May 2026

IMT
INSTITUTE
FOR MARKET
TRANSFORMATION



Community Engagement Framework

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ABOUT IMT

The Institute for Market Transformation (IMT) is a national nonprofit organization focused on increasing energy efficiency in buildings to save money, drive economic growth and job creation, reduce harmful pollution, and tackle climate change. IMT ignites greater investment in energy-efficient buildings through hands-on expert guidance, technical and market research, policy and program development and deployment, and promotion of best practices and knowledge exchange. For more information, visit [imt.org](imt.org).



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INTRODUCTION

Since IMT first embarked on our journey toward equitable decarbonization, times have changed. Our work now faces unprecedented uncertainty due to cutbacks in philanthropic funding, animosity toward diversity, equity, inclusion and accessibility (DEIA) programming, and government attacks targeting our most vulnerable communities (e.g. immigrant, LGBTQIA, indigenous etc.).

Despite these challenges, we remain steadfast in our mission of leveraging buildings to improve lives by reducing pollution, protecting health, creating wealth and economic opportunity, and enabling resilient communities. We seek a path forward, and continue to make progress by collaborating with others. For example:

- Government partners and city leaders are doing their best to uphold principles of justice and equity in their efficiency and sustainability programs.
- Frontline communities are continuing to stand in solidarity with one another and trusted allies in the face of devastated environmental calamities, state repression, militarized force, immigration raids, and deepening inequities.
- Equitable decarbonization partners are getting more precise with technical assistance support, yet struggle to freely support environmental justice programs across the country for fear of depletion of financial support.

As we all continue to navigate an increasingly hostile political and social landscape, it is essential that IMT remains committed to progress not only toward meaningful engagement, but intentional resilience and solidarity with all our ecosystem partners. This updated Community Engagement Framework reflects that commitment by prioritizing three key pillars:

1. **Amplifying IMT's Community Engagement principles.** We believe these principles will advance us, and our field, toward a Just Transition*.
2. **Creating collaborative solutions.** We believe in the power* of collective action. Through our efforts over the past several years, we have effectively implemented equitable decarbonization projects in seven cities and two states.
3. **Learning intersectionalities.** We are committed to understand how decarbonization policies affect marginalized peoples, with a special focus on Native and Tribal peoples.

Our goal is to not shy away from difficult conversations, but to create space for the co-creation of solutions, solidarity, resistance, and resilience. This update builds upon our core values, commitments, and introduces new goals and aspirations where we envision a world where buildings, and those who inhabit them, experience dramatically lower greenhouse gas emissions and are supported in their physical, social, and economic well-being.

CREATING A NEW PRACTICE

In June 2021, IMT's Community Engagement (CE) team began developing a framework to guide our approach to meaningful engagement with frontline communities in the pursuit of a just and equitable low-carbon future. The original framework was developed through months of research, internal dialogue, and collaboration with frontline community partners who offered their insights and critiques. It was built around three guiding goals: Transform, Balance, and Close Gaps. It also outlined foundational values, tactics, and objectives for embedding justice into energy policy development.

This served as a starting point—a commitment to shift from extractive models of policy development to ones that center lived experience, frontline leadership, and community-driven change. We heard directly from community-based organizations, many of whom co-developed and reviewed the original framework and our Memorandum of Understanding (MOU). Their insights shaped our understanding of meaningful engagement, expanded our definition of expertise, and helped define what accountability* looks like in our partnerships.



* See Glossary for definition.

Five years later, we have updated the framework to reflect how we have applied the framework, how it has grown, and where it needs to go. In this update, we're moving beyond theoretical commitments and naming the real shifts we've made—and where we're still learning. We've integrated this framework into place-based projects, pilot programs, and internal decision-making. It has informed our grantmaking approach, our conversations with cities, and our efforts to introduce tools like **Community Accountability Boards** (CABs) and emerging models of participatory climate governance.

This revision also recognizes that new layers of complexity have emerged. We are now grappling more intentionally with questions of tribal engagement, worker justice, tenant protections, and reparative climate policy. Our team is committed to evolving the framework to meet those demands, while still holding true to its original spirit.

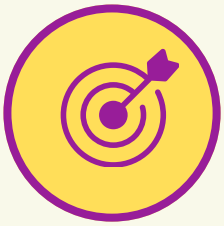
To that end, this new version includes:



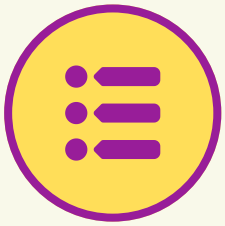
Updated sections such as "Rooting the Framework," which now includes Indigenous Principles of Just Transition, and regenerative economics.



Case-based insights from our work, including both successes and lessons learned.



Expanded goals that reflect broader justice priorities, including labor equity, tenant rights, and long-term community governance.



A new timeline to track the framework's evolution and its use across programs.

This update is not the conclusion of our practice; it is a checkpoint. It marks our ongoing commitment to evolve with the communities we serve, to listen more deeply, and to remain accountable to the transformative potential of the building sector.

