



Climate Action Plan 2.0

Appendix 5

Eugene Community
Climate Action Plan 2.0
Equity Panel Case Study

City of Eugene

Climate Action Plan 2.0 Equity Panel

Case Study



Lead Authors

Chelsea Clinton, Sustainability Manager, City Manager's Office, City of Eugene

Mark Nystrom, Climate Recovery Ordinance Analyst, City of Eugene

Alaí Reyes-Santos, Alaí Community Consulting, LLT

Acknowledgements

City of Eugene Climate Action Plan Equity Panel Team

City of Eugene Working Group

Alaí Reyes-Santos, Facilitator and Consultant, Alaí Community Consulting, LTD

Brittany Judson, Equity Fellow, City of Eugene and USDN

Chelsea Clinton, Sustainability Manager, City of Eugene

Elena M. Domingo, Policy Analyst, City of Eugene

Jennifer Lleras Van Der Haeghen, Office of Human Rights and Neighborhood

Involvement Manager, City of Eugene

Mark Nystrom, Climate Recovery Ordinance Analyst, City of Eugene

City of Eugene Equity Panel

Luis Pablo Alvarez, NAACP

Gregoria Gomez, Huerto de la Familia

Danielle Klinkebiel, Huerto de la Familia

Shayleen Macy Eagle Speaker, Sapsik'Wafá Program

Eugene Organ, Lane Independent Living Alliance

Pedro Pacheco, National Alliance on Mental Illness

Kara Smith, Food for Lane County

Meghan Wudtke, Food for Lane County

Special thanks to:

Urban Sustainability Directors Network

Desiree Williams-Rajee, Kapwa Consulting

City of Portland and Multnomah County

Climate Action Plan Project Team

Photographers:

Caitlin Wallace, City of Eugene

Keith Testerman and Neil Moyer, Metro Television

Ofelia Guzman Photography

Chris Pietsch

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City Manager's Office
125 E Eighth Ave.
Eugene, Oregon 97401



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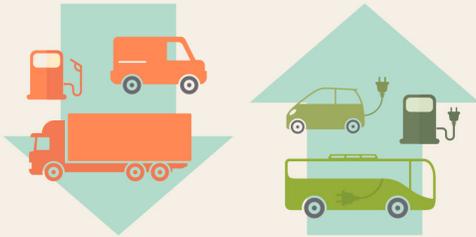
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COMMUNITY CLIMATE RECOVERY ORDINANCE GOALS

Reduce Fossil Fuel Use

50% reduction by 2030 compared to 2010



Reduce Community-wide GHG Emissions

Science-based goal to reduce ghgs to
Eugene's average share of 350ppm by 2100



Section 1

Eugene's Climate Journey

The City of Eugene has a long history of innovation, vision, and commitment to sustainability. The City began internally evaluating its operational greenhouse gas emissions nearly 20 years ago. In 2010, the City began working with community partners and the public to create its first climate action plan, the Community Climate and Energy Action Plan (CEAP). The Plan was ground breaking at the time, winning awards for its approach to community outreach.

The Eugene City Council passed the Climate Recovery Ordinance in 2014 and updated it with a community-wide greenhouse gas emissions reduction goal in 2016.

The Panel has allowed me to reflect on how our clients at NAMI will be disproportionately impacted by climate change, and how we must train first responders to support those living with mental illness.

