Pathways to a Fossil Free UC

Sprint #3 – Equity and Climate Justice

June 20, 2023

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Environmental and Climate Justice

"Climate justice is a framework to recognize and redress the unequal distribution of costs and burdens of climate change *and* **climate responses**… Moreover, climate justice also requires ensuring that those affected most severely by climate change participate in brainstorming, developing, and implementing climate responses."

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- Prakash Kashwan, "Climate Justice in the Global North: An Introduction" (2021)

Sprint #3 Purpose

Assure that climate justice and equity are centered:

- In the decarbonization studies
- In each Task Force Sprint
- In the overall fossil free pathways for each location.

Sprint #3 Scope:

- Provide recommended process that locations can use in identifying climate justice and equity considerations as part of their decarbonization studies
- The Task Force co-chairs provided direction that the Sprint focus on two specific climate justice and equity considerations for campus decarbonization:
  - ***Campus labor transition***
  - ***Clean energy procurement***
- Develop recommendations for integrating equity and climate justice in Task Force sprints

Process to Guide a Just Transition on each UC Campus

Goals:

- Consider equity and justice issues within the decarbonization process itself (focusing on labor transitions and clean energy procurement).

Guiding question:

- How might the transition away from fossil fuel usage at [UC location] **improve** and/or **adversely impact** the environmental and climate justice of people's daily lives?

Challenges and opportunities:

- Campuses are at a range of phases in discussions around equity and justice in the decarbonization process - acknowledge where we are starting.
- Inclusive and equitable engagement is based on trust and relationships. The process should be adapted to local considerations and needs.
- Attaining Environmental Justice, Equity and Inclusivity is an ongoing and iterative process - this is just the beginning.

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Systemwide Climate Justice/DEIJ Projects Funded by UC Carbon Neutrality Initiative

- Climate Action and Global Food Initiative student fellowship leadership training
- Student Leadership in Climate Resilience Train-the-Trainer
- JEDI-Centered Campus Climate Resilience Planning
- Climate Justice Education Symposium
- UC Center for Climate Justice: Systemwide Climate Justice Course
- Community-Academic Partnerships for Equity-Focused Climate Action
- UC Center for Climate, Health and Equity: multiple systemwide initiatives
- Building Capacity to Integrate Equity in UC Climate and Sustainability Work
- Integrating Climate and Environmental Justice into Campus Climate Action Plans
- University Climate Change Coalition Climate Justice Graduate Student Fellowship Cohort

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CNI/Systemwide Climate Justice and DEIJ Efforts

Sustainability and DEIJ Working Group & Advisory Council

- **DEI Statement of UC Sustainability Offices and Staff**
- **Sustainability Policy Steering Committee DEI Statement**
- Working group launched in 2021
- Advisory Council launched in 2022
- DEIJ section of UC Sustainability Practices Policy and updated climate goals
  - Will be published in July

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Equity and Justice in Fossil Free Planning

Recommended Process Steps

1. ***Identify objectives*** (e.g. to assess vulnerability of labor and surrounding community in the transition to fossil free; identify and evaluate equity indicators)

2. ***Provide contextual information***
    - What is the current state of the campus energy system? What are its impacts on labor and surrounding communities? What are existing equity concerns, and what work has been done to identify them?

3. ***Identify who should be involved and clarify their roles and responsibilities***
    - Who is responsible? When and how do they plan on approaching it?
    - How will key stakeholders both directly and indirectly impacted be identified and approached?

4. ***Develop vulnerability and equity indicators***
    - How will those disproportionately impacted be engaged to develop indicators?

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Recommended Process Steps (cont.)

5. ***Plan data collection***
    - What methods and sources of data will be used? How will confidentiality, privacy, and trust be maintained?

6. ***Conduct assessment and analysis***
    - How will the data be analyzed to evaluate equity impacts and opportunities? How will the outcomes be communicated?

7. ***Identify and implement mitigation strategies***
    - How will strategies be prioritized and implemented?

