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.

WORLD RESOURCES INSTITUTE – WRI

ROSS CENTER FOR SUSTAINABLE CITIES

Ross Center for Sustainable Cities works to make urban sustainability a reality. Global research and on-the-ground experience in Brazil, China, India, Mexico, Turkey, and the United States combine to spur action that improves life for millions of people. Based on long-standing global and local experience in urban planning and mobility, WRI Sustainable Cities uses proven solutions and action-oriented tools to increase building and energy efficiency, manage water risk, encourage effective governance, and make the fast-growing urban environment more resilient to new challenges. Aiming to influence 200 cities with unique research and tools, WRI Sustainable Cities focuses on a deep cross-sector approach in four megacities on two continents, and targeted assistance to 30 more urban areas, bringing economic, environmental, and social benefits to people in cities around the globe.

ACKNOWLEDGMENTS

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<table>
<thead>
<tr>
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<td>Community</td>
<td>Any individual or group who has a vested interest/influence in, or is impacted by, the project.</td>
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<td>Hard-to-reach</td>
<td>Those groups or individuals within society that are typically under-represented in the engagement process or have limited capacity to be involved</td>
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<td>Effects of climate change and/or climate action on lives, livelihoods, health, ecosystems, economies, societies, cultures, services and infrastructure.</td>
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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 design and implementation of inclusive climate actions plans. There are five key elements and recommendations to help drive bold and ambitious action, tackling climate change 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.

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.
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.

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.

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.
UNDERSTAND THE POLITICAL ECONOMY FOR 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.
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.

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.
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.

SIMULTANEOUSLY TACKLING CLIMATE CHANGE AND GROWING INEQUALITIES NEEDS CAREFUL PLANNING
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.
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.

KEY STEPS TO INCLUSIVE PLANNING

NEEDS ASSESSMENT

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

ACTION ANALYSIS

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

POLICY RECOMMENDATIONS

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.

INCLUSIVE AND EQUITABLE CLIMATE POLICY

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.
USE EVIDENCE TO TRACK THE JOURNEY

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.

This should be done throughout the three key steps of inclusive planning.
OVERVIEW OF NEEDS ASSESSMENT
## 5 steps to establish an ICA baseline

<table>
<thead>
<tr>
<th>Step</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Start with people</td>
</tr>
<tr>
<td></td>
<td>Which groups or frontline communities are impacted by climate change and actions?</td>
</tr>
<tr>
<td>2</td>
<td>Apply an equity lens</td>
</tr>
<tr>
<td></td>
<td>In what ways are your different frontline communities impacted by climate change? When it comes to climate action, who has access? Who doesn’t?</td>
</tr>
<tr>
<td>3</td>
<td>Conduct an iCA diagnosis</td>
</tr>
<tr>
<td></td>
<td>Enter city input data into the spreadsheet tool to quantify the impacts of the action</td>
</tr>
<tr>
<td>4</td>
<td>Measure and track your ICA journey</td>
</tr>
<tr>
<td></td>
<td>What data exists that is relevant to the priority equity challenges and sustainability domains in our city? How can this data be used to set and track benchmarks in overcoming these challenges in our city?</td>
</tr>
<tr>
<td>5</td>
<td>Understand factors influencing decision making</td>
</tr>
<tr>
<td></td>
<td>What is the existing governance and decision making structure? Who are the relevant interest groups? Who could be positively or negatively influencing your selected climate actions?</td>
</tr>
</tbody>
</table>
Each step will begin with an exploration of 3 key considerations

Why?
Why should your city include this step?

How?
How could your city carry out this step?

What is the outcome?
What might your city expect to gain after completing this step?
Which groups or frontline communities are impacted by climate change and actions?
Key Considerations: Start with people

Why?
Ensure common understanding of key frontline communities and ICA terminology
Contextualize this understanding based on regional and local nuances in order to identify who may be impacted by climate action

How?
Define concepts of inclusivity and equity
Identify key impacted groups and frontline communities
Explain why these key impacted groups have been identified
Explain ICA challenges that affect them (i.e. access, prosperity, place)

What is the outcome?
Groups or frontline communities most crucial to consider in ICA planning and design in the city.
The absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically.
The practice of including relevant stakeholders in the policy-making and urban governance process, particularly disadvantaged groups, in order to create equity and ensure a fair policy process with successful outcomes.
Consider your city’s current climate action planning process
Is it inclusive?

Inclusivity of Process

Engagement of a wide range of communities and stakeholders, with a particular focus on increasing participation and ownership of populations adversely affected by inequality.