- Pedro



CROSSROADS FARM
HOT JALAPENOS
2/\$1.00

CROSSROADS FARM
PURPLE SWEET BELL PEPPERS
\$2.00 EACH / 3/\$5.00

CROSSROADS FARM
SUNSUGAR TOMATOES
\$4.00 PER BASKET

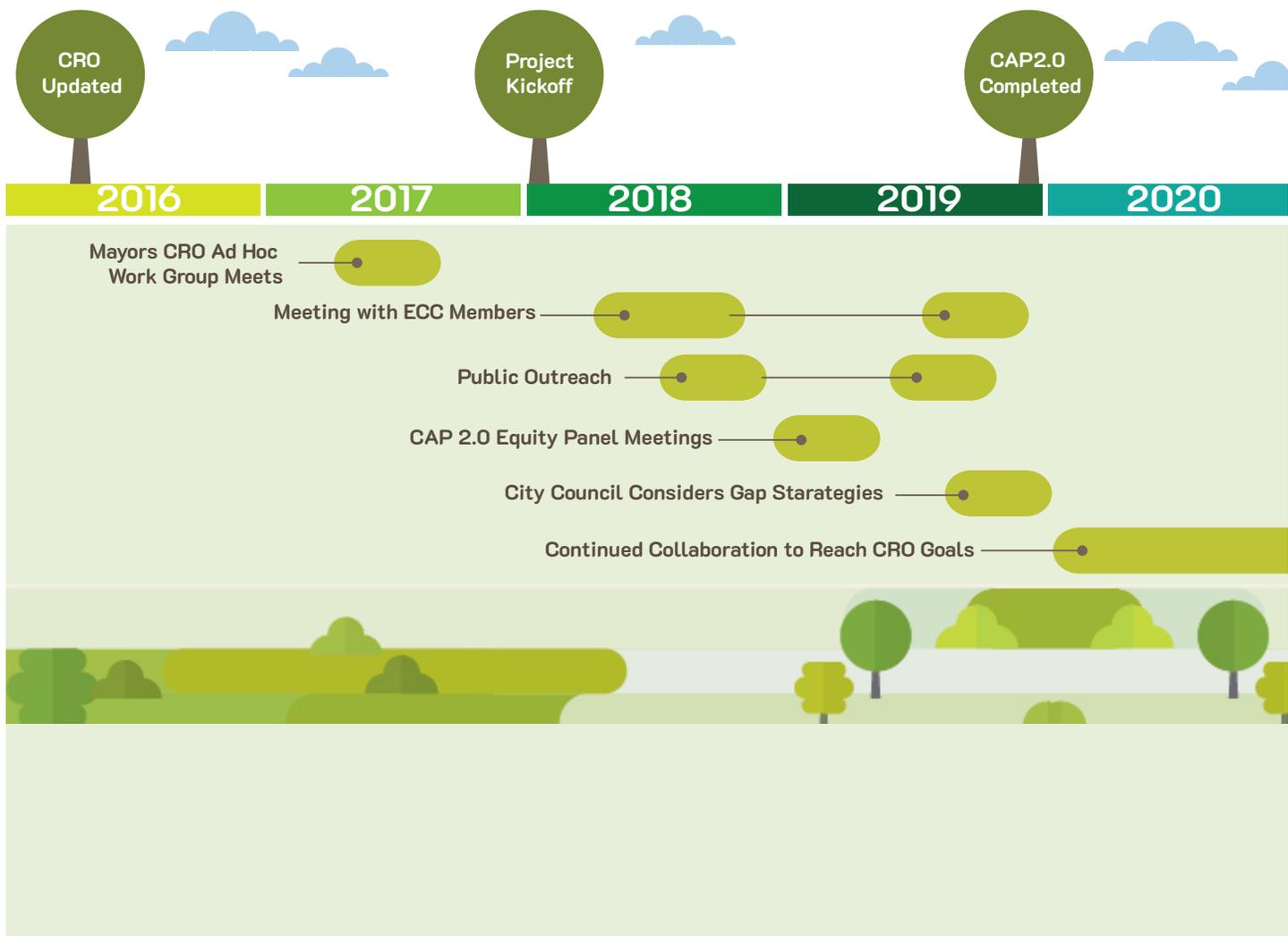
Bondie's Certified Organic Blueberries
Creswell, Oregon
541-912-0931

Groundwork ORGANICS
Vegetables • Fruits • Flowers

In 2017, The Mayor convened a group of key stakeholders to design an approach to update the community Climate Action Plan (CAP2.0) called the Mayors Ad Hoc CRO Work Group (Work Group). That group agreed that the CAP2.0 project approach should be data driven, seeking to understand the size of the gap between Eugene's goals and existing plans to reduce the gap, and only include actions that partners have committed to working on over the next 5-10 years. The group also agreed that the project should include outreach to marginalized communities.

Equity Panel Objectives

1. Learn about the needs of underserved communities in the face of climate change;
2. Produce an equity lens and equity considerations for decision-making processes relevant for the CAP;
3. Produce a set of recommendations and a case study report for public distribution;
4. Share scientific data and policies relevant for the CAP with leaders of underserved community;
5. Foster future partnerships pertinent to climate change with the City and among Panel members. Build overall community capacity to address and prepare for climate change.



A Road Map: Engaging Our Stories

1. Meeting #1: Opening Ground: Getting to Know Each Other
2. Meeting #2: Opening Ground: Introducing Equity Lens
3. Meeting #3: Preparing the Land, Asking the Right Questions: Equity Lens I
4. Meeting #4: Preparing the Land, Asking the Right Questions: Equity Lens II
5. Meeting #5: Gathering Seeds: Introducing Equity Considerations
6. Meeting #6: Gathering Seeds: Our Bodies in the World: Energy, Transportation, Fuels and Consumption
7. Meeting #7: Gathering Seeds: Our Communities Face Climate Change: Health, Emergency Preparedness, and Cultural Transformations
8. Meeting #8: Sowing the Land: Proposing Equity Considerations to City Officials
9. Meeting #9: Watering and Hoping Our Seed Will Grow: Final Recommendations

EUGENE CLIMATE ACTION PLAN

EQUITY PANEL





Section 2

The Recruitment and Selection Process

National research and local experience show that the impacts of climate change tend to disproportionately impact marginalized communities, including indigenous peoples, communities of color, low-income communities, the elderly, and people experiencing disabilities. As people experience more than one of these identities, the impacts are compounded. The Equity Panel was convened in order to capture and elevate the concerns of marginalized communities as they relate to the CAP2.0.

