EXECUTIVE GUIDE

How to tackle climate change and inequality jointly: 
practical resources and guidance for cities
C40 CITIES CLIMATE LEADERSHIP GROUP

The C40 Cities Climate Leadership Group, now in its 13th year, connects 90+ of the world’s greatest cities which have committed to tackling climate change. We bring mayors from around the world together to learn from each other in reducing greenhouse gas emissions and creating resilient, sustainable and inclusive cities. C40 cities represent more than 700 million urban citizens and their economies account for 25% of global GDP. Our ‘Deadline 2020’ report sets out the critical role that the world’s major cities have to play in delivering the historic Paris Agreement to prevent catastrophic climate change.

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WRI Ross Center for Sustainable Cities helps create accessible, equitable, healthy and resilient urban areas for people, businesses and the environment to thrive. Together with partners, it enables more connected, compact and coordinated cities. The Center expands the transport and urban development expertise of the EMBARQ network to catalyze innovative solutions in other sectors, including water, buildings, land use and energy. It combines the research excellence of WRI with 15 years of on-the-ground impact through a network of more than 250 experts working from Brazil, China, Ethiopia, India, Mexico and Turkey to make cities around the world better places to live.

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Cities are made up of dynamic and complex social, political, economic and natural systems. Pursuing inclusive climate action in cities is critical, but not always easy or straightforward. C40 Cities, in collaboration with our partners, has developed a set of comprehensive resources to support cities in their efforts to advance climate action through an inclusive engagement and planning process that results in more equitable outcomes for all.

This *Roadmap for Inclusive Planning Executive Guide* demonstrates the critical importance of inclusive climate action in cities. Sections 1 and 2 discuss why inclusive climate action is needed and how to achieve it through an inclusive planning process. Section 3 sets out key principles and policy recommendations for city leaders and urban decision-makers to ensure that their climate action decisions are taken through an equity lens and rooted in their socio-economic context.

Section 4 through 6 present an overview of the complimentary resources in *The Roadmap for Inclusive Planning*, a practical guide for cities to implement inclusive climate policies. This executive guide summarises the three main steps to implement such policies, highlights supporting tools and case studies and discusses who can use the roadmap and in what context.
INCLUSIVE CLIMATE ACTION: 
THE NEW NORMAL

Climate change is unfair — it impacts some communities disproportionately. Recent reports from the Intergovernmental Panel on Climate Change highlight that climate change is already producing dramatically unequal impacts across social groups, and this will worsen if the current emissions trajectory of greenhouse gases remains unchanged. Without inclusive, ‘climate-informed’ development strategies, climate change could force 100 million people into extreme poverty by 2030. It is clear that some communities are more vulnerable to the impacts of climate change than others. In particular, specific groups such as those in the bottom income bracket, women, the elderly, children, and people with disabilities may have limited coping capacities due to pre-existing social and economic barriers. These groups are not mutually exclusive, as many people identify with more than one group.

When Hurricane Katrina hit New Orleans, USA, it decimated low-skilled and low-paid jobs in the tourism and catering industries. Two-thirds of the jobs that were lost were lost by women.
If city responses to climate change do not acknowledge and respond to the social and economic barriers that feed inequities, mayors may suffer politically, losing public support and the power to deliver on their wider agenda. Cities must design and deliver climate actions in an inclusive and equitable way to serve all city communities and groups without compromising on economic prosperity — a concept often referred to as a “just transition”. This is the future we want.

This re-imagined vision for society puts justice at the centre of our collective response to the climate crisis. In the USA, for example, the Green New Deal calls for measures to support equitable access to clean air, affordable housing, health care and healthy food. A similar campaign has been launched in the UK by the Green Party. In China, the ‘ecological civilization’ is one of the national government’s objectives for a long-term approach to domestic prosperity.
In cities around the world, pre-existing inequalities are triggered and intensified by climate change. Addressing this requires collective and immediate action by city leaders and residents alike. Whilst each inclusive climate response is designed to answer communities’ needs and must respond to local context, geography and culture, there is also a significant opportunity to share learnings among cities on how to deliver inclusive and equitable climate action globally.

