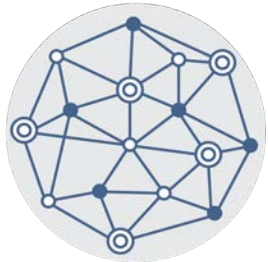


Building an Inclusive and Equitable Adaptation Movement: Youth Voices



ARCCA

Alliance of Regional Collaboratives
for Climate Adaptation

Embedding Equity in Adaptation Initiative

Learning Seminar #1

July 20, 2021

Webinar Logistics

Q&A

- Submit questions for panelists through the Q&A module at any point during the webinar.
- Upvote questions that you are interested in hearing responses to.



Chat

- Engage in a dialogue with your peers – share resources, case studies, and thoughts.
- Reach out to LGC staff if you encounter technical issues or have questions.

ARCCA Introductions



Catherine Foster

Climate & Energy Project Manager, LGC



Kelsey Wolf-Cloud

Climate & Energy Project Associate, LGC

Meeting Agenda

Welcome

Speaker Presentations

Skyler Kriese

Moiz Mir

Tianna Shaw-Wakeman

Moderated Panel Discussion

Closing

Embedding Equity in Adaptation



Embedding Equity in Adaptation, a new ARCCA initiative funded by the Climate Resilience Fund, seeks to set in motion an accelerated cycle of learning, institutionalizing, and implementing equity principles and practices.

Remaining Series Events

Native/Tribal Voices

August 24 from 10:00-11:00 am

Spanish Speaking Voices

September 9 from 10:00-11:00 am

Register at

arccacalifornia.org/embedding-equity-in-adaptation



Peer Learning Circles

Exploring 4 scales of action to put the principles of equity into practice in the adaptation field:

1. **Organization**

Organizational Values, Policies, and Procedures

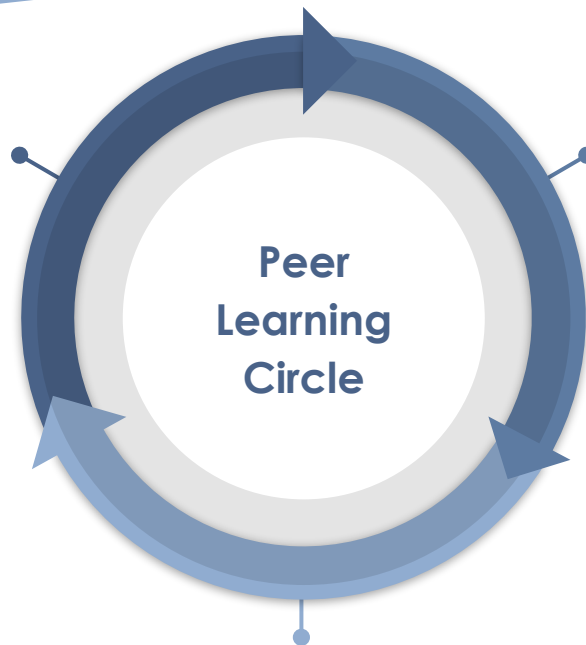
2. **Network**

Network Structure and Composition

3. **Community**

Community Involvement and Partnership

Share about your own efforts and **discuss** challenges, resources, and opportunities with your peers



Identify concrete, actionable strategies that you can begin to **implement** or test to embed equity in the adaptation practice

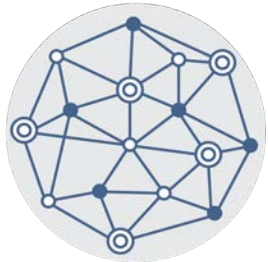
Track progress and **evaluate** early outcomes, opportunities to continue progress, and lessons learned

Embedding Equity in Adaptation



Embedding Equity in Adaptation, a new ARCCA initiative funded by the Climate Resilience Fund, seeks to set in motion an accelerated cycle of learning, institutionalizing, and implementing equity principles and practices.