8. ***Monitor outcomes***
    - What methods will be used for ongoing monitoring and evaluation of vulnerabilities and equity outcomes? Who will be included in these reviews?

UC Santa Cruz's D&E Just Transition and Equity Subcommittee

Launching Summer 2023 (Now!)

Ideal Group Characteristics:

- **Cross-Sectional Membership of 5-7 staff, students, and faculty (?)**
- **Co-Chair: Sustainability & Equity Special Projects Manager**
- **Delivering initial findings to Leadership Team in Dec. 2023**

Guiding Question: How might UCSC's transition away from fossil fuel usage **improve** and/or **adversely impact** the environmental and climate justice of people's daily lived experiences?

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UC Santa Cruz's Approach: Considerations

- What methods are most effective as we engage stakeholders, including campus leadership, in the planning process and how do we have JT&E conversations now?
- How much of this work needs to be done UC-systemwide and how much is done at the campus level?
- Who is most impacted by our Just Transition proposal?
- To what degree to we begin these conversations? At what point do we involve County, City, etc.?
- At what scale (campus, local, etc.) do we want to take a Just Transition in this phase?

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UC Santa Cruz's Approach: Next Steps

- **Build out the Subcommittee Membership**
  - Engage and meet with various campus community members
- **Continue learning and connecting**
  - Build trust and credibility with most impacted stakeholders
- **Structure Just Transition and Equity analysis**
  - Incorporate current campus efforts (e.g. People of Color Sustainability Collective, Eco-Slugs)
- **Host a "Deep Dive"**
- **Ongoing Community Outreach & Presentations**

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Climate Equity Considerations in Campus Labor Transition

"unequal distribution of costs and burdens of climate change *and* **climate responses"**

Overview of UC's future shift in technology and its impact on energy systems operations staffing

What might it take to run a fossil free energy system?

In general, it takes the same amount and type of employees to run a carbon free heating and cooling system as it does a carbon based system.

Potential impacts to energy system operations employees

In some instances, there will be less boiler operators needed on shifts

75%

New equipment such as heat recovery chillers likely distributed requiring more day maintenance staff .

25%

Communicate vision to all staff and let them be part of the solution.

100%

IMPACTED WORKER ENGAGEMENT STRATEGY:

- *Incorporate Workforce Development & Just Transition RFP questions from UC Framework for Incorporating Environmental & Climate Justice into hiring and operational decisions*
- *Encourage any apprenticeship and journeyperson-certifying unions to start offering training and refresher classes on heat pump and electric heating technologies; engage workers directly in unions that do not offer these trainings*
- *As current workforce ages out, there will continue to be a shortage of skilled technicians. Recruit new workers from diverse backgrounds. Consider adding entry level positions to develop a pipeline.*

Guiding Principles for Engaging Unions as Stakeholders

- ***Follow Collective Bargaining Agreements***
- ***Prioritize early contact, conversations, and co-creation***
  - Contact leaders (statewide and local) within the UC Union Coalition
  - Contact labor centers for connections, meeting space, and facilitation
  - E&LR can be a conduit to unions but not a replacement for union voices
- ***Capacity considerations***
  - Have some familiarity with union contract schedules, especially of impacted unions whose engagement is sought
  - Offer variety of meeting times to engage folks working swing/owl shift

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"those affected most severely by climate change participate in brainstorming, developing, and implementing climate responses."

