

Building Racial Equity into EcoDistricts' Programs

Donna Hope

EcoDistricts AP (Dec 2017)

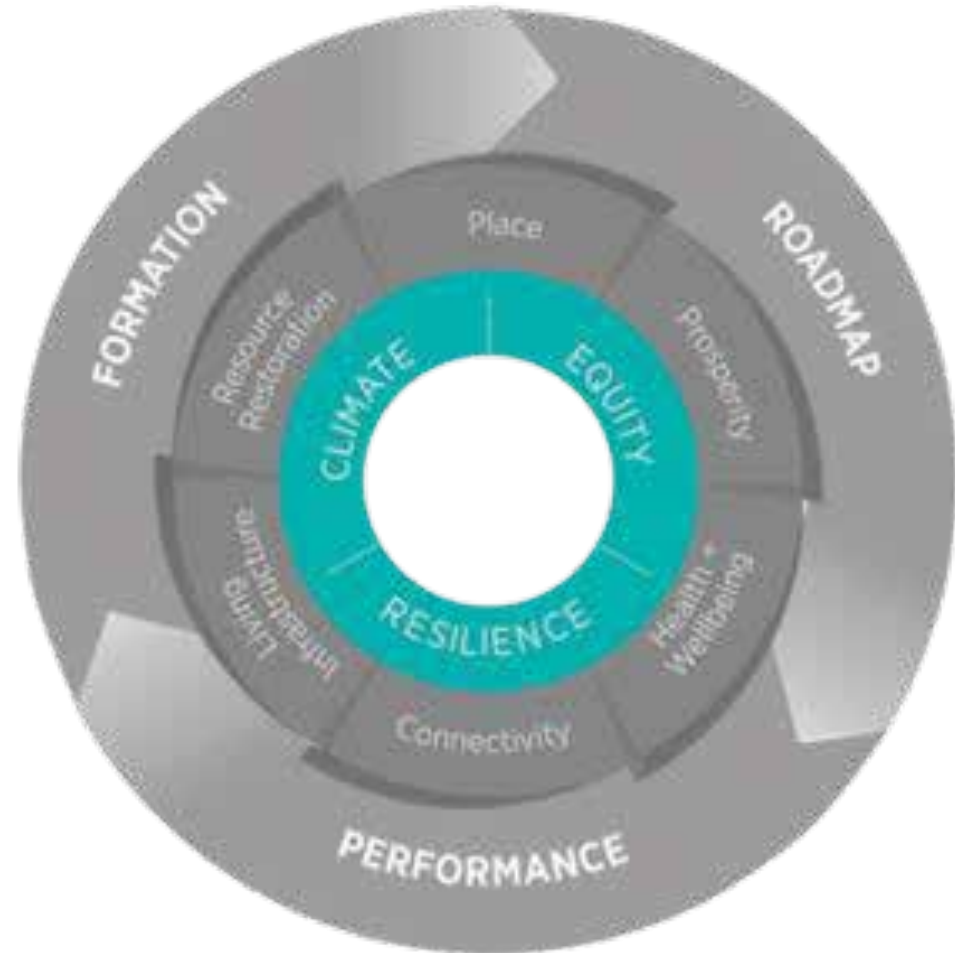
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Background

- B.S. from Spelman College & B.S. in **Civil Engineering**, M.S. in **Environmental Engineering** from **RPI**
- Partner **HBCU Greenfund** fundraising initiative for retrofits, environmental curriculum development, and endowment building of HBCUs
- **Green 2.0** Working Group Advisor to promote diversity in environmental fields
- Founding Co-Chair of the NYC **Environmental Professionals of Color (EPOC)** networking group, a program of the Center for Diversity & the Environment
- Senior Fellow of the **Environmental Leadership Program (ELP)**
- Advisor on **Energy Efficiency** and **Sustainability** efforts in NYC and NYS
- Consultant on advancing **JEDI** in environmental organizations

EcoDistricts (Protocol & Certification)

- Inclusive approach of district/city sustainable investment that prioritizes outcomes in **Equity**, **Resilience** and **Climate Protection**
- Dec 2017: One of the first 100 EcoDistricts APs
- Nov 2019: ~ 200 APs



Racial Equity Survey Uses:

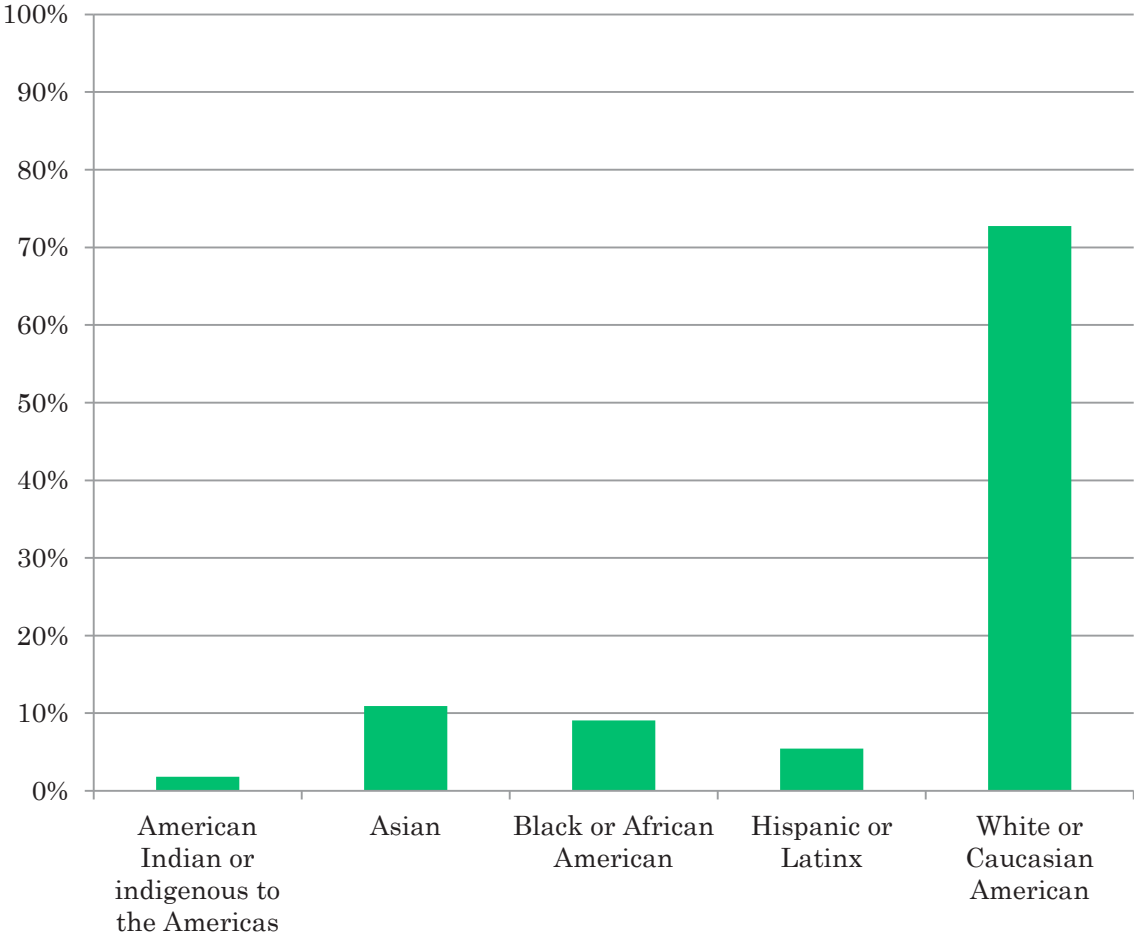
- 1) How current APs view EcoDistrict's commitment to racial equity
- 2) How the AP is informing APs to promote equity in the work they are involved in
- 3) To get feedback from professionals of color on what they are seeking regarding a professional credential

