

EQUITY COMMITTEE COORDINATOR TOOLKIT





EQUITY COMMITTEE STATEMENT OF PURPOSE

WE WANT THE GREEN ECONOMY TO BE INCLUSIVE BY INVESTING ADDITIONAL RESOURCES TO EXPAND OUR REACH AND PROVIDE ADDITIONAL SUPPORT FOR BUSINESSES OWNED BY BIPOC AND/OR HISTORICALLY MARGINALIZED POPULATIONS, AND FOR THE UNDERREPRESENTED COMMUNITIES THEY MAY BELONG TO.

WE WILL DO THIS BY:

- Building long term meaningful relationships with community based organizations while amplifying existing resources in these communities.
- Increasing participation, access to funding and services for sustainability and resource conservation programs.
- Identifying and directing funding toward programs and businesses that increase equity in the delivery of Green Business Program services.

EQUITY COMMITTEE STATEMENT OF PURPOSE (CONTINUED)

- Defining & tracking business ownership to make sure our network better aligns with our state's demographics. As of 2018, California's population is:
 - 39% Latinx
 - 37% White
 - 15% Asian American
 - 6% African American
 - 3% Multiracial
 - <1% Native American or Pacific Islander
- Approaching learning and education around equity with curiosity and humility by assessing the barriers that businesses are facing, identifying their needs, and understanding how we can best serve them.
- Celebrating the culture & uniqueness of Green Businesses.



PURPOSE OF THIS TOOLKIT



As the California Green Business Network (CAGBN) takes tangible steps towards making its programming and services more diverse, equitable, and accessible; the Equity Committee will communicate its plans and projects to the network in a manner that is inclusive and accessible to all its members.

The Equity Committee plans to develop resources for the CAGBN: both for internal use and for public facing messaging. This is the first document prepared for and intended for internal use by CAGBN program coordinators and staff.

This toolkit includes frequently used terms, activities, and recommended reading. These resources are meant to serve as an introduction to the topics the Equity Committee will cover and inspire conversations within your program.

HOW TO USE THIS TOOLKIT



All images and underlined text contained in this document link to resources for further reading.

Read and click through this document on your own or with your team. Consider completing some of the individual and organizational activities at the end of this document. Share your thoughts with your team and CAGBN.

This is a living document. Please feel free to share resources, suggest edits, or provide any feedback you would like to see in this guide.

Post your comments to Basecamp or email Equity Committee Co-Chairs Corona and Wendy at mcorona@environmentalin.com and wendy.renteria@lacity.org.



KEY TERMS

While certainly not exhaustive, the following slides contain key terms that may be used in Equity Committee discussions and deliverables.

BIPOC

BLACK, INDIGENOUS, AND PEOPLE OF COLOR

A person of color (POC) is a person who is not white or of European parentage. The term BIPOC highlights the unique relationship to whiteness that Indigenous and Black (African Americans) people have, which shapes the experiences of and relationship to white supremacy for all people of color within a U.S. context.

POC

PERSON OF COLOR

WOC

WOMEN OF COLOR

QPOC

QUEER PERSON OF COLOR



BIPOC

BLACK, INDIGENOUS, AND PEOPLE OF COLOR

This guide chose to use the term BIPOC to describe anyone who does not identify as a white person while acknowledging the unique experience and history of oppression of Black and Indigenous communities; specifically in the United States.



ANTIRACIST

Rather than making passive claims to being “not racist,” the anti-racist understands that anti-racism is the commitment to fight[ing] racism wherever you find it, including in yourself.

– **IJEOMA OLUO**

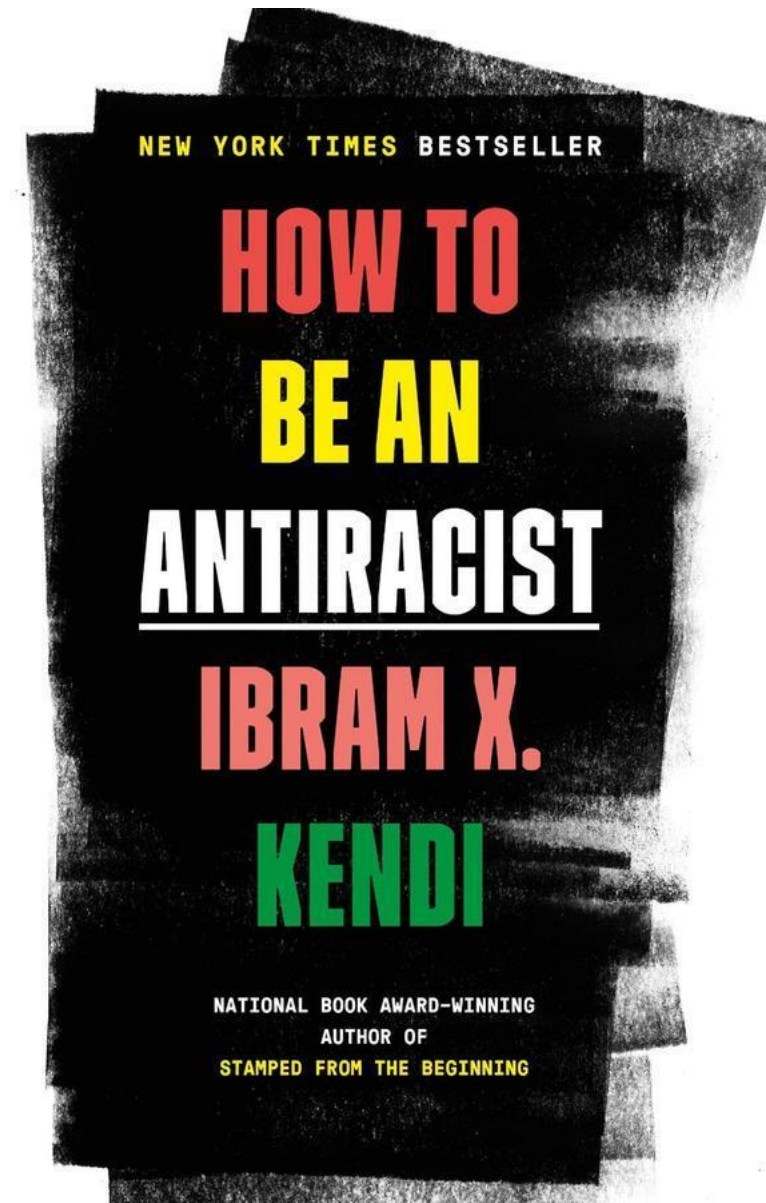
Author of *So You Want to Talk About Race*