Climate Equity Considerations in Wholesale Renewable Energy Procurement

Wholesale Renewable Energy Procurement Background

- Solar, wind and battery storage projects located on the transmission system, not located on UC campuses
- Projects are developed, owned and operated by third-parties (i.e., UC is not an owner)
- UC contracts for long-term power supply from the project facility
- Contracts have been the result of Renewable Energy RFPs
  - RFP includes questions regarding sustainability and ownership status
- Climate equity considerations are integrated into UC "best practice" purchasing procedures and governmental rules and regulations

RFP Considerations

"Is your company certified in the State of California or other U.S. State as a:

- *Small Business Enterprise (SBE),*
- *Businesses owned by economically disadvantaged individuals (DBE),*
- *Woman Owned Business Enterprise (WBE),*
- *Minority-owned businesses (MBE) (including Native American and Tribally-owned),*
- *Veteran-owned businesses (VBE), or*
- *Disabled Veteran Business Enterprises (DVBE)? "*

"Please describe how your company incorporates environmentally conscious business practices. Do you have a Corporate Social Responsibility (CSR) statement/policy/code of conduct or equivalent?."

"Please describe the land use and easements prior to site development. The University is interested in projects on previously disturbed land. In the description please write how your project helps meet this goal."

RFP Considerations (Continued)

"Please describe the reaction/response of the community and local government to your proposed project. Was the project positively or negatively received by the CEQA reviewer, town leaders, and applicable NGOs. If obstacles were presented, how were they overcome?"

"Please provide a description, list, and the status of all required environmental impact reports and approvals for which the project is subject to (e.g. CEQA, NEPA, ESA, BLM right-of-way permit, etc.)"

"How will the project protect against wildfire risks forecasted climate change impacts? Please review the CPUC Fire-Threat Tier Map and, if the project is located in an elevated threat zone, indicate how you will mitigate fire risks."

Other Considerations

- ***Prevailing Wage Requirement***
  Seller shall pay prevailing wages
- ***Cooperation for Research***
  Work in good faith to facilitate academic and research activities
- ***Supplier Diversity Program***
  Seller shall provide Women-, Minority-, and service Disabled Veteran-, and Lesbian, Gay, Bisexual and/or Transgender-owned Business Enterprises, the opportunity to participate in the performance of work supporting construction, operation, and maintenance of the Project
- ***Permitting***
  Includes Environmental Impact Report, Franchise Agreement, Construction Permits and Other Ministerial Permits

Biogas Project Evaluation

Feedstock Selection and Product Type

UC is only purchasing pipeline-injected biomethane from:

- Landfills where the methane was previously vented or flared; and
- Food/agricultural waste that would otherwise be landfilled.

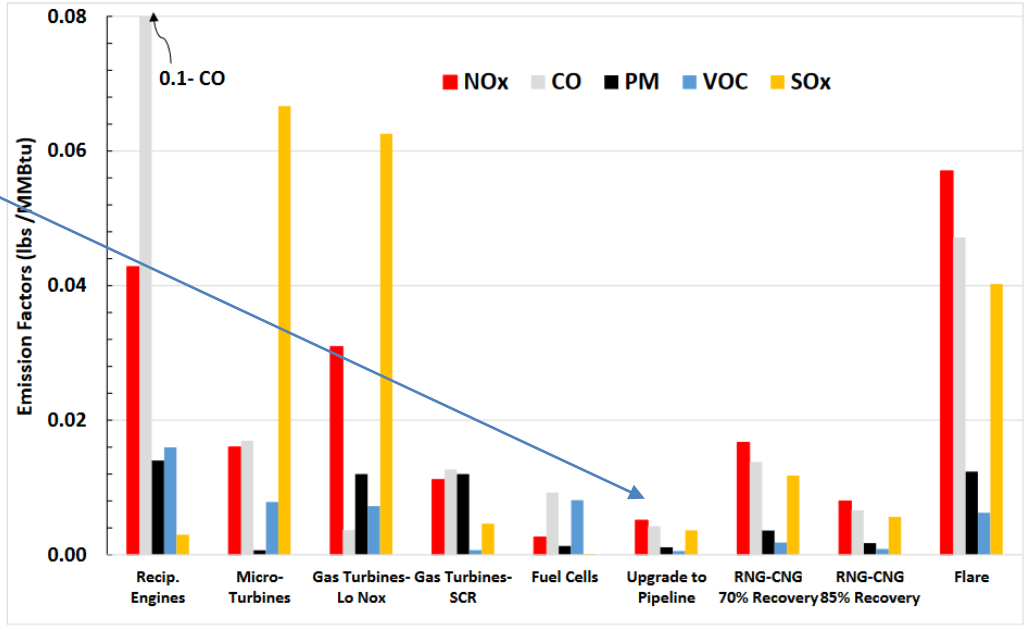

Figure 32. Emission factors by technology.