Racial Equity Survey Potential Outcomes:

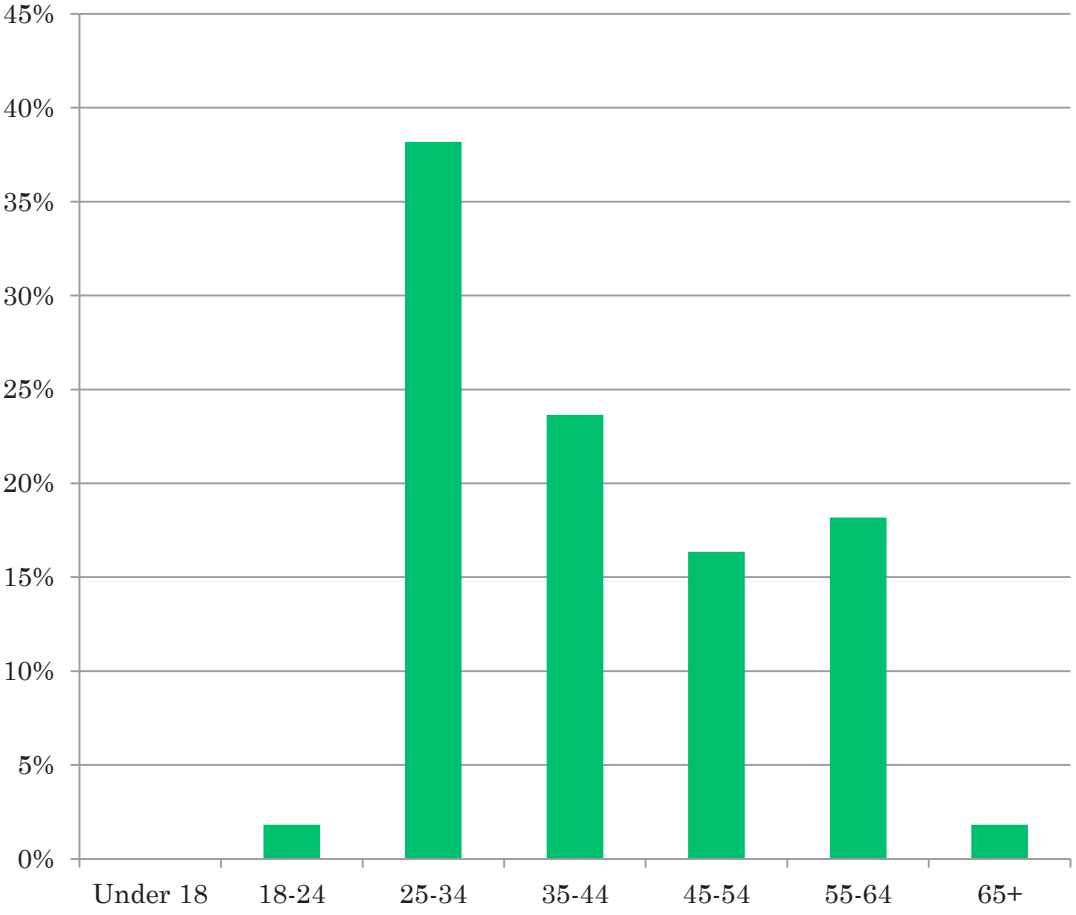
- Changes to the Foundation Course curriculum
- Changes to the Exam structure and questions
- Changes to our marketing and outreach of the AP Program
- Changes to EcoDistricts pricing
- Development of a Scholarship Fund specifically for Professionals of Color
- Development of a Professionals of Color APs Affinity Group

