

- Acknowledge what's going on in our world
 - o COVID-19 (health and economic), protests & marches for justice, storms as recent as yesterday and climate impacts
 - o These are not disconnected from our work
- EJ discussion today
 - o More focused on the How than the Why
 - o Good discussion with Bill – hoping that today will set us up for centering EJ in the weeks and months to come
 - o **Goal this afternoon is the set the table, share a few frameworks, terms and best practices and then have a discussion of our recommendation through the lens/frameworks of EJ**
- The Why (briefly)
 - o Lt Gov has asked us to center this in our recommendations
 - o From website "...throughout this work, we are maintaining a lens of environmental justice, so that communities of color and low-income communities—who too often experience the first and worst consequences of climate change—are part of the conversation and the solution."
 - o Not just about doing the right thing, we also make better decisions when we have everyone's input – place at the table – flawed decisions without
- A few terms and concepts that may help us
 - o **Put in Chat Environmental Justice**- An outcome, where a healthy environment and wellness are respected as a human right for all people and future generations regardless of identity. Ethical issues of justice arise when people, communities, or regions are subject to greater environmental degradation, excluded from a healthy environment, or disconnected from the process of shaping their environment. Environmental justice links environmental sustainability with social justice, to ensure that no population, community, or individual is subjected to bear a disproportionate burden of environmental risks.
 - o **History of the term** – came from African American people in the South impacted by the siting of incinerators
 - o **Vulnerable Communities**- Vulnerable communities face historic or contemporary barriers to economic and social opportunities and a healthy environment. The principal factors in community vulnerability are income, race or ethnicity, age, language ability, and geographic location.
 - o **Other terms:** Frontline Communities, Marginalized Communities, Communities of Color
 - o **Question to group:** *These are communities I work with and need to name – are there others that taskforce members want to name? Helpful terminology for our group?*
- Some best practices I've found for this conversation
 - o Assume best intent
 - o Speak from my perspective/point of view and acknowledge that I have one
 - o Do our best to use appropriate language – but it's ok to not get it exactly right – (vulnerable vs marginalized, etc.) all commit to growth

- Best practice – say what you mean, be explicit (if it's African Americans in Madison or Latinx communities in Eau Claire or a specific Native American tribe in a specific region or Driftless Area Dairy Farmers)
- Process agreements we're currently using at MWC for some challenging conversations

Put in Chat

1. Consider the perspectives, experiences, and position of others
2. Acknowledge the background: understand that we are not isolated from things happening in the world around us
3. Speak from experience, not categorically
4. Enter this space with good intentions, to grow as individuals and as an organization
5. Be mindful of the difference between intent and impact
6. Listen for understanding not disagreement
7. Honor complexity, as individuals we do not hold the whole story
8. Step up, step back
9. Lean into discomfort: Don't be afraid to ask the necessary questions
10. Share responsibility for success
11. Recognize that this conversation can be harmful
12. This conversation, and the trust we are building, will take time. We are committed to continuing this conversation if it is necessary

- The How

How to craft policies and recommendations that center EJ?

- We need frameworks to shape our decision-making
 - Representation & Accountability
 - More than diversity, but diversity matters
 - Avoiding unintended impacts
 - Gentrification, pricing people out of sustainable options
 - Barriers to implementation and access
 - Example – solar panels
 - Decision-making, input, power
 - Include impacted communities
 - Checking our work
 - Follow the policy all the way to the people
 - Who are we checking in with?
 - Cultural competency
 - Messaging and framing
 - Polar bears and ppm; public health and healthy communities; mitigating risk and multi-generational family farming

Discussion

- Have each task force member bring up a recommendation or action that is tied to their work or perspective and assess it through and EJ framework