CLIMATE JUSTICE & JOBS
2021-2024 Strategy
Racial & economic justice on a livable planet with an inclusive, transparent, regenerative green economy that works for all.
Seemingly isolated issues have shared roots in white supremacy and rampant capitalism.
• Listen to those most impacted
• Co-create thriving visions
• Activate and organize communities
• Foster learning communities
• Design strategy campaigns
• Serve as the Equity Flank in environmental conversations
• Serve as the Environmental Flank in racial justice conversations
Respect and Listening: Everyone is an expert on their own experience. We are all learners and all teachers.

Anti-Racism: We join in the urgent work of dismantling White Supremacy, extreme inequality and dehumanization.

Being Allies: We're on the same team on a journey of co-liberation.

Unity and Diversity: Our differences are welcome and generative.

Spirit and Action: Personal and political (inner and outer) work is interconnected. We grow as leaders as we grow a movement.

Working from the Ground Up: Real solutions have to be co-created by those most impacted by systems that marginalize and oppress.

What other values do you bring?
We hold the intersection of race and economics as integral to the climate conversation. We make front and center the voices of people most impacted by poverty, racism, and climate crisis. Black, Brown, poor and immigrant communities and allies are building a multi-faith, multi-racial movement to transform the old energy economy into an inclusive, clean energy economy.

We believe the rights and dignity of workers are essential to any transition from a fossil fuel economy to a renewable one. We stand for healthy lives for all: pathways into Green Jobs; local and inclusive investment in green infrastructure; and solutions that build economic opportunity, lift people out of poverty and challenge racism, as we work for a livable planet.

We build bridges between urban and rural communities and between the U.S. and Global communities to create a racially and economically just movement that is both very local and very universal, putting community and care of the earth overexploitation and greed.

Building a climate-just Beloved Community: POWER's moral lenses

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OUR THEORY OF CHANGE

**PEOPLE POWER MATTERS**
**IN THE STREETS AND IN THE VOTING BOOTH**
- Match the pressure of money in politics with the massive force of people
- Show up in the public sphere
- Agitate, inspire, encourage, engage and activate agency
- Connect across lines of racial, economic, religious and geographic difference
- Exert pressure with the use of:
  - press conferences, testimony at public hearings, mass rallies and marches, creative actions, social media messaging, candidate forums, educational and research sessions, legislative visits and more.

**WHAT IS THE IMPACT?**
- Using the power of the vote to elect leaders who will govern by our values and vision
- Disrupting unjust Business As Usual
- Pushing decision makers to correct course

**MORAL VALUES MATTER**
- We draw from a deep and diverse well of faith traditions.
- We lift up a vision of a world in which all people have the basics of a good life and an inclusive community.
- We fight against climate instability, caused by the burning of fossil fuel, as endangering all other human possibilities.
- “The cry of the earth is the cry of the poor.” (Pope Francis)
- “No throw away people and no throw away places.”

**WHAT IS THE IMPACT?**
- Messaging about moral values brings people together to stand for each other and for the earth.

**PARTNERS MATTER**
- We are strongest when we have:
  - Excellent funding partnerships
  - Ally partnerships
  - Relationships with elected officials who champion green justice goals

When an aroused public stands for its values, we win.
ANALYSIS: ROOT CAUSES

POWER is a multi-issue organization; we see the interconnections between mass incarceration, economic inequality, climate crisis and apartheid education.

We see shared roots of these so-called separate issues. When we address the roots, we change all the branches of the "plant."

To address climate crisis in a transformative way, we have to address these deeper roots of white supremacy. We need to dismantle racism and transform economic inequality in an integrated way.

Fear and division in service of more profit disable a strong people’s movement and maintain the System status quo.

By refusing to be divided by racism, we build a winning coalition of Black, Brown, White, urban, suburban, rural, rich, poor and the working majority. We are led by People of Color.

POWER’s faith-based vision helps people find common interests that are bigger than geography, job or identity. We are pioneering solutions for joining together to build a world that works for all.

A Theology of Belonging means we are all part of the whole and we need the resources, ideas and energy of everyone.

WHAT IS THE IMPACT?

- We learn from each other when we make room for communities that prioritize different aspects of identity and pain.
- We remain resilient - our big tent keeps us from being divided by fear of difference and fear of scarcity.
- We realize our strength knowing that redistributing power and resources in any part of the system can transform the whole system.