Demographics

Racial/Ethnic Identity

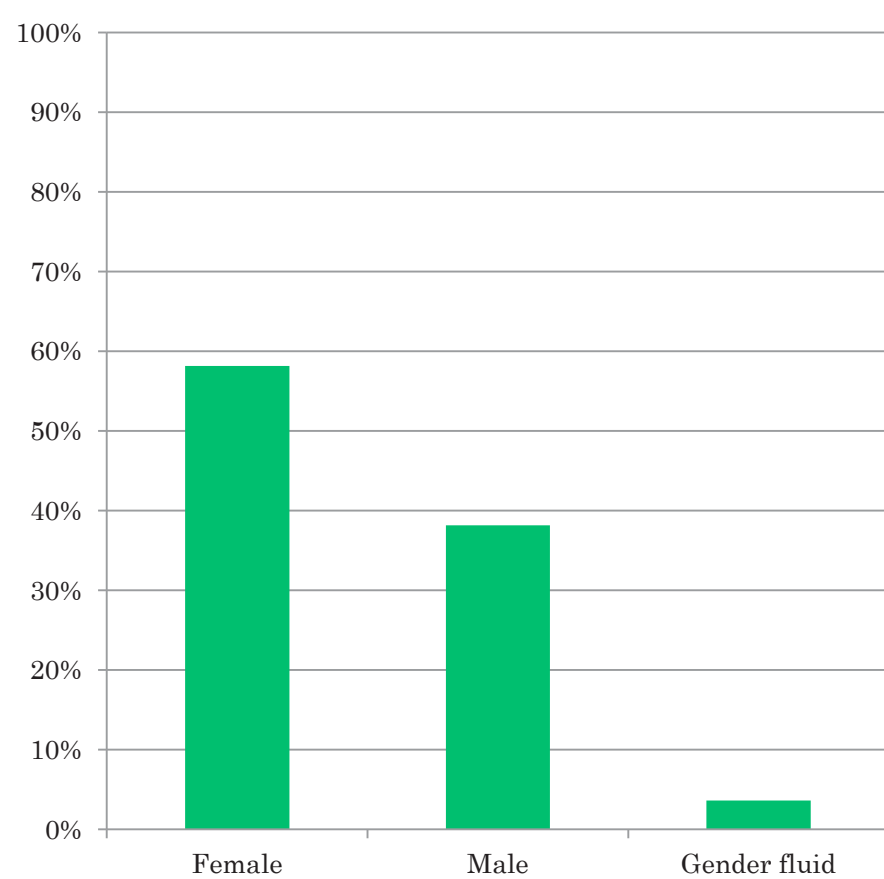


Age Group

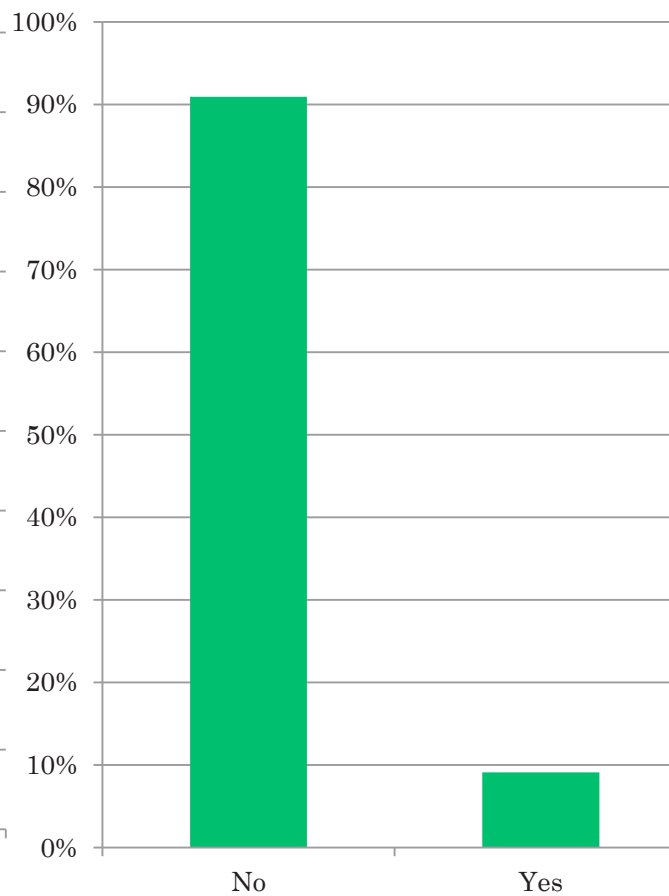


Gender Identity & Sexual Orientation

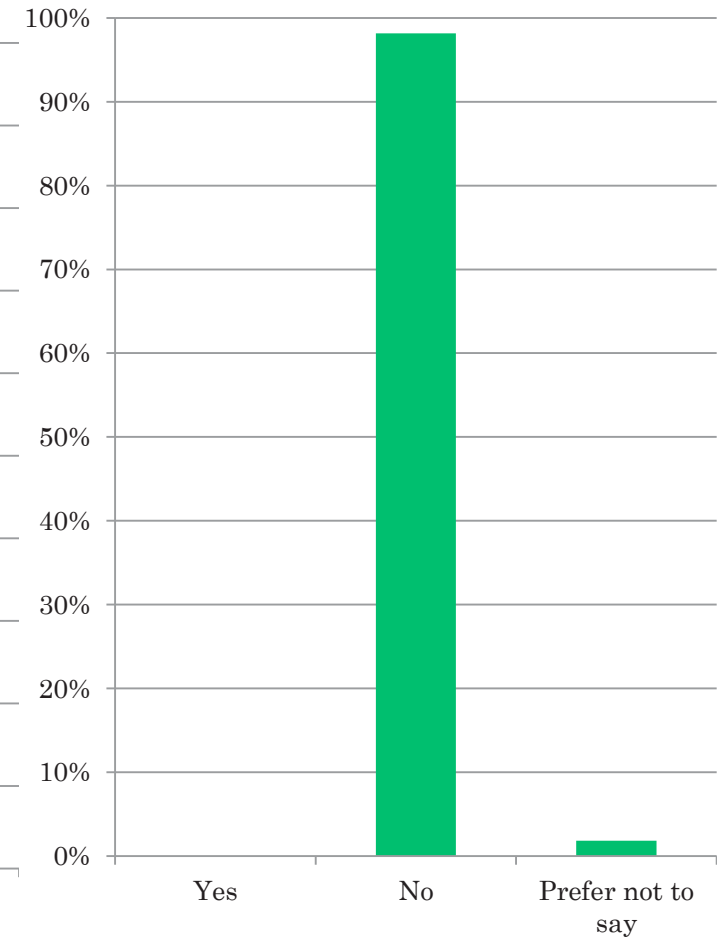
Gender Identity



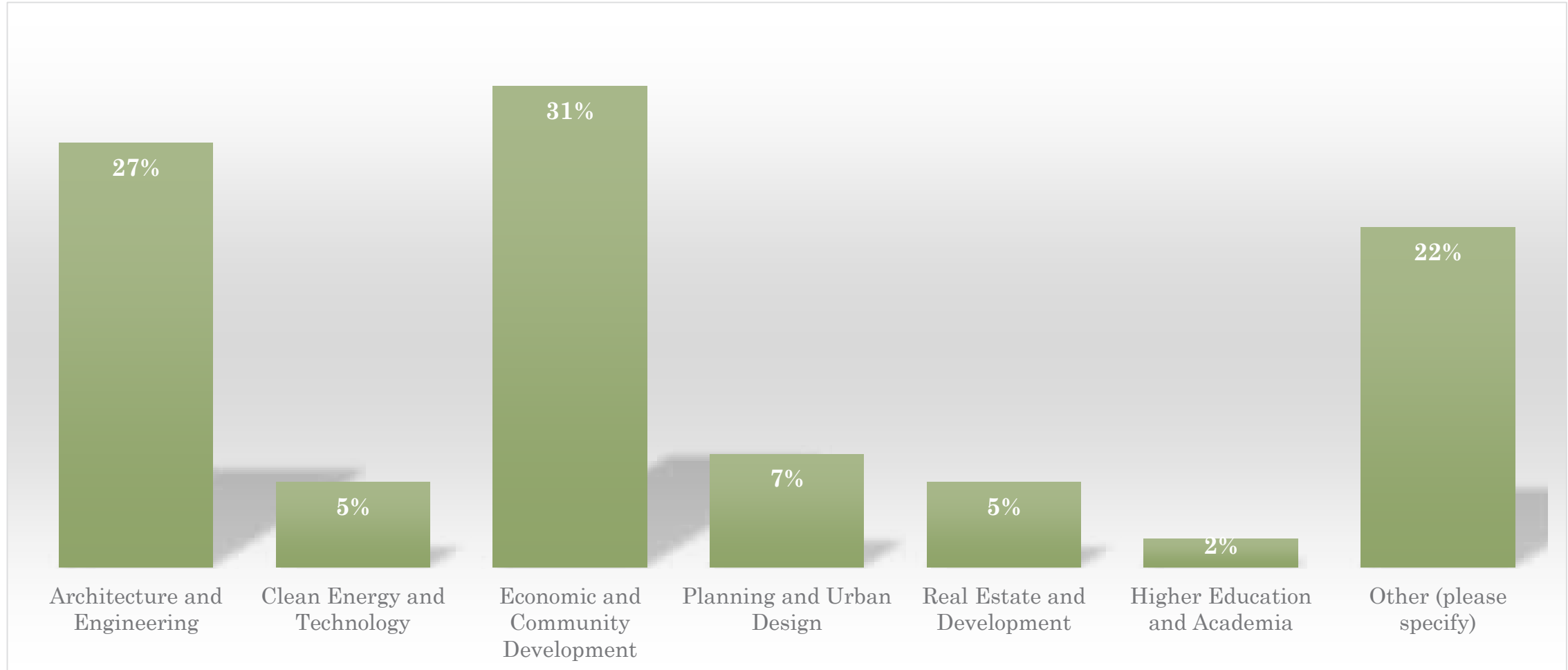
LGBTQIA



Transgender