ORGANIZATIONAL JOURNEY

AT A GLANCE

1996-2019 TECHNICAL LEADERSHIP

From 1996 to 2019 IMT operated as a leading technical assistance organization within the building decarbonization industry with a commitment to combating climate change and generating a circular economy. We specialized in policy approaches that raised buildings' performance expectations with flexible paths to move forward, reflected the needs of industry stakeholders, support inclusive economic opportunity, and increase resiliency and health.

2019-2026 ORGANIZATIONAL SHIFT

In 2019 IMT made an intentional shift to assess the intersections of building decarbonization, economic justice, environmental justice, and public health. Following the assessment, IMT committed to support climate and environmental justice solutions to adequately respond to the unique challenges and needs faced by frontline communities across the nation.

2026: 30 YEARS OF IMT

* See Glossary for definition.

ORGANIZATIONAL JOURNEY

CLOSER LOOK

2019-2026 ORGANIZATIONAL SHIFT

IMT Developed the Community Engagement Framework to engage communities throughout our work toward a resilient, low-carbon future. The team met over several months to research and establish a strategic plan for helping our governmental partners meaningfully engage with frontline communities.

2022

The team completed the Community Engagement Framework, Process Guide and Conflict Resolution Guide. IMT commenced organization-wide learning to center current climate issues impacting frontline communities across all IMT projects.

Project Spotlight 22': Community Climate Shift

Project Spotlight 23': Community Advisory Board Cohort

Project Spotlight 24': Community Health Priorities in Building Performance Policies

2024

Starting 2024 IMT imbedded EJ principles in projects outside our government engagements. We explored how Utility Franchise Fees can fiance climate action, how Building Exchange HUBS can address community needs, and intersections of decarbonization and tribal sovereignty.

Now we are taking a moment to reflect how IMT as a technical organization can continuously support frontlines communities in this current political moment and onward.

* See Glossary for definition.

ACKNOWLEDGEMENTS

IMT recognizes and understands the importance of including community-based organizations (CBOs) and community members in the development and implementation of policy in order to ensure the passage of equitable and successful community solutions to energy and climate challenges.

We value the expertise and insights that the following community-based organizations have to offer, and their partnership in this work ensures equitable and meaningful community engagement in the co-development of effective energy efficiency and building performance policies. IMT would like to thank the following community-based organizations for their leadership and guidance. We are so grateful for these partners who offered invaluable feedback and upgrades to this framework, including the review of our MOU for CBOs:

- **Bridges, Inc.** (Washington D.C.)
- **CARECEN** (Washington D.C.)
- **Coalition for Communities of Color** (Portland, OR*)
- **CooperAción Santa Ana** (Santa Ana, CA)
- **CRECE Urban Farms** (Santa Ana, CA)
- **Empower DC** (Washington, D.C.*)
- **Esmeralda Hic**, *Collaborative Partnerships Program Coordinator*, **People's Climate Innovation Center**
- **Facilitating Power** (Salinas, CA)
- **Orange County Environmental Justice** (Orange County, CA)
- **People for Community Recovery** (Chicago, IL)
- **Pueblo Unido CDC** (Coachella Valley, CA*)
- **Santa Ana Building Healthy Communities** (Santa Ana, CA)
- **Verde** (Portland, OR*)

* The Coalition for Communities of Color and Verde authored the community memorandum of understanding (MOU) documents that IMT updated and currently uses as its main agreement with community partners. Empower DC and the Pueblo Unido CDC also contributed their time and expertise to IMT's updated MOU agreement.

ROOTING THE FRAMEWORK

The Community Engagement Framework is grounded in a lineage of movements and lived experiences that call for an end to extractive systems and a shift toward regenerative, community-led futures. Rather than begin with a blank slate, our framework is rooted in decades of work by frontline leaders, organizers, and environmental justice practitioners. It reflects IMT's commitment to following their lead—while deepening our understanding of how to show up with humility, solidarity, and accountability.

WHO WE MEAN BY FRONTLINE COMMUNITIES

At IMT, we use the term "frontline communities" to describe groups who are most directly and disproportionately impacted by the consequences of climate change and systemic environmental harm. These include—but are not limited to—Black, Indigenous, and other communities of color; immigrants and undocumented people; low-income households; and those living in neighborhoods burdened by pollution, or lack of essential infrastructure.

OUR FRAMEWORKS AND GUIDING PRINCIPLES [1]

The foundation of this Framework draws on several powerful bodies of work, including:

- The Just Transition framework, which outlines a shift from extractive to regenerative economies, emphasizing buen vivir (collective well-being), meaningful work, self-determination, and solidarity across geographies and struggles.