Inclusivity of Policy

Designing to ensure fairness in - and accessibility of - climate programmes, actions and policies.

Inclusivity of Impact

Equitable distribution of the impact of climate programmes, actions and policies, together with indicators that can monitor and evaluate this impact.
At the heart of many efforts are questions of inclusivity and equity. These are our promises:

**Inclusivity of Process**

- Inclusive

**Inclusivity of Policy**

- Inclusive

**Inclusivity of Impact**

- Balanced

Too often, we fall prey to exclusive processes and inequitable policies, leading to disproportionate negative impacts on disadvantaged groups and positive impact on those with means. To avoid this, we must start with people:

Start with People

...or exclusive?

- Selective community participation

- Allocation of resources without attention to social/political dynamics and assessing impacts on all groups

- Disproportionate negative impact on disadvantaged groups and positive impact on those with means
Effects of climate change and/or climate action on lives, livelihoods, health, ecosystems, economies, societies, cultures, services and infrastructure.
FRONTLINE GROUPS

People (individuals or communities, etc.) who experience the first, and often the worst, effects of climate change.

E.g. those most dependent on natural resources for their livelihoods; the economically or socially disadvantaged, those lacking economic and political capital and those that have fewer resources to prepare for and cope with climate disruptions.
IMPACTED GROUPS

Communities (individuals, groups, communities, etc.) that face direct or indirect impact from climate change and/or climate action.
A FOCUS ON
FRONTLINE AND IMPACTED GROUPS

• How are communities impacted by climate change and by municipal policy?

• Which of these impacted communities are most in need or at risk in your city? Why?

• How can we track how we are doing as a city in key areas linked to climate action?
## Key ICA Terms and Icons

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<td>Working conditions</td>
<td>![umbrella icon]</td>
<td>Outdoor workers, temporary workers, workers in transitioning industries</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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### A Focus on
**Key ICA Terms and Icons: Activity**

<table>
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**ADD ANY ADDITIONAL IMPACTED GROUPS ON THE FOLLOWING LINES:**

- 
- 
- 

**TOP TIP**

*Keep this handy*

You will use this information in the following steps so keep it handy and neat.
We know the definitions of “inclusivity” and “equity.”

We understand key ICA terms like “impact,” “frontline communities,” and “impacted groups.”

We can identify groups and frontline communities that will be most impacted by our actions.

We have discussed and identified whether our city’s current climate action planning process is exclusive or inclusive and the reasons why this is the case.
In what ways are your different frontline communities impacted by climate change? What other challenges do these communities face?
Key Considerations: Apply an equity lens

Why?
Understand and identify challenges specifically related to your climate action for key frontline communities and impacted groups:

How?
Explore the equity challenges in the application of your action across three aspects:

What is the outcome?
Identify the top inclusion challenges across spatial, economic, and social categories.

For example:
“A large proportion of low-income individuals in the city live in informal settlements on the riverbank and are exposed to flooding risks. Moreover, many people in this frontline community are ethnic minorities.”
Key Considerations: Apply an equity lens (Access and Availability)

**Aspect**
- Access

**Activity**
- Use the following questions to understand and identify the key equity challenges related to access for frontline communities and impacted groups in your city.

**Aim**
1. Understand the root causes for marginalization (or social exclusion) and lack of access for certain groups in the city.
2. Think about how to design climate actions in a way that addresses these root causes.
A FOCUS ON
GENDER

- Do all gender groups have equal access to public spaces in your city? (consider differences in how gender groups experience safety after dark and physical accessibility within these spaces and to these spaces). What are some barriers and challenges these groups face in accessing these spaces?

- What factors shape these different experiences? Why do these factors exist?

- Would you say the same barriers apply to women, men and different LGBT groups?

- What are the different barriers and challenges that different gender groups face in accessing public services in your city (try categorizing by gender group)? (consider differences in how gender groups experience access to education, health services, water and sanitation, transport, housing, and energy services)

- What factors shape these different experiences? Why do these factors exist?

- Would you say the same barriers apply to women, men and different LGBT groups?

- What do you think is the perception of different gender groups (particularly women and LGBT) of safety in your city?

