Root Causes Discussion Worksheet

**Objectives:**

* Explore and discuss the historical patterns that created the community we have today
* Establish a shared understanding with the community and the core team about patterns and relationships between common HDTs and inequities in the community
* Connect root causes and historical patterns guide solutions thinking for future activities
* **Who:** workshop participants, including the core team, and facilitator(s)

**Time Needed:** 1 hour – 90 minutes

**Materials Needed:**

* In-person: A large space to gather and an item that can be passed around to signify who's turn it is to speak (e.g. a tennis ball)
* Virtual: A core team member to track who's turn it is to speak in order of virtual hand raising​
* Both: Notetaking materials of choice, a timer, other workshop materials (maps, card sorting results)

**Before the workshop:**

1. 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.
2. The facilitator(s) for this discussion should be involved with previous activities from this chapter not brought in only for this session.
3. 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.
4. Assign a core team member to be responsible for notetaking

**During the workshop:**

1. Before the conversation gets started, refer back to original principles [note: not sure what these are]. 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 prompt questions, facilitate discussion, and asking relevant follow-up questions.
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 below to guide the discussion, and record notes on the discussion in the space provided.

**After the workshop:**

1. The notetaker and core team summarizes discussion in a few key take-aways and enters them in the Key Take-aways form in the ERB tool.

**Resources:**

Building Alliances for Equitable Resilience: <https://d3h55oe312fhj3.cloudfront.net/wp-content/uploads/2021/11/fema_rnpn_building-alliances-for-equitable-resilience.pdf>

Changing Systems: A Guide to Jumpstart Local Climate Action <https://storymaps.arcgis.com/collections/0e803310c4ab41f7895afeb668f2d95e?item=1>

Conversations with Communities: Considerations for Equitable Flooding and Disaster Recovery Policy (content centers federal policy but could be a resource for local and state government officials to think about how federal policy flows into local jurisdictions) <https://d3h55oe312fhj3.cloudfront.net/wp-content/uploads/2021/06/b88b030c7b703699b9e320a07e353aa7-AFC-IDIEM-Conversations-With-Communities-Report.pdf>

Community Driven Climate Resilience Planning: <https://d3h55oe312fhj3.cloudfront.net/wp-content/uploads/2019/07/WEB-CD-CRP_Updated-5.11.17.pdf>

A Guide to Equitable, Community-Driven Climate Preparedness Planning: https://d3h55oe312fhj3.cloudfront.net/wp-content/uploads/2019/07/usdn\_guide\_to\_equitable\_community-driven\_climate\_preparedness-\_high\_res.pdf

**Discussion 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?

**Discussion Notes:**

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| During the discussion, take notes here to capture important points you may want to refer back to later. |

**Key Takeaways:**

Summarize the discussion in 5 or so key take-aways, and record them on the form in the ERB tool.