Building an Inclusive and Equitable Adaptation Movement: Youth Voices



ARCCA

Alliance of Regional Collaboratives
for Climate Adaptation

Introduction to Topic & Speakers

Skyler Kriese
CivicSpark Fellow



Towards Equitable Climate Adaptation

Butte County, CA

Skyler Kriese (she/her)
CivicSpark AmeriCorps Fellow



“

Do you want a world with no carbon in the atmosphere and rampant injustice, or do you want a world with kinship that is better able to respond to changes but some of the dangerous parts of climate change still happen?

-Kyle Powys Whyte

Indigenous sustainability and environmental justice scholar,
White House Environmental Justice Advisory Council member



SANTA CLARA UNIVERSITY
**Environmental Justice
and the Common Good**



How I got involved in climate adaptation work:

- Majored in Environmental Studies
- Sought out volunteer and research opportunities

Agenda

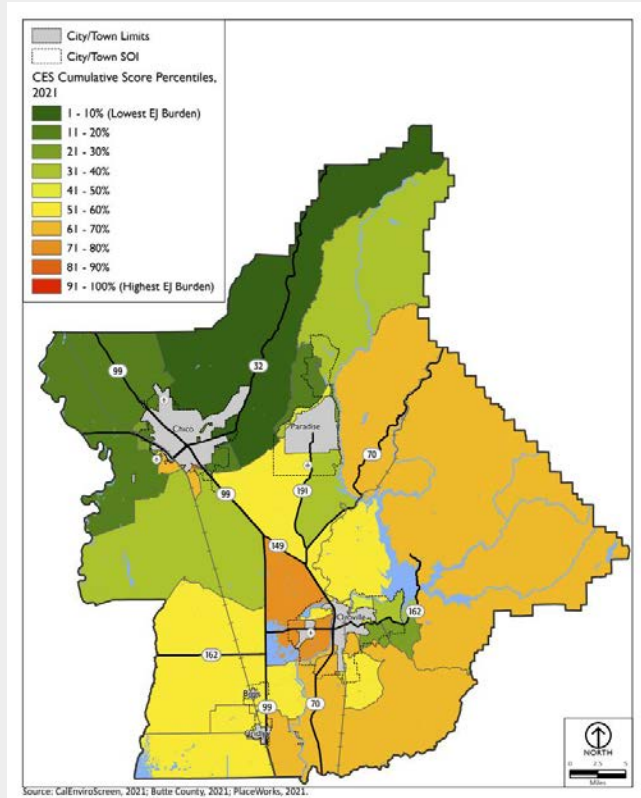
- SB-1000 → Butte County General Plan Environmental Justice Element
- Butte County Climate Action Plan Update
- Butte County Upper Ridge Community Plan