Biogas Project Evaluation

Evaluation Criteria

In addition to legal, regulatory, financial, and risk criteria, each project is evaluated based upon:

- An inspection of the permitting documents, including the air, water, CEQA, and/or AHJ where available.
- A LexisNexis review of media reports and literature related to the facility to understand the existing community-site dynamics.
- Where available, a review of mapping tools such as CalEnviroScreen to highlight the social-economic and racial demographics of the surrounding community.
- When possible, a direct conversation with trusted sources within the community. For example, UC's ANR center director was consulted as part of this review for a prospective project in California's Imperial Valley.

"those affected most severely by climate change participate in brainstorming, developing, and implementing climate responses."

Climate Equity Considerations in Pathways to a Fossil Free UC Task Force's Sprints

Sprint #4: Campuses as Living Laboratories for Climate Solutions

Include UC's public service mission in addition to education and research

- Provide accessible public and fossil free transportation, affordable housing, healthy and safe places to work, study, and recreate
- Develop training opportunities for emerging careers

Expand beyond engineering into social sciences and humanities

- Ensure inclusive and accessible learning opportunities for all students
- Scale existing courses
- Communicate opportunities to engage in the electrification process

Sprint #5: Electrical Reliability

Assess the impacts of changes in the broader fossil free transition

- Provide accessible and affordable electricity
- Identify reliability gaps and how they may disproportionately affect certain groups
- Respond to reliability issues for UC and neighboring communities
- Engage with workers

Sprint #6: Hospitals and Health Systems

- Identify and address impacts of climate on health, safety, and well-being of staff and patients
- Understand impacts of noise and other pollution (construction and new infrastructure) related to electrification
- Engage health care workers and patients in the process

Sprint #7: Funding and Legislative Support

- Transparently report funding data
- Support under-resourced locations in accessing funding opportunities
- Equitably distribute funding
  - Prioritize projects that directly benefit marginalized communities and those most vulnerable to climate impacts
  - Support hospitals and public health centers

Recommended Next Steps

Equity Considerations for Fossil Free Implementation

- Strong expectations for UC **transparency** on environmental and climate justice issues from campus stakeholders across faculty, staff and community members
- Be transparent about both positive and adverse **potential impacts** of fossil fuel free pathways that may or may not fall within the UC sphere of influence (ie: cost of natural gas, or resource extraction for battery technology…)
- Identify **scope** for potentially impacted populations - impacts on the daily lived experiences of local and campus community members
- **Compare** potential solutions to BAU - (ie: compile relevant research comparing impacts of fossil fuel industry vs. renewable energy industry worldwide)
- **Co-design** equity analysis and **co-create** collaborative solutions with the most impacted populations

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Climate Justice Annotated Bibliography - Google Docs

Additional Recommended Next Steps

Labor Transition + Clean Energy Procurement

- Consider exploring:
  - A systemwide or multi-campus RFP for a consultant to help locations implement sprint #3 recommendations
  - Identifying a product owner for union outreach and initiating the co-creation process by the end of summer
  - Revising climate justice procurement questions to directly assess concepts of distributive, recognition, and procedural justice
  - Incorporating the Climate and Economic Justice Screening Tool into assessments of project locations
  - Sharing re-training curriculum across locations
  - Supporting workforce development related to the energy transition off-campus in addition to on-campus

Integrating Equity and Justice into Subsequent Sprints

- Collaborate with the Sustainability and DEIJ WG

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Acknowledgements

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Sprint #3 Consultants and Stakeholders

