

Jenna Kay

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Sent: Monday, May 6, 2024 5:16 PM
To: Jenna Kay
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Subject: Equity lens

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- Introduction:
 - State the purpose and objectives of the policy.
 - Emphasize the commitment to equity, diversity, and inclusion.
- Key Definitions:
 - Provide clear definitions of terms related to equity, diversity, and inclusion to ensure common understanding.
- Identify strategies to address any identified inequities or disparities.
 - These strategies may include targeted outreach, resource allocation, capacity building, and policy revisions.
- Monitoring and Evaluation:
 - Establish mechanisms for ongoing monitoring and evaluation of the policy's effectiveness.
 - Regular reporting and feedback loops should be implemented to ensure continuous improvement.
- Training and Awareness:
 - Develop training programs to promote understanding of equity principles and the policy's implementation.
 - Foster awareness and cultural competence among staff, stakeholders, and decision-makers.
- Equity Assessment Framework:
 - Develop an assessment framework to evaluate the impact of environmental policies, projects, and initiatives on equity.
 - Consider factors such as race, socioeconomic status, geography, indigenous rights, and other relevant dimensions of social and environmental justice.
- Guiding Principles:
 - Identify the core principles that will guide decision-making and actions within the coalition.
 - Examples of guiding principles may include community empowerment, inclusive participation, environmental sustainability, and health equity.
- Community Engagement:
 - Describe strategies for meaningful community engagement and participation in decision-making processes.
 - Ensure that marginalized communities have a voice and are involved in shaping environmental policies and initiatives.

- Equitable Resource Allocation:
 - Outline principles for the equitable distribution of resources, funding, and benefits related to environmental initiatives.
 - Address historic disparities in resource allocation and prioritize investment in marginalized communities.