- Do all gender groups have equal rights and political voice? Can give examples of why or why not?
A FOCUS ON
INCOME LEVEL

- Is income inequality high in your city?
- Are there population groups and/or neighborhoods that have historically been low-income? Why?
- Do all income groups have equal access to public spaces in your city? (consider differences in how income groups experience safety and physical accessibility within these spaces and to these spaces (availability)). What are some barriers and challenges these groups face in accessing these spaces?
- What factors shape these different experiences? Why do these factors exist?
- What are the different barriers and challenges that different income groups face in accessing public services in your city (try categorizing by income group)? (consider differences in how income groups experience access to education, health services, water and sanitation, transport, housing, and energy services)
- What factors shape these different experiences? Why do these factors exist?
- What policies or programs currently exist to support low-income people in the city?
- Do all income groups have equal rights and political voice? Can gives examples of why or why not?
- Are low income communities concentrated in specific locations? Can you explain the geographic concentration or low-income communities in your city?
A FOCUS ON
RELIGION & RACE OR ETHNICITY

• Do all religious and/or racial/ethnic groups have equal access to public spaces in your city? (consider differences in how different groups experience safety and physical accessibility within these spaces and to these spaces (availability)). What are some barriers and challenges these groups face in accessing these spaces?

• What factors shape these different experiences? Why do these factors exist?

• What are the different barriers and challenges that different religious and/or racial/ethnic groups face in accessing public services in your city (try categorizing by group)? (consider differences in how these groups experience access to education, health services, water and sanitation, transport, housing, and energy services)

• What factors shape these different experiences? Why do these factors exist?

• Are there racial, ethnic, and religious groups that are typically marginalized in your city, with limited rights and limited political voice? Which groups are these? How are they marginalized and what are some root causes of this?

• Do any protections exist for religious and/or racial/ethnic groups in your city?

• Are these communities concentrated in specific locations in the city? Can you explain the geographic concentration or low-income communities in your city?
A FOCUS ON INFORMALITY STATUS

- How do you define formal and informal conditions?
- Are informal settlements common in your city?
- Can you explain the geographical distribution of these informal settlements? Why are they where they are?
- Does your city have a significant number of informal workers (e.g., street vendors, waste pickers, home-based workers in informal settlements)?
- Do informal settlers / and / or/ informal workers have equal access to public spaces in your city? (consider factors such as how these groups experience safety and physical accessibility within these spaces (at different times of the day) and to these spaces (availability)). What are some barriers and challenges these groups face in accessing these spaces?
- What factors shape these different experiences? Why do these factors exist?
- What are the different barriers and challenges that informal settlers / and / or/ informal workers face in accessing public services in your city? (consider differences in how these groups experience access to education, health services, water and sanitation, transport, housing, and energy services)
- What factors shape these different experiences? Why do these factors exist?
- What conditions do informal settlement dwellers and informal workers face in terms of livelihood or tenure security and overall political and voting rights?
- What factors shape these different experiences? Why do these factors exist?
A FOCUS ON MIGRANT STATUS

- How high are migration levels in the city? About what proportion of the population is comprised of migrants?
- What different migrant groups exist in your city?
- Are migrants likely to stay for several years in the same location or only for the short term (a year or two)?
- What are some barriers and challenges migrants face in accessing public spaces and services?
- Can you explain the geographical distribution of these migrant groups in your city? Why are they where they are?
- Do migrant groups have equal access to public spaces in your city? (consider factors such as how these groups experience safety and physical accessibility within these spaces and to these spaces (availability)). What are some barriers and challenges these groups face in accessing these spaces?
- What factors shape these different experiences? Why do these factors exist?
- What are the different barriers and challenges that migrant groups face in accessing public services in your city? (consider differences in how these groups experience access to education, health services, water and sanitation, transport, housing, and energy services)
- What factors shape these different experiences? Why do these factors exist?
- What conditions do migrant groups face in terms of livelihood or tenure security and overall political and voting rights?
- What factors shape these different experiences? Why do these factors exist?
A FOCUS ON
WORKING CONDITIONS

- Are there workers working in certain industries/sectors that may be particularly vulnerable to climate change and/or climate actions?
- Which sectors are these? Why are they vulnerable? Are these predominantly formal or informal sectors?
- How do you define formal and informal working conditions?
- Can you explain the geographical distribution of these formal/informal sectors in your city? Why are they where they are?
- Do informal/formal workers have equal access to public spaces in your city? (consider factors such as how these groups experience safety and physical accessibility within these spaces and to these spaces (availability)). What are some barriers and challenges these groups face in accessing these spaces?
- What factors shape these different experiences? Why do these factors exist?