- Systemwide Human Resources and Labor Relations
  - Melissa Matella (UCOP)
- Sustainability and DEIJ Working Group
- Center for Climate Justice
- Systemwide Clean Energy Procurement Team (UCOP)
- Directors of Utilities & Engineering
  - Joshua Morejohn (UCD)
  - Paul Landry (UCSF)

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Appendix

Additional Resources

- Labor Network for Sustainability
- CO Office of Just Transition
- Just Transition Listening Project
- Reimage Appalachia
- Just Transition Fund

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UC Carbon Neutrality Initiative

Mission

The University of California's operations will become fossil free by 2045 as part of UC's goal to help create a more equitable, sustainable, resilient and healthy world.

Vision

Our climate research, teaching and actions will prioritize solutions for everyone.

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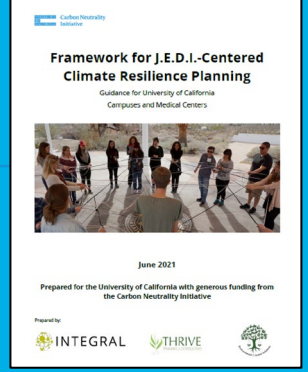
UC Framework for Incorporating Environmental and Climate Justice into Action

- Resource to help UC locations integrate equity into climate action plans and activities, including:
  - Environmental and climate justice principles
  - Evaluation questions and process for climate actions
  - Best practices
  - RFP Questions and ideas for sustainable energy procurement
  - Key Resources
- Framework served as basis for DEIJ-focused deliverable for State-funded decarbonization studies
- Next Steps
  - Helping campuses implement the Framework
  - Graduate student Climate Justice Fellows started developing implementation tools

J.E.D.I. Centered Climate Resilience Planning



UC Framework

1) Establish the team, scope, and baseline

2) Identify vulnerable on-campus populations

3) Identify and engage stakeholders

4) Develop a shared vision & principles

5) Identify climate impacts

6) Analyze asset & system vulnerabilities

7) Identify & prioritize solutions

8) Move from planning to implementation

2022-23 Project

Spectrum of Community Engagement

	0 - Ignore	1 - Inform	2 - Consult	3 - Involve	4 - Collaborate	5 - Empower
Participation	No access to decision-making	Provide stakeholders with relevant information about university climate resilience plans	Gather stakeholder input and feedback about the plan; translate input into draft plan	Ensure stakeholder needs are consistently understood and considered in the plan and implementation	Partner with stakeholders in each aspect of the decision and implementation; build leadership capacity with stakeholders	Ensure leadership from stakeholders in each phase of the planning, implementation and evaluation; institutionalize stakeholder partnerships
Message to Stakeholders	*Your voice, needs & interests do not matter*	*We will keep you informed*	*We will keep you informed, listen to and acknowledge concerns and aspirations and share how input influenced the plan*	*You are making us think, and therefore, act differently about climate resilience*	*Your partnership and expertise are critical to define how we build climate resilience*	*It's time to unlock collective power and capacity for transformative solutions*
Possible Engagement activities	• Closed door meetings • Misinformation • No engagement	• Fact sheets • Newsletters • Email list serve • Website	• Public comment • Focus groups • Surveys • Public meetings	• Interactive workshops • Planning meetings • Deliberative polling • Forums	• Advisory Committee • Participatory decision-making • Engaged scholarship & participatory action research opportunities • Service learning partnerships & student internships • Co-development of metrics	• Permanent Advisory Council • Visioning and priority setting • Co-development of implementation metrics Participatory action research • Participatory decision-making • Participatory budgeting • Work cooperatives

Next Steps

2023-24 Focus?