HOW TO BE AN ANTIRACIST

To be anti-racist is to think nothing is behaviorally wrong or right – inferior or superior – with any of the racial groups...

To be antiracist is to deracialize behavior, to remove the tattooed stereotype from every racialized body. Behavior is something humans do, not races do.



IBRAM X. KENDI, PhD

Boston University Andrew W. Mellon
Professor in the Humanities;
Professor of History;
Director, Center for Anti-racist Research



INTERSECTIONALITY

The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage. Kimberlé Crenshaw coined this term to describe the experiences of Black womanhood in the United States.

KIMBERLÉ W. CRENSHAW, LL.M.

UCLA Distinguished Professor of Law

Promise Institute Chair in Human Rights





ALLY/ALLYSHIP

An ally is a person of one social identity group who stands up in support of members of another group; typically member of dominant group standing beside member(s) of targeted group; e.g., a male arguing for equal pay for women.

An ally amplifies the voices of marginalized folks, listen and steps back when appropriate, and uses their privilege to advocate for others with differing sets of experiences.

PEOPLE FIRST LANGUAGE

The language that individuals and organizations use is incredibly powerful; especially when referring to persons or groups who experience marginalization in some way.

This is a nuanced and dynamic topic without a set of universal rules. However, centering the [person before the adjective](#) to describe them is usually a good place to start (ex. person of color).

Best practice for choosing mindful language is hearing directly from folks on how they identify themselves. When this is not feasible, consider the following:

- avoid homogenizing or making assumptions about diverse groups
- conduct research and defer to activists, scholars, or other vocal allies



DIVERSITY & INCLUSION

UNDERREPRESENTED AND UNDERSERVED POPULATIONS

Underrepresented populations receive inadequate or disproportionately low representation. [Underserved](#) areas is a public health term to describe communities that have too few primary care providers, high infant mortality, high poverty or a high elderly population. Diversity and Inclusion efforts should center underrepresented and underserved communities.



GENTRIFICATION

The transformation of a working-class or vacant area of the central city into middle-class residential and/or commercial use. [Green or environmental gentrification](#) refers to the planned or unintended facilitation of this process through sustainability efforts.