Importance of SB-1000



Source: earthjustice.org

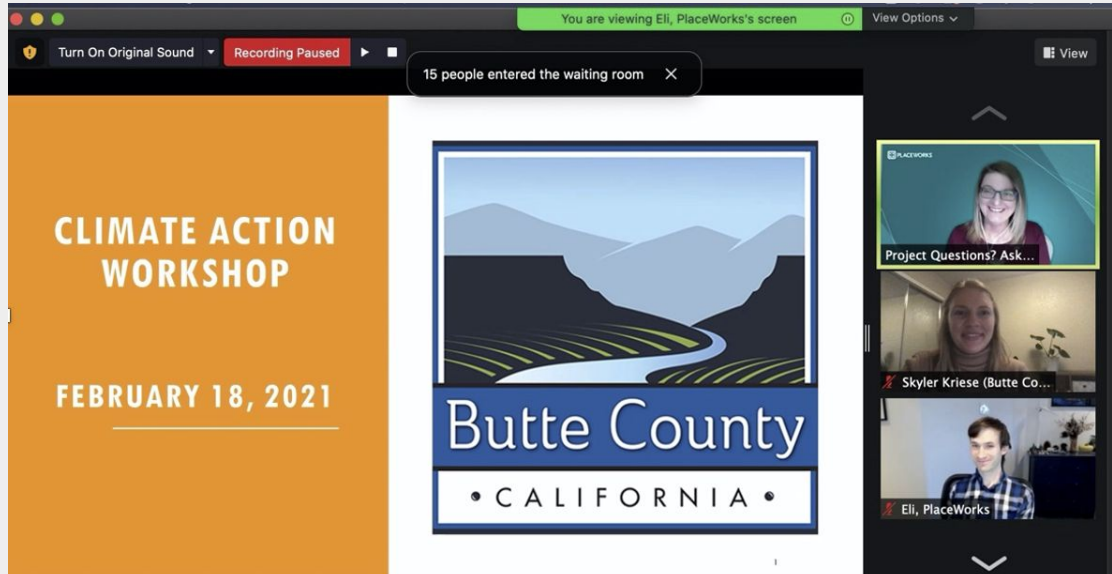
SB-1000 Implementation in Butte County



- Developing an Environmental Justice Element for the General Plan with:
 - Environmental justice stakeholders
 - CalEnviroScreen 4.0
 - Settings and Trends Report - EJ Element

Climate Action Plan Update Engagement

- Public workshop
- Individual stakeholder meeting series
- Targeted stakeholder workshop



Upper Ridge Community Plan Engagement

- 1 stakeholder meeting
- Community visioning workshop
- 3 charrette-style design workshops
- Workbook/
SurveyMonkey



The screenshot shows a Zoom meeting interface. On the left, a presentation slide titled "WELCOME!" is displayed. The slide text reads: "The Upper Ridge Community Plan is a project to help community members discuss desired improvements to the Upper Ridge area and determine the steps needed to get there. It is sponsored by Butte County and funded by the North Valley Community Foundation. This Workshop is to listen to you, the community of the Upper Ridge, to understand your issues and vision for the future." The slide also features logos for Butte County, Upper Ridge Community Plan, and North Valley Community Foundation, along with a photograph of a road with a "Magalia" street sign. On the right side of the Zoom window, five participants are visible in a vertical stack of video thumbnails. The participants include a man with glasses and a headset, a woman with long brown hair, a man with glasses and a beard, a man with a beard, and a woman with long blonde hair. The Zoom interface includes navigation arrows at the top and bottom of the participant list.

WELCOME!

The Upper Ridge Community Plan is a project to help community members discuss desired improvements to the Upper Ridge area and determine the steps needed to get there.

It is sponsored by Butte County and funded by the North Valley Community Foundation.

This Workshop is to listen to you, the community of the Upper Ridge, to understand your issues and vision for the future.

BUTTE COUNTY
UPPER RIDGE
COMMUNITY PLAN

Butte County
COMMUNITY FOUNDATION

North Valley
COMMUNITY FOUNDATION

Magalia

2

Thank You

Contact:

Skyler Kriese (she/her)

skriese@umich.edu



Moiz Mir

Program Coordinator
350 Sacramento



Alliance of Regional Collaboratives for Climate Adaptation (ARCCA)

July 20th, 2021

Building an Inclusive and Equitable Adaptation Movement: Youth Voices

Moiz Mir | He, him, his pronouns
Program Coordinator | 350 Sacramento
moiz.mir@350sacramento.org



Who am I?



Moiz Mir was the president of the Environmental Student Organization at CSUS, 2017–2019. As an intern at the Sacramento Mayor’s Office, he organized youth summits to include students’ voices in the Mayors’ Commission on Climate Change, and served on the Commission’s Community Health & Resiliency and Equity Technical Advisory Committees. He co-won a statewide “Best Practice in Student Sustainability Leadership Award” for organizing the CSUS Student Summit on Climate Change. As a student, Moiz worked on the Bushy Lake Restoration Project, supervising student plant experiments. With Sunrise Movement Sacramento, Moiz is engaging youth in climate justice action. Last year Moiz became the first staff at 350 Sacramento, where he’s since developed a new after-school Student Environmental Activist Training Program.

