**Exploring Equity Exercise**

## [Purpose](#_[Name_of_Chapter)

To learn more about what it means to center equity in resilience planning and discuss how you can do this in your project. At the end you will have a list of equity principles to refer to throughout your project such as when setting goals, planning workshops and activities with community members, reflecting on progress, and planning next steps.

## What you will need

**Who:** core team, you will need an activity lead and a recorder

**Where:** in-person or virtual meeting

**How long will it take:** 1 hour

**Materials:** copies of this document for everyone, pens, or pencils

## Instructions

1. Review the entries on *Equitable Resilience* and *Equity Principles for Resilience Planning* in the Resources tab. If you have time, you can review some of the additional resources referenced in these entries as well.
2. Set up a meeting with the core team for a discussion and brainstorming about how to incorporate these ideas into your project. You could share the Equitable Resilience Handout with them ahead of time or bring it to the meeting.
3. With your team, review the Equity Principles provided below and discuss how they could apply to your project.

## Discussion prompts:

1. What questions do you have about centering equity in your resilience planning? Is there anything you feel like you need more information about?
2. What equity issues have you encountered in your own experience or field of expertise that might be relevant to resilience planning? Do you have any experiences or lessons learned that could be helpful in your ERB project?
3. Thinking about the Equity Principles for Resilience Planning, what are some ways that you could make sure that your process centers equity?
4. What language do we want to use to talk about these issues? Some might prefer to use fairness over equity or extreme weather over climate change. The word disaster might spark different emotions. Use the terms that work best given local communities and cultures.

## Equity Principles for Resilience Planning

An equitable process…

…is inclusive and accessible. “Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate where differences are embraced. An inclusive and welcoming climate of the organization embraces differences and offers respect in words and actions for all people” [1]. Being inclusive also means ensuring the process is accessible, particularly for communities of color, low-income populations, and other often excluded groups.

..is accountable. The process should follow through on promises and communicates transparently about progress or setbacks towards goals. It should ensure that communities are benefitted and not harmed by the process.

…promotes justice. The process should acknowledge and attempt to reduce historical or current disparities to the extent possible.

…builds relationships. The process should build connections and relationships among people, organizations, and communities. Relationships foster a sense of belonging, and they are critical ways that information, resources, and opportunities are distributed, particularly in the aftermath of disasters.

…strengthens capacity of underserved communities. The process should share financial, technical, and social resources that strengthen the ability of underserved community members to participate fully, take leadership roles, and increase their self-determination.

## References

[1] Fang, Hench, Daniels, and Walton. 2022. Centering Equity in Climate Resilience Planning and Action: A Practitioner’s Guide. Climate-Smart Communities Series, 3. Antioch University New England. DOI: 10.25923/765q-zp33

[2] NAACP. 2023. Core Principles of Equity and Emergency Management. https://naacp.org/resources/core-principles-equity-and-emergency-management.

## What to do next

Go back to the ERB Tool and advance to the next page, the Team Storytelling Exercise.

Refer back to your Equity Principles as you go through your ERB process. You may want to include them in your Project Plan or Community Engagement Plan and share them in your workshops as well. Also refer to them when you do your reflection for each section to make sure that you are using them as you go.