TEMPLATE METRICS OF SUCCESS FOR HOLISTIC ENVIRONMENTAL JUSTICE

AN ARBOR DAY FOUNDATION ENVIRONMENTAL JUSTICE TRAINING RESOURCE

This template provides a roadmap to help you customize metrics of success for your organization to use in your evaluation efforts. Start with the following steps:

STEP 1:
AUDIT YOUR EXISTING METRICS OF SUCCESS

A. Start by reviewing the definitions for the three pillars of environmental justice (EJ) in urban and community forestry.

- **Recognitional justice:** The perspectives, values, experiences, preferences, and knowledge of disadvantaged groups[1] and neglected groups[2] are **recognized** and **prioritized** within urban forest decision-making, planning, and delivery of tree-planting and tree stewardship events.

- **Procedural justice: Meaningful involvement** of residents from disadvantaged areas throughout decision-making processes about tree planting and stewardship.

- **Distributional justice:** The benefits and burdens of tree planting and stewardship are **fairly and equitably distributed** across neighborhoods, regardless of race, income, or other demographic characteristics.

B. Note how you are currently measuring success (if at all) on each of these pillars in column 2 of the table on page 2.

STEP 2:
SELECT ADDITIONAL TEMPLATE METRICS OF SUCCESS TO USE

A. Next, review the template metrics of success for each pillar in columns 3 & 4 of the table and select which you would like to use.

B. Copy and paste the template metrics you want to use into a separate document.

C. Replace the information in the brackets that appear with each metric to fit your needs and context. For example, if the template metric says: "Number of repeat engagements in [name(s) of neighborhood(s) served]," you will replace the information in brackets with the name(s) of the neighborhood(s) in which you are doing the repeat engagements, such as: "Number of repeat engagements in the westside Detroit neighborhood of Grandmont Rosedale."

[1]Racial minorities (i.e. non-white), queer and transgender, disabled, low-income, renters, un/under-housed, those using English as an additional language, un/under-documented individual

[2]Those living in neighborhoods with fewer trees and left out of urban forest decision-making.

TEMPLATE METRICS OF SUCCESS:

	CURRENT METRICS OF SUCCESS	TEMPLATE QUANTITATIVE METRICS	TEMPLATE QUANTITATIVE METRICS
RECOGNITIONAL JUSTICE		The majority of engagement activities involve two-way information sharing and decision-making power among residents and urban foresters. Urban foresters collect "heritage narratives" of several residents to give attention to the historical, cultural, and institutional factors that may influence perspectives of disadvantaged groups toward trees.	Formal commitments to ongoing and intentional engagement with EJ priority communities communicated throughout organizational materials and platforms (e.g. websites, social media, plans). Examples: Trees Atlanta, Friends of the Urban Forest Themes in "heritage narratives" are integrated into urban forest plans.
PROCEDURAL JUSTICE		Number of repeat engagements in [name of neighborhood(s) served]. Number (or proportion) of people in [neighborhood(s) served] who participated in [name of engagement activity]. The majority of residents who participated in engagement activities indicated that they felt seen and heard. The majority of residents involved report no barriers to accessing information you have shared with them.	Several people in [neighborhood name(s)] reported feeling positive and/or motivated to participate more upon leaving [name of event/activity]. The engagement activity that people in [neighborhood name(s)] reported enjoying the most was [name of activity] because [reasons stated by residents]. Actions taken to remove barriers to participation (e.g. providing information in other languages) effectively respond to residents' concerns, according to residents.
DISTRIBUTIONAL JUSTICE		Resources (such as staff time, money, trees, and tools) are equitably distributed across neighborhoods based on level of need. Urban forest benefits and responsibilities are shared fairly (i.e. based on each group's abilities and needs) across communities. The majority of your organization's time, money, and other resources is invested in explicitly-defined "EJ priority communities" (e.g. areas with low tree canopy coverage). Example: Seattle Urban Forest Management Plan (2020, p. 30) Community engagement activities are equitably distributed across neighborhoods based on each neighborhood's level of need. The majority of residents in [neighborhood(s) served] [participated in/approved of/developed skills in] [engagement activity name]	Residents in [name of neighborhood(s) served] indicated that the level of investment of time/resources was enough to remove barriers to their participation in tree planting and/or stewardship. Residents in [neighborhood name(s)] expressed receiving several benefits from participation in [engagement activity name(s)], including: [name(s) of benefit(s) residents got from participation–such as social networking, or improved tree health).

THE ARBOR DAY FOUNDATION AND FAIR FORESTS CONSULTING

At the Arbor Day Foundation, we believe everyone should have access to the powerful benefits of trees. To help strengthen our focus on communities that need trees most, we partner with experts like Dr. Christine Carmichael from Fair Forests Consulting. This resource, crafted by Dr. Carmichael, is part of our ongoing commitment to empowering our partners to grow their environmental justice work in urban forestry.

Alliance for Community Tree members have access to our full environmental justice training series in the ACT Member Resource Center. Learn about this network and how to join at arborday.org/ACT.