What I will talk about today

- How do we build towards inclusivity?

What I will talk about today

- How do we build towards inclusivity?

There are lots of ideas on steps that organizations can take, but...

Some questions to think about:

Is pursuing an inclusive space *just* an outreach problem?

Is our goal to reach a future where we're operating in the same ways we are now, but with a more diverse group of people?

What I will talk about today

- ~~How do we build towards inclusivity?~~
- How do we create anti-oppressive spaces?
- Resisting urgency and grounding intention
- Reflections on leadership
- Resources

“I agree that the social situation is urgent, but frantic responses to resilient problems will not solve anything.”

Dr. Barbara Holmes, from her book ***Race and the Cosmos***

“Leadership is accepting responsibility for enabling others to achieve purpose in the face of uncertainty.”

bit.ly/OrganizingPeoplePowerChange

From *Organizing: People, Power, Change*

ORGANIZING: PEOPLE, POWER, CHANGE



bit.ly/OrganizingPeoplePowerChange

(divorcing) White Supremacy Culture

by Tema Okun <https://bit.ly/sssuri>

This is a list of characteristics of white supremacy culture that show up in our organizations. **Culture is powerful precisely because it is so present and at the same time so very difficult to name or identify.** The characteristics listed below are damaging because they are used as norms and standards without being pro-actively named or chosen by the group. They are damaging because they promote white supremacy thinking. Because we all live in a white supremacy culture, **these characteristics show up in the attitudes and behaviors of all of us** –people of color and white people. Therefore, these attitudes and behaviors can show up in any group or organization, whether it is white-led or predominantly white or people of color-led or predominantly people of color.

CHARACTERISTICS OF WHITE SUPREMACY CULTURE

Adapted from "white supremacy culture" by Tema Okun, @teookun, www.dismantlingracism.org

