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<b>Document Title:</b>	Equity Framework
<b>Description:</b>	Created by the Disadvantaged Communities Advisory Group, this document expands the definition of Disadvantaged Community and goes through a framework on equity that covers health & safety, access & education, financial benefits, economic development, and consumer protection.
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# **EQUITY FRAMEWORK**

The impact of climate change on low-income and disadvantaged communities can exacerbate existing inequities, but can also be an opportunity to level the playing field through intentional interventions that address climate impacts on these communities directly.

The Disadvantaged Communities Advisory Group would like the State to adopt an Equity Framework to work in conjunction with the Guiding Principles of the Advisory Group set forth in the Charter of the Disadvantaged Communities Advisory Group. The Equity Framework can be applied across all climate related policies, bills, proceedings, requests for proposals, etc. to ensure that equity is front and center when considering any climate investment/intervention in the State.

## **DEFINITION OF DISADVANTAGED COMMUNITIES**

As defined in the Energy Equity Indicators tool, the Disadvantaged Communities Advisory Group (DAC AG) will adopt as the definition and advocate for equitable programming to reach the following communities:

- ◆ CalEnviroScreen, as defined by Cal EPA,
- ◆ Tribal Lands,
- ◆ Census tracts with median household income/state median income, less than 80%.

Additionally, programs should also reach low-income households in California defined as:

- ◆ Households with median household income less than 80% of Area Median Income (AMI)

## **FRAMEWORK**

### **1. Health & Safety**

Climate policies and programs should improve public health and advance health interventions related to climate change by educating Disadvantaged Communities about health impacts related to climate change and providing ways to build resiliency, mitigate climate related illnesses, injury and deaths and reduce climate related healthcare costs.

### **2. Access & Education**

Access and Education are key to ensuring that Disadvantaged Communities benefit from clean energy technologies, energy efficiency, and other environmental investments by 1. focusing on special outreach efforts, 2. ensuring that these interventions are applicable and that the communities' interests and needs are represented, and 3. communities receive culturally relevant and sensitive education to prepare for climate

resilience. Training, funding and support for CBOs, rooted in disadvantaged communities is necessary for these interventions to be successful.

### **3. Financial Benefits**

All investments in clean energy technologies, energy efficiency, and other environmental investments, should benefit *all* disadvantaged communities directly providing financial benefits, incentives and cost savings while also considering affordability and rate impacts.

### **4. Economic Development**

Climate policies and programs should invest in a clean energy workforce by ensuring California has a trained and ready workforce prepared to improve our infrastructure and built environment as well as bring green technologies to market by: 1. promoting and funding workforce development pathways to high-quality careers in the construction and clean energy industries, including pre-apprenticeship and other training programs, 2. Setting and tracking hiring targets for low-income, disadvantaged, and underrepresented populations (including women, re-entry, etc.) to enter these industries, 3. ensuring that these careers are high-road, with a career-ladder, family-sustaining wages and with benefits, and 4. supporting small and diverse business development and contracting.

### **5. Consumer Protection**

Climate related policies and programs should not create incentives for predatory lending or exploitation of communities for financial gain. Programs should have adequate consumer protection measures, disclosures, and accountability measures to ensure that financially vulnerable customers are not taken advantage of or otherwise compromised.