Los Angeles has recently launched its Green New Deal Plan, which aims to drastically reduce emissions, through programmes and initiatives that tackle inequality. These include alleviating the financial burden of the most vulnerable, improving health in disadvantaged communities, improving recycling and waste reduction education in public housing, and investing in social housing and services for low-income families, homeless people and the elderly.
CITIES ARE LEADING THE WAY

Cities are at the centre of both the climate crisis and the search for solutions. Local leaders need to act quickly to protect and provide for all citizens, especially those most impacted by climate change and traditionally least represented in the corridors of power. Several mayors around the world are already leading the way, committed and engaged in jointly achieving social goals and climate goals with concrete practices on the ground.

Examples include delivering electric car sharing schemes to low-income neighbourhoods, increasing portions of zero- or low-carbon social housing, committing to a just transition by working with unions to set green job targets, involving informal waste pickers in landfill refurbishment or increasing resilience of informal settlements and slum dwellings. The ambitious climate action demanded by the Paris Agreement will not deliver the maximum positive impacts unless it is inclusive of all citizens and distributes resources and benefits equitably. Delivering on the Paris Agreement thus presents a unique opportunity to create a more just urban society, with new protections for those that have been historically marginalised and with better jobs, improved health and better air quality for all.
Our research has demonstrated that to deliver inclusive climate action, cities must ensure that principles of equity and inclusion are embedded in processes, policies and impacts:

- **Processes** are rooted in genuine engagement with a broad and diverse set of stakeholders, particularly those suffering from inequality and the impacts of climate change.

- **Policies** are actively designed with people, fairness and justice at the centre of decision-making.

- Clear mechanisms exist—or can be put in place—for measuring, monitoring and evaluating both the **direct impacts** and the **distribution of impacts** of climate actions across the population.

This document focuses on how cities can identify and assess the needs of communities in order to design and implement climate policies that are fair and inclusive.

Please see page 40 for more information on how cities can design and deliver inclusive engagement and equitable impacts and what additional C40 resources are available to support this journey.
Inclusive planning

Inclusive climate action must be underpinned by fair and equitable policies

Climate change is already inflicting damage on the world’s cities, currently home to more than half the global population. By 2050, nearly 70 percent of the world’s population will live in cities and face these challenges. As cities grow, it is increasingly critical for urban decision makers to create plans and enact policies to address climate change that prioritize at-risk communities, such as informal workers, migrants, women, children and people with disabilities. By pursuing a low-carbon development path in an inclusive manner, cities have the opportunity to raise living standards for all, improving public health, protecting people from the worst effects of climate change and preserving natural resources, among other benefits.

For instance, in Pune, India, recent efforts by the government and civil society organizations to incorporate informal waste pickers into the formal waste management system in the city have resulted in both improved garbage collection and recycling—bringing environmental and health benefits—and better livelihoods for traditionally marginalized waste pickers.

This kind of win-win scenario is only possible if city climate actions, plans and policies are designed with an equity lens. The suite of resources that comprise the Roadmap for Inclusive Planning helps cities to prioritize this equity lens in their planning process, whether they are just beginning to think about
creating a climate action plan or whether they are at the stage of implementing and monitoring the impacts of a climate actions to improve inclusivity measures. First and foremost, inclusive planning and policy design can address urban inequities pre-existing to and exacerbated by climate change. It can help reduce unintended consequences of climate mitigation and adaptation efforts and build trust in government.

Inclusive climate action planning can advance development outcomes in cities. This includes improvements to key domains (or outcome areas) that make for a thriving city: the environment, health and well-being, education and skills, economic prosperity, essential public services, civil society, and governance and institutions. When adopting actions that help mitigate and adapt to the impacts of climate change, such as improving public transit, promoting renewable energy usage, or implementing low emission zones, cities can achieve the broadest impact by ensuring that the needs of vulnerable groups are met.