WE CONNECT WITH COMMUNITIES’ HOPES AND DREAMS FOR THE FUTURE.

WE BUILD A SHARED ANALYSIS OF THE PROBLEM.

WE STRENGTHEN THE POWER TO WIN THE CHANGES WE NEED TO SEE.
PATHWAYS INTO THE WORK

- Campaigns
- Working Groups
- Place-based neighborhoods/congregation
CURRENT CAMPAIGNS

Regional Greenhouse Gas Initiative (RGGI)

PGW Just Transition

PECO – Power Local Green Jobs Campaign
  Co-led with EQAT

Former PES Oil Refinery - Right to Thrive Campaign
  Led by Philly Thrive

SEPTA Gas Plant in Nicetown
# Regional Greenhouse Gas Initiative (RGGI)

## What’s the Issue?
RGGI is a carbon market involving ten states – including Pennsylvania. Carbon overheats the planet and destabilizes our lives. RGGI will reduce carbon emissions (CO2) from power plants and will generate $300 million per year for Pennsylvania.

## Why Do We Care?
We want a voice in the rulemaking and where the money goes! How can it be used to repair communities that have suffered most from air pollution from carbon? How can we build a just transition to a green economy for workers and communities dependent on the fossil fuel industry?

### Year 1
Dream big about green investment and have a voice in the development of RGGI. Continue to participate in the two-year rule-making process, fighting for equity features, working with the Energy Foundation RGGI strategy as its equity flank. Continue to help our communities learn about RGGI. Influence the DEP - and the governor - to invest RGGI funds in environmental justice (EJ) communities through the Clean Air Fund. Increase public participation in decision-making. Collaborating with the PA Climate Equity Table.

### Year 2
Continue to dream big about green investment and have a voice in the development of RGGI. Continue to participate in the two-year rule-making process, fighting for equity features, working with the Energy Foundation RGGI strategy as its equity flank. Continue to help our communities learn about RGGI. Decide whether hat opportunities will open to use once RGGI is up and running as an income-producing carbon market? Start planning for Year Three. Is this working for our communities? Decide whether to continue to work on RGGI or not.

### Year 3
If we are committed, hold accountable the DEP in how they monitor results, assess results through the equity principles listed in pre-amble, and how they invest the funds in EJ and Energy communities.

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**Campaigns**

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- Increase public participation in decision-making.
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**Staff and Leaders:**
Steve G., Nora
PHILADELPHIA GAS WORKS
JUST TRANSITION

WHAT'S THE ISSUE?
Philadelphia's City Council approved the construction of an LNG (liquified natural gas) plant in South Philly that we opposed. We lost that battle, BUT we won the fight for a public study on a green transition for PGW.

YEAR 1
When the City-funded study about a green transition for PGW (which POWER fought for and won in 2019) is finally produced, how can we study it together? What questions do we have? What choices do we want to make about moving forward?

When the Partnership for Working Families study about green transitions for municipal utilities (which POWER helped shape) is ready, engage in the same questions.

Prevent Gas Commissioners from approving a PGW operating budget that allows lobbying against the City's climate goals.

Work against energy pre-emption bills at the state level.

YEAR 2
monitor PGW pilot study with our own independent certification and analysis

explore intersections between climate and housing such as weatherization, energy efficiency, home repair, and how PGW can lead in this transition to electrification

YEAR 3
continue to integrate our 4 values into community-driven solutions: affordability, renewability, fair labor, and health & safety

Staff and Leaders:
Julie, Mitch, Steve G., Russell

WHY DO WE CARE
We will make sure that issues affecting Philadelphians – especially Black and Brown communities – be front and center in the discussion. PGW's green transition must involve affordable, safe, renewable energy that does not burden the people already more impacted by the costs and pollution.
PECO – POWER LOCAL GREEN JOBS CAMPAIGN

WHAT'S THE ISSUE?
Climate is changing – why isn't PECO? PECO currently buys a meager 0.5% of its power from solar energy. We demand that PECO purchase 20% local solar energy by 2025.

WHY DO WE CARE?
We call on PECO to buy solar energy locally. This will bring well paying, green jobs to Philadelphians most in need of economic opportunity.

YEAR 1
Are there more opportunities for effective PUC influence?
Should we take on Exelon, the other “boss” of PECO?
Negotiating with PECO regarding local solar and jobs

YEAR 2
Work towards a People’s Energy Plan for PECO with Big Green partners directed by POWER and community education and engagement in the process of co-creating this.