The Equity Panel structure was designed to focus on hearing about the lived experience of participants. Panel members were not required to be experts on climate issues. This allowed for broad outreach to marginalized communities during the recruitment process. Details about the outreach and recruitment process include:

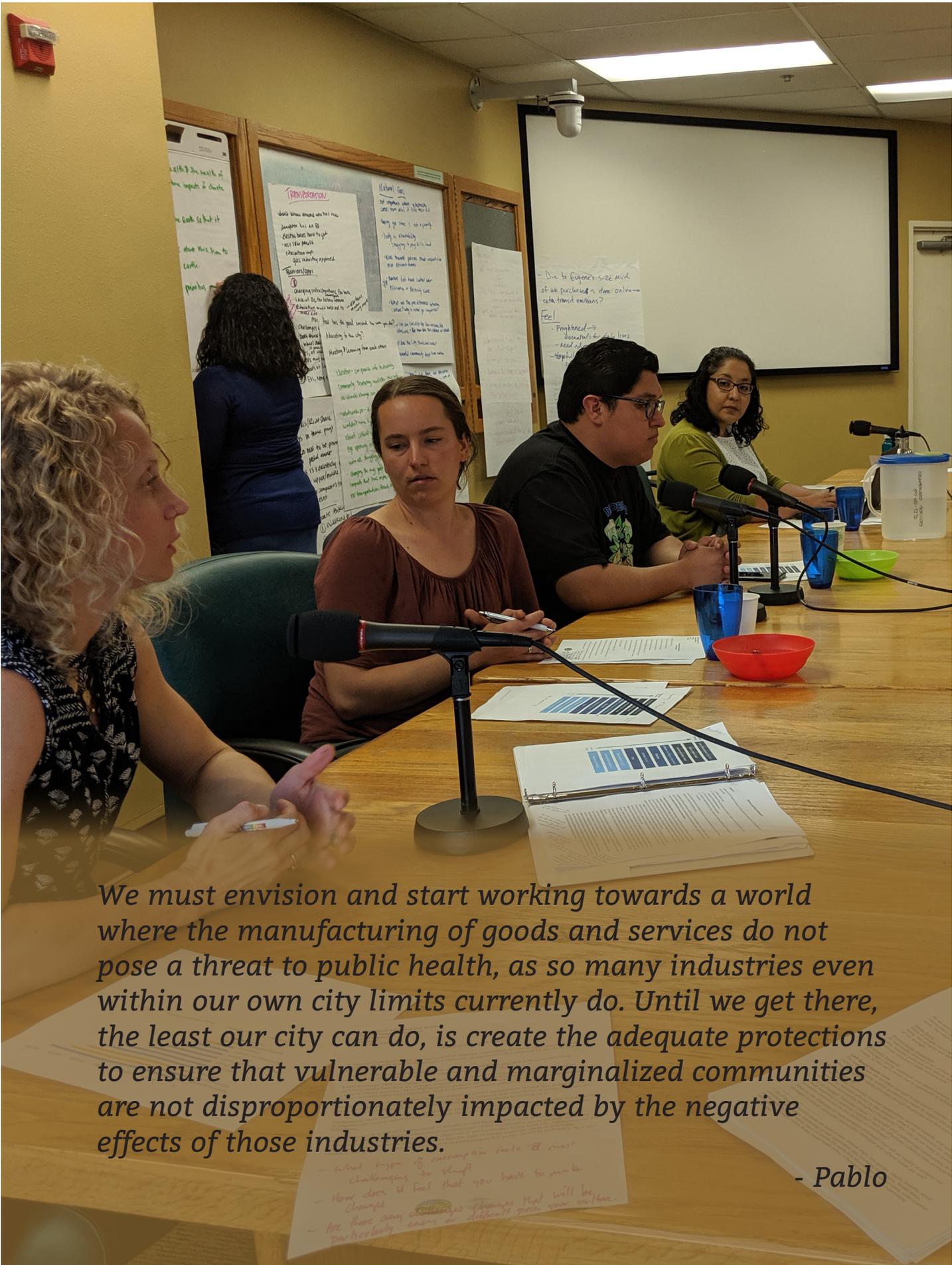
- Outreach efforts were led by an Equity Fellow, funded by the Urban Sustainability Director's Network. The fellow reached out to more than 100 community groups.
- The application was designed to understand each organization's commitment to equity, social justice, and/or environmental justice.
- Sixteen organizations submitted applications
- Each organization was awarded \$3,000 to participate. They were required to pay someone who worked for their organization or someone their organization served to participate.
- Staff selected six organizations to participate on the panel:
 - Sapsik'watá,
 - Huerto de la Familia
 - Eugene Springfield NAACP
 - Lane Independent Living Alliance
 - Food for Lane County
 - National Alliance on Mental Illness Lane County
- Each organization chose their own representative. The only requirement of the Panel members was to be an expert on their own lived experience and/or the experiences of those served by their organizations.

