

How can we add an equity lens to energy planning?

- use appropriate culturally language ~~needs~~
- have someone from within the community representing the project & doing engagement
- education
- reference to Maslow's Hierarchy of needs that was talked about in the morning
- equity should be embedded, not an add
- understand where communities are coming from
- employing people from diverse backgrounds
- removing cost of energy so its a guaranteed rights - example: social housing pays utilities + doing energy retrofits
- how to support learning/professional development to understand experiences of equity deserving ^{group}
- example from Acadia - community development dept did cluster hire to bring more diverse lived experiences to their faculty team - being comfortable + vulnerable about change - a lot of persons ^{work}
- when it comes to energy planning the cost is the biggest barrier
- career pathways for equity-deserving groups
- incorporating different views on committees so they are involved throughout
- example: Truro + Millbrook - have a First Nations rep on the planning + advisory committee
- grants for people to do solar + other upgrades who can't afford it → + ev cars - allowing for buy in by people who don't have the means
- listening to elders & asking what they need instead of inundating with surveys
 - overloaded with asks + emails
- listening to the community about what they want, not telling them what they need
- Indigenous communities often overlooked
- have a cup of tea, take the time to build trust, add a year to the project to build relationships
-4 years for projects