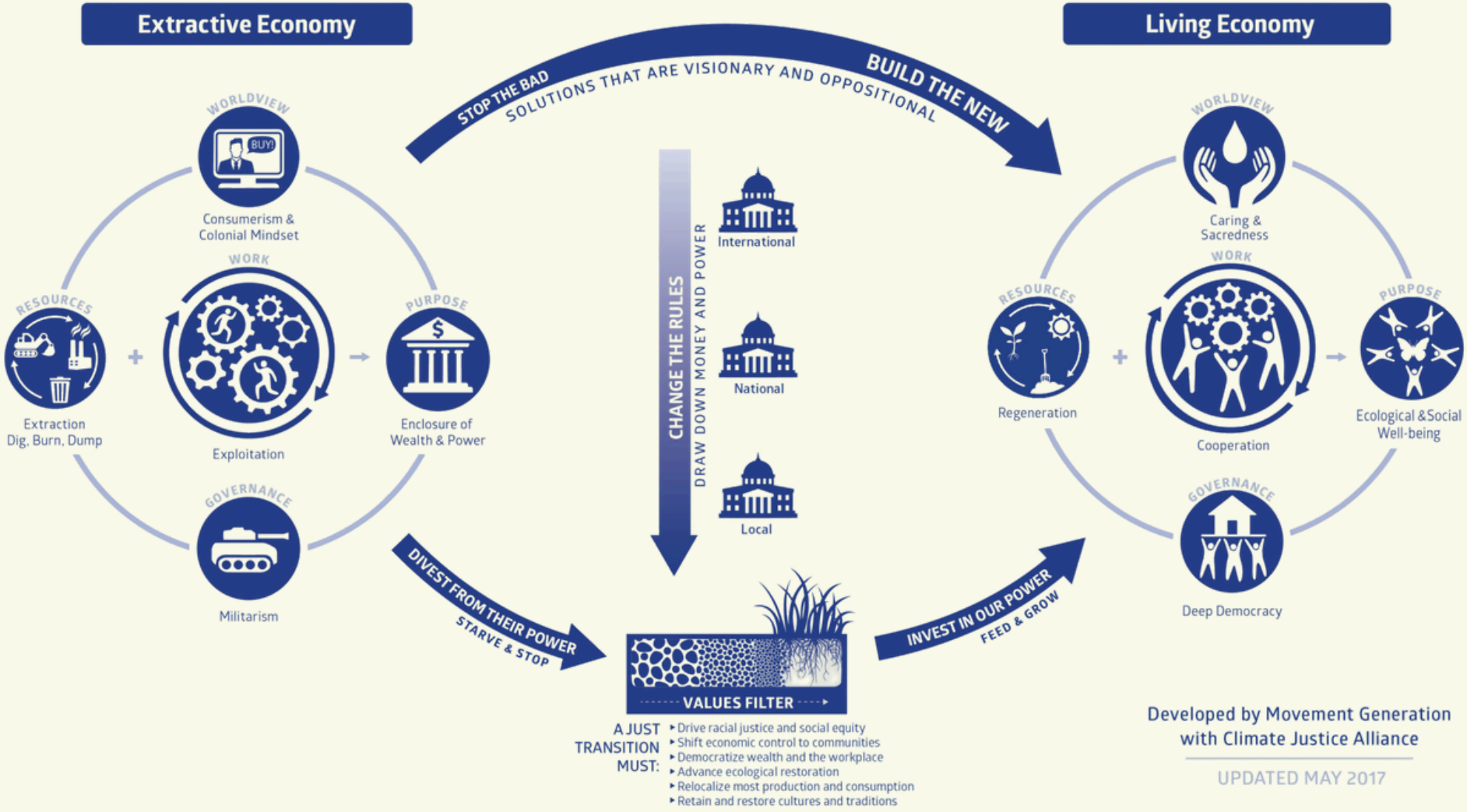
- Indigenous principles of Just Transition, which demands the active reimagination of colonial biopolitical and geopolitical management of people, land, flora and fauna within a given nation.

- The Spectrum of Community Engagement to Ownership, which provides a roadmap for shifting power from institutions to communities and supporting community-led governance.

- Person-centered approaches to engagement, which insist that authentic participation is about more than input—it's about co-creation, consent, and care.

This section is not a comprehensive literature review, but a call-in to the frameworks and values that animate our work. As we continue evolving the Framework, we remain committed to learning from, citing, and uplifting communities and traditions that made this work possible

A STRATEGY FRAMEWORK FOR JUST TRANSITION



Source: [Climate Justice Alliance]

COMMUNITY ENGAGEMENT TO OWNERSHIP

FROM TOOL TO TRANSFORMATION

The Spectrum of Community Engagement to Ownership (CE2O), developed by Rosa Gonzalez and Facilitating Power, is a strategic framework that guides organizations and governments in advancing community decision-making power. It is built on the belief that communities must not only be engaged but also empowered to own the policies, programs, and systems that shape their lives.

In the last two years, IMT has collaborated with Rosa González and Facilitating Power to further develop and expand the CE2O tool. This collaboration unfolded through a series of workshops involving both our government partners and community-based organizations (CBOs) and applying the framework in a program across nine different cities and states.

From the very inception of the project—kicking off in July 2024—we introduced the CE2O tool [1] as a foundational framework, using it to guide conversations on how to shift from basic community consultation to deeper levels of collaboration and ultimately, community ownership.

We continued applying the tool through iterative workshops to establish baseline assessments, gather feedback from partners and expand how the CE2O framework could be tailored to the specific needs of our locations' sustainability and equitable building performance efforts, and to check on progress and celebrate successes.