In 2013, the Denver Housing Authority entered into a 20-year power purchase agreement with a solar energy provider to serve groups of existing multi-family properties and public housing units. The city used federal tax credits, utility rebates, and conservation bonds to finance the project and created 40 new green jobs in the process.⁵
Addressing climate change at the city level often requires upfront investment. Despite this challenges, cities must ensure that climate action does not further burden residents who are already vulnerable to minor increases in the cost of living and services. Inclusive climate action planning can help to reduce these unintended consequences by ensuring that measures, such as subsidies or progressive pricing schemes, are in place to assist vulnerable communities.

Los Angeles has an electric vehicle sharing scheme known as BlueLA, which covers 40 stations, 200 charging points, and 100 cars in Los Angeles, and includes subsidized access for low-income people. By specifically targeting those communities who face cost barriers to participate in, or benefit from a specific climate action, a city can increase overall uptake and therefore accelerate the city-wide environmental benefits of the action.
Cities can drive ambitious climate action and be at the forefront of the fight against climate change. Making a strong case for action, by highlighting its multiple benefits, is instrumental in getting the job done.

Based on the experience of working with the cities, C40 has gathered insights on the most important elements to be considered throughout the whole design and implementation of inclusive climate actions plans. This process can have many challenges and barriers; the section below outlines five key elements and recommendations to help cities address these issues to drive bold and ambitious action, tackling climate change and air quality simultaneously while harnessing the maximum benefits for their people:

**PUT PEOPLE AT THE HEART OF CLIMATE ACTIONS**

Creating inclusive climate action plans involves developing co-created solutions and prioritizing local knowledge and experiences of communities on the frontline of climate change. In order to do this, urban decision makers must put people at the heart of the climate action planning process—from vision setting, to policy design and further implementation.
In India, for example, city officials and private sector stakeholders are upgrading cycle rickshaws to e-rickshaws to improve last-mile access, with financing models focused on increasing participation among lower-income people and women.  

By engaging with various communities in the design and implementation process of climate actions, cities can ensure an equitable distribution of benefits and protect groups most affected by climate change.

This kind of inclusive planning was also championed by OneNYC, New York City’s Sustainability Plan, which involved substantial and sustained public engagement over time, across the entire city, and with events held in different languages.
APPLY AN EQUITY LENS

In order to put people first, cities must understand how certain communities are impacted by climate change. Cities should apply an equity lens fit for their local context, to identify the most at-risk communities. Applying an equity lens allows cities to understand what existing social and economic barriers some communities might face, and how this impacts their ability to benefit from climate actions.

London, for example, provides congestion charging exemptions for disabled people, drivers of electric vehicles, and emergency service workers. This ensures that the congestion charge is not an undue burden for those who are already disadvantaged in the community and for those who are already providing a service or benefit to the community.

Cities must understand how access to services and policies differs amongst parts of the urban population in order to design climate policies that reach the maximum number of people. This includes: assessing the root causes of marginalisation (or social exclusion) and the lack or absence of access for certain groups in the city; deciphering key challenges around economic mobility and affordability; and finally, analysing how
services and policies are distributed spatially and whether any spatial inequalities exist. By applying this equity lens while planning and designing, cities can ensure that climate actions have fair and equitable outcomes.

CONDUCT A DIAGNOSIS OF EXISTING CITY NEEDS

Based on this understanding, cities should seek to design climate actions that meet existing needs of residents, such as improving urban health and well-being, increasing economic prosperity, and promoting education and skill development.

Dhaka, Bangladesh partnered with Waste Concern, a Dutch NGO to collect and treat organic matter in community-based compost facilities. The compost is then sold as fertilizer. The city provided land and promoted the sale of the fertilizer. This program generated over 400 new jobs for the urban poor, particularly for women, and helped to divert significant amounts of solid waste produced across the city.¹⁰
By diagnosing the broad areas where the city is doing well—and not so well—urban planners and policy-makers can design climate policies that target specific needs.

**USE EVIDENCE TO TRACK THE JOURNEY**

Cities should set benchmarks for their climate action plans to track progress towards their intended outcomes. This can also build momentum and ensure that a city has realistic and achievable goals for its inclusive climate action plans. Without continuous monitoring and evaluation of climate actions, cities will be ill-equipped to ensure that policies are inclusively designed and their impact equitably distributed.