YEAR 3
Take People’s Energy Plan to the PUC, with public participation, expert witnesses, and legal representation.

Our partner on this campaign:
EQAT – Earth Quaker Action Team

Staff and Leaders:
Julie, Nora, Nancy W., Wendy, Charmaine
THE FORMER PES REFINERY - RIGHT TO THRIVE CAMPAIGN

WHAT’S THE ISSUE?
The PES Oil Refinery was the largest single source of air pollution in Philadelphia until the massive toxic explosion and fire in June 2021. The site is now owned by Hilco, a development company that is planning to build warehouses on the site. POWER stands in solidarity with Philly Thrive, neighborhood grassroots leaders, to support and amplify their work.

WHY DO WE CARE?
The neighborhood next to the former oil refinery is predominantly low-income and African American. This community has suffered 150 years of terrible air pollution and the health and economic problems that go with that. These voices must be central to planning the cleanup and development of the former PES oil refinery.

YEAR 1
Developing coordinated efforts toward holding Evergreen and Hilco accountable to the community.

Rally faith leaders to participate in Thrive actions as needed.

YEAR 2
work on community benefits agreement

YEAR 3

Philly Thrive leads this campaign.

POWER Staff and Leaders:
Nancy W., Moon, Merrily
SEPTA GAS PLANT

WHAT'S THE ISSUE?
exansion of fossil fuel infrastructure into EJ communities

WHY DO WE CARE?
environmental racism hurts our people and our planet.

YEAR 1
under auspices of EPA, negotiate with Air Management Services until we are satisfied with these 5 interest areas:
- Public participation in decision-making
- Research on harm to environmental justice communities
- Offsets to pollution -- making it right by planting trees or funding ecology in local schools...
- Analysis of multiple toxic burdens
- Monitoring air quality with triggers for shut down

YEAR 2

YEAR 3

POWER Staff and Leaders:
Julie, Paula, Peter
CURRENT WORKING GROUPS

Education Design
Public Utilities Commission
Community Solar
EDUCATION DESIGN

WHAT'S THE ISSUE?

WHY DO WE CARE?

YEAR 1

YEAR 2

YEAR 3

POWER Staff and Leaders: Nora, Kolson, Russell
PUBLIC UTILITIES COMMISSION

WHAT'S THE ISSUE?
The PUC is the most important regulator for the 7000+ utilities in PA. It wields mostly behind-the-scenes power, as industry folks are brought in as commissioners. It is held accountable to "customers" and shareholder profit - opposing visions. Very little is known about them by the public.

WHY DO WE CARE?

YEAR 1
research who and what is the PUC
identify/connect points of contact and leverage
organize around PUC nominations
nominate member to be on CAC
begin to take lead on transition of Power Local Green Jobs campaign

YEAR 2

YEAR 3

POWER Staff and Leaders:
Julie, Nora, Charmaine
COMMUNITY SOLAR

WHAT'S THE ISSUE?  WHY DO WE CARE?

YEAR 1  YEAR 2  YEAR 3
Engage in a strong, collective political analysis within POWER and in our alliances
Root our analysis in POWER’s Climate Justice Moral Framework
Build values-based relational organizing with on-going training, participatory education and practice
Core focus: understanding climate justice in relation to its roots in white supremacy and extreme inequality

Working groups will create a strategy timeline for the next three years based on 8 strategies (below) and 4 questions:
1. What relationships do we need?
2. What story are we telling?
3. What infrastructure do we need to nurture?
4. What resources and programs are necessary?

- Relationships
- Resources for Campaigns
- Structures for Engagement
- Leadership Development
- POWER Cross-pollinate
- Alliances
- Integration with Voter Engagement
- Dreaming Big
RELATIONSHIPS

YEAR 1
- Sustain our team’s Education Design working group that listens to what questions our base has, what we want to learn, and designs participatory learning opportunities; and ____________________________
- Our goals for developing and including more leaders are: ____________________________
- Work closely with our PA Climate Equity Table. Collaborate on designing and implementing shared learning materials;
- Participate in national and state cohorts organized by Partnership for Working Families, the Energy Foundation, Faith in Action and the Clean Energy and Equity Fund to connect to and share state-of-the-art practices and policies;
- Coordinated by: ____________________
- Relationships we need to initiate, develop or sustain with elected officials
  new progressive elected leaders:
  connect with leaders/clergy in the 3 counties

