



OBSERVATION AND ANALYSIS DRAFT  
**For Discussion Purposes Only**

SMC 100% Renewable Report

**BACKGROUND:**

EQT By Design, LLC (EQT) was asked to do a review of the 100% Renewable Report using an equity lens. Using the lens of equity, EQT has some preliminary emerging themes based on a first pass of the report.

Based on discussion and input from the staff, and SMC, EQT will use discussion to do additional review and analysis that will incorporate the city's Racial Equity and social Justice Initiative along with EQT's own rubric for doing an equity analysis.

*EQT Approach to Equity and Racial Equity and Social Justice*

RESJI seeks a process to create equity and understand through an assessment where inequity needs to be addressed. Understanding where equity or inequity is located is done through an analysis. This analysis is simply (in concept not in practice) how and who is impacted and assessing at all levels where and how is the burden manifested and in what process, system, or policy?

In addition RESJI seeks to understand how the voice of those impacted has been engaged or will be engaged to ensure their voice is in the center of change and supports an empowerment model of self-reliance. This strategy develops engagement and inclusion as a way to shift and change how inequity can be rooted out of systemic policies, and process.

EQT By Design -- assesses using the following frame:

- 1) EQT believes that in order for a system or organization to develop into an equitable, diverse, and inclusive organization there must be a vision and plan that guides the leadership and the organization itself towards those goals and objectives.

EQT's framing for creating inclusive and welcoming environments is based on the premise that capacity, climate, culture, and context are fundamental to welcoming and inclusive design. EQT's framework for how to create an inclusive, welcoming environment and design is as follows:

- 2) Vision: necessary to describe what a welcoming and inclusive environment should offer and be as experienced by residents (taxpayers), employees, and overall community.

- 3) Language: in place to guide and empower communication on how to talk about it too and with residents (taxpayers), employees, and the overall community which aids people to learn, develop, and practice a culture of being welcomed and included.
- 4) Learning: This city both as a government guiding body and as an overall city should be an environment that is developed and cultivated to foster a culture of belonging and inclusiveness. Modeling is the key to this outcome.
- 5) Support: The city and the community need to see leadership, policy, and an infrastructure that actively develops how this community and city can actively practice and create a welcoming and inclusive organization. A city that uplifts and models what it means to be intentional in design and application of changing systems, processes, and practices that create equity, and just opportunities.

EQT also uses the International Association of Public Participation (IAP2) to understand the level of engagement and inclusion of people along a spectrum. Ultimately, the spectrum determines where the community and the organization is along the spectrum as it pertains to how people are included and involved in the decision-making that impacts them. The spectrum is as follows:

**Inform**    ->    **Consult**    ->    **Involve**    ->    **Collaborate**    ->    **Empower**

#### INITIAL KEY CONTENT REVIEW

Follows are some opportunities for the city and SMC along with the Mayor and Alders to take advantage of how they discuss and talk about this report as they move from a report to a plan; specifically identifying priorities and creating an implementation strategy.

- ✓ **Vision**
  - Messages are introduced that are not later connected with the scenarios or as part of next steps.
- ✓ **Features and Benefits ...**
  - City of Madison ...
  - Taxpayers ...
  - Community ...
  - Private Sector ...
- ✓ **Overall Impact**
  - City

- Taxpayers, residents and community
- What is the dash board
- City systems and processes

✓ Funding

- Scenario models
- Decision-makers

✓ SUMMARY OF OPPORTUNITIES

- Priorities
- Engagement
- Funding and implementation
- Dashboard
- Creating a vision that connects