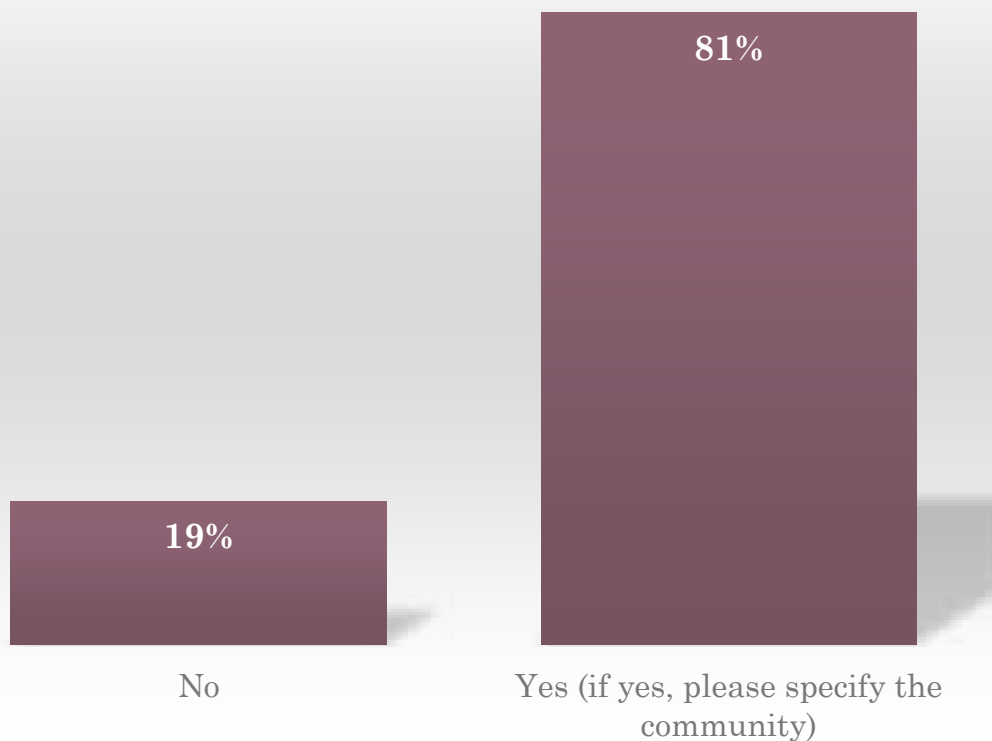
Which of the following best describes the principal industry of your organization or association?



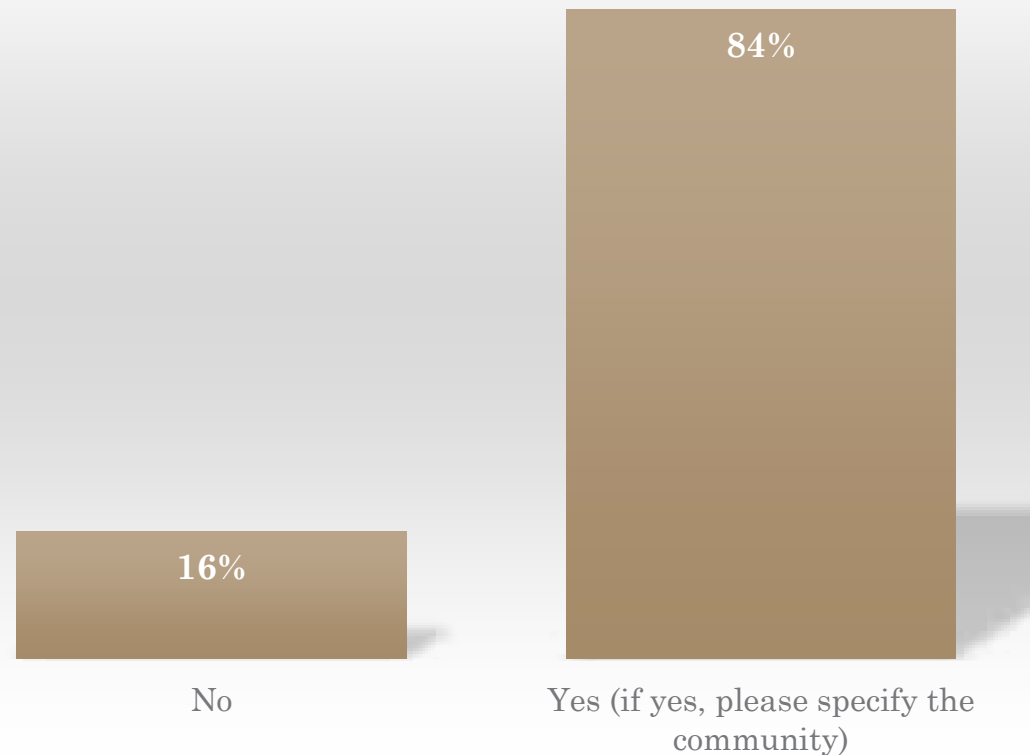
Working in low income communities & alongside communities of color:

Mostly 'Yes', both criteria, around the country & internationally.