Below are important milestones in the application of the tool with examples from our Chicago community partner, [People for Community Recovery (PCR)]:

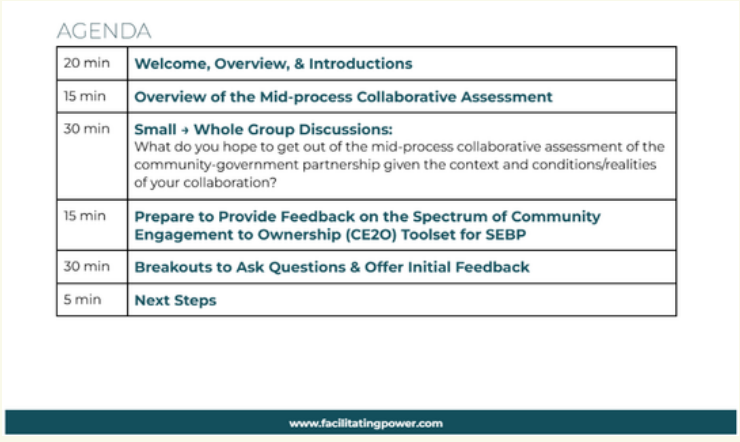
June 2024 - September 2024:
Kick-off meetings were held to introduce the CE2O tool and determine a baseline of relationship and engagement, and alignment on at least two goals the CBO and government partner could commit to in the collaboration.





Agenda from Chicago's June 2024 Kick-off Meeting.

October 2024:
Rosa Gonzales, creator of the CE2O tool, led a workshop for our community partners. The purpose of the workshop was to refine the new spectrum assessment materials based on their feedback and experience with the tool.


AGENDA

20 min	**Welcome, Overview, & Introductions**
15 min	**Overview of the Mid-process Collaborative Assessment**
30 min	**Small → Whole Group Discussions:** What do you hope to get out of the mid-process collaborative assessment of the community-government partnership given the context and conditions/realities of your collaboration?
15 min	**Prepare to Provide Feedback on the Spectrum of Community Engagement to Ownership (CE2O) Toolset for SEBP**
30 min	**Breakouts to Ask Questions & Offer Initial Feedback**
5 min	**Next Steps**

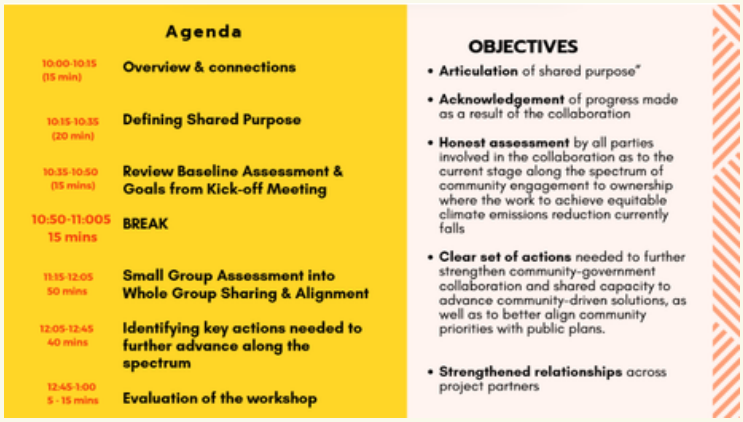
www.facilitatingpower.com

Facilitating Power October 2024 Workshop Agenda

April 2025:
Similarly in March of 2025, Facilitating Power held a workshop for our government partners on how they can use the tools to evaluate community engagement efforts and identify actions to better integrate community into policy and program design and implementation. Objectives for the workshop included:

- Grounding in the purpose of community involvement within building decarbonization.
- Introducing the Community Involvement Toolset and how it can be used to continue to strengthen and learn within the process of community engagement.
- Harvesting insights around what's resonating/helpful and what gives pause/potential challenges.

September 2025-December 2025:
Midpoint and project closeout workshops were held to reflect on our work together. We compared initial scores and insights from our kickoff meetings to where the city and our CBO partners stand presently, providing an opportunity to measure progress, recalibrate our approaches, and celebrating successes to ensure the tool continues to serve as a dynamic roadmap for shared governance and community leadership.



Agenda from Chicago September 2025 Midpoint Meeting. Created by Facilitating Power.

IMT's ongoing application of the CE2O framework has transformed it from a conceptual tool into a living practice—adapted, tested, and evolved through real partnerships. As cities and CBOs continue to co-create pathways for shared governance, the CE2O spectrum remains a dynamic guide for navigating power, deepening trust, and shifting how decisions are made. Through this work, we've learned that community engagement is not a one-time input, but a long-term investment in collective leadership and resilient, responsive policy.

The revised version of the CE20 framework, as applied to the Community Climate Shift project, is available as a report. A paper detailing three of the projects is forthcoming in August 2026.

PEOPLE FOR COMMUNITY RECOVERY

The CE20 tool was helpful in conceptualizing goals for our project and supporting conversations with the City of Chicago that we wouldn't have had otherwise. These discussions provided an important foundation for joint equitable decarb work, including an Equitable Decarbonization Co-governance Pilot Project.