Perfectionism <ul style="list-style-type: none">Little appreciation expressed for others' workCriticism more commonCriticism of person or their work in their absence even more commonMistakes seen as personal failingsANTIDOTES: Develop a culture of appreciation; develop a learning organization, where it's expected that everyone makes mistakes and these mistakes offer opportunities for learning	Sense of Urgency <ul style="list-style-type: none">Convinced sense of time that that underlies productivity, faster decisions and thoughtful decision-makingThe schedule controls what is best or quick or right, rather resultsHandicapped by feeling impossible that prevents good ideas from being triedANTIDOTES: Realize that the things that take longer than anyone expects, should and often do, which is a sign of quality and not a sign of inefficiency	Defensiveness <ul style="list-style-type: none">Organization and energy focused on preventing abuse and protecting those in powerCriticism of those with power viewed as inappropriateDifficult to raise new or challenging ideasEnergy devoted to avoiding hurt feelings and avoiding conflictANTIDOTES: Understand how defensiveness is linked to fear (of losing power, face, comfort, respect); name defensiveness as a problem when it is one	Quantity Over Quality <ul style="list-style-type: none">Measurable things are most valuedLittle value attached to processDiscomfort with emotion and feelingsANTIDOTES: Include process goals in planning; develop a values statement about how work will be done in the organization; develop methods for measuring process; recognize when you need to get off the agenda to address people's feelings and underlying concerns	Worship of the Written Word <ul style="list-style-type: none">Those with strong documentation and writing skills are more highly valued even in ways where ability to relate to others is keyThe org doesn't value other ways in which information gets sharedANTIDOTES: Analyze other ways people get and share information; come up with ways to recognize the contributions and skills that every person brings to the organization; make sure anything useful can be clearly understood (in person/live)	Only One Right Way <ul style="list-style-type: none">Belief there is one right way to do things and that people will learn and adopt itWhen they do not, then something is wrong with themANTIDOTES: Accept that there are many ways to get to the same goal; notice and name behavior when following paths "the right way"; acknowledge you have a lot to learn from community partners' way of doing; be willing to adapt; never assume you're the best for others
Paternalism <ul style="list-style-type: none">Decision-making clear to those with power, unclear to those without itThose with power feel capable of making decisions for and in the interests of those without powerThose with power don't need as much input or necessary understanding of the consequences of those for whom they decideANTIDOTES: Ensure transparency about decisions; involve people affected by decisions in the process	Either/Or Thinking <ul style="list-style-type: none">Things are either, good/bad, right/wrong, all-or-noneNo sense that things can be both/andResults in oversimplifying complex thingsIncreased sense of urgency that we must do this or that without time to consider a middle wayANTIDOTES: When people use "either/or" language, push for more than alternatives; when people simplify complex issues, encourage deeper analysis; with urgent decisions, make sure people have time to think creatively	Power Hoarding <ul style="list-style-type: none">Little value around sharing ideasThose with power feel threatened when change is suggested or someone else is a colleague of theirsThey also assume they have expertise and interests at hand, and that those learning change are not interested, not capable, or inexperiencedANTIDOTES: Include those who are not yet fully active members; discuss the good leaders change the power and skills of others; understand that change is inevitable and that challenges to leadership can be productive and healthy	Fear of Open Conflict <ul style="list-style-type: none">People in power try to ignore or run from conflictWhen someone raises an "issue," responses is to blame that person rather than look at the issueEmphasis on being polite, on having difficult issues left unsaid, on being "impeccable," on not doing itANTIDOTES: Play along to handle conflict before it happens; negotiate between consensus and raising hard issues; once a conflict is raised, reflect on how it was resolved and/or what lessons to solve problems, not just report activities	Individualism <ul style="list-style-type: none">Little experience or comfort working as part of a teamPeople feel responsible for solving problems aloneAssessments, ones up and downs, not openness to going to those whom the organization needsDesire for individual recognition and creditConvention related to individual collaborationANTIDOTES: Include assessment in one's job values statement; make sure that credit is given to all those who participate in an effort, not just the leaders; practice group (not individual) accountability; use meetings to solve problems, not just report activities	I'm the Only One <ul style="list-style-type: none">Connected to individualism, the belief that if something is going to get done right, I have to do itLittle or no ability to delegate work to othersANTIDOTES: Evaluate people based on their ability to go on to others; evaluate people based on their ability to work as part of a team to accomplish shared goals
Progress is Bigger, More <ul style="list-style-type: none">Observed in systems of accountability and success measurementProgress is an org that expands (adds staff, projects, etc.) or serves more people (regardless of quality of service)Gives no value, not even negative value, to the costs of this so-called progressANTIDOTES: Ask how actions today will affect people seven generations from now; ensure that any cost/benefit analysis includes all costs, not just financial ones; ask those you work with and for to evaluate growing performance	Objectivity <ul style="list-style-type: none">Belief that objectivity is possibleThat emotions should not play a role in decision-makingRequiring people to think in a linear fashion and ignoring those who think in other waysImpatience with any thinking that does not appear logicalANTIDOTES: Realize that everybody's perspective is shaped by their worldview; realize the history you, not just yourself, is with discomfort when people express themselves in ways unfamiliar to you; assume that everybody has a valid point and your job is to understand it	Right to Comfort <ul style="list-style-type: none">Belief that those with power have a right to emotional and psychological comfortDisregarding those who cause discomfortEquating individual acts of selflessness against while people with systemic racism that targets people of colorANTIDOTES: Understand this discomfort is at the root of all growth and learning; don't take everything personally	<h2>WE CAN DO BETTER!</h2> <h3>ANTIDOTES QUICK-START GUIDE</h3> <ul style="list-style-type: none">Create a culture of appreciation: publicly express gratitude for people's work and contributionsChoose integrity and actively refuse to participate in gossipFoster a culture of learning where mistakes are viewed as learning opportunitiesUnderstand that defensiveness is linked to fear (of losing power, face, privilege, comfort)Identify other antidotes already in place within the organization and seek ways to highlight and build upon them		

Go to <http://bit.ly/sssuri>. Observations to create a culture and promote equity of this guide for your own use.

