

First pass: concepts must advance equity

Any strategic program (SP) concept considered for approval must align with PCEF's priorities. The four prompts below outline key elements of PCEF's equity lens that a strategic program concept must affirmatively answer to be considered for inclusion in the Climate Investment Plan (CIP). In some cases, such as capacity building and workforce development, the SP may not meet all criteria. These will be evaluated on a case-by-case basis.

- **Benefits to frontline communities** – will the program create clear, significant, and measurable benefit to frontline communities?
- **Implementation feasibility** – can the program be realistically implemented at scale with existing City staff, partners, or contractors over five years?
- **Climate impact: greenhouse gas reductions** – will the program result in meaningful and measurable greenhouse gas reductions/sequestration?
- **Accountability** – do accountability mechanisms exist to ensure that communities of color, low-income populations, people with disabilities, and other vulnerable communities benefit from the strategic program? Is this program additional to existing or planned efforts?

Climate Investment Plan - strategic program template framework

To create programs that provide climate impact with social and racial equity-centered outcomes, each SP outlined in the CIP will contain the following content as part of the design and development. The development of these strategic programs is guided by community stakeholder input, staff analysis, technical expertise, and opportunity for public feedback. The response to all sections below should be a maximum of 4 pages total.

Strategic program description

A high-level description of the SP including:

- Strategic program title (should be understandable and simple)
- Two to three sentences that describe the goals, beneficiaries and impact, and roles for partners.
- 5-year budget allocation

Goals, opportunity, and metrics

Statement of the core opportunity that is addressed by the SP including:

- What problem is the SP intending to solve? What past harms and inequities does the program address?

- What leverage or additional funds exist?
- What gaps are there in existing programs?
- What are objective indicators and goals to measure successful implementation such as benefits to priority communities or unit outputs and outcomes? Example: homes improved, heat pumps installed, buildings retrofitted, etc.
- What is the potential for quantifiable greenhouse gas reductions? (Explain pathway to emission reduction, quantify CO2e or describe high, med, low climate impact.)
- How does the program help priority communities prepare for and respond to climate change?
- How is the program community-informed and responsive to community needs?

Direct benefits and social impact

Evaluation of who the beneficiaries of the SP will be, how that intersects with priority PCEF populations, how those benefits are delivered, and what co-benefits are expected.

Financial Benefits and Beneficiaries	<ul style="list-style-type: none"> - Financial savings (utility bills, transportation costs, etc.) - Wealth building potential - To whom are the benefits targeted, and how does that reflect priority population needs? - What percentage of benefits will accrue to priority populations?
Equity Accountability Mechanisms	<ul style="list-style-type: none"> - What pathways or mechanisms are needed to ensure benefits accrue equitably? - How will priority communities be engaged through implementation? - How has disability inclusion been considered in program design? - How will implementing partners be supported to align with PCEF values?
Timing of benefits	<ul style="list-style-type: none"> - What is the timeline for producing benefits? - How long do the benefits last? - What elements are in place to ensure durable benefit (maintenance, service, etc.)?
Co-benefits	<ul style="list-style-type: none"> - What additional public health, social, or community benefits are created by the program? - How does the program reduce or mitigate involuntary displacement?

Partner roles

Outline key roles and eligible entities in the SP, and funding allocation necessary for program implementation. Also include description of any relevant relationships between roles (i.e., governance or contractual relationships) for program implementation.

Role Type -> (Examples, amend as needed)	<i>Program Management</i>	<i>Education and Outreach</i>	<i>Implementation</i>	<i>Workforce and Contractor Development</i>
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Description of the strengths, expertise, qualifications, and types of entities that are intended to serve the role	(In all the columns, define core needs of SP role, and what type of entity [non-profit, for-profit, gov] would be eligible to fill the role			
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5-year workforce and contractor development funding allocation, in dollars:

Workforce and contractor equity

Describe the workforce (include contractors) equity opportunities and targets in the SP, including any relevant metrics, partnerships, and opportunities for:

- Hiring PCEF workforce priority populations and related targets specific to the SP (based on labor market study and partner input)
- Apprenticeship standards and targets
- Contracting with firms owned by PCEF workforce priority populations
- Workforce and contractor training and capacity-building, including pathways to professional certification
- Additional wage requirements beyond PCEF minimums (identify whether prevailing wage is applicable)

Timeline and implementation

Describe the anticipated timeline for launch of the strategic program and key milestones

- Identify any critical steps needed
- Identify any risks related to timing
- Propose where in CIP implementation timeline it will launch