Courtney Hanson
Deputy Director

COMMUNITY ENGAGEMENT FRAMEWORK

MISSION

Drive the co-development of **energy efficiency and climate solution** that identify and address the challenges, priorities, and aspirations of frontline communities through meaningful community engagement.

Values

1. Solidarity
2. Advocacy
3. Justice-Informed
4. Use Power for Good
5. Integration
6. Intentionality
7. Strategy
8. Culture of Care

ENGAGEMENT

Deeper, more intentional engagement, especially with Tribal Nations.

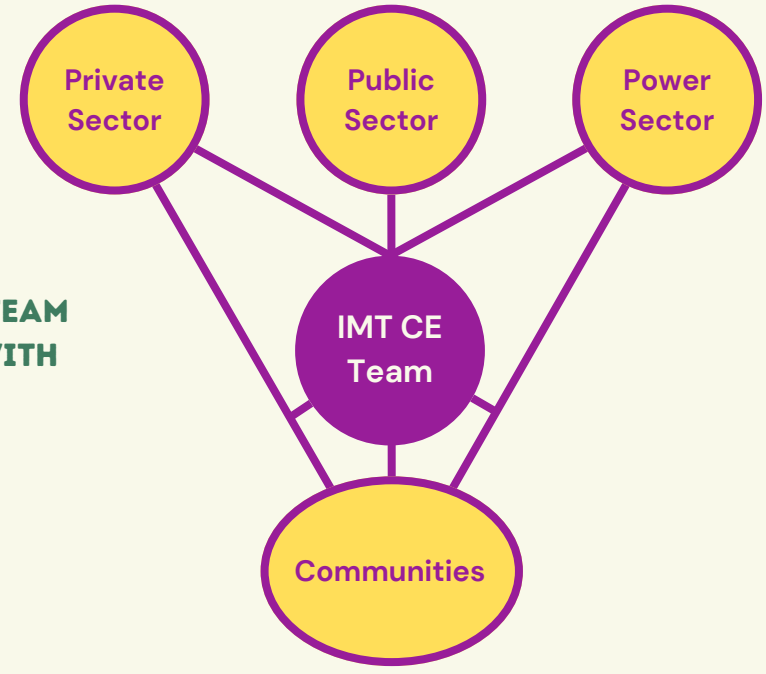
EQUITABLE RESEARCH

Equitable research and technical assistance for communities.

ACCESSIBLE EDUCATION

Opportunities for accessible education.

HOW THE IMT CE TEAM COLLABORATES WITH COMMUNITIES:



MISSION

The mission for community engagement at IMT is to drive the co-development of energy efficiency and climate solutions that identify and address the challenges, priorities, and aspirations of frontline communities through meaningful community engagement.

VALUES

The mission is supported by eight values that are non-negotiable for community engagement at IMT:

1. **Act in solidarity.** Have empathy and humanize energy efficiency in a way in which everyone understands that these issues impact the livelihood of real people.
2. **Advocate for transformative solutions.** Make the case for cities, business leaders, and other stakeholders to collaborate with community.
3. **Be justice- and issue-informed.** Clearly understand the issues at hand about and the language we use so that we are intentional in our work.
4. **Use our power for good.** Use our influence and resources to challenge the status quo systems that marginalize communities.
5. **Be intentional.** Develop long term strategies for community engagement so that we aren't rushed or stumbling in our steps.
6. **Be integrated.** Clear communication between IMT staff on programs and projects, as well as clear communication between sectors and the Community Engagement team.
7. **Strategize before acting.** Avoid shortcuts and prioritize research and planning before engaging with communities or making commitments to partners.
8. **Foster a culture of care.** Care for each other as colleagues first and foremost, so we can process and heal before engaging with others.

GOALS

Frontline communities experience real and disproportionate types of violence from the climate crisis and are left out of the policymaking process. Communities often know the solutions to the issues they're facing but lack the political, economic, and technical resources needed to make their voices heard. The CE team has outlined three major goals to help hold IMT accountable to shifting how the organization works with communities and governments: **Engagement, Equitable Research, and Accessible Education.**

Overall, this means that we do not take pre-defined solutions into frontline communities but rather engage community members early-on, and follow their lead in co-developing the process.



DEEPER, MORE INTENTIONAL ENGAGEMENT, ESPECIALLY WITH TRIBAL NATIONS

Develop trust-centered and culturally-grounded partnerships with CBO partners—especially those representing and serving Tribal Nations—by co-creating structures, practices, and communication pathways that honor Tribal sovereignty and expertise, and support long-term collaboration in energy efficiency and decarbonization where IMT is present.



EQUITABLE RESEARCH AND TECHNICAL ASSISTANCE FOR COMMUNITIES

Build in-house equitable, qualitative research and technical assistance for CBO partners serving frontline communities that expose historical barriers and support their advocacy needs to prevent displacement and support long-term housing stability.



OPPORTUNITIES FOR ACCESSIBLE EDUCATION

Support CBO partners representing frontline communities with accessible, educational materials to break down barriers of misinformation; equip communities with accurate information; and build capacity to advocate for solutions in their communities.

CONTINUOUS LEARNING

As part of the 2025 update to IMT's Community Engagement Framework, we sought direct feedback from our CBO partners to reflect on how our values and tools have shown up in practice.