YEAR 2
- Ask how we can develop the above relationships
- Ask where we need to dig deep to make changes in the 2022 state assembly elections and in the governor election

YEAR 3
What are our opportunities with whatever changes have been made in the state assembly?
RESOURCES FOR CAMPAIGNS

YEAR 1
- What political education workshops/trainings and other resources have we developed and where are they archived to make them accessible?
- Offer monthly learning opportunities in these priority geographic areas:
- How will we keep track of who we have worked with and who we want to work with?

YEAR 2
- Ask how we can develop the above relationships
- Ask where we need to dig deep to make changes in the 2022 state assembly elections and in the governor election

YEAR 3
What are our opportunities with whatever changes have been made in the state assembly?
STRUCTURES FOR ENGAGEMENT

Build strong structures and relationships for engagement, learning, decision-making and action through POWER’s Philadelphia Climate Justice and Jobs Team and local Coordinating Committee and an emerging state-level Climate Justice and Jobs Team/Coordinating Committee.

YEAR 1

- How is each CJ team member connected to a circle of belonging and engaged in moving the work forward?
- Decide when to actually launch POWER’s state Climate Justice Coordinating Committee, with racial and geographic representation?

YEAR 2

- Double the number of congregations represented on our local team from 12 to 24
- Double the people ready to testify at public forums and hearings from 35 to 70
- Double the number of active leaders on the state CJ Coordinating Committee and decide when it is time to build a bigger team of members, similar to the monthly gathering of active local CJ folks in Philly.

YEAR 3

- How to keep leadership development as a high priority through one on ones, support groups, supervision and learning sessions and apprenticing opportunities for staff and members
- Hold weekly or bi-weekly meetings of the Coordinating Committees and monthly whole team meetings for learning, leadership opportunities and campaign organizing;
- Make action choices together and use these meetings, in addition to one-on-ones, house and congregational meetings to connect our base with opportunities to contest in the public sphere for our energy future;
INTEGRATION WITH VOTER ENGAGEMENT

Integrate Climate Justice into POWER’s Integrated Voter Engagement work - and ensure that it is part of platforms for election cycles for 2020 through 2024; eighty percent of this work is c(3) work and 20%, sponsored by the POWER Action Fund. WE CAN BE A VOTING FORCE THAT CANDIDATES AND ELECTED LEADERS HAVE TO LISTEN TO.

YEAR 1
- How can we build a structure for conversations and connections between Climate Justice and VE such as monthly scheduled check-ins?
- How can we build a structure for integration of our issue area priorities throughout POWER so that we will be ready for YEAR TWO and YEAR THREE?

YEAR 2
In the election cycle of 2022, how can climate justice issues be integrated into POWER’s messaging, candidate forums and voter engagement?

YEAR 3
- Where now, post 2022 elections, are the politically relevant districts for building relationships and power and what new relationships with elected officials do we now need?
- There will be a new Governor: how will POWER build a relationship with this person across our issue areas, with a unified message that includes climate justice? What internal structures do we need to prepare for having these conversations?
LEADERSHIP DEVELOPMENT

Ground roots in community leadership in POWER’s congregational network within Philadelphia and in three areas of focus in Southeastern Pennsylvania (Central PA, Pottstown, Lehigh Valley in addition to welcoming other POWER congregations throughout the region) Help participants rise through ladders of engagement

- building a stronger base of participants and leaders who will be connected to local communities and to POWER’s city and/or state Climate Justice teams;
- Invite every POWER congregation in each focus area to learn about and participate in Climate Justice organizing;
- Bring in new congregations in these areas to join the work;

Investigate very local experiences and needs related to climate crisis, help people dream big and connect to opportunities for powerful public engagement;

USING POWER’S FAITH-BASED INFRASTRUCTURE BOLSTERS POWER’S OVERALL JUSTICE WORK AND ALSO GIVES THE CLIMATE TEAM A DEEP RELATIONAL BASE FOR ORGANIZING.

