Equity Discussion Instructions

## [Purpose](#_[Name_of_Chapter)

This activity is to explore and discuss the historical patterns that created the community we have today, establish a shared understanding with the community about patterns and relationships between common hazards and inequities, and connect root causes and historical patterns guide solutions thinking for future activities

## What you’ll Need

**Who:** Workshop Participants, Facilitators

**Where:** In-person or virtual workshop

**How long will it take:** 1-1.5 Hours

**Materials:** An item to signify whose turn it is to speak (in-person), a facilitator to track whose turn it is to speak in order of virtual hand raising (virtual), notetaking materials, a timer, other completed workshop materials (maps, card sorting results)

## Instructions Before the Workshop

## We recommend that the core team partner with a trusted local organization(s) in workshop planning and to identify who is best to facilitate this discussion.

1. The facilitator(s) for this discussion should be involved with previous activities from this chapter not brought in only for this session.
2. Ideally, the facilitator(s) would possess the following skills: racial equity literacy, emotional intelligence, communication, critical thinking, and conflict management. This is an opportunity for community-based leaders to lead and educate decision-makers. Facilitator should be versed and comfortable leading a workshop on historical patterns of inequality in the community and how they connect to the climate resilience landscape found today.
3. Assign a core team member to be responsible for notetaking

## Instructions During the Workshop

1. Establish group agreements for what is appropriate or not to take notes on and how the group will respectfully relate to and communicate with each other in the session. Allow space and prepare for challenging conversation and try to provide enough time for attendees to process what they’ve learned.
2. The facilitator will read the following prompt questions, facilitate discussion, and asking relevant follow-up questions:
   1. Looking at the indicator cards that are least equitable and least resilient, discuss why, what are the underlying systems, issues that cause those vulnerabilities, lack of equity?
   2. Looking at the cards that are most equitable and most resilient. Discuss why, what is working well to promote equity?
   3. Looking at the mapping activity, what patterns or trends did you notice between where HDTs and assets were identified in the community and the people that live in those neighborhoods?
   4. How do these patterns and trends relate to historic discrimination in this community?
   5. How do inequities show up in disaster relief, response, and recovery? What examples of previous state and federal assistance in your community, or lack of response, inequities you noticed in the response?
   6. How can we use the assets in our community to help people affected by HDTs?
   7. What action(s) do you think would be the most helpful to impacted communities? What could we do to address the root causes we have discussed?
3. Workshop participants gather in a circle or large group and take turns sharing their thoughts on the prompt questions.  *Alternative: break out into smaller groups*.
4. Individuals can take up to 2 minutes to respond to a question, after which they pass the speaking item to someone who would like to share next.
5. Use the question prompts above to guide the discussion, and record notes on the discussion. If groups were divided into smaller groups, come back into a large group and discuss the key takeaways from this activity and discussion prompts as a large group.

## Room for Discussion Notes

## What to do next

Return to the ERB tool and input your Key Takeaways from this activity. Then, move on to the Reflection and Next Steps of the ERB.