

## [June SMC Committee Update]

### Workplan and Purpose:

To assist in the engagement of the 100% Renewable Report with a focused demographic group of community members who are first and most impacted by health, racial, and economic inequities. The original plan for 2020 was to focus on one or two areas from the report that are of most interest and impact. Due to COVID19 and quarantine the workplan needs to be revised.

### Revised Proposed Purpose:

SMC Committee and its working groups would undergo equity lens training provided by EQT By Design in lieu of working with external stakeholders. This training for the committee and its working groups will develop their equity lens. An equity lens training assists people in understanding how to aid in eliminating inequitable practices and cultivate the strengths of people. In addition, it helps them assess policy and program ideas to ensure they are designed to NOT impact negatively on a person's identity...racial, cultural, economic or any other social identity factor.

EQT has 18 hours left in the contract and that time will be used to deliver 9 hours of content [equity lens training] for SMC committee members. EQT will focus on the following topics

- **Pre and Post Survey:** To help assess and inform training sessions.
- **Terminology:** Help understand terms and definitions like diversity, equity, and inclusion terms, white privilege, racism
- **Intersectionality of self and community:** understanding self in order to understand equity and inequity using an exercise and discussion
- **Equity Lens:** How to use and apply an equity lens in committee work
  - i. using examples to demonstrate application
- **Resource guide:** Suggestions for further personal development and training

### Milestones and Updates 2020

#### Jan 2020

- convened community stakeholders to meet the SMC Co-Chairs - Jan 28th
- Discussed pathways forward in light of changes to SMC
- Set up additional meetings to engage and begin work
- Willing to commit up until June 2020 was soft commitment if there is a purpose

#### February 2020

- SMC Co-Chairs and Stacie Reese met w/ EQT By Design to consider next steps
- The focus of equity, inclusion and engagement is a city issue not just a SMC one
- How can we build on the new SMC members added and the work already being done by departments
- EQT can guide, assist, and support but should not lead efforts ... SMC or any workgroups should





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- Ideas that were shared...
    - Engage new diverse members on SMC to be part of stakeholder meetings
    - Focus on equity lens of SMC Committee itself as an effort - what does that look like
    - Identify the work and determine what resources are needed to support it

#### March 2020

- Scheduled SMC workgroup meeting
- Convene stakeholder group via conference call (COVID19) to update what's been happening; and seek feedback, input and engagement
- COVID 19 shut down city convening of committees need to reconfigure how to move forward on the work
- SMC Co-Chairs determined that it would be best to redirect the work of EQT away from the stakeholder group and re-focus efforts toward SMC committee by offering equity lens training and taking advantage of the newly appointed SMC committee members

#### April

- Draft an email for co-chairs to send out to stakeholders creating awareness of the change in direction in light of COVID19
- EQT develop a training strategy for SMC committee members
- COVID 19 quarantine extended until May 26th

#### May

- SMC Co-chairs sent out email to stakeholders announcing the redirection of the SMC committee and stakeholder engagement
- SMC has paused on gathering the working groups for meetings -
- Co-Chairs and EQT met to discuss how to use the remaining hours left in the contract and to discuss what training can look like in light of COVID 19
- Next Steps for SMC Equity Lens Training
  - Draft training plan and get it approved by SMC Co-Chairs and staff
- Revise contract agreement for workplan and extend to fall 2020 in light of COVID 19
  - Attend June SMC meeting and give an update
  - Develop survey to help inform training content
  - Plan training dates for SMC and its committees

#### June (Proposed)

- Attend June SMC committee meeting and provide update
- Administer survey to help inform training content between July and December 2020
- Develop training plan

#### July - December 2020 (Proposed)

- Train SMC committee and workgroup members on an equity lens
- 6 - 1 hour sessions each month for SMC committee and
- 3 - 1 hour sessions for each workgroup