In order to understand the needs of frontline communities and track whether climate actions are delivering benefits to them, cities must gather data that is disaggregated by population group and spatial distribution. For instance, if a city is aiming to reduce air pollution, data should be gathered on the number of days above the World Health Organisation’s threshold pollutant levels in specific areas of the city (e.g. low-income neighbourhoods) as well rates of asthma for particularly vulnerable groups (e.g. children, elderly). This detailed information will allow the city to understand which communities and areas are benefitting from
improved air and which are currently suffering most from existing pollution. Collecting disaggregated data can take place in parallel with community engagement efforts.

For example, Slum Dwellers International’s “Know Your City” slum mapping initiative provides a central role for informal settlement dwellers in the collection and processing of data on demographics, risks, and access to basic services.¹¹

UNDERSTAND THE POLITICAL ECONOMY SURROUNDING CLIMATE ACTION PLANNING

Understanding the key influencing factors for a set of climate actions is crucial to designing and implementing them in an inclusive way. Cities should consider their existing governance and decision-making structures, as well as the constraints or opportunities these structures create. Those working on climate action must understand the political economy drivers responsible for existing conditions which may potentially impact the implementation of actions. This understanding will allow city decision makers and practitioners to effectively navigate the institutional, political, and administrative powers in place to implement an inclusive climate action plan that has broad impact.
SIMULTANEOUSLY TACKLING CLIMATE CHANGE AND GROWING INEQUALITIES NEEDS CAREFUL PLANNING

Our research shows that while some cities and communities are testing and implementing transformational initiatives that engage and deliver benefits to a diverse group of residents, for many others, the lack of available case studies and tested techniques is a key barrier to delivering climate action in an inclusive and equitable way.
The Roadmap for Inclusive Planning provides a set of tools and resources for urban decision makers to assess the needs of different communities across a city, analyse the benefits and barriers to action for certain climate policies and design fairer and more equitable climate actions. Building on existing efforts, frameworks, and indicators, the Roadmap puts an emphasis on people and frontline communities. It can be used at various stages of the planning process and by various different departments working on both adaptation and mitigation actions.

The diagram opposite shows the primary components of this roadmap—a Needs Assessment, Action Analysis, and Policy Recommendations. The Indicators database cross-cuts each step of the process.
**Needs Assessment module**

A customizable workshop to evaluate a city’s existing needs and how to address them with climate action.

**Action Analysis module and database**

A database of the potential challenges frontline communities may face in accessing 17 climate actions.

**Policy Recommendation summaries**

A collection of strategies tied to the specific actions and challenges in the database, with example equity indicators and targets for each action.

**Indicator database with module**

The Indicator Database can be used throughout all of the Roadmap for Inclusive Planning. It is a catalog of policy-ready equity and inclusivity indicators, mapped to climate actions, and sustainable development and comes with a training module.
This section outlines the three steps of the inclusive planning approach, explaining how urban decision makers can understand the community’s needs, pick the right actions and implement fair and inclusive policies:

1 **NEEDS ASSESSMENT**

The first step of inclusive climate action planning is to conduct a Needs Assessment. The Needs Assessment helps to answer the question, “how might we tackle climate action based on the needs of our cities and citizens?”. Through this assessment, cities can identify both the communities that are most vulnerable to climate change and those that are the most sensitive to climate actions. Contextualising climate actions in terms of who will be most impacted helps the city ensure that selected climate actions have the widest economic, environmental, and social impact.
The Needs Assessment walks through a series of questions relevant to understanding the needs of various frontline communities (e.g. women, informal workers, children, people with disabilities, etc.). These questions are framed around three elements of equity—access, prosperity, and place. Health checks throughout this guidance ensure progress towards intended outcomes of conducting the Needs Assessment (e.g., ‘we can propose methods to gather data through proxies and address data gaps’).

Relevant indicators have been imbedded throughout the Needs Assessment to help cities identify the impact of their inclusive climate action planning. These indicators can be selected from the Indicators Database and should be relevant to the climate action that the city is pursuing and for which the city has some spatially disaggregated data.