Ground Rules

- Assume best intentions
- Listen
- Respect
- Do not interrupt people while they are speaking; wait for your turn.
- Transform ourselves
- If there is a disagreement: breathe, ask questions, communicate respectfully
- Learn from each other
- Respect confidentiality

Tool: TedTalk: Building Intercultural Communities

<https://www.youtube.com/watch?v=GeomTrwz-9k>



We must envision and start working towards a world where the manufacturing of goods and services do not pose a threat to public health, as so many industries even within our own city limits currently do. Until we get there, the least our city can do, is create the adequate protections to ensure that vulnerable and marginalized communities are not disproportionately impacted by the negative effects of those industries.

- Pablo

*- what type of consumption levels & most challenging to shift
- how does it feel that you have to make changes
- are there any challenges changes that will be particularly easy or difficult given your culture.*



Section 3

Facilitating the Equity Panel

The Equity Panel met over six months starting in January 2019 and ending in June. The meetings were facilitated by Alaí Reyes-Santos, a consultant with experience leading conversations

- Meeting location and time were driven by the needs of the Panel members, not staff.
- The Equity Panel met about every 3 weeks. Staff met between each meeting to assess the previous meeting in order to address group needs and what emerged from the storytelling process and to set the agenda for the next meeting.
- The preferred meeting format was to gather information through storytelling, allowing panel members to share their lived experience around a series of topics.
- The Equity Panel agendas were flexible and responsive to the needs of the Panel members. For example, at the request of the Panel, staff started incorporating “science tips” to help participants better understand climate change and related topics.
- Staff originally focused the discussion on three themes: energy use in buildings, transportation and fuels, and consumption. As the storytelling and recommendations unfolded, other thematic areas emerged: adaptation, emergency preparedness, and outreach through community-based advocacy and education about climate change.
- The consultant, with the assistance of staff, summarized the recommendations provided by Panel members. These recommendations were discussed at the final meeting and those that had consensus approval were included in the Recommendations document.

Lessons Learned

- Consider including a mix of community members and staff on the Panel selection committee.
- While all members made a good faith effort to attend the meetings, things came up that prevented some members from attending all meetings. Consider allowing organizations to send two representatives to ensure their perspectives are included at as many meetings as possible.
- Partner with local organizations with translation and interpretation services to understand the full extent of these services throughout the process. This includes translation of documents, slides, etc.; interpretation within the Panel meetings, and both translation and interpretation at presentations of the work to the public (e.g. City Council meetings).



We should plant Native, edible gardens that consume less water, around bus stops, anywhere there is public lands, to provide food for the hungry and model better gardening practices as the climate changes and temperatures rise.

- Kara



Section 4

Sharing the Work

The equity lens and considerations, and the climate equity recommendations provide a strong foundation for Eugene’s climate equity work moving forward. The following list outlines places where the panel shared their recommendations already and plans staff have to continue the work in the future.

- Integration into the CAP2.0. The recommendations are woven into the CAP2.0 document, sitting side by side with other climate actions.
- Presentations to the Eugene City Council and Sustainability Commission. In June 2019, representatives from the Equity Panel presented the Equity Panel Recommendations to the City Council. One of the presenters was a monolingual Spanish speaker—marking a first for a City of Eugene City Council meeting. In June 2019, representatives from the Equity Panel also presented the Equity Panel Recommendations to the Eugene Sustainability Commission, a body charged with advising City Council on triple bottom line related issues including climate.
- Community Walks with the Mayor. Mayor Lucy Vinis is meeting with each organization that participated and

going on a community walk. The walk (or roll) serves a dual purpose – it promotes the use of active transportation and it also provides the Mayor an opportunity to hear about concerns related to climate change directly from people in or served by the organizations.