- Broaden & deepen community engagement
- Expand vulnerability assessments
- Identify & prioritize solutions
- And consider implementation approaches

SCOPING GUIDANCE FOR STATE-FUNDED DECARBONIZATION STUDIES

Sprint #1 developed the following scoping guidance:

	Common Deliverables
1	Strategy for 90% or greater reduction in scope 1 emissions from fossil gas use in campus energy systems
2	Provide high level estimates of total capital and operational costs/savings
3	Identify just transition and other equity considerations
4	Document gaps/studies/analyses needed for Net-Zero planning
5	Identify opportunities/gaps/analyses/engagement activities for research and education and broader climate action and resiliency planning

STATE-FUNDED DECARBONIZATION STUDY DELIVERABLE #3

Identify climate justice and equity considerations related to the transition of campus/ health system energy systems to fossil fuel free and propose solutions or next steps to identify solutions. These considerations reference the UC Framework for Incorporating Environmental and Climate Justice into Climate Action and should:

1. Assess vulnerability of labor and surrounding community to transition to fossil free
2. Develop and evaluate equity indicators on transition impacts and opportunities
3. Incorporate four major climate and environmental justice concepts
    a. Procedural: fairness of the decision-making process
    b. Recognition: respecting different values, cultures, opinions and structures within communities
    c. Distributive: just allocation of resources, benefits, and burdens
    d. Restorative: responsive to those impacted by the transition

Guiding Principles for Approaching Deliverable #3: Centering Equity and Climate Justice

- When thinking through impacts of electrification, look at implementation holistically: to some groups, a certain policy may be beneficial while the same policy may adversely impact other groups.
- Acknowledge the scale of work: campus, local, global level.
- Identify and authentically engage members of groups affected by electrification at all stages: ideation, planning, development, implementation, and evaluation.
- Open the door first: proactively identify and engage groups that might be affected by the change as early as possible.
- Understand that while the deliverable is due on a certain date, the work to center equity and climate justice is never “done.”
- Accept that relationship and trust building takes time, transparency, and honesty.
- Design engagement to allow for inclusive and accessible participation for all, with flexibility in terms of how and when people engage.

Guidance for Incorporating Climate and Environmental Justice Concepts

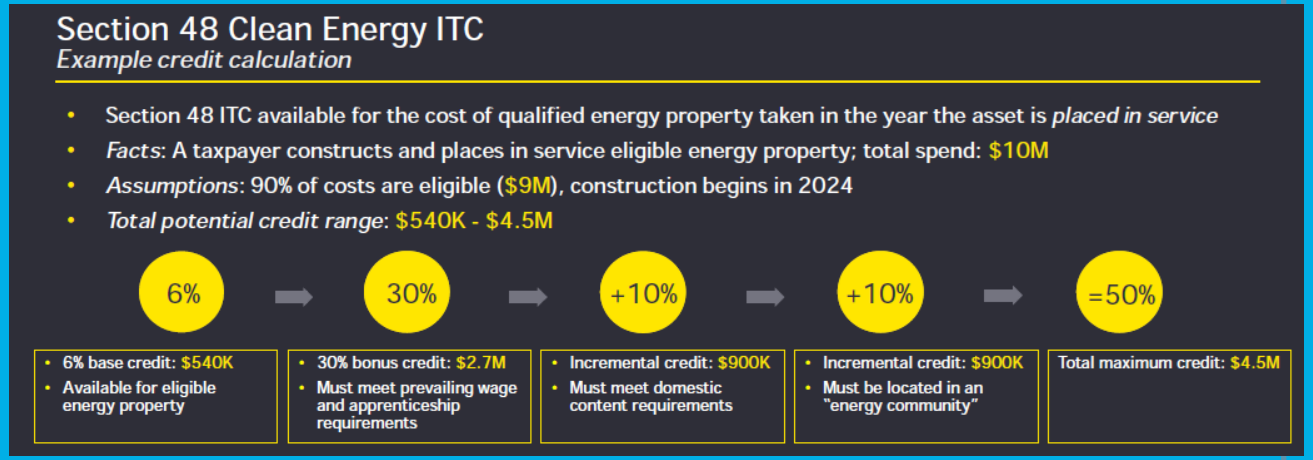
Procedural	Recognition	Distributive	Restorative
• Ensure inclusive and participatory decision-making processes by involving students, faculty, staff, and local community members from the beginning and through implementation. • Hold public consultations, town hall meetings, and workshops to gather input and feedback from all stakeholders. • Catalogue and anticipate potential changes to workforce, working conditions, training opportunities, etc. • Be clear and transparent about decisions that will be made and resources will be allocated • Allow realistic timeframes for providing input. • Conduct a campus climate and environmental justice assessment. • Continuously learn and adapt.	• Acknowledge and respect the knowledge and experiences of all stakeholders, particularly those who have been disproportionately affect ed by environmental injustices • Include who may be disproportionately be impacted as decision-makers; have a plan for meaningful engagement versus tokenism. • Foster collaboration with local community organizations and environmental justice groups	• Prioritize equitable distribution of benefits and burdens associated with decarb efforts. • Ensure that energy efficiency measures, renewable energy projects, and related initiatives are accessible and affordable for all members of the university community. • Identify and address potential disparities in access to clean energy resources and job opportunities. • Introduce more accessible and usable decarbonized transit within and to campuses. • Improve EH&S standards around heat and smoke.	• Understand the historical and ongoing impacts of fossil fuel use and energy system decisions on marginalized communities. Work towards rectifying these injustices. • Explore opportunities for local economic development and capacity building within impacted communities.

