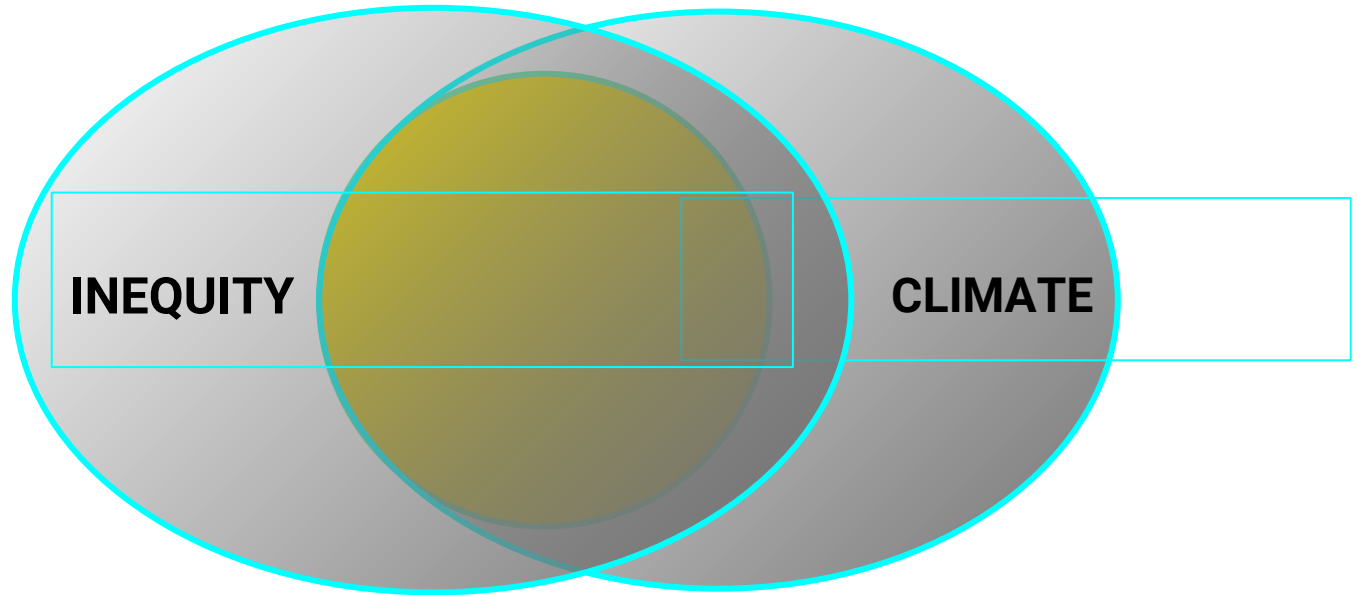


Applying Equity to Climate Adaptation

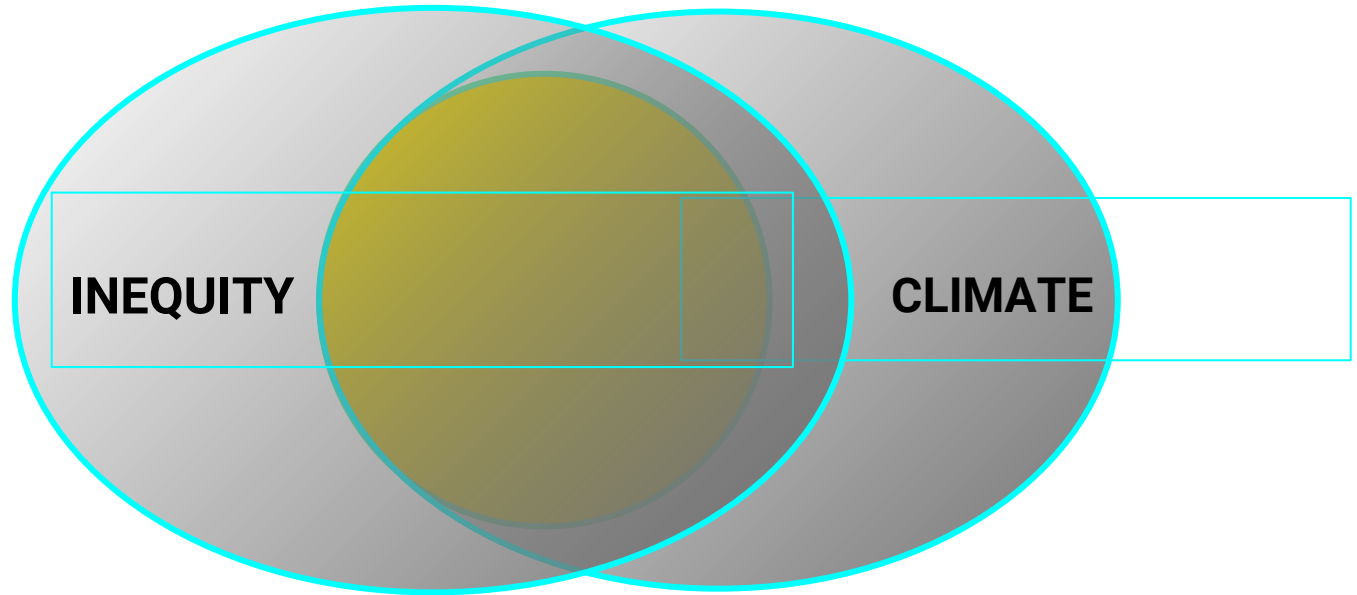
Applying DEI in the Bay Area & Beyond

Hannah Doress
Word Out Consulting

New Contexts for Decision-making



Climate and Inequity Amplify Each Other



Climate Equity Examples:

- **Community-led planning**
- **Community-owned solutions**
- **Combine infrastructure improvements with anti-displacement protections**

Climate Equity & Policy:

Prioritization of disadvantaged communities

- **Measure AA**
- **Proposition 1**
- **Cap & Trade**

Environmental Justice Policy:

Policies, Funding Guidelines

- **BCDC**
- **State Coastal Conservancy**
- **Coastal Commission**

Collaborative Approaches:

- **Relationship 1st, plans 2nd.**
- **“What are your priorities?”**
- **Support diverse leaders**
- **Expect perspective change**

- **Share funding & access**
- **See, appreciate, celebrate**
- **Notice, shift defensiveness**
- **Ally role: whites explain racism to whites**

- **Culturally competent partnerships and programs**
- **Inclusive Budgets, Stipends**
- **Equity checklists**
- **Partnership Agreements**
- **Be & Find Learning Partners**

Policy Changes: DEI Doesn't Just Happen

Applying DEI in the Bay Area

Featuring:
Fred Blackwell
Mary Ann Okpalaugo
Tammera E. Campbell

Policy Changes: DEI Doesn't Just Happen

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