- Looking forward: Staff and the Equity Panel organization will continue to look for ways to work together. The City is working on creating a new Equity Panel that will continue to engage in its climate work, but also other policy areas. This has been a successful way to engage new voices in City government and an invaluable way to learn from community members. City staff are excited to continue this work and look for more ways to work with marginalized communities in the future.

Sample Recommended Actions

1. Public transportation subsidies for people living with disabilities.
2. Provide multilingual education about climate change in community spaces, like schools.
3. Provide incentives for climate change education and adaptive actions in workspaces both in the public and private sectors.
4. Use equity lens and considerations throughout decision making and implementation of City projects.
5. Encourage affordable, multi-use, ADA compliant, energy efficient, buildings near public transportation.
6. Use radio, media, and trained community advocates to share information about climate change, emergency preparedness, and adaptation.





Section 5

Equity Panel: Results

The Equity Panel resulted in many tangible and intangible benefits for the City and for our community including:

- Equity Lens and Considerations:** An equity lens is a tool comprised of reflective questions and principals, intended to improve decision-making and lead to more equitable policies and programs. Panel members stated that they expect that the equity lens will be used, not only to think about the equity implications of a proposal before that action is adopted but continuing to think about the consequences as the project is carried out, allowing for flexibility and revision as circumstances change.
- Climate Equity Recommendations:** The Equity Panel came up with 44 recommendations for the CAP2.0 on topics including buildings, transportation, adaptation and outreach. In addition, they provided input on current policy decisions.
- Better Access to Government.** One Panel member was very vocal about how empowering the experience was for her in terms of learning how to access government. The Panel made her feel like she had a voice in her community in a new way.
- More community capacity for climate work:** The vast majority of the Equity Panel members reported that their knowledge of climate change has grown and that they felt more prepared and motivated to discuss climate change with the communities they serve.
- Continued partnerships:** City Sustainability staff and the participating organizations have emerging relationships that did not exist before this Panel. The City is actively looking for ways to continue to work with each participating organization.

Tips for Equity Panel Success

Meetings Organization

- Create ground rules together. Share them at every meeting.
- Lead like a flexible focus group.
- Build trust using community building exercises.
- Develop a conflict resolution process.
- Include simultaneous translation as needed.
- Share all documents in Word and printed for accessibility.
- Be realistic about time and desired outcomes. Less tasks, deeper engagement.
- Recognize the policy-making training and community engagement skills panel members bring to the table.

Meeting Content

- Science and public policy sections at every meeting.
- Avoid jargon. Explain city acronyms.
- Weave together open storytelling time, and scientific and political education.
- Relationship with Organizations
- Members should meet one-on-one with facilitator at least once.
- Midway evaluation with member and organization's executive director.
- Work with a facilitator who does not represent government agencies.
- Articulate attendance requirements. Follow up on absences.



Through Huerto and this Panel I learn how to care for the environment and prepare myself and my community as climate changes. We must educate our children in school about how we must live differently to care for our Earth and each other.

- Gregoria

Appendix 1—Equity Lens

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.

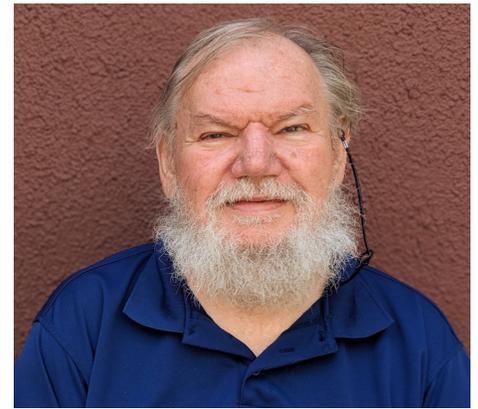
Climate Action Plan Equity Lens and Considerations

The Climate Action Plan Equity Panel developed the following Equity Lens to guide Eugene’s Climate Work.

Guiding Questions:

- 1. Stakeholder Involvement:** How have we intentionally involved stakeholders, technical experts, and vulnerable impacted community members affected by this decision? What’s the mechanism for including vulnerable and underserved communities throughout the process? Who else do we need to invite?
- 2. Engagement of Protected Classes:** Have we engaged “protected classes”¹, vulnerable and underserved communities, to determine who is most negatively or positively impacted? Have we effectively collected data on impacted or vulnerable communities for this decision or investment?
- 3. Implementation Strategies:** What are the strategies for implementation proposed? How will we modify or enhance our strategies to ensure vulnerable communities’ individual and cultural needs are met? If there is an investment or resource allocation, how does it advance social equity in Eugene? In other words, does it advance the social equity leg of the Triple Bottom Line? Does the decision acknowledge and improve existing disparities?