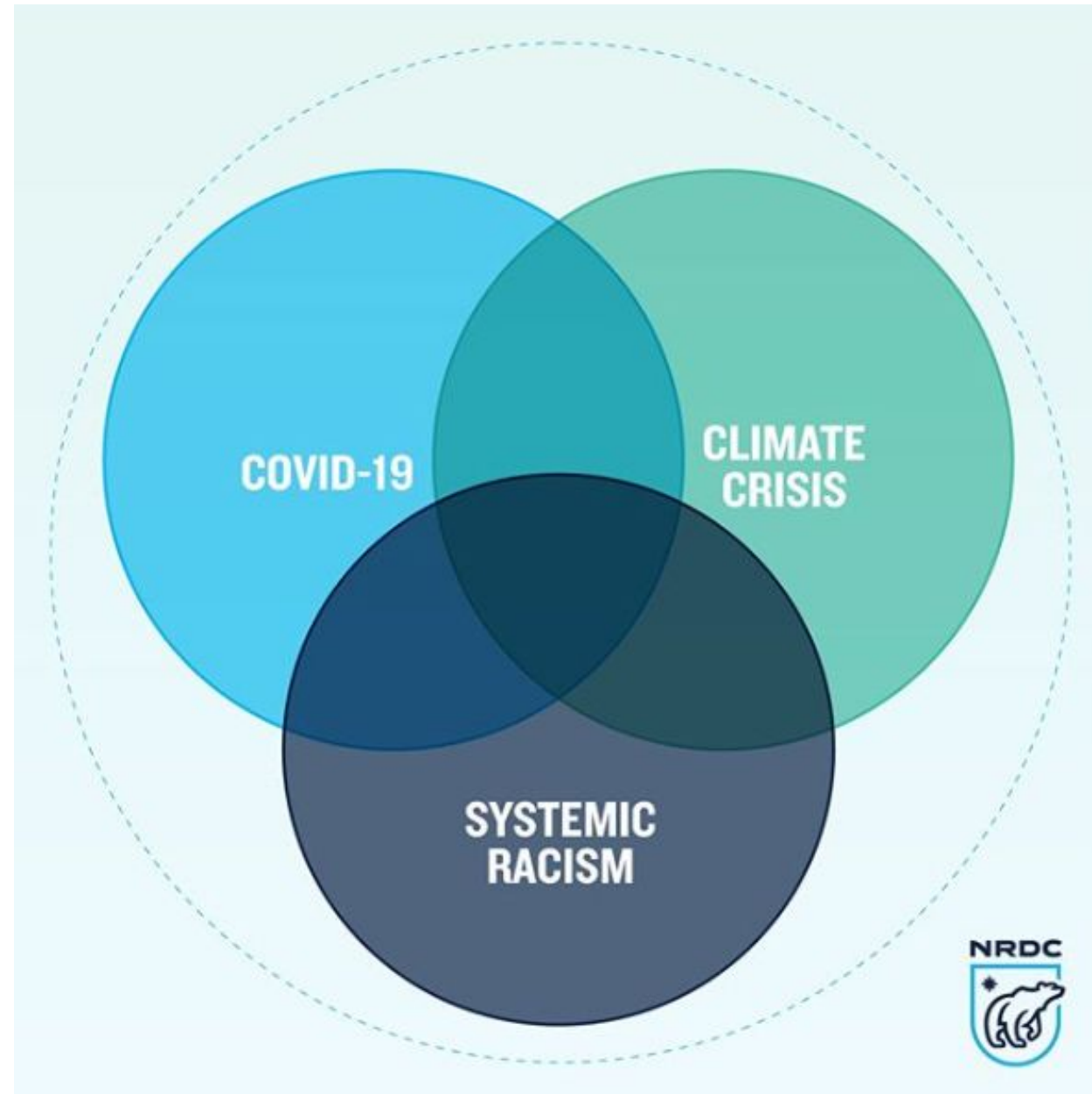
ACCESSIBILITY

Business owners that reach out to us may be seen as gentrifiers by native/local community.

Make sure that we not only serve those businesses, but also work to engage businesses with diverse backgrounds, capabilities, and needs. To promote accessibility: provide appropriate messaging, communication, and resources including translation, referrals, extra meeting times, etc.

ENVIRONMENTAL JUSTICE

Is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.



A FEW EXAMPLES OF ENVIRONMENTAL RACISM IN CALIFORNIA

The examples below are a snapshot of environmental injustices in California. This is by no means a complete list. None of the examples are specific to the areas listed below: nor do they exist in a vacuum, separate from other climate and social justice issues.

- [LA County Story Map](#)
- [Kern County Fracking](#)
- [Food Apartheid in Central California](#)
- [Sacramento Urban Canopy](#)
- [Pesticide Drift in Sonoma County](#)
- [Coal Transportation in Oakland](#)



ACTIVITIES



FOR INDIVIDUALS



- [Implicit Bias Test](#)
- [Unpacking The Invisible Knapsack](#)
- [Questions to Consider](#)
- [Antiracism is one arm of Anti-oppression. Learn about the theory and practice of anti-oppression.](#)

FOR ORGANIZATIONS

- [Continuum on Becoming an Anti-Racist Multicultural Organization](#)
- [Indigenous Land Acknowledgement](#)



FOR YOUR CONSIDERATION

Anti-oppression work can be difficult, especially as one learns about and confronts internal biases and how these manifest within: themselves; their social environments; beloved media and entertainment; institutions they belong to or admire; and the very fabric of The United States. I urge you to lean into that discomfort and consider the ways in which this process can enrich your perspective and better equip you to serve your communities.



CO-CHAIR NOTES

Thank you for making time to read this guide and to think critically about these issues. Choosing to explore these topics is a privilege in itself: for others, it is necessary for their survival. Education is an excellent first step in the life-long process of allyship, and can facilitate conversations about what you and your networks can do to practice justice, equity, and inclusion.



RESOURCES

FURTHER READING



- [*What is Ecological Civilization? Crisis, Hope, and the Future of the Planet*](#)
- [California Air Resources Board Environmental Justice Blog](#)
- [Cooke, N. A. \(2020, May 30\). Anti-Racism Resources for all ages. \[A project of the Augusta Baker Endowed Chair at the University of South Carolina\].](#)
- [Safehouse Progressive Alliance for Nonviolence \(2005\). Adapted: Ellen Tuzzolo \(2016\); Mary Julia Cooksey Cordero \(@jewelspewels\) \(2019\); The Conscious Kid \(2020\).](#)
- [bit.ly/ANTIRACISMRESOURCES](#)