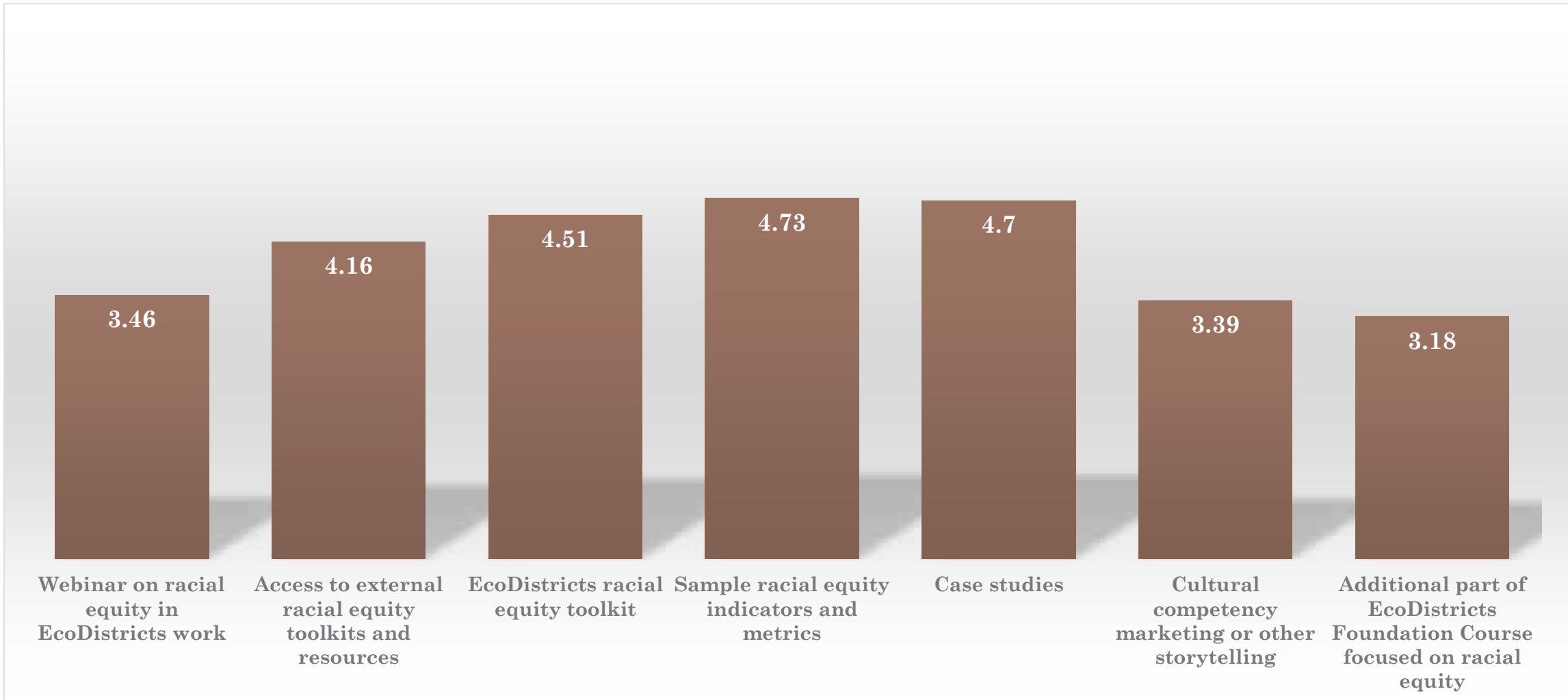
Are you working alongside low-income communities?



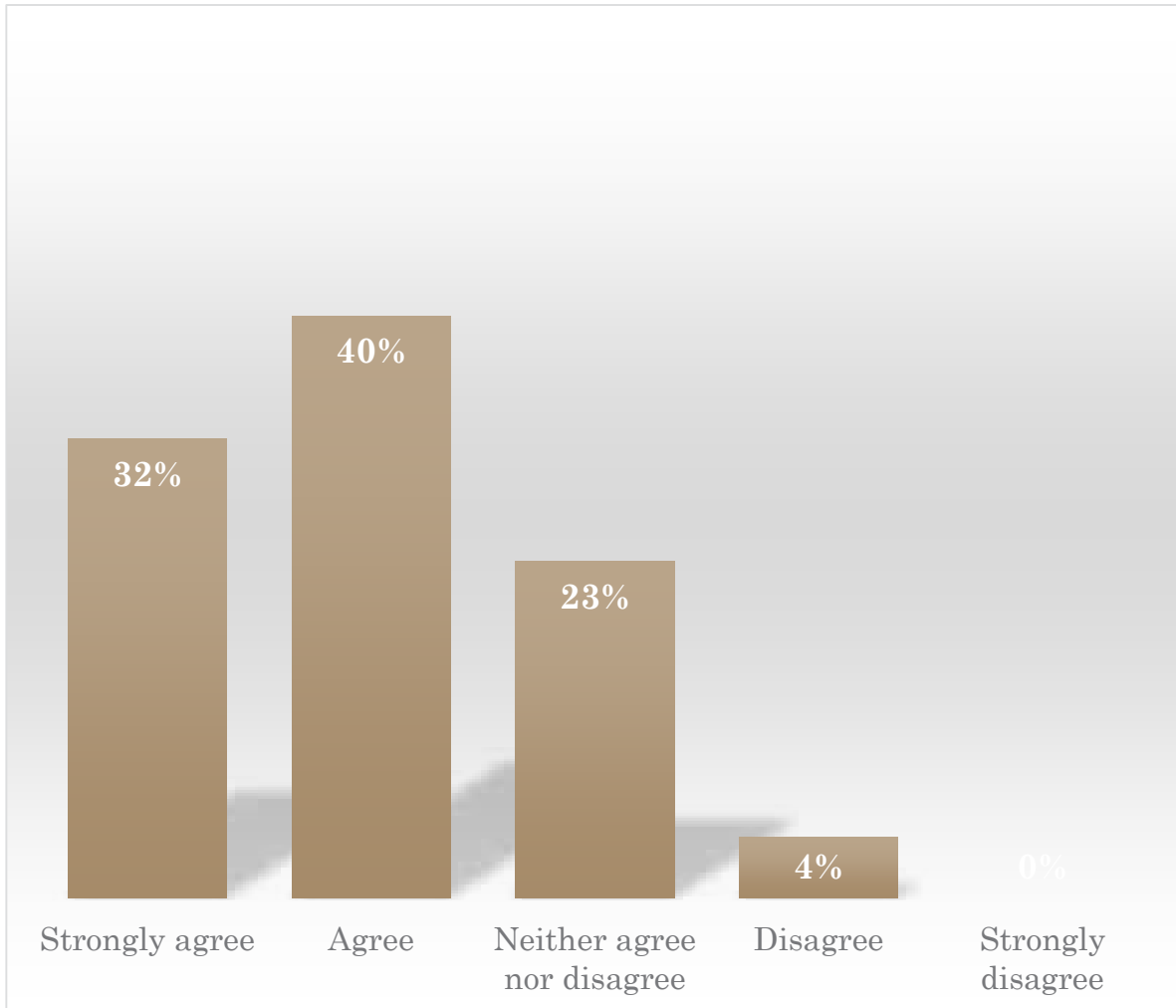
Are you working alongside communities of color?