4. **Addressing historical disparities:** What are intended and unintended consequences? Do those benefit some communities and further marginalize historically underserved ones? Have we created mechanisms to address such disparities?
5. **Planning for equitable outcomes.** What outcomes do we expect? Are they equitable? What are the barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic or managerial) What are opportunities that arise to better serve vulnerable communities?
6. **Proper Follow-Up: Does the** proposed action include an equity evaluation process throughout decision-making and implementations? Are equity check-ins embedded in the proposed action? Do the equity check-ins include consultation with equity advisory bodies?
7. **Outreach:** Does the proposed action include funding for appropriate outreach with communities of color, migrants, people with chronic illness and disabilities, people with mental health conditions, and other underserved communities? Is information provided in accessible formats, multiple languages, and various medium such as fliers, radio, internet, television, door-to-door, community ambassadors/advocates, businesses?
8. **Accessibility:** Have city officials and stakeholders held public forums to discuss the action in spaces that are geographically and physically more accessible to working peoples, low-income families, communities of color, migrants, people with chronic illness and disabilities, people with mental health conditions, and other underserved communities? Has translation and interpretation been provided? Has transportation been offered if appropriate?
9. **Historical Awareness:** Does the proposed action include an analysis of why a community is more vulnerable to climate change and policies meant to mitigate it than others? Is there attention to local histories of marginalization, silence and violence that render a specific community more vulnerable to climate change?
10. **Education:** Does the proposed action include providing education about proposed mitigation and adaptation to climate change policies pertinent for low-income families, communities of color, migrants, people with chronic illness and disabilities, and other underserved communities?



Any attempt to reduce gas consumption in transportation must consider how financially and physically accessible public transportation is for people living with disabilities.

- Eugene

¹ City of Eugene protected classes are based on race, national origin, sex, gender, religion, disability, sexual orientation, marital status, membership to labor organization, age, economic/social status, familial status, marital/domestic partner status, source of income; the equity lens also considers migrant status, undocumented status, country of origin, chronic illness, mental health status, unhoused status or people experiencing homelessness.



Appendix 2—Recommended Equity and Climate Actions

Buildings

1. Incentives and education for people to create rain and stormwater gardens at home.
2. Stakeholders offer incentives for employees to attend workshops on waste management, composting, energy use, climate change, gardening, transportation, carpooling.
3. Provide education about the climate impacts of having a large, single family home. Land use policies that encourage density and smaller, multifamily homes result in lower emissions and should be encouraged. *
4. City land use policies should encourage higher density land use. Higher density housing results in more walkable, rideable, or roll-able

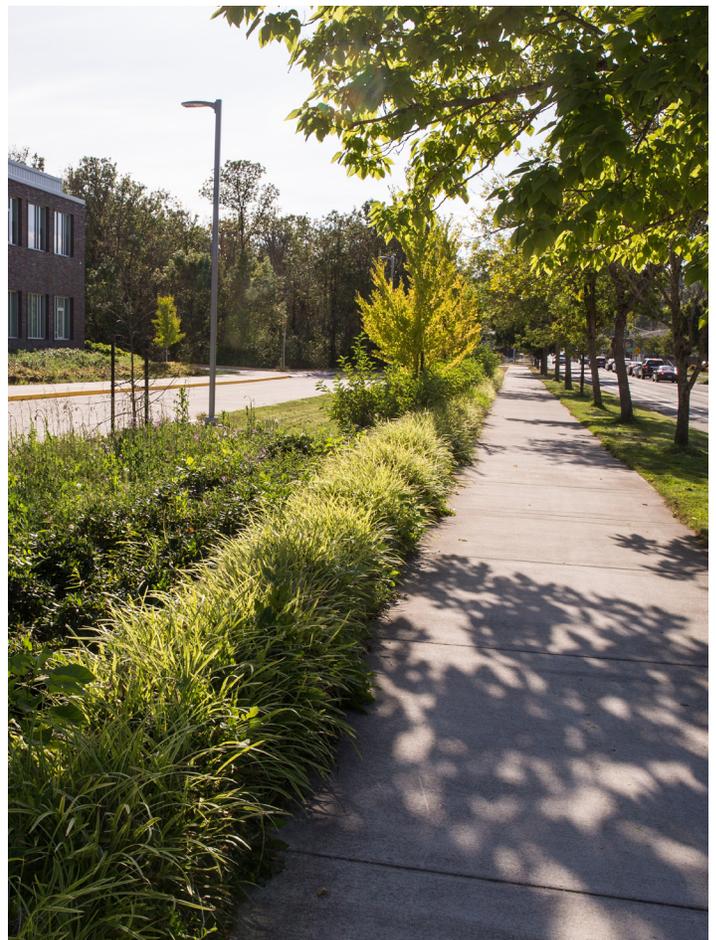
Fuel and Transportation

5. Subsidies for Ride Source transportation; it is currently financially inaccessible for a community that already faces multiple economic challenges.