- What are the different barriers and challenges that informal/formal workers face in accessing public services in your city? (consider differences in how these groups experience access to education, health services, water and sanitation, transport, housing, and energy services)
- What factors shape these different experiences? Why do these factors exist?
- What conditions do formal/informal workers face in terms of livelihood or tenure security and overall political and voting rights?
- What factors shape these different experiences? Why do these factors exist?
A FOCUS ON AGE

- Do all age groups (including the elderly, children, or youth) have equal access to public spaces in your city? (consider factors such as how these groups experience safety and physical accessibility within these spaces and to these spaces (availability)). What are some barriers and challenges different age groups face in accessing these spaces?
- What factors shape these different experiences? Why do these factors exist?
- What are the different barriers and challenges that age groups (including the elderly, children, or youth) face in accessing public services in your city? (consider differences in how these groups experience access to education, health services, water and sanitation, transport, housing, and energy services)
- What factors shape these different experiences? Why do these factors exist?
- Are there policies that protect and support senior citizens in the city? Can you give some examples?
- Are there facilities and programs for children and youth? Can you provide examples?
- Are there regulations protecting children from child labor in the city?
- Do all these age groups have equal access to political participation? Why do these differences exist? Are these differences just?
A FOCUS ON

APPLY AN EQUITY LENS

DISABILITY

• How do you define disability? Can you define the different kinds of disabilities considered in your city?

• Do non-disabled and all people with disability (consider different forms of disability that you have identified – are there any other forms of disability not included in your list?) have equal access to public spaces in your city? (consider factors such as how these groups experience safety and physical accessibility within these spaces and to these spaces (availability)). What are some barriers and challenges these groups face in accessing these spaces?

• What factors shape these different experiences? Why do these factors exist?

• What are the different barriers and challenges that people with disabilities face in accessing public services in your city? (consider differences in how these groups experience access to education, health services, water and sanitation, transport, housing, and energy services)

• What factors shape these different experiences? Why do these factors exist?

• Are there policies that support people with disabilities in your city? Can you provide examples, with details on which types of disabilities are included or excluded in these policies?
Key Considerations: Apply an equity lens *(Prosperity and Affordability)*

**Aspect**
- **Prosperity**

**Activity**
Use the following questions to understand and identify the key equity challenges related to prosperity for frontline communities and impacted groups in your city.

**Aim**
1. Understand the root causes for marginalization (or social exclusion) and lack of prosperity for certain groups in the city.
2. Understanding prosperity challenges facing frontline communities and impacted groups.
A FOCUS ON
GENDER

- What is the level of participation of women & openly LGBT people in the workforce?
- What is the gender balance in leadership positions? Are women and young girls encouraged to lead within working environments?
- Are working environments in your city gender conscious & gender neutral? Consider different sectors (i.e. industry, consumption, catering, healthcare etc.)?
- Are women's land, credit, and property ownership rights the same as men?
- Are there policies in place to encourage women's participation in the economy? Land-ownership? What are the existing implications of these policies for women's prosperity?
- What are some barriers and challenges for women & LGBT groups in the workforce? In land ownership? In access to credit?
A FOCUS ON
INCOME LEVEL

• How big is the issue of unemployment in your city?
• Does the informal market have a major role to play in your city’s economy?
• Are low-income people able to afford the following key city services: housing, water, sanitation, transportation, energy, health, education? Discuss each one.
• Are low-income people able to find job opportunities in thriving sectors of the city’s economy to escape poverty? Why or why not?
• Are there policies in place/welfare to support/unions that protect low-income communities struggling with (threat of) unemployment? What are the existing implications of these policies? To what effect are they supporting low-income communities?
• Are there climate actions in place currently that are affecting the traditional working sectors of low-income communities in your city? Why are they affecting them? How are they affected?
A FOCUS ON
RELIGION & RACE OR ETHNICITY

• Are religious, racial or ethnic minorities well represented in key sectors of the city’s economy? Why or why not?

• Are religious, ethnic or racial groups able to find job opportunities in thriving sectors of the city’s economy? Why or why not? Are there markable differences between these groups in accessing these thriving sector jobs?

• Are working environments in your city open & respectful to different religious, ethnic or racial groups? Consider different sectors (i.e. industry, consumption, catering, healthcare etc.)?

• Are religious, ethnic or racial groups discriminated against for education/skill-building opportunities?