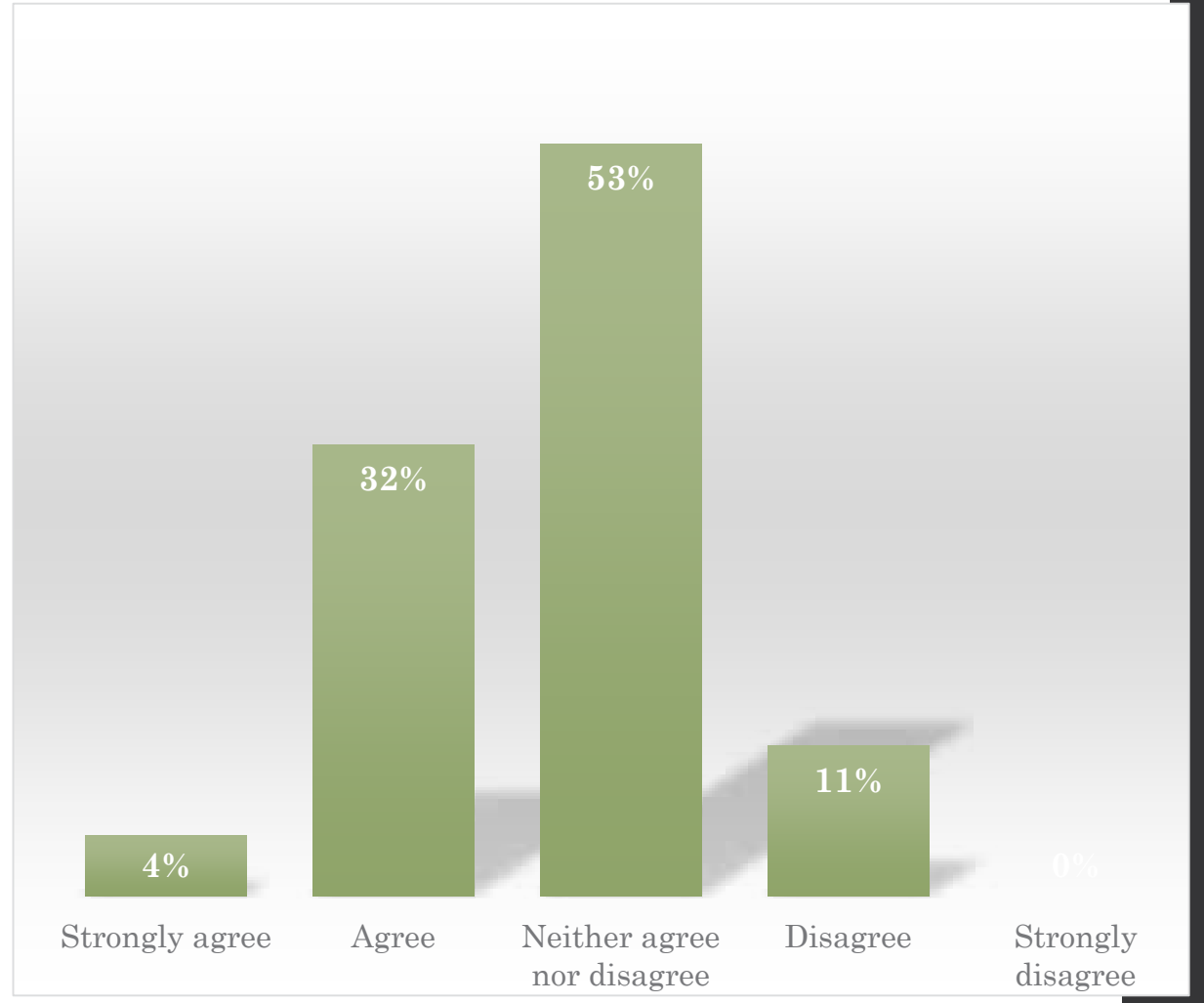
Which of the following potential tools would help strengthen racial equity in the EcoDistricts AP program
(1= Most Effective ... 7 = Least Effective)



The **importance** of addressing racial equity is clearly incorporated into the EcoDistricts Protocol