WHAT WORKED WELL

Most partners rated their experience between 4 (Satisfied) and 5 (Very Satisfied), with praise for IMT's:

- Consistent availability and responsiveness
- Community-driven orientation
- Clear and supportive communication across challenging project phases

Operationalizing Values: IMT consistently brought the values of strategy, advocacy, and solidarity into the work. Partners noted the team's availability, responsiveness, and ability to navigate challenges with transparency and care.



> "Working with IMT has allowed us as a community based organization to deepen our relationships with government partners in meaningful ways. With this work, tenants and houses of worship have been able to be part of conversations that are usually limited to landlords and building owners."
>
> Sidra Siddiqui (Senior Organizer), **Washington Interfaith Network (WIN)**

> "Thanks for inviting us to be part of the project! It has been a helpful foundation for additional decarb work. We really enjoy working with the IMT team! Y'all are good folks and great allies."
>
> **Aja Corrigan** (Operations Coordinator), **Community Builder's Network (CBN)**

Strengthening Relationships: Tools like the CE2O are instrumental in facilitating deeper conversations with city agencies that might not have occurred otherwise, but we understand this tool is not a one size fits all for all CBO-government partnerships. We also acknowledge that the success of these tools are contingent on government buy-in.

Community Centered Facilitation: CBOs highlighted as a strength IMT's ability to pivot in response to community needs—such as natural disasters or project delays. The team's facilitation of coalition spaces created environments where partners felt supported and included.



Application of Community Engagement Framework: Most respondents (3 out of 4) rated IMT's application of the community engagement framework as a 4 out of 5. One respondent rated it a 5. Feedback highlighted IMT's consistent communication, accountability, and sector-bridging efforts. Partners expressed appreciation for open dialogue, reliability, and ongoing support, even beyond the bounds of specific projects.

> "We learned a lot [from IMT] via the visioning group [and] appreciate having a patient partner that is community driven and willing to pivot to what the community needs. We needed [IMT] leadership to understand building decarb [and] liked that IMT was able to focus on the tangibles and the next steps post [the project]."
>
> Linda Nguyen, **Executive Director, Community Builder's Network (CBN)**

> "We have found that IMT operationalizes the values in their community engagement framework well, especially strategy, advocacy and solidarity. They are always available to answer questions and discuss strategy whether it relates directly to the projects or other campaigns."
>
> Project Participant, **People for Community Recovery (PCR)**

CHALLENGES AND OPPORTUNITIES

Balancing process with progress

Some partners felt the frequency of planning meetings and process-heavy sessions could sometimes take away from on-the-ground impact. Maintaining the balance between reflection and action is an ongoing learning.

Funding Limitations

While initial funding supported foundational work (e.g., staffing, outreach), multiple partners expressed the need for expanded funding to match the full scope of desired engagement and implementation efforts.



IMT & INDIGENOUS COMMUNITIES

Over the past five years, IMT has taken strides in centering frontline communities within political, energy, and regulatory systems traditionally exclusionary to marginalized peoples. These efforts resulted in more accessible resources, government partnerships accountable to communities, and stronger national environmental justice coalitions.

As an organization responding to ever-changing needs of local and regional decarbonization efforts, we are exploring how to further push the boundaries of existing exclusionary systems, and reimage new methodologies to achieve a Circular Economy*.

Simultaneously, authors of the Just Transition Framework have developed additional materials to realize a regenerative economy for all peoples. Resources such as the Indigenous Environmental Network's Indigenous Principles of Just Transition are making progress toward the goals outlined in the original 8 principles.

Just as IMT utilized the original 8 principles of a Just Transition as a foundation for our community engagement framework, we aim to follow environmental justice leaders in this evolving movement and follow environmental justice leaders, by continuously updating our approach to match evolving Just Transition goals and frameworks.

Note: The following information is a summary of the full Indigenous Principles of a Just Transition which extend beyond decarbonization.

At IMT, we aim to shift away from extractive systems—as defined by the Indigenous Principles of a Just Transition—that are within our Sphere of Control. Acting in solidarity is one of the values under our framework. We will continue to do so when appropriate and to the best of our ability. Acting in solidarity is one of the values under our framework. We will continue to do so when appropriate and to the best of our ability.

See the Management Center for more on Sphere of Control.

INDIGENOUS PRINCIPLES FOR A JUST TRANSITION



1. A JUST TRANSITION AFFIRMS OUR RELATION WITH THE NATURAL WORLD

It asserts, and centers the indigenous relationality to waters, lands, and natural systems. It acknowledges Earth, land, water and sky as sovereigns not to be exploited or commodified.



2. A JUST TRANSITION RECOGNIZES INDIGENOUS NATIONS AS SOVEREIGN PEOPLES

It respects indigenous authority over treaty and unceded traditional territories. It extends to language, ecological knowledge, spiritual wisdom, and traditional knowledge of sustainability. It rejects non-Indigenous definitions of sovereignty created by dominant forms of governance, economic development and corporate structures.



3. A JUST TRANSITION REQUIRES GOVERNMENTS TO CONSULT WITH INDIGENOUS NATIONS UNDER THE TERMS OF FREE AND PRIOR CONSENT (FPIC).