6. Provide bike, electric bikes and electric vehicles on loan station.
7. Multi-use, mixed-income residential and commercial zoning provides access to affordable housing, ADA-compliant infrastructure, culturally diverse food supply, access to public transportation.
8. Improve public transportation efficiency.
9. Public campaign on racism, homophobia, sexual violence, ableism in public transportation and bus stations to foster a better social climate for all to use public transportation.
10. Government subsidies and no-interest loans for electric bikes and electric vehicles, especially for low-income people and people with disabilities.
11. Sufficient solar-powered lighting for bike paths.
12. Protect Ride Source and public transportation—needed by many for daily activities, including life-sustaining one such as dialysis.

Adaptation for Climate Change and Natural Disasters

13. Cooling stations and charging stations for unhoused people and people who need electricity to operate health care and disability-related equipment; as well as people with conditions such as multiple sclerosis and nerve disorders.
14. City starts preparing itself for emergencies by considering how low-income communities will not be able to pay for unexpected emergency services, such as private fire fighters, if local fire stations are not prepared for increased summer fires.
15. Emergency stations well distributed where food, water and medical equipment will be accessible.
16. Ensure that people who need power wheelchairs for mobility, refrigeration of medicines, for hearing aids, for screen reading software have access to electricity if the power grid is compromised.
17. Trauma-Informed Training for first responders in an emergency, as well as training on supporting people on the autism spectrum and mental health diagnoses, such as PTSD, chronic anxiety, chronic depression, panic attacks, etc.
18. Train first responders on how to address concerns of communities who have been negatively targeted by police and other government agencies historically, such as migrants, Black, Native, Pacific Islander, low income, undocumented, unhoused, LGBTQ+ communities. First responders must have protocols to name and address people's fears with respect to the state in order to be effective in an emergency.
19. Train multilingual first responders.
20. Establish a citywide protocol to support organizations that deliver food to low income communities in an emergency, such as snow storm. Make sure food supplies are accessible to those who need it most.
21. In the event of an emergency, activate a network of community advocates to share information within underserved communities.
22. Have information available in multiple languages, including Spanish, Mandarin, and other pertinent languages and ensure information is accessible to those who use ASL.
23. Create a confidential list that lets first responders know which households must be contacted or visited during an emergency because inhabitants' health and capacity to receive information has been compromised due to failed power grid.
24. In the case of an evacuation, develop protocol to move and support all those who are dependent on public transit, have limited mobility, and do not have driver licenses.
25. Put in place fire and flooding drills in schools.
26. As heat and fires increase, provide access to asthma and other lung related medicines for people with compromised lungs.
27. Provide incentives for Psychological First Aid trainings for first responders and other public officials mindful of deploying them for natural disasters. Ask CAP stakeholders, such as the universities, to provide trainings for their employees and general public.
28. Support and foster accessible mental health services for underserved communities.
29. Edible forests in public areas with drought-resistant Native plants.





30. Ensure survival of Native food sources.
31. Rain and Stormwater gardens in public areas and stakeholders' lands.
32. Engage Tribal Traditional Ecological Knowledge in decision-making about land and water use.
33. Creation of a standing Climate Change Equity Advisory Committee that consults the people they represent when policies on climate change come up in the City. Remuneration provided for time commitment.
34. Host public hearings in multiple locations that increase access to information to working peoples.
35. Create a database of networks and information for appropriate inclusive outreach.
36. Create climate change education for public schools on mitigation and adaptation.
37. Stakeholders offer incentives for employees to attend workshops on waste management, composting, energy use, climate change, gardening, transportation, carpooling.
38. EWEB subsidies for organizations providing garden education to underserved communities as water needs increase due to droughts.
39. Award and monetary incentive for organizations working primarily with low income communities, migrants, communities of color, and people with disabilities on mitigation and adaptation to climate change.
40. City partnerships with those organizations on specific projects. For instance, making city land accessible for migrant garden education.
41. City hire and train advocates and leaders in underserved communities who serve as ambassadors that provide education on the city's decision-making processes, how to provide input to or make demands of city council, climate change and related practices at the individual and collective levels.
42. City dedicates a staff person (with training and community-based experience and connections) to build trust with members of vulnerable communities on issues of climate change-not relying on small, under-staffed and underfunded organizations to do outreach work for the city; and/or increase capacity of organizations to do the outreach work through allocated funding.
43. Have information available in multiple languages, including Spanish, Mandarin, and other pertinent languages and ensure information is accessible to those who use ASL .
44. Since neighborhood associations are often spaces where people of color and low-income people do not feel welcomed, foster other avenues for community involvement. For instance, provide capacity building to empower community advocates from underserved communities to represent the needs of their communities in political processes and lead community-based emergency response. Activate schools as meeting sites in an emergency or a place to share information with community members.