YEAR 1

- Names and contacts of congregational leaders and members in each of the three areas beyond Philly, track engagement.
- Research the new political lay of the land post-2020 election and identify people we want to be in relationship with.
- Schedule relationship building or sustaining meetings with elected leaders in top positions of power in their home districts, with their constituents.
- How can we better connect POWER’s congregational organizing with POWER’s strategy teams? What is the pipeline from a congregation into an action area?
- How is that initiated, nurtured and monitored? What are the next steps to make this a POWER-wide conversation?

YEAR 2

YEAR 3

STRATEGY TIMELINE
Engage monthly with POWER’s “Super Team” the Coordinating Committee that works cross-sector within POWER -- are there ideas we have for more effective use of this time together?; prepare monthly reports for Super Team to excite and enlist the whole organization in the Climate work. (Staff and Co-chairs)

Engage at bi-weekly Director and Organizer meetings to share the Climate Justice message and work; (Staff)

Attend to integrating Climate Justice into every POWER presentation, production, platform, vision, event and social media stream; (Staff and all CJ members)

Participate in an intersectional effort within POWER across the Live Free, Education Justice, Economic Dignity and Climate Justice teams that addresses the roots of both mass incarceration, education apartheid, extreme inequality and climate crisis; taking participatory workshops deeply within our communities to deepen shared analysis and motivation across our sometimes silo-ed issue areas;

With further resources, potentially do intersectional work across POWER’s strategy teams, for instance, as an example: Use a Green New Deal framework to draw down green jobs for repairing toxic schools and making them healthy places for learning thus affecting the school to prison pipeline.

BUILDING CONNECTION ACROSS ISSUE AREAS WITHIN POWER WILL HELP US USE THE POWER OF POWER MORE FULLY, CALLING IN OTHER ISSUE LEADERS WHEN WE NEED THEM AND SHOWING UP FOR THEM WHEN THEY NEED US.
**ALLIANCES**

- At the local level our loose alliance continues to work collectively on the Nicetown SEPTA gas plant, PGW green transition, former PES Refinery development and POWER partners with the Earth Quaker Action Team (EQAT) to run our Power Local Green Jobs campaign targeting PECO (see more info below under Campaigns.)
- POWER also has several representatives on City Council’s new Environmental Advisory Group and works closely with the Philadelphia government’s Office of Sustainability.
- POWER sits on the Alliance for a Just Philadelphia local coalition and at a number of state tables.
- POWER sits on the PA Climate Equity Table - a statewide coalition working towards a just transition and part of the Green New Deal Network

**YEAR 1**

How do we want to develop these partnerships and what new roles are there for our team members in the work?

**YEAR 2**

BRINGING THE STRENGTHS OF DIFFERENT KINDS OF ORGANIZATIONS INTO UNIFIED EFFORT MAKES US ALL MORE EFFECTIVE. (For example, some organizations have strength in legal or advocacy areas, others in direct action, and others in connecting diverse justice issues.)

**YEAR 3**
Are we building spaces to dream into many of our workshops, trainings, etc. such as asking “How would you reinvest the RGGI income in your community?”
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- Ground community leadership development in POWER’s congregational network within Philadelphia and in Southeastern PA, Central PA, Pottstown, Lehigh Valley. Invite every POWER congregation to learn about and participate in Climate Justice organizing.
- Build a strong base of participants and leaders who will be connected to local communities and to POWER’s city and/or state Climate Justice teams. Help participants rise through ladders of engagement.
- Investigate local experiences and needs related to climate crisis, help people dream big and connect to opportunities for powerful public engagement.

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YEAR 1

YEAR 2

YEAR 3
ALLIANCES

Campaign/working group: ______________

- Local:
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  - POWER sits on the Alliance for a Just Philadelphia local coalition
- City Government:
  - POWER has several representatives on City Council’s new Environmental Advisory Group.
  - POWER works closely with the Philadelphia Office of Sustainability.
- State:
  - POWER sits on the PA Climate Equity Table - a PA coalition working towards a just transition and part of the Green New Deal Network.
  - POWER sits on a number of other state tables.

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KEY PLACES

2021-2024

PHILADELPHIA AND THROUGHOUT PENNSYLVANIA

- Deepen relationships within Philadelphia congregations of focus and in Pottstown, Allentown and the Lancaster area and other places in the POWER network
- Link communities to learning opportunities and leverage points of power such as hearings, Town Halls and candidate forums
- Build a grassroots voice from our most impacted communities
- Work closely with POWER’s congregational organizers to go deeper into each area in their portfolios.

