and the community/ties they serve, an organization's level of involvement with equity, social justice, and/or environmental justice, and the support an organization commits to providing their representative.

NOTE TO REVIEWERS

The Selection Criteria are meant to parallel the questions and responses within the EP Application. Before you begin this criteria form for each organizational application, please read Eugene's Triple Bottom Line (TBL) Vision and Guiding Questions on the last page and utilize the TBL as a means of ensuring equity throughout the selection process. Please maximize the use of the "Additional Feedback" sections and consider the intersectionality of marginalized communities throughout this process.

QUESTIONS

For questions about this Selection Criteria, please contact Climate Action Plan Equity Fellow Brittany Judson at Brittany.A.Judson@ci.eugene.or.us or (541) 682-5049.



DRAFT SELECTION CRITERIA

Organization: _____

Name of City Reviewer: _____

Date Reviewed: _____

Where sections state “degree of” or “degree to,” utilize the following metrics:
Not Stated, Unclear, Minimal, Growing, Established, Advanced

A) (Question 1 on EP application) Degree of relationships, engagement, and rapport the organization/representative holds with marginalized community/ies.

<i>(Listed in alphabetical order, not including “Other”)</i>	Relationships	Engagement	Rapport
African American / Black			
Arab			
Asian			
Indigenous			
Latinx			
Pacific Islander			
Elderly			
Disability(ties)			
Immigrant			
LGBTQIA+			
Low-income			
Refugee			
Another: _____			

Additional Comments:



B) (Question 2 on EP application) Degree to which the organization is connected to and involved in equity, social justice, AND/OR environmental justice.

Definitions¹:

- Equity: The quality of fairness and strategic approaches geared towards ensuring access to the same opportunities for everyone. Both an outcome and a process.
- Social Justice: The belief that each individual and group in a given society has a right to equal opportunity, fairness, civil liberties and participation in the social, education, economic, institutional and moral freedoms and responsibilities valued by the community.
- Environmental Justice: The fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.

	Degree of connection and involvement
Equity	
Social justice	
Environmental justice	

Additional Comments:

¹ Sources: City of Eugene’s “Environmental Justice Issue Briefing” (2014) and “2017-2021 Planning for Equity & Human Rights” guide



C) (Question 3 on EP application) Degree to which the organization is committed to supporting their representative.

	Degree of commitment
Support Organization Representative with appropriate compensation	
Ongoing support of organizational representative by connecting to community members, historical documentation, mentorship, and/or other resources	
Provide time and opportunity to discuss and present work with organization leadership, membership or community and other staff	

Additional Comments:

D) (Question 4 on EP application) Note your key takeaways in response to the organization’s feedback for the City of Eugene to foster a successful partnership with their organization. *Note: This is a free response section. Responses to Question 4 will be marked on a complete (100-250 words) or an incomplete (0-100 words) basis. Responses are meant to help the City and organizations learn ways of developing deeper relationships with each other.*

	Feedback on organization’s response
During the Equity Panel project	
On an ongoing basis	

Additional Comments:



E) After completing the Selection Criteria, please check off one of the following regarding the organization’s participation within the CAP 2.0 Equity Panel.

Do not recommend	
Recommend	
Strongly recommend	

Final Comments:



DRAFT Eugene's Triple Bottom Line Vision

As we work to implement the City of Eugene's Climate Recovery Ordinance and to increase our community's resiliency towards climate change, we will be using the City Council's vision to guide our work. The vision describes the three legs of the Triple Bottom Line framework.

Social Equity

Value all people, encouraging respect and appreciation for diversity, equity, justice, and social well-being. We recognize and appreciate our differences and embrace our common humanity as the source of our strength.

Environmental Stewardship

Be responsible stewards of our physical assets and natural resources. We will sustain our clean air and water, beautiful parks and open spaces, and livable and safe neighborhoods; and foster a vibrant downtown, including a stable infrastructure.

Economic Prosperity

Encourage a strong, sustainable and vibrant economy, fully utilizing our educational and cultural assets, so that every person has an opportunity to achieve financial security.

CAP Social Equity Lens

The project team has identified the need to pay special attention to social equity throughout the CAP 2.0 update. The following guiding questions are meant to support the project work in deepening the integration of social equity principles through the process and outcomes of the work.

Guiding Questions:

1. Who are the most vulnerable and underserved communities impacted by this decision? How will our decision impact these communities?
2. Does the decision being made ignore or worsen existing disparities or produce other unintended consequences?
3. If there is an investment or resource allocation, how does that advance the social equity leg of the Triple Bottom Line?
4. What are the opportunities and barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic or managerial)
5. How have we intentionally involved stakeholders, impacted communities, technical experts, and other community members affected by this decision? Who else do we need to invite?
6. What's the mechanism for including more voices throughout the process?
7. How will we modify or enhance our strategies to ensure impacted and vulnerable communities' individual and cultural needs are met?
8. Do we have the data we need to understand which communities might be impacted? Can we effectively collect data on impacted or vulnerable communities for this decision or investment?