FPIC is a foundation to protect Indigenous rights and includes participation in setting the terms and conditions addressing the economic, societal, cultural, spiritual and environmental and climate impacts.



4. A JUST TRANSITION PROTECTS THE RIGHTS OF NATURE

It acknowledges the voices of Indigenous Peoples when they speak out for humanity to respect and take responsibility to protect the sacredness of water, air, land and the Circle of Life.* It recognizes the Rights of Nature or Rights of Mother Earth* that seek to define equal legal rights for ecosystems to exist, flourish, and regenerate their natural capacities. It requires humans to live within not above the natural world and transforms our relationship to nature from ownership to relative.



5. A JUST TRANSITION DEMANDS A RESTRUCTURING OF EXTRACTIVE ECONOMIC SYSTEMS

It recognizes Indigenous traditions that root economic activity in sacred relationships with Mother Earth and Father Sky. It rejects all market-based mechanisms that allow the quantification and commodification of Earth's natural resources and processes. It establishes an economic system in line with Mother Earth. It requires an immediate reduction of production and consumption, a full restoration of ecosystems, an elimination of economic systems that prioritize growth, profit, and private acquisition above all, an elimination of toxic environmental substances, and a recognition of sacred relationships to place in all economic decisions. It sees the role the US and Canadian governments have played to position some Indigenous Nations to be economically reliant on extractive industrial developments, and demands colonial governments to provide financial support/worker training to achieve an economic Just Transition for these Indigenous Nations. It demands that every job pays a livable wage and stable income that protects workers, and provides a good standard of living, and pathways out of poverty.



6. A JUST TRANSITION DEMANDS THE COLLECTIVE RESPONSIBILITY OF STEWARDSHIP

It requires a systems change for humans to become caretakers of where they live. It requires new laws to recognize the rights of ecosystems and preempt corporate rights, property ownership, and financial speculation. It adopts production mechanisms that use Toxic Use Reduction,* Best Management Practices,* Precautionary Principles,* No Harm Principles,* as well as Zero Waste Principles* while moving forward a Just Transition model from the bottom up.



7. A JUST TRANSITION RECOGNIZES HISTORY AND ACTS IN SOLIDARITY

It recognizes the strategies first created by labor unions, environmental justice groups, people of color and low-income communities on Indigenous lands who sought a transition away from toxic polluting industries in alliances with fence line and frontline communities.*



8. A JUST TRANSITION ENCOURAGES INDIGENOUS LEADERSHIP

It encourages Indigenous leadership to assume their role in supporting a Just Transition to a green economy, energy democracy, sustainable housing, education, community health care, clean energy and energy efficiency, sustainable community planning and natural resource management systems based upon indigenous science and traditional knowledge.



9. A JUST TRANSITION DEMANDS A DRASTIC REDUCTION IN CARBON DIOXIDE EMISSIONS

It acknowledges the feasibility of transitioning to an economy in the U.S. and Canada based completely on renewable energy, with no carbon dioxide emissions and no nuclear energy. It requires leaving more than 80% of known fossil fuel reserves under the soil and beneath the ocean floor, and banning all new exploration and exploitation of fossil fuels.



10. A JUST TRANSITION EXTENDS PAST THE ENERGY SECTOR

It is food sovereignty. It is protecting native seeds. It is decolonizing Indigenous diets. It is the Indigenous right to define food and agricultural systems. It is acknowledgement that Indigenous Peoples can make changes in their lives and take positive actions. It is a transition away from the patterns of an industrialized mindset. It is confrontation with Internalized Oppression. It recognizes a decolonization* process that incorporates physical, psychological, emotional, spiritual strategies since the body, the mind, heart and the soul are affected directly by colonialism. It recognizes the need for Indigenous ingenuity – Indigenuity – inspired by our ancient intergenerational knowledge and wisdom given to us by our natural relatives.

Moving forward, IMT will assess how our work in policy, utility, business, and codes align with these principles, identify false solutions that undermine them, and create a pathway to support climate and environmental justice solutions to adequately respond to the unique challenges and needs faced by Indigenous Peoples.

ADDITIONAL RESOURCES

- IMT, 2024, **IMT's Community Accountability Board Toolkit**
- **Equitable Decarbonization Explained (Learning Series)**
- Facilitating Power, **Spectrum Toolset for Community Climate Shift**
- IMT, 2004, **How Buildings Affect Climate**
- Strategic Actions for a Just Economy (SAJE) and Public Health Law Center and with support from IMT, **"Tenants at the Center: An Equitable Path to Building Decarbonization"**
- Northeast Energy Efficiency Partnership, 2024, **"Growing an Equitable Energy Efficiency Workforce"**



GLOSSARY OF TERMS*

ACCOUNTABILITY

How individuals and communities hold themselves to their goals and actions and acknowledge the values and the groups for which they are responsible. To be accountable, one must be visible, with a transparent agenda and process. Source: Movement Strategy Center.

BEST MANAGEMENT PRACTICES

Policies, practices, protocols or structures implemented to mitigate environmental degradation, restore natural systems or maximize environmental sustainability
Source: Adapted from Fish and Wildlife Service and US Army Corps of Engineers definitions of BMPs.