WEST/SOUTH PHILLY

- This was the site of much destruction during the uprising in opposition to racial violence following the murder of George Floyd in 2020.
- Neighbors are experiencing the collision of racial inequity during the pandemic and the effects of racialized state violence.
- Near the now-closed PES Refinery - POWER continues to support Philly Thrive in monitoring the former PES refinery that we all succeeded in shutting down and join the Green Recovery plan.
- Several strong POWER anchor congregations including Kol Tzedek and the Mennonite community church
KEY PLACES

2021-2024

NICETOWN/GERMANTOWN

- Germantown is facing gentrification, the opportunity for community benefit agreements that require green space, urban gardens, renewable energy, clean building practices and training and hiring equity.
- POWER is a lead partner in the fight against a SEPTA gas plant that if activated would add a destructive cumulative impact of toxins to an already multiply burdened EJ community.
- POWER anchor congregations: St. Vincent’s and FUMCOG
- Four other Houses of Worship for potential engagement.

PARKSIDE

- POWER has partnered with Parkside CDC in working towards community-owned energy systems and low-income solarization
- POWER has done door-to-door relationship building and a year of Green Economy Chat N Chews to engage people around ultra local felt needs of environmental injustice and solutions.
- Design next steps of engagement and connection here. We had two Climate Justice Fellows assigned for two years to this area but currently do not have organizers on the ground there.

NORTH PHILLY

- This is POWER’s backyard with an organizer on the ground and a Black Clergy Caucus.
- Also facing gentrification, high unemployment, and opportunities that would be opened by a Black-Red-Green New Deal.
- We currently do not have an organizer doing Climate Justice work here.)
KEY ACTIONS
2021-2024

GROWING OUR BASE

Engage current congregations, community members, and leaders in the identified areas for listening and building collective analysis around the intersection of race, economics, and climate change – and how it impacts people’s lives on a lived and daily basis.

- Build a plan for which congregations and leaders we want to reach and a way to track engagement (both in Philly and in our three state areas)
- Invite people into the learning created by our Education Design Working Group and/or our PA Climate Equity Table
- Connect clusters within the same community and support them to keep developing relationships with each other and with POWER. What will this look like and who will do it?
KEY ACTIONS
2021-2024

AMPLIFYING OUR POLITICAL POWER

Join with allies in opposing terrible bills that appear in City Council or in the State Assembly.

Join with allies in deepening equity features of environmental and climate policies.

Build the relationships with our base and with elected leaders to propose and win environmental and climate policies.

Integrate engagement with voter efforts:

- Ensure that a climate justice analysis is part of all progressive platforms and messaging around people’s candidates.
- Integrate this approach into Q and A at candidate forums, etc.
- Promote our fossil-free pledge so that no candidate or elected leader works to expand the fossil fuel economy or takes money from the fossil fuel industry.
- Demand that all candidates be champions of a Black-Red-Green New Deal as it takes shape in our state.
- Stay closely connected with local and state allies to respond to specific proposed legislation or policy and ultimately to propose our own collective vision.
 deity

Move from our grounding in specific places to refine our strategic alignment work
Gain a deeper assessment of what partners are doing and how POWER can better show up and build together both within the environmental and racial justice sectors
Center listening and dialogue with our partners to dismantle racial and economic injustice in our environment, climate and economy

OUR ALLIES

City of Philadelphia:
- 350 - partners on blocking a fossil fuel expansion for SEPTA, and the PGW transition
- Philadelphia Climate Works Table - environment/labor relationships
- Philly Thrive - leaders of the RightToBreathe campaign focused on the former PES Refinery site
- Alliance for a Just Philadelphia - partners in building a city-wide winning electoral majority for a progressive multi-issue agenda

Southeastern PA Region
- Earth Quaker Action Team EQAT - Partners in our shared Power Local Green Jobs campaign targeting PECO
KEY PARTNERS
2021-2024

National
- Clean Energy and Equity Fund: five state climate justice cohort: New Mexico, Minnesota, Virginia and PA
- Partnership for Working Families Energy Cohort (includes organizations in five states: CA, NY, MA, DC and PA)
- Faith in Action