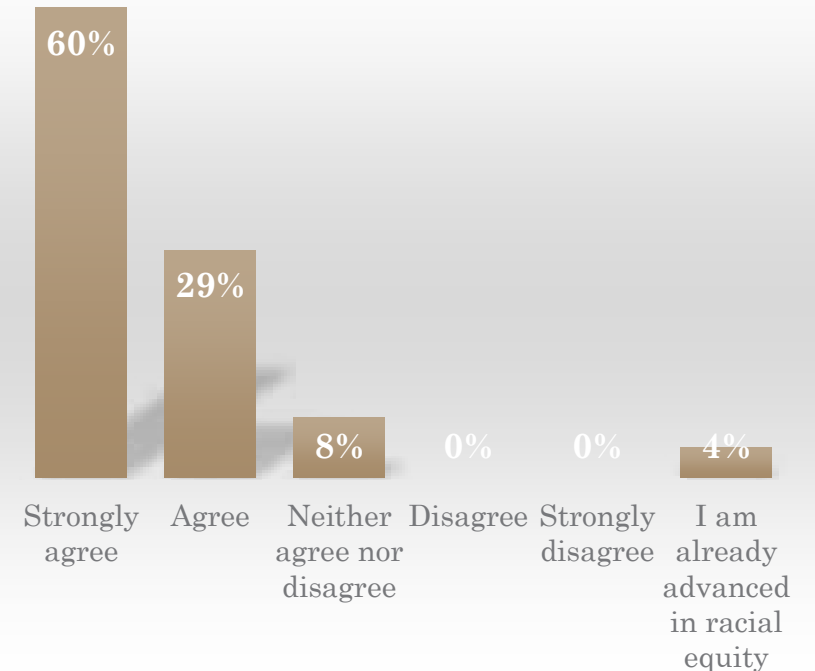
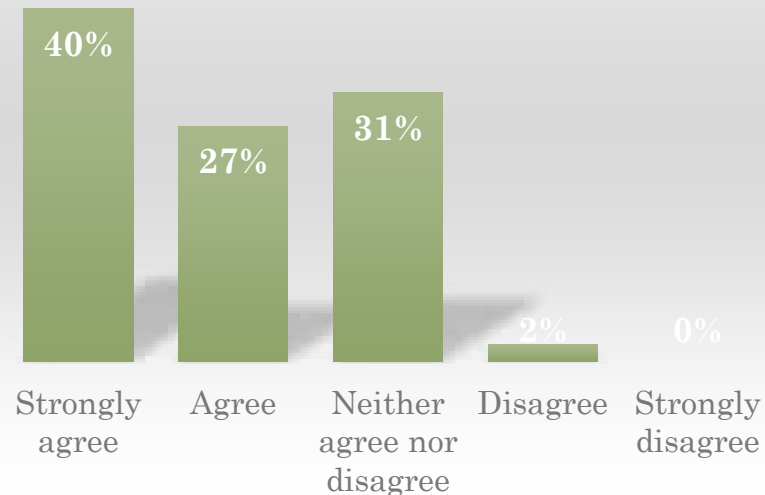
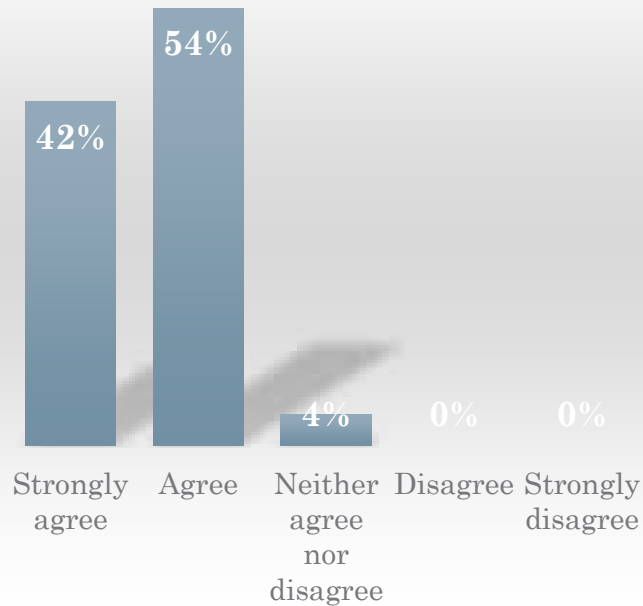
EcoDistricts' programs provide the **resources necessary** for addressing racial disparities & achieving racial equity in community and urban development work



I have a **basic understanding** of concepts related to racial equity & structural / institutional racism.

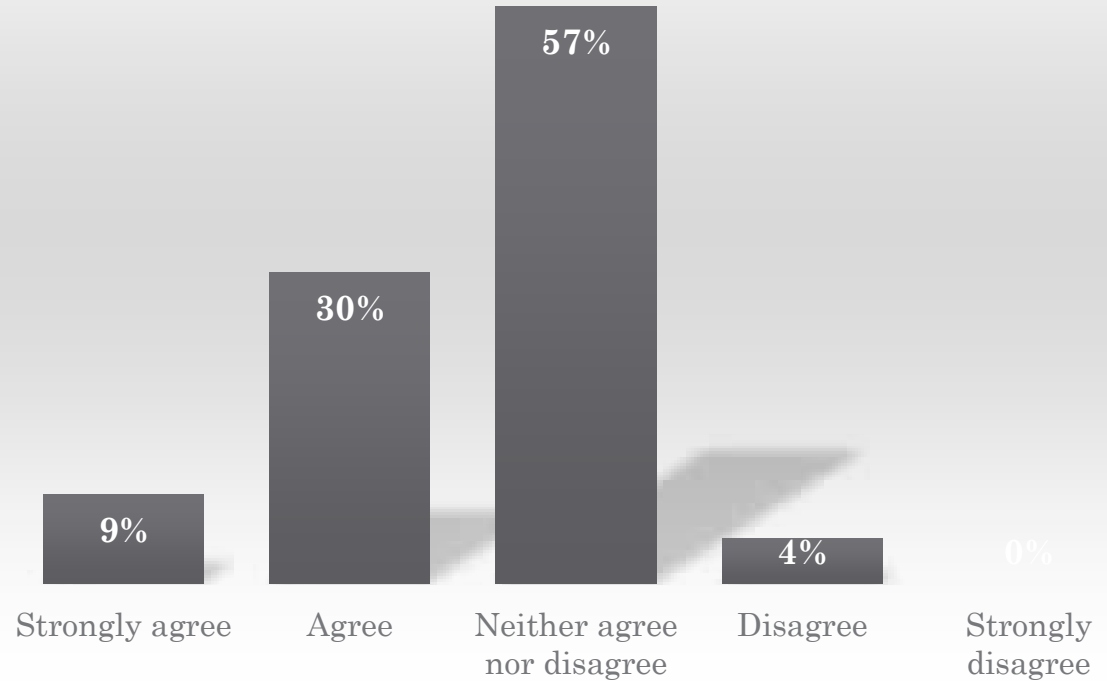
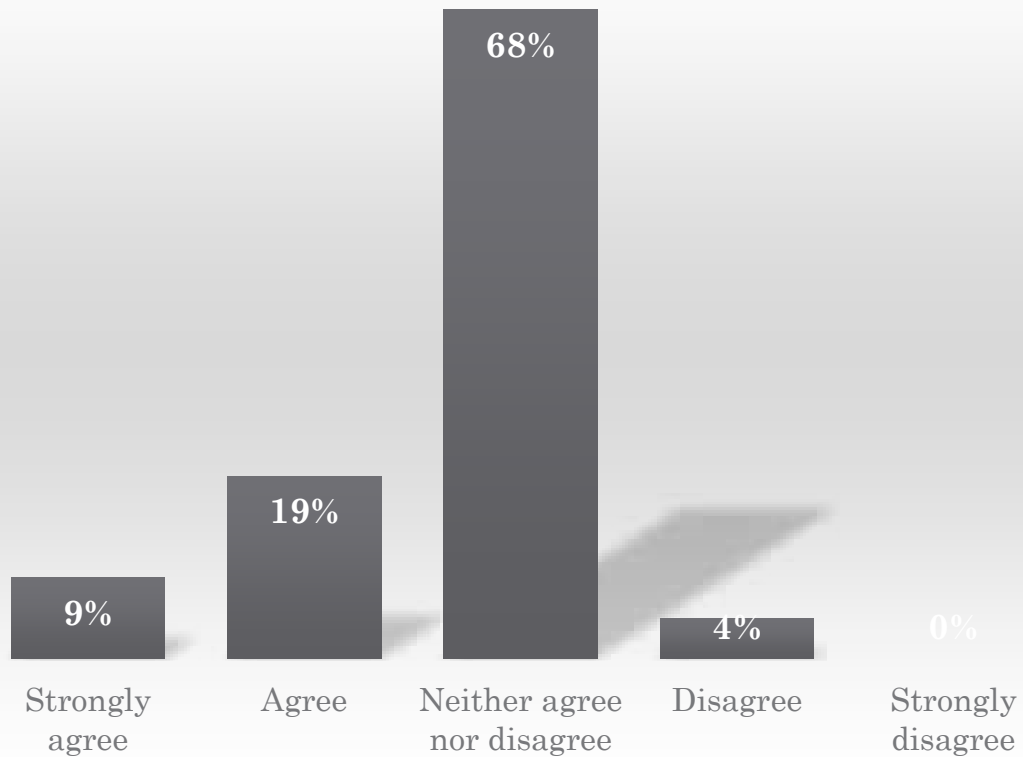
I am **actively involved** in advancing racial equity & addressing institutional /structural racism professionally in my projects and teams.