© Teookun

A sense of urgency - undermining our work 1/5

- makes it difficult to take time to be inclusive, encourage democratic and/or thoughtful decision-making, to think and act long-term, and/or to consider consequences of whatever action we take;
- frequently results in sacrificing potential allies for quick or highly visible results, for example sacrificing interests of BIPOC people and communities in order to win victories for white people (seen as default or norm community);

A sense of urgency - undermining our work 2/5

- reinforces existing power hierarchies that use the sense of urgency to control decision-making in the name of expediency;
- is reinforced by funding proposals which promise too much work for too little money and by funders who expect too much for too little;
- privileges those who process information quickly (or think they do);

A sense of urgency - undermining our work 3/5

- sacrifices and erases the potential of other modes of knowing and wisdom that require more time (embodied, intuitive, spiritual);
- reinforces the idea that we are ruled by time, deadlines, and needing to do things in a "timely" way often based on arbitrary schedules that have little to do with the actual realities of how long things take, particularly when those "things" are relationships with others;

A sense of urgency - undermining our work 4/5

- encourages shame, guilt, and self-righteousness to manipulate decision-making;
- connected to pursuing objectivity in the sense that we think that our sense of time and/or meeting deadlines is objective - because we see or frame time as objective;
- reproduces either/or thinking because of the stated need to reach decisions quickly;

A sense of urgency - undermining our work 5/5

- makes it harder for us to distinguish what is really urgent from what feels urgent; after a while everything takes on the same sense of urgency, leading to mental, physical, intellectual, and spiritual burnout and exhaustion;
- involves unrealistic expectations about how much can get done in any period of time; linked to perfectionism in the urgency that perfectionism creates as we try to make sure something is done perfectly according to our standards.

Antidotes to a sense of urgency

1/3

- realistic workplans based on the lived experience of the people and organization involved;
- leadership who understands that everything takes longer than anyone expects;
- a commitment to equity, including a commitment to discuss and plan for what it means to embed equity practices into the workplan;

Antidotes to a sense of urgency

2/3

- a commitment to learn from past experience how long things take;
- collaborative development of realistic funding proposals with realistic time frames;
- clarity ahead of time about how you will make good decisions in an atmosphere of urgency (including clarity about what constitutes a "good" decision);

Antidotes to a sense of urgency

3/3

- an understanding that rushing decisions takes more time in the long run because inevitably people who didn't get a chance to voice their thoughts and feelings will at best resent and at worst undermine a decision where they were left unheard;
- developing a personal and collective practice of noticing when urgency arises and taking a pause to deliberate with thoughtfulness and intention about the nature of the urgency and the range of options available to you.

Tianna
Shaw-Wakeman
USC Valedictorian Class of 2021



Hello!

I am Tianna Shaw-Wakeman

I am here to support climate adaptation practitioners by sharing my experiences as a climate activist.

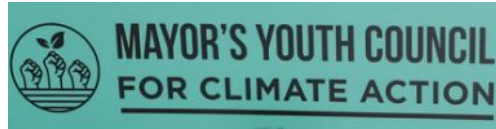
Lessons on equitable climate adaptation from a young, Black activist

A little about me



Origins

I am from the Southeast United States, and began my climate activism in the Fall of 2016.



MYCCA

Recently, I completed my term as a member of Mayor Garcetti's Youth Council on Climate Action. I worked on the climaste stories initiative.