OUR ALLIES:
State of Pennsylvania
- PA Clean Power Coalition - partners on the Regional Greenhouse Gas Initiative campaign (RGGI)
- The Green New Deal (GND) working group - partners with 25 other founding members
- PA Climate Equity Table - POWER and the following partners co-created this Table:
  - Make the Road - organizes Dreamers, LatinX and low-income communities
  - CASA - organizes climate refugee immigrants in the Lancaster area
  - Center for Coalfield Justice - organizes in coal-mining and fracking territory
  - OnePA - multi-issue justice organization with strong base in Pittsburgh area
  - PA Stands Up - community organizing across the state
  - Pitt United - organizes in the Western part of the state
- PA Climate Equity Table
  - Covers 95% of the territory and 95% of the population of the state of PA
  - Builds an alliance across many lines of difference such as urban-suburban-rural; Black inner city folks and White retired coal miners, to find common interests and a shared story.
- Earth Justice: Lawyers for the Earth
REFERENCE MATERIALS FOR OUR TEAM

As we enter the year 2021, the Climate Justice and Jobs Team operates as a local Philadelphia Team. A state Coordination Committee and eventually a State Team are in the early development stage.

Goals - by the end of 2024
- Local focus: Triple the number of congregations participating in the local Philly team (currently about 12)
- Statewide focus: Build a team that is representative of the geographic organizing areas of POWER throughout PA

CLIMATE JUSTICE AND JOBS TEAM MEMBERS

- Care about environmental racism, climate crisis, green transition and a green economy
- Inform the work by sharing their felt needs on the ground
- Participate in our learning community
- Move into increasing engagement and leadership roles
- Participate in POWER’s civic engagement.
- Responsible for organizing their own community around our campaigns and actions.
- Have signed a sign-in sheet, shown up at an action or expressed interest in being involved.
- Belong to a POWER member congregation or pay individual dues
- Receive all POWER messages and CJJ Team messages about action and learning opportunities and are often personally invited to step in for each opportunity.
- Meet as a Team once a month locally and will meet once a month statewide by the end of 2024.
- The Team meeting agenda is planned by the Coordination Committee and usually is co-facilitated by the Senior Climate Justice Fellow and a member leader.
POWER CLIMATE JUSTICE AND JOBS TEAM STRUCTURE

CLIMATE JUSTICE AND JOBS TEAM LEADERSHIP

Climate Justice Coordination Committee
- Consists of the Team’s Co-Chairs and all Climate Justice staff
- Makes decisions about day-to-day work and fast moving demands.
- Communicates decisions, events, etc. so that all parts of the work are being executed effectively
- Meets weekly
- Plans the monthly Team meetings.
- Facilitated by the Senior Climate Justice Fellow

Co-chairs
- Elected by the full Team for two year terms, with a three month and one year check in/review with the Director.
- Terms are staggered so that there isn’t total turnover in any given year. Transition happens at an appropriate time between years 2 and 3.
- Demographics are representative of POWER’s focus, i.e. mixed class, race, gender, religion and geography.
- Co-Chairs attend POWER’s monthly cross-team “Super Team” meeting to coordinate all of our strategy teams for a unified mission. The two Co-Chairs tasks include being involved in all major decision making, administering the Team list, sending Team messages about meetings and actions, representing POWER’s Climate work in other spaces; keeping the Climate team connected to the rest of POWER through “Super Team” and Leadership Assembly.

State Strategy Team/Coordination Committee
- Newly emerging in Winter/Spring 2021 through many one-on-ones around the state
POWER CLIMATE JUSTICE AND JOBS TEAM STRUCTURE

CLIMATE JUSTICE AND JOBS TEAM

LEADERSHIP

Climate Justice Fellows
- Paid internships for 12 - 25 hours/week
- Usually for one to five years.
- "Pipeline" opportunities to learn and engage with climate justice issues in a context of support and supervision.
- As of Fall 2020 there are two Climate Justice Fellows and one Senior Climate Justice Fellow.
- POWER also often has high school interns for a few months at a time.

Climate Justice Organizers
- Full time positions focusing both within and beyond Philadelphia to build a base in southeastern PA.

Climate Justice and Jobs Director
- Organizes strategy development, staff development and supervision, priority and triage given limited resources
- Coordinates across our campaigns
- Integration into the whole of POWER, fundraising relationships and strategic alliances.