The final stage of the Needs Assessment is to understand the different factors influencing decision-making in the city. This includes identifying key governance mechanisms and political economy drivers of change that can inform how the city goes about passing and implementing inclusive climate actions.
2 ACTION ANALYSIS

Next, cities can analyse the inclusivity and equity implications of potential climate actions using the Action Analysis database. This database explores the benefits and potential barriers that cities might face in implementing 17 climate policies, from creating new low-carbon building standards to improving emergency management and early warning systems for climate hazards. The benefits of each climate action are mapped to the following domains or outcome areas: health and wellbeing, planet, education and skills, economic prosperity, essential public services, civil society, and institutions and governance.

Like the Needs Assessment, the Action Analysis focuses on people. The goal of this analysis is to understand who typically accesses and benefits from potential climate actions and who may not, given existing inequities. This analysis looks at the benefits of potential climate actions through the lenses of access and availability, prosperity and affordability and spatial inclusion and place.

The Indicators database compliments the Action Analysis, providing several indicators to measure the inclusivity and equity considerations of each climate action. Each indicator is also mapped to the city’s primary domains or outcome areas. Finally, a list of priority indicators, selected for their applicability across the 17 climate actions, is provided to help cities streamline their monitoring and evaluation efforts for inclusive climate actions.
The Action Analysis database applies an equity lens to 17 climate actions. It also details the various city-wide benefits that each action could provide.

1. Collective Purchase of Renewable Energy
2. Distributed Renewable Energy
3. New building standards, codes and regulations for energy and water conservation
4. Retrofitting programmes that improve both building efficiency and resiliency
5. Fuel switching, away from dirty fuels used for cooking and heating
6. Congestion pricing and Low Emissions Zones (LEZ)
7. Expansion or Improvement of Public Transportation Options
8. Electrification of vehicles, with focus on public transport and shared vehicles
9. Pursue transit oriented, dense, and mixed use development (TOD)
10. Improving waste management through segregation, recycling, and composting
11. Green infrastructure to manage flooding and for microclimate control
12. Water management techniques
13. Improving conditions in informal settlements for increased climate resilience
14. Improvement of emergency management and early warning systems
15. Climate resilient land use planning and infrastructure development
16. Sustainable Diets through Public Procurement
17. Expanding Walking and Cycling Options and Last Mile Access to Transit Stations
3  POLICY RECOMMENDATIONS

Building on the detailed Action Analysis database, the Policy Recommendations provide clear steps for a city to take in order to implement climate actions in an inclusive way. For each action, key recommendations are provided based on city best practices from around the world. Each headline recommendation is supported by more specific steps; this additional detail helps cities implement inclusivity and equity incrementally in their climate planning. The Policy Recommendations also include the action-specific indicators that the city can use to track its progress, as well as example targets that other cities have adopted.
**RECOMMENDATION 1**

Ensure that residential green infrastructure is affordable and available for all

*Sub recommendation*

Offer free maintenance trainings at convenient times for household managers

**CITY TARGETS**

Achieve 1m² of greenery per resident by 2030, equivalent to 160 hectares of new green spaces

Barcelona, Spain

**INDICATORS**

Percentage of urban area with impervious surfaces

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**RECOMMENDATION 2**

Plan new city-level green infrastructure around need

*Sub recommendation*

Mandate that all design plans consider, evaluate and account for spatial equity

**CITY TARGETS**

Increase share of New Yorkers who live within walking distance of a park by 85% by 2030

New York, U.S.

**INDICATORS**

Percentage of residents within 5-minute walk to a park (e.g. by income level, race/ethnicity, migrant status, informality status, age)
This section discusses who should use the roadmap to inclusive planning and in what context—including the time and resources required—and the potential limitations of its application.

**WHO SHOULD USE THE ROADMAP?**

This resource is meant for city staff and urban decision-makers who are responsible for crafting and implementing inclusive climate action plans in their urban areas. The Roadmap may also be helpful for those play a role in the planning process such as NGOs, academics, experts, private actors, or consultancy groups. These resources will equip these actors with the necessary tools to better understand the needs of people in their city and to consider equity at each stage of the climate action planning process.