• Do any safety nets or protections/policies exist for these groups? What are the existing implications of these policies? To what extent are they effective?
A FOCUS ON INFORMALITY STATUS

• Are informal workers able to be productive and thrive in the city’s economy? Why or why not?
• Do informal workers face harassment and exclusion in the city?
• Do they have rights to public services, public space, and public procurement?
• Are there climate actions in place currently that are affecting the traditional working sectors of informal working communities in your city? Why are they affecting them? How are they affected?
• Do any safety nets or protections/policies exist for these groups? What are the existing implications of these policies? To what extent are they effective?
A FOCUS ON MIGRANT STATUS

• Are migrants able to find jobs in the city with good (regular) wages and working conditions? Why or why not?

• Which sectors/industries do migrants typically work in? How do migrants experience job security within these sectors in comparison to non-migrants? & levels of exploitation? (consider, working hours, unsafe or unsanitary work conditions, or very low wages)

• Are migrant groups discriminated against for education/skill-building opportunities?

• What type of migration is predominant (seasonal or permanent, within state/country or from out of state/country)?

• How do migrants experience land, credit, and property ownership rights in your city?

• Do any safety nets or protections/ policies exist for these groups in the labor force? What are the existing implications of these policies? To what extent are they effective?
A FOCUS ON APPLY AN EQUITY LENS WORKING CONDITIONS

- Are workers in specific sectors exploited in terms of long work hours, unsafe or unsanitary work conditions, or very low wages?
- Are workers in specific sectors or locations subject to additional burdens of climate change such as increased flooding, increased heat, or more variable extreme weather?
- Are there workers in sectors connected to fossil fuels that will be negatively impacted as this sector is phased out?
- Are there climate actions in place currently that are affecting some working groups more than others? Why are they affecting them? How are they affected?
A FOCUS ON AGE

• Are elderly people able to find job opportunities in key sectors of the city's economy?

• Do any safety nets or protections/ policies exist for different age groups in the labor force? (consider pension/provision schemes, threat of child labor, youth skill building programs etc). What are the existing implications of these policies? To what extent are they effective?

• Can they access education, healthcare, recreation and other amenities in the city?

• What are the challenges and threats experience by different age groups across low-income communities? Consider elderly, children and young adults? (consider exploitation, crime, recruitment)

• Do the youth have well paying jobs available in growing sectors of the city's economy?
A FOCUS ON
DISABILITY

• What disabilities are recognized and represented within the workforce of your city? Which sectors are more representative than others?
• Are people with disabilities able to find jobs in key sectors of the city’s economy? Why or why not?
• Are there ways people with disabilities can access education, healthcare, transportation, recreation, and other amenities in the city?
• Do any safety nets, provisions or protections/policies exist for people with disabilities in the labor force? (consider skill-building programs, inclusion requirements, provisions for low-income people with disabilities etc). What are the existing implications of these policies? To what extent are they effective?
• Please provide details about the different categories of disabilities considered.
Key Considerations: Apply an equity lens (*Place* and *Spatial Inclusion*)

**Aspect**

**Place**

**Activity**

Use a map to identify neighborhoods and areas that would be affected by climate change or climate action, including location of social assets/public services (public transport, schools, clinics, public spaces, etc.).

**Aim**

1. Highlight and prioritize areas/neighborhoods on a map that are hotspots for frontline communities and impacted groups and present particular climate inequities.
2. Understand importance of addressing spatial inequalities in the city.
A FOCUS ON APPLY AN EQUITY LENS ON THE MAP

- In which locations is availability of infrastructure and essential services (energy, housing, waste management, transportation, water and sanitation, health and education centers, parks and open space) lacking in the city? How can you explain the differences in the spatial distribution of these infrastructures? What factors influence these differences?
- How does the quality of services vary across the city? What factors influence these differences?
- Which are the locations of climate change risk/exposure -- e.g., low lying coastal locations, river banks, areas prone to flooding?
- In which locations are low income households, informal settlements, racial, ethnic and religious groups concentrated in the city? How does this correspond with availability of infrastructures and climate hazards and/or risks?
- Which are the new growth areas of the city and what type of built form (formal or informal) is seen in these areas? Which classes of the population can afford to live in these locations (low, middle or upper classes)? Are essential services and infrastructure keeping up with this growth? If not, why?
- Which locations have a high degree of crime and violence? Why?
- Are there other spatial inclusion issues you would like to raise?
A FOCUS ON APPLY AN EQUITY LENS

IF INFORMATION IS AVAILABLE, ADD THE FOLLOWING LAYERS OF DETAIL TO YOUR CITY MAP

- Basic transport infrastructure (bus and rail network, road network) and agency jurisdiction
- Electricity network and agency jurisdiction
- Location of key water source(s)
- Income distribution
- Population density
- Key employment and commercial zones
- Urban growth over prior decade
- Flood zones
- Groundwater and aquifer map
- Water and sewerage infrastructure and agency jurisdiction
- Public facilities (health, education, recreation, public space, government offices)
- Land use and legality
If transport layers are available, consider a congestion charge in CBD area, income distribution and public transport network, to show how low-income communities outside zone may face higher charges unless adequate public transport alternatives are available.