Leadership Assembly
- All members are encouraged to attend POWER’s quarterly Leadership Assembly to take part in the overall progress of POWER and to integrate the climate voice within our collective justice work.
ORIENTATION & ON-RAMPING

We welcome people rooted in their own communities, whether it be a congregation, union, neighborhood or other group, to join our leadership teams. Members of the leadership teams are leaders who intend to organize participation in the climate justice work in their own communities, amplifying the work. When a new person joins one of our leadership teams the process of orientation and on-ramping includes:

1. Sharing two one-hour orientation videos presenting an overview of POWER and POWER’s Climate Justice and Jobs work.
2. Engaging in a series of one-on-ones with team and staff members to get to know each other, answer questions and find places of connection between POWER’s work and the person’s interest.
3. Personal follow-up for all team meetings and action opportunities for at least a six month period, participation in debriefing conversations, and general relationship building.
4. Invitation to use the Climate Justice and Jobs section of POWER’s website to get more familiar with the work of the team and to access many resources related to the work. We have built an incredible resource library in the Climate Campaign section of POWER’s website.
5. Connection with one of our team’s campaign Working Groups and/or the Education Design Working Group. New Working Groups are created as the need arises.
CHOOSING OUR WORK FOCUS: ASSESSMENT CRITERIA

POWER often receives requests to join campaigns, support policy ideas, or sign-on to projects. To better help us collectively assess these opportunities the Climate Justice and Jobs Team identified the following response options:

- POWER is a co-creator/co-owner of an idea or campaign
- POWER is a key partner in solidarity – showing up and being present
- POWER signs-on and supports the work, but does not play an active role
- POWER says no

CRITERIA FOR CONSIDERATION

- How does the request align with our Climate Justice Moral Framework? (Find this under resources on the website.)
- How does the request fit into a community’s goals and interests (as shaped by our deep listening work)?
- What is the capacity of the group/person making the request (for example – is there a real need for something that POWER can offer such as a grassroots voice or an equity lens that would enhance the work?)
- What are OUR resources (capacity, time) to effectively participate around this request?
- Does the request actively shift power (political, economic, social) from status-quo to community? Is it transformative? Or is it transactional, but could lead to transformational change?
- Is this request deeply and radically inclusive intentionally centering work with Black Brown, and low-income communities?
- Is this request actually justice-rooted or is it greenwashing?
- Are the long-term impacts and solutions being assessed and elevated?
- Will our participation burn bridges or harm relationships? Or remain neutral?
- Does this expand POWER’s definition and support of green jobs (beyond just solar installation, etc) and/or lead to our Climate Justice goals of local ownership and wealth building, energy democracy? Does it lead to real economic transformation for our communities?
WHO WE ARE

EDITORIAL BOARD
Co-Chairs: Russell Hicks, Nancy Wygant
Fellows: Terri Burgin, Alana Kleinman, May Ye
Staff: Nora Elmarzouky, Julie Greenberg

NARRATIVE
Julie Greenberg

EDITING
Wendy Greenspan

DESIGN & LAYOUT
Nora Elmarzouky

DIRECTOR
Julie Greenberg
POSSIBLE FUTURE CAMPAIGNS

- Clean up the schools: Create green job training and jobs to clean up the toxins in our public school buildings - Get asbestos and lead out of classrooms!
- Direct disaster relief and stimulus to places that need it most: Invest in training and green job creation while building local ownership of renewable energy in an all out vision of 100% Renewable Energy
- Protect people from the worst harm by supporting an end to utility shut offs.

- Statewide Just Transition bill and Just Transition Fund: Propose a publicly funded Transition Fund (with a corporate responsibility fee) to support workers and governments who have to move from good paying fossil fuel jobs and funding into a new green economy. Such a fund would help align Labor with Environment.
- Statewide Community Choice Aggregation
- Statewide Community-owned solar: Build a legal framework for energy democracy - community ownership of energy sources and reinvestment of profits back into local communities. Challenges corporate extraction.
- Citywide City Energy Vision: POWER is on the new Environmental Advisory Group (created in the summer of 2020) by City Councilperson Katherine Gilmore Richardson. Join with allies in shaping a green, inclusive future for our city that will integrate housing, efficiency, energy and employment issues.
- Citywide Public Green Bank: A people’s Bank would enhance POWER’s economic dignity goals that oppose corporate extraction and support investment in communities, living wages and green jobs.
- Regional Fossil Free SEPTA: Public transportation is an issue close to the heart of low-income communities and ripe for organizing towards effective green solutions.
- Pipeline fights such as Mariner East - builds urban-suburban-rural alliance