**WHEN SHOULD CITIES USE THE ROADMAP?**

City leaders and urban decision makers can use these resources at any point during the climate action planning process. The Needs Assessment and Actions Analysis can help a city that is beginning to consider inclusive climate actions to think through the needs of frontline communities in its jurisdiction.
and to weigh different equity benefits and barriers to action associated with adopting certain climate policies. For cities that are further along in the inclusive climate action planning process, officials can use the Actions Analysis and Indicators database to apply an equity lens to the climate policies they are designing, as well as to measure and track the outputs, outcomes and impacts of those policies.

**WHAT ARE THE TIME AND RESOURCE REQUIREMENTS?**

The time and resources required to work through the Roadmap to Inclusive Planning depends on the size of the city, its technical capacity, the number of planning staff members available and the range of actions the it wishes to adopt. To start, a city may find it easier to focus on a few climate actions that require few resources to implement, given its particular context. Certain climate actions may require infrastructure upgrades and cross-sectoral coordination (e.g. improving public transit or upgrading core services), which are both time and resource-intensive activities. Through this framework, achieving inclusive climate action also requires basic levels of data collection and community engagement. The long-term costs of not delivering climate action that is inclusive and equitable, however, far outweigh the shorter-term investments in time and resources.
WHAT ARE THE LIMITATIONS?

These tools and resources were designed to be as generic as possible in order to serve a range of cities around the world at varying stages of development. A set of 17 priority climate actions were selected based on an in-depth literature review in early 2019 of climate actions frequently adopted by cities and conversations across C40 and WRI Ross Center for Sustainable Cities. We examined city-level climate action plans and policies, existing indicator databases, relevant journal articles and grey literature to inform the Action Analysis and Policy Recommendations. Whilst this resource is based on an extensive literature review, the various elements of the Roadmap may need to be adapted for a particular urban context. To this end, we have included a variety of local case studies to complement each policy recommendation. Lastly, as the Roadmap is focused on equity and inclusivity, only the trade-offs and barriers to delivering inclusive climate actions have been considered, as opposed to the macro-level trade-offs for prioritising one climate action over another.
PUTTING THE ROADMAP INTO PRACTICE

Users should first review this executive guidance to understand which elements of the Roadmap might be most relevant in their local context. The Needs Assessment includes interactive workshop activities, which city officials can complete to understand the needs of their frontline communities and understand the various external factors affecting or inhibiting the inclusivity of potential climate actions. The Action Analysis Module and Database also provide useful presentation materials, activities, and worksheets to complete as city actors consider the equity-related costs and benefits of implementing different climate actions. Finally, the Indicators Module offers a comprehensive overview of C40’s monitoring and evaluation framework with a focus on developing and selecting indicators for inclusivity and equity.
CONTINUE YOUR ICA JOURNEY

Our research has demonstrated that to deliver inclusive climate action, cities must ensure that the principles of equity and inclusion are embedded in processes, policies and impacts.

While some cities are already delivering inclusive climate action, many cities still lack practical methods and resources to do this. To help cities achieve these ambitions, we have created 3 resources.

Inclusive climate action starts with a process where everyone’s voice is represented. This underpins the delivery of equitable climate policies and impact.

INCLUSIVITY OF PROCESS

PLAYBOOK: INCLUSIVE COMMUNITY ENGAGEMENT

An inclusive process rooted in genuine engagement with a broad and diverse set of stakeholders. Cities must engage a wide range of communities and stakeholders, with a particular focus on increasing participation and involvement of populations adversely affected by climate change and inequality. Importantly, this broad engagement must be intentional in reaching those that normally do not have access to city hall. C40 has developed case studies, techniques and exercises on participatory processes in cities to support them in delivering and/or improving stakeholder and citizen engagement strategies while planning or delivering climate policies. The ultimate aim of this work is to ensure that through an inclusive process the resulting climate actions and strategies are inclusive and equitable.
**INCLUSIVITY OF POLICY**

**ROADMAP: INCLUSIVE PLANNING**

Fair and equitable outcomes come from thoughtful and intentional design of policies and actions. C40 encourages cities to design and plan their climate actions in a way that avoids unintended inequities when implementing them and increases access of programmes and services for the majority of much of the population. Cities can use these resources to influence equitable, fair and accessible climate (adaptation and mitigation) policies and actions. Designing and implementing more inclusive policies can ensure that the benefits of climate action are distributed fairly across the city inhabitants.