How might these services be enhanced to ensure that low income households have good access to key employment and commercial zones in the city? Where should the public transport network be expanded?
<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>We understand the most important inclusion challenges in our city.</td>
</tr>
<tr>
<td></td>
<td>We understand the root causes for marginalization (or social exclusion) and lack of access and prosperity for certain groups in the city.</td>
</tr>
<tr>
<td></td>
<td>We understand the prosperity challenges facing frontline communities and impacted groups.</td>
</tr>
<tr>
<td></td>
<td>We have prioritized areas/neighborhoods on a map that are hotspots for frontline communities and impacted groups.</td>
</tr>
<tr>
<td></td>
<td>We understand the importance of considering actions spatially and addressing spatial inequalities in the city.</td>
</tr>
</tbody>
</table>
What city-wide benefits might ICA help achieve? Where should we focus our efforts? How will we define and quantify success?
Key Considerations: Conduct an ICA Diagnosis

Why?
Identify existing strengths and capacity
Identify opportunities for growth
Understand what the city is tracking with data, and how

How?
Assess key (domains) in the city using a traffic light analysis to identify 2-3 indicators per domain and the types of issues the city is considering.
Use a sliding scale and relevant indicators to examine the current state of data collection in the city.

What is the outcome?
Assess key domains in the city
Identify key city-level benefits that can be achieved through inclusive climate action
Identify indicators that can help connect the climate actions identified in later stages to these wider city level benefits.
Propose methods to gather data through proxies and address data gaps
**A Focus On Conduct An ICA Diagnosis**

**ICA City Selfie**
Start by taking a selfie of your city. Look through the camera using each of the lenses defined in the rings of the wheel to understand how your city looks through those lenses.

**TOP TIP**

**Domains**
This ring is about the key domains that make cities thrive. Look at your city using these domains as lenses, for example, how does your city look through the 'essential public services' lens?

**TOP TIP**

**Impact Groups**
Use this third ring to look through the lens representing each of the impacted groups relevant for your city. How is the city doing in relation to these groups (e.g. migrants)? What are the strengths and threats that these groups face in your city?

**TOP TIP**

**An Equity Lens**
The last three rings of this wheel refer to the three key aspects that define equity: access, place and prosperity.
## A Focus on Conduct an ICA Diagnosis

### City Self-Evaluation » Traffic Light Analysis

<table>
<thead>
<tr>
<th>Domain (Subdomain)</th>
<th>Example Indicator</th>
<th>Perception</th>
<th>Key reasons for perception</th>
<th>Who is most affected?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and wellbeing <em>(physical health, mental health, healthcare, work-life balance, peace and security)</em></td>
<td>Number of deaths from natural disasters per 100,000 population</td>
<td></td>
<td></td>
<td>Frontline communities</td>
</tr>
<tr>
<td>Planet <em>(air quality, water quality, soil quality, green infrastructure, environmental awareness)</em></td>
<td>Percentage of population with electrical service supported by renewable energy</td>
<td></td>
<td></td>
<td>Everyone</td>
</tr>
<tr>
<td>Education and skills <em>(education attainment, training and green jobs, education quality)</em></td>
<td>Percentage of student population completing secondary education</td>
<td></td>
<td></td>
<td>Frontline communities</td>
</tr>
<tr>
<td>Economic prosperity <em>(employment, economic innovation, income and poverty, prosperity)</em></td>
<td>Number of green jobs created</td>
<td></td>
<td></td>
<td>Everyone</td>
</tr>
<tr>
<td>Essential public services <em>(energy, housing, solid waste, transportation, water and sanitation)</em></td>
<td>Percentage of population with electrical service</td>
<td></td>
<td></td>
<td>Frontline communities</td>
</tr>
<tr>
<td>Civil society <em>(neighborhood and community involvement, non-governmental organizations, technology and communication)</em></td>
<td>Number of residents participating in public planning processes and public awareness events</td>
<td></td>
<td></td>
<td>Everyone</td>
</tr>
<tr>
<td>Institutions and governance <em>(voter participation/ and representation, good governance mechanisms, crime and justice, land management)</em></td>
<td>Voter turnout for local elections</td>
<td></td>
<td></td>
<td>Everyone</td>
</tr>
</tbody>
</table>

### Perceived status

Similar to the wheel you used in the previous exercise, this table helps you to consider how your city is doing in relation to the different domains using your own perceptions and a traffic-light analysis system. At this point, you only need to use what you know and perceive about your city, to complete the exercise.