"those affected most severely by climate change participate in brainstorming, developing, and implementing climate responses."

Equity Considerations in Biogas Procurement and IRA Credits

Equity Embedded in IRA Credit Design

As UC evaluates and pursues IRA credits, each prospective clean energy project is evaluated based upon the census tract in which it is located. The IRA is designed to provide additional value to eligible projects located in low-income areas and "Energy Communities," and to incentivize prevailing wage and domestic content. These measures are key to driving a just transition off of fossil fuels.



PPA Provisions

"Prevailing Wage. Seller shall use reasonable efforts to ensure that all Electricians hired by Seller, Seller's contractors and subcontractors are paid wages at rates not less than those prevailing for Electricians performing similar work in the locality as provided by Division 2, Part 7, Chapter 1 of the California Labor Code."

10.1 Cooperation for Research.
(a) The Parties agree to work together in good faith to facilitate academic and research activities of Buyer with respect to the Project.

Supplier Diversity Program – Appendix XI

Supplier Diversity Program

1. Seller shall provide Women-, Minority-, and service Disabled Veteran-, and Lesbian, Gay, Bisexual and/or Transgender-owned Business Enterprises, as verified pursuant to the procedures prescribed in Section 2 of CPUC General Order 156 ("WMDVLBE"), the maximum practicable opportunity to participate in the performance of work supporting Seller's construction, operation, and maintenance of the Project. General Order 156 can be found on http://www.cpuc.ca.gov/puc/documents/go.htm.

2. Upon request from Buyer, Seller shall provide a separate "Supplier Plan" consisting of a specific list of suppliers that may participate in the performance of the work supporting the construction of the Project prior to the Commercial Operation Date and operation and maintenance of the Project after the Initial Energy Delivery Date, and a statement setting forth any additional efforts Seller will employ to increase the participation of WMDVLBE suppliers supporting the construction, operation and maintenance of the Project.

3. Upon request from Buyer, but no less than once per 365-day period of time between the Execution Date and the end of the Delivery Term, Seller shall report its spending with WMDVLBE suppliers per instructions to be provided by Buyer.