I would like to **strengthen my knowledge** and capacity around racial equity in my work.

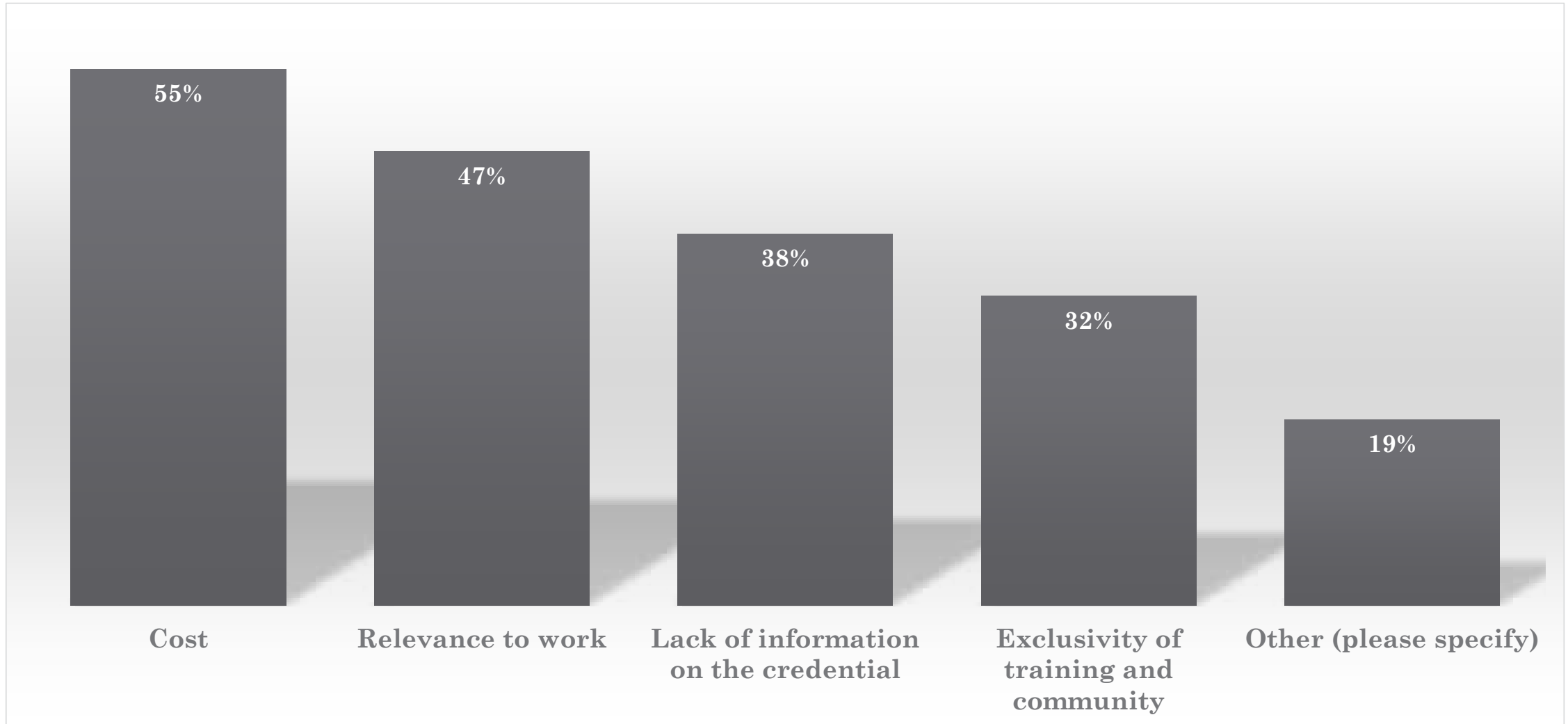


The **EcoDistricts AP credential** has helped me improve racial equity outcomes in my professional experience

The **EcoDistricts Protocol** has helped me improve racial equity outcomes in my professional experience



Which of the following could be **barriers** to entry for individuals pursuing EcoDistricts AP?



Racial Equity Questions

- Participated in trainings on institutional and structural racism: *Most*
- Found trainings useful: *Most agree*
- Valuable to learn about, acknowledge, and address the impacts of structural and institutional racism in urban and community development work: *Most agree*
- Basic understanding of concepts related to racial equity/ & structural/institutional racism: *Most*
- Want to strengthen knowledge and capacity around racial equity: *Most*
- Involved in advancing racial equity & addressing institutional/structural racism professionally in my projects and teams: *Most*
- EcoDistricts' mission communicates the importance of addressing racial, institutional and structural inequities: *Most agree*
- The EcoDistricts AP credential has helped me improve racial equity outcomes in my professional experience: *Most neither Agree nor Disagree*

Discussion:

- Are there any improvements that should be considered to strengthen the organization's commitment to racial equity in the Protocol, Certification Handbook, Foundation Course, and the AP Exam?
- How can EcoDistricts help strengthen racial equity outcomes and build inclusion of professionals of color through its programs?