



Vermont Cannabis Control Board

March 3, 2023

Positive Impact
Criteria
Overview



License Renewal Positive Impacts

1.4.9 Plans Related to Positive Impact Criteria

THIS RULE IMPOSES CONDITIONS ON YOUR RENEWAL

For renewal, all licensees must include information regarding progress on the licensee's required goals under this section of the rule. Depending on the number of people your business employs, you need to develop positive impact goals and report on your progress towards these goals prior to renewal.

License Renewals Positive Impact Criteria

GOALS

- Year 1

Licensee who reported having or plans to have 2 or more employees on their initial application are required to update the Board during the renewals process by providing a narrative regarding your positive impact goals.

- Year 2

Licensees who report having or plan to have 2 or more employees on the renewal application are required to complete the Positive Impacts Criteria outlined on slides 9-12.

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Positive Impacts - Inclusive Hiring Plans

CCB will look for a comprehensive report on your plan and goals for the future

- How successful were you in creating a diverse workforce?
- How did your hiring practices create a diverse and inclusive organization?
- What is the current make-up of your workforce?
- What resources are you using to recruit from? Where are you posting your hiring needs? Are you participating in local hiring events or job fairs?
- How are you ensuring that you are creating a safe, inclusive, and respectful work environment?
- What if any barriers prevented you from executing your plan?
- How will your business approach establishing a management plan with goals and measures for inclusion and diversity?
- How will your business capitalize on the variety of experiences, cultures, and backgrounds of your workforce to innovate?
- Does your business utilize metrics to evaluate whether you are meeting your goal of creating and maintaining a diverse workforce? What are those metrics?

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Positive Impacts - Workforce Re-entry Programs

CCB will look for a comprehensive report on your plan and goals for the future

- How successful is your workforce re-entry program?
- How many individuals have you hired under this program? What are your metrics or goals for the future?
- Who are you partnering with to receive referrals of qualified applicants?
- What are your criteria for participating in the program?
- What if any barriers have you experienced?
- How are you measuring success or progress towards success?
- What groups are you partnering with to ensure the program is successful?
- Are there additional training opportunities for individuals in this program?
- What other ways is your business engaging with your community or providing assistance to individuals and families impacted by cannabis prohibition?
- If you did not meet your initial goal, do you plan to exceed your first year hiring goals this year? If not, how do you plan to ensure your business is meeting its positive impact goals this year?

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Positive Impacts – Incubator Program

CCB will look for a comprehensive report on your plan and goals for the future

- Were you able to start an incubator program in year 1?
- What businesses or licensees are participating in this program so far and what are they doing? How did you identify or recruit participants?
- What services, business assets, and resources are you offering to support their success?
- Describe any networking opportunities you are providing.
- How does your incubator program have a