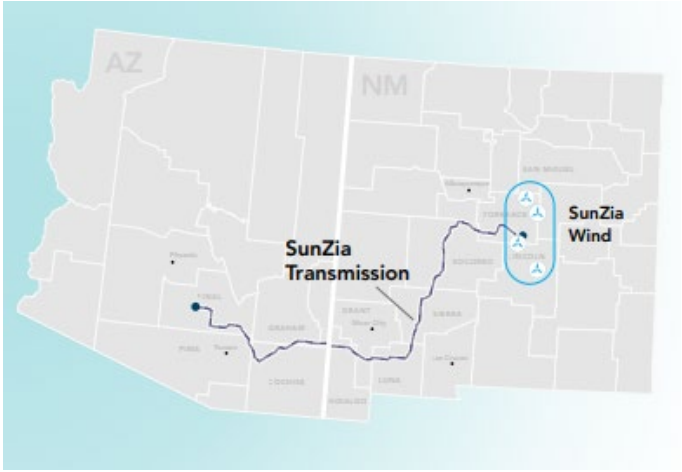
4. Seller shall use commercially reasonable efforts to target spending ten percent (10%) of Seller's total expenditures (i) on construction of the Project prior to the Commercial Operation Date, and (ii) on operation and maintenance of the Project after the Commercial Operation Date, on WMDVLBE, but shall not be in breach or default of this Agreement for failure or inability to meet specific percentages, including any specified in General Order 156.

Local Permitting

- Environmental Impact Report
  - Ensures project complies with the mitigation measures and Conditions of Approval that are included in the CUP approvals granted by the County. These compliance conditions include: pre-construction biological sweeps for special-status species; the presence of Native American monitors during construction activities; and the preparation of a Decommissioning Plan and funding to ensure that the site will be restored once the project life-cycle has been completed.
- Franchise Agreement with County
- Construction Permits
  - County Building Permit
  - County Fire Dept Approval
  - Grading Permit
  - Storm Water Pollution Prevention Plan
  - Encroachment Permit/Road Use Agreement
- Other Ministerial Permits
  - Fugitive Dust Control Plan

EXAMPLE
SunZia Snapshot – Labor and Economic Impact

- SunZia Wind and Transmission combined will deliver an estimated investment of over $8 billion, of that investment, an estimated $1 billion will go to governments, communities, schools, and landowners across both states through sales and use taxes, property taxes, and land payments to federal, state, and private landowners.
- Creates more than 2,000 construction jobs during peak construction. Once operational, more than 150 permanent staff will operate and maintain the projects
- Pattern committed to Community Benefits Programs to support local economies and ensure regional benefits and lasting impact through sponsorships and donations



Additional Regulatory Considerations

- As a Load Serving Entity in California, **UC's Clean Power Program (CPP)** is subject to regulation by the California Public Utilities Commission and others

- Energy Procurement undertaken to meet CPP objectives is evaluated based on the following additional considerations:

  - Contribution towards state-wide GHG-reduction targets
  - Minimizing localized air pollutants with an emphasis on disadvantaged communities
  - Renewables Portfolio Standard workforce diversity
  - Resource Portfolio Diversity and Reliability

Initial Input on Integrating Equity into Subsequent Sprints from UCGNDC and Sprint Development Team

#4 - Campus as Living Laboratory for Climate Solutions	#6 - Electrical Reliability	#5 - Hospitals and Health Systems	#7 - Funding Strategy and Government Funding Options
- Solicit **community and worker feedback on adaptive technologies** as well as **mitigation technologies**. For example, some UPTE workers have suggested that we create cooling centers for the community at UC Merced, UC Davis, and off-site research stations for the local communities - **Accessible public transportation** for the campus community	- **Bring impacted workers into this conversation.** Recommend that all workers remain in represented titles with full pension for all those working at co-gen and converted plants - A justice and equity issue the UC might want to consider is being part of a **push for public power, consumer owned utilities** to balance costs	- **Bring in hospital workers from every represented unit** to inform this process. Recommend that UC measure and improve all air filtration to the MERV 13 rating	- UC does not report their funding sources in a standardized way, making assessing our existing funding and therefore opportunities for funding difficult. **Convert funding documents into formats consistent with municipal and state reporting guidelines** to increase transparency and access

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