Perspectives on Key Policy Issues: Natural Gas, Electric Vehicles and Reducing Consumption

Equity Panel Members provided feedback on each of the following policy questions. These notes represent different voices in the conversation, not consensus from the group.

Natural Gas: How would adding a fee for using natural gas or raising prices impact you?

Price Increases

- Additional fees on natural gas would be passed on to renters who do not have any control over their heating/cooking source.
- If offsets are required, subsidies should be offered for income constrained population or a sliding scale should be created based on income levels.

Business Impacts

- Concerned that commercial accounts are not feasible to convert—it may lead to increase in costs at restaurants.

Transitioning from Gas to Electricity

- Consumers are price sensitive; they want cleaner sources of energy until the price becomes too high.
- Keeping gas stoves is not a priority; people are willing to switch to electricity.
- Renters do not have control over efficiency or electricity source.
- Education would be more beneficial than raising prices.
- Converting to natural gas is expensive; financial assistance in the form of grants or no interest loans would be necessary. Include incentives for rentals as well.

Policy Suggestions

- Target policies to focus on the largest consumers of natural gas.
- City should work towards policies that incentivize more efficient homes.
- Require all new developments to be natural gas free and limit new natural gas infrastructure.

Other Concerns

- Hydro is “clean” but dams are destructive. Impact with dams is also felt in communities of color, tribes, and rural communities. Be aware of trade-offs.

- There is a danger of disasters from natural gas in communities.

Consumption:

What do you find the most challenging in cur-tailing your consumption?

Food

- Many types of food are part of culture and tra-dition; it will be challenging to reduce meat and dairy consumption in particular.
- Lack of access to land is a challenge. By providing more community gardens there would be less consumption of meat and dairy because people would be able to grow their own food.

Other Topics

- Health Care consumption is needed and it is difficult to reduce your demand.
- Educational programs reminding people that while electronics and other devices are neces-sary, you do not always need the latest “thing”.
- More education regarding the greenhouse gas impact of online shopping vs traditional in store shopping.

How does it make you feel when you are told to reduce consumption?

- Carbon emissions due to consumption is a cor-porate responsibility, not personal. Corporations should take actions which will limit the need for individuals to take action.
- Low income people are already constrained in their consumption; upper income people are the real problem.
- People want to eat healthier and local, but the cost is prohibitive.
- People feel frightened when they hear they need to reduce their consumption; there are essen-tials for daily lives. People need education about the relationship between consumption and emissions
- People feel under resourced and cannot do more without support—doing all they can to reduce consumption, they need help.
- There are other critical issues so reducing con-sumption is not the highest priority.
- People feel hopeful because individuals can make a difference—there are possibilities.
- There is a danger of disasters from natural gas in communities.



16101

Electric

1610



Contact Box



Electric Vehicles

What are the barriers to using or owning an electric vehicle (EV)?

- More education regarding EVs is necessary, but the gas industry opposes and has put out misinformation. Provide pros and cons, target young people, and use local news.
- People cannot afford EVs due to high costs
- The perception is that travel is limited to in town—many communities of color have a long distance to travel to get to work.
- Charging stations at apartments are extremely limited. Charging takes a long time and there are not enough chargers.
- People believe electricity costs will go up and charging costs would be prohibitive.
- People without driver's license cannot purchase the cars or get parking spaces.
- EVs are realistically only an option for upper/ middle class.
- There is not enough charging infrastructure downtown.
- No current EVs with wheel chair accessibility—there is a demand but no supply.
- EVs may not meet the cultural needs of Latino community.
- EVs are very quiet, they may be dangerous for bikes.
- What are the opportunities around EVs?
- Mass transit is good but not always easily accessible.
- Rentals and Rideshares incentives and have EVs in those programs.
- E-Bicycles need to be promoted more—pedal assist would solve a lot of access problems.
- Push car companies to develop/sell more electric cars.
- Comments about Active Transportation
- Biking is not accessible, some people do not bike, probably never will.
- Develop separate biking and walking lanes away from cars.
- City should develop infrastructure so that walking should be the first priority, then biking, then rideshare.
- Bus takes too long. Need better routes, expand EMX.



City of Eugene - City Manager's Office
125 E Eighth Ave.
Eugene, Oregon 97401