DivestSC

I co-founded USC's student-led divestment initiative. In February 2021, USC announced plans to divest.



PWG & SSC

I served on USC's Presidential Working Group for Sustainability and the Sustainability Steering Committee to help draft the USC 2028 Sustainability Plan.



Environmental Core

I co-Directed the primary student Environmental Activism Organization, ECore.



USC

I graduated at the first Black University Valedictorian for the Class of 2021. I hold a Bachelors in Psychology and a Masters in Social Entrepreneurship.

I could not define climate change or explain how it impacts my life before attending university.



1.

The Welcome

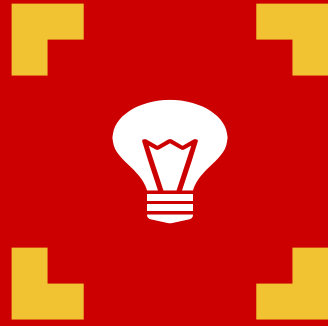
The Welcome

Experience 1

- “How can some people not know the difference between climate and weather.”
- “I care about climate change because I love to hike and surf.”

Experience 2

- I was invited to lead discussions based on personal research
- I was asked my opinion & given the space to ask questions about concepts I didn't know



The Key

Environmental injustice and educational inequity ensure that everyone enters the climate adaptation space from a different background. Bringing young, diverse voices into discussions, initiatives, classrooms, or offices requires intentionally creating an environment built on empathy.

2.

Getting a Seat at the Table

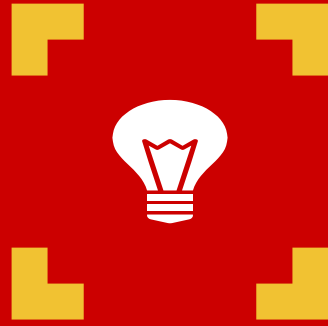
Getting a Seat at the Table

Equity & Inclusion as Terms

- Inviting diverse voices to the table to fill a quota
- Expecting a few young, diverse voices to speak for the many
- Using DEI lingo on copy without making internal changes

Equity & Inclusion as Values

- MYCCA organizers intentionally creating a council full of youths from different LA neighborhoods.
- Using human-centered design & placemaking practices to create initiatives



The Key

Co-creating initiatives, policies, and programs with young, diverse voices is the only way to live equity & inclusion as values. Therefore, equity & inclusion should be foundational values for all climate adaptation work in order for co-creation to be possible.

3.

Continued Work

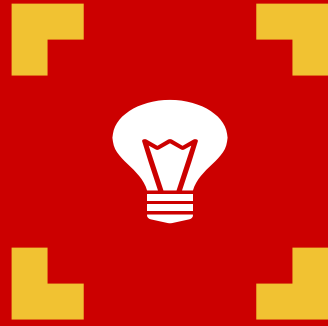
Continued Work

A Forced Presence

- Continually working with young, diverse people out of duty.
- Listening to comments by young, diverse members but never implementing suggestions.
- 'Othering' actions

A Valued Addition

- When diverse bodies feel that they belong in the climate adaptation setting, are fully incorporated in the relevant processes, and there isn't a world where such individuals wouldn't be present.



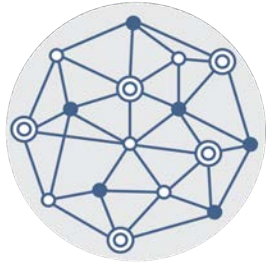
The Key

Imbedding equity and inclusion into climate adaptation work requires including young, diverse voices from concept to completion and ensuring that such people feel they *belong*.

Thanks!

Any questions?

Feel free to reach out at tianna.bsw@gmail.com



ARCCA

Alliance of Regional Collaboratives
for Climate Adaptation

**Thank you
for joining us!**

**Questions about ARCCA and/or
interested in joining?**

Contact Catherine Foster at cfoster@lgc.org

Visit our website at arccacalifornia.org