### Top Tip

- Reflect on your city's performance in each domain.
- Consider the key reasons for your perceptions.
- Evaluate who is most affected by the changes identified.
# A Focus on Conduct an ICA Diagnosis

## City Self-Evaluation » Barriers to Data Collection

**Sustainability issue or Domain** (with Subdomains)

- **Health and wellbeing** (physical health, mental health, healthcare, work-life balance, peace and security)
- **Planet** (air quality, water quality, soil quality, green infrastructure, environmental awareness)
- **Education and skills** (education attainment, training and green jobs, education quality)
- **Economic prosperity** (employment, economic innovation, income and poverty, prosperity)
- **Essential public services** (energy, housing, solid waste, transportation, water and sanitation)
- **Civil society** (neighborhood and community involvement, non-governmental organizations, technology and communication)
- **Institutions and governance** (voter participation and representation, good governance mechanisms, crime and justice, land management)

**To what extent are you gathering data to track progress on this issue?** *(Place the slider.)*

<table>
<thead>
<tr>
<th>Sustainability Issue or Domain</th>
<th>To what extent are you gathering data to track progress on this issue? (Place the slider.)</th>
<th>What is the form of this data? Provide indicator examples and mention if spatial or not</th>
<th>What are the barriers to collecting these data?</th>
<th>How might you address these barriers and what proxy data could be used?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and wellbeing</td>
<td>100%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Planet</td>
<td>100%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education and skills</td>
<td>100%</td>
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<td></td>
</tr>
<tr>
<td>Civil society</td>
<td>100%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Institutions and governance</td>
<td>100%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Backing up your perceptions**

Use the existing data available in your city to analyze what you know about how well your city is doing in relation to these different domains. What are your city’s existing data-gathering strengths? What data can you use to back up your perceptions about your city? What had you perceived but may not be able to demonstrate with data? What are your data gaps?
### Health Check

- We understand broad areas where the city is doing well and not so well, which of these we are tracking with data, and how.

- We have identified how the city is doing in relation particular impacted groups, i.e. are current clean transportation options available or affordable for all or are significant underlying inequities?

- We have identified indicators that can help connect the climate actions identified in later stages to these wider city-level benefits.

- We can propose methods to gather data through proxies and address data gaps.
What data exists that is relevant to the priority equity challenges and sustainability domains in our city? How can this data be used to set and track benchmarks in overcoming these challenges in our city?
Key Considerations: Measure & track your journey

**Why?**
Identify relevant ICA Indicators that the city collects data for in each key domain, with some level of spatial disaggregation.
Discuss list of top 50 indicators (from Indicators Module), identifying which ones are similar to the city's indicators, and mention sources of quantitative and qualitative data for each of them.

**How?**
Use list of ~10-15 key indicators as a starting point for discussion, adding and subtracting based on the relevance of that indicator to inclusivity concerns and to climate action in the city.
Check which indicators the city already collects data for and list the source.

**What is the outcome?**
Understand what data exists to support actions analysis and its granularity and level of spatial disaggregation.

TOP TIP
Complement this with Indicators
Please read this in conjunction with the indicator module.
# Setting your data baseline

This will help you understand where your data gaps are and give you a good starting point to begin tracking your ICA progress.

## Domain (Subdomains)

<table>
<thead>
<tr>
<th>Domain</th>
<th>Top Indicators</th>
<th>Data source, year or frequency, and geographic scale of data?</th>
<th>If Yes, indicator tracked as part of what city process?</th>
<th>If No, how feasible is it to collect?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and wellbeing (physical health, mental health, healthcare, work-life balance, peace and security)</td>
<td>Number of deaths from natural disasters per 100,000 population</td>
<td>Y N</td>
<td>Y</td>
<td>100% 50% 0%</td>
</tr>
<tr>
<td>Planet (air quality, water quality, soil quality, green infrastructure, environmental awareness)</td>
<td>Percentage of population with electrical service supported by renewable energy</td>
<td>Y N</td>
<td>Y</td>
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<td>Percentage of student population completing secondary education</td>
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<td>Number of green jobs created</td>
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<td>100% 50% 0%</td>
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<td>Voter turnout for local elections</td>
<td>Y N</td>
<td>Y</td>
<td>100% 50% 0%</td>
</tr>
</tbody>
</table>
Health Check