CIRCULAR ECONOMY

An economic model that centers regenerative resources, cooperative work, ecological and social well-being, deep democracy, and caring and sacredness as an alternative to current economic models driven by capital, colonization, wealth hoarding, resource extraction, and militarism.
Source: Banks and Tanks to Cooperation and Caring - A Strategic Framework for a Just Transition.

CIRCLE OF LIFE

The concept where all "living" and "nonliving" entities are interconnected and coexist in harmony. It represents natural cycles of the world on an ecological, physical, chemical, and biological level. In the circle there is no hierarchy of species, peoples, or knowledge. Humans are not above nature, but exist within the cycle with all other "living" and "nonliving" entities. Source: Synthesized from the Tapestry Institute definition.

DECARBONIZATION

The process of stopping or reducing carbon gases, especially carbon dioxide, being released into the atmosphere as the result of a process, for example the burning of fossil fuels. Source: Cambridge Dictionary.

DECOLONIZATION

Decolonization involves the repatriation of all land and the recognition that land and relation to land is differently understood. Decolonization cannot be integrated into preexisting anti-racist or justice frameworks because decolonization aims at something different than those forms of justice. Source: Tuck and Yang, Decolonization is Not a Metaphor.

FENCE LINE

A community living immediately adjacent to sources of pollution such as a fossil fuel power plant. Source: Natural Resources Defense Council, Fenceline Communities Demand Protections from Toxic Industry.

FRONTLINE COMMUNITIES

Members of the communities include those impacted most by climate change and its root causes, which include white supremacy, patriarchy, and colonization. These communities are embedded in legacy struggles against social, economic, and environmental injustices exacerbated by extractive and pollutive industries that have been purposely and systemically situated adjacent or within to their communities. This disproportionate exposure to climate and environmental injustice results in acute and chronic impacts to human and environmental health. Frontline organizations are those created by and for frontline communities, and are accountable to a base of frontline community members. Communities that experience the impacts of climate change "first and worst." Overwhelmingly and disproportionately people of color, individuals in these communities have endured the incredible physical, economic, and mental burdens of climate change. For instance, they may have been forced to rebuild their homes and lives after climate-fueled floods or wildfires take everything they've worked for; they've lived through heatwave after heatwave or watched endless droughts turn crops into dust; and on and on. Sources: The Climate Reality Project and Movement Strategy Center.

ENVIRONMENTAL JUSTICE

The fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation and enforcement of environmental laws, regulations and policies. Source: EPA.

JUST TRANSITION

A set of unifying principles and practices supporting a just society has shifted from an extractive economy to a waste-free, regenerative economy. It must be equitable and must redress past harms. Its process must be just, or the outcome will not be. Source: Movement Strategy Center.

NO HARMS PRINCIPLE

A principle for outside intervention that dictates outside intervention cannot worsen a situation and or cause harm in a community. Source: Mayer, B.. The relevance of the no-harm principle to climate change law and politics.

POWER

The ability to influence others and impose one's beliefs. All power is relational, and different relationships either reinforce or disrupt one another. The importance of the concept of power to anti-racism is evident: racism cannot be understood without understanding that power is an individual relationship and a cultural one. Those power relationships are constantly shifting. Power can be used malignantly and intentionally but need not be, and individuals within a culture may benefit from power they are unaware of. Cultural power is all-encompassing, economic power is foundational, and political power reflects economics and culture. Source: Movement Strategy Center.

PRECAUTIONARY PRINCIPLES

A guideline in environmental decision making with four central components: Taking preventive action in the face of uncertainty, shifting the burden of proof to the proponents of an activity, exploring a wide range of alternatives to possibly harmful actions and increasing public participation in decision making. Source: Kriebel, D., et al. "The precautionary principle in environmental science," *Environmental health perspectives*.

RIGHTS OF MOTHER NATURE OR RIGHTS OF MOTHER EARTH

Redefines prevailing laws and worldviews that assert human authority overall all nature while excluding the natural world from legal standing or personhood to a legal system that protects the rights for ecosystems to exist, flourish, and regenerate their natural capacities. Additionally, it recognizes human obligation to live within not above the natural world and protect the ecosystem on which our mutual wellbeing depends. Source: Movement Rights, Rights of Nature & Mother Earth - Rights-Based Law for Systemic Change.

SPHERE OF CONTROL

A framework to identify the issues, challenges, or conflicts an individual, department or organization has the ability to directly change or influence. For IMT this framework is used to both validate issues affecting people's daily lives and identify the issues IMT can directly influence or address. Source: The Management Center - Using Sphere of Control to Build Resilience.

TOXIC USE OF REDUCTION

A type of pollution prevention that centers on reducing the use of toxic chemicals and reducing the generation of toxic wastes in the manufacturing process prior to recycling, treatment or disposal. Source: Toxic Use Reduction Institute - About Toxic Use Reduction.

ZERO WASTE

Everything has a purpose and a place in the living world, there is no "trash" or "away." Source: Banks and Tanks to Cooperation and Caring - A Strategic Framework for a Just Transition.

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