Using this roadmap cities can analyse their top climate actions through an equity lens; track their journey, using our curated database of equity indicators; and ultimately design climate policies that put people first.

**INCLUSIVITY OF IMPACT**

**TOOLKIT: EQUITABLE IMPACTS**

Measuring the social and economic benefits from climate action is key to building support for action, and for ensuring effective policies are implemented. C40 resources focus on five action- benefit pathways, providing cities with the tools to calculate the social and economic benefits of climate actions (with a focus on jobs, accessibility, and affordability) as well as an approach for how to ensure these benefits are distributed equitably.

Cities can use our impact tools to calculate and communicate the wider benefits of climate action and ensure that these benefits are distributed equitably.
ENDNOTES


2. PNAS, Diffenbaugh and Burke, 2019. Source


6. For more information, see: link.

7. For more information, see: link.

8. For more information, see: link.

9. For more information, see: link.


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<tr>
<th><strong>TERMINOLOGY</strong></th>
<th><strong>Description</strong></th>
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<tr>
<td><strong>Inclusivity</strong></td>
<td>The practice of including relevant stakeholders and communities, particularly marginalised groups, in the policy-making and urban governance process, in order to ensure a fair policy process with equitable outcomes.</td>
</tr>
<tr>
<td><strong>Equity</strong></td>
<td>The absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically.</td>
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<tr>
<td><strong>Impact</strong></td>
<td>Effects of climate change and/or climate action on lives, livelihoods, health, ecosystems, economies, societies, cultures, services and infrastructure.</td>
</tr>
<tr>
<td><strong>Impacted groups</strong></td>
<td>Direct or indirect effects of climate change and/or climate action on people (individuals, groups, communities, etc).</td>
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<tr>
<td><strong>Frontline groups</strong></td>
<td>People (individuals, groups, communities, etc) on the front lines of climate change who experience the first, and often the worst, effects. These often include those most dependent on natural resources for their livelihoods, and the economically or socially disadvantaged. They frequently lack economic and political capital, and have fewer resources to prepare for and cope with climate disruptions.</td>
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<tr>
<td><strong>Income level</strong></td>
<td>Grouping or thresholds connected to earnings of labor and/or capital. Categories typically are defined related to the local/national economy.</td>
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<td><strong>Migrant status</strong></td>
<td>Refers to the legal and immigration status of a person who changes their place of residence. Categories include locals, expatriates, documented or undocumented migrants, refugees and asylum seekers.</td>
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<tr>
<td><strong>Gender</strong></td>
<td>The socially constructed characteristics of women and men – such as norms, roles and relationships of and between groups of women and men. Categories typically include lesbian, gay, bisexual, transsexual and intersex, and traditional biological sex categories of male and female.</td>
</tr>
<tr>
<td><strong>Race and ethnicity</strong></td>
<td>Race is defined as a category of humankind that shares certain distinctive physical traits. The term ethnicity is more broadly defined as large groups of people classed according to common racial, national, tribal, religious, linguistic, or cultural origin or background.</td>
</tr>
<tr>
<td><strong>Religion</strong></td>
<td>Religious or spiritual belief of preference, regardless of whether or not this belief is represented by an organized group, or affiliation with an organized group having specific religious or spiritual tenets.</td>
</tr>
<tr>
<td><strong>Informality status</strong></td>
<td>Relationship of individuals, households, activities or firms to the formal or informal economy, typically with respect to production, employment, consumption, housing or other other services.</td>
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<tr>
<td><strong>Disability</strong></td>
<td>Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.</td>
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<tr>
<td><strong>Age</strong></td>
<td>Chronological grouping based on years lived</td>
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<tr>
<td><strong>Working conditions</strong></td>
<td>Working conditions cover a broad range of topics and issues, from working time (hours of work, rest periods, and work schedules) to remuneration, as well as the physical conditions and mental demands that exist in the workplace and job stress for workers in transitioning industries (e.g. fossil fuels).</td>
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