- We can identify relevant ICA Indicators for which our city collects data across domains with some level of spatial disaggregation.
- We are familiar with the top ~10-15 indicators and potential sources of quantitative and qualitative data for each.
- We have created a list of indicators specific to our city.
- We understand what data exists to support actions analysis and its level of spatial disaggregation.
What is the existing governance and decision making structure? Who are the relevant interest groups? Who could be positively or negatively influencing your selected climate actions?
Key Considerations: Understand factors influencing ICA decisions

Why?
Answer three broad sets of questions:

(i) What is the existing governance and decision-making structure around your priority domains?

(ii) What are the political economy drivers responsible for existing conditions and that may potentially impact implementation of actions around these domains?

(iii) What institutional and administrative mechanisms do you have in place in your city to ensure that climate actions are developed in an inclusive way and that outcomes are equitable?

How?
Use the suggested questions and worksheets provided to respond to the questions above. Conduct a power/influence + need and interest analysis of stakeholders.

What is the outcome?
Understanding of how politically/publicly acceptable particular actions might be? Understanding of formal and informal decision making processes/governance structured related to equity and inclusion in the city? Understand key actors responsible for existing conditions and how they may potentially impact implementation of actions.

TOP TIP
Please note you can use this module in conjunction with C40's Playbook for inclusive Community Engagement.
A FOCUS ON
KEY ACTORS INFLUENCING ICA DECISION MAKING

- Who are the key influential actors in the city and immediately adjoining region? Name the public, private, NGO, academic, and community groups that have political influence and importance.

- What is the decision making structure in the city? E.g., if you have done a Powers Analysis as part of the Strategic Appraisal, please use that City Powers map as a starting point to understand this.

- What are the tensions and synergies between the different levels of government on climate action? Regarding inclusivity in general? Regarding inclusive climate action?

- What are the tensions and synergies between different sectors of the city government on climate action? Regarding inclusivity in general? Regarding inclusive climate action?

- Which actors are likely to be the key allies or champions for climate action in the city and what is their interest?

- Which actors are likely to be the key opponents for climate action in the city and what is their interest?

- Which actors are likely to be key advocates for inclusivity in the city? Why?

- Which actors are likely to be the key opponents for inclusivity? Why?

- What is the relationship between politics and business interests in the city?

- Does the current city leadership prioritize either climate action or inclusivity or both?

- Are there local institutions or official agencies that prioritize inclusivity and equity issues? (e.g., Department of Equity and Inclusion in cities of Cambridge, Massachusetts and Durham, North Carolina in the US).
### Example table for Action 6: Congestion pricing and low emission zones:

<table>
<thead>
<tr>
<th>Key Actor</th>
<th>Influence (low, high)</th>
<th>Main interest</th>
<th>Potential winner or loser</th>
<th>Why?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public transport agency</td>
<td>High</td>
<td>Ridership</td>
<td>Winner</td>
<td>Pricing would cause mode shift to public transit</td>
</tr>
<tr>
<td>Businesses</td>
<td>High</td>
<td>Customers, profits</td>
<td>Loser</td>
<td>Pricing would decrease business from driving customers; freight deliveries and business trips would be costlier, but with travel time savings</td>
</tr>
<tr>
<td>Low income drivers</td>
<td>Low</td>
<td>Affordability, access</td>
<td>Loser</td>
<td>Pricing would make travel unaffordable</td>
</tr>
</tbody>
</table>
A FOCUS ON
UNDERSTAND FACTORS INFLUENCING ICA DECISION MAKING

PICK A CLIMATE ACTION AND ATTEMPT TO FILL IN THE FOLLOWING TABLE

<table>
<thead>
<tr>
<th>Key Actor</th>
<th>Influence (low, high)</th>
<th>Main interest</th>
<th>Potential winner or loser</th>
<th>Why?</th>
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<tr>
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<td></td>
</tr>
</tbody>
</table>
### Health Check

1. We understand the existing governance and decision-making structure in our city to plan for inclusive climate action.
2. We understand key actors responsible for existing conditions and how they may potentially impact implementation of actions.
3. We can identify the relevant/available institutional and administrative mechanisms in place in our city to plan climate actions are developed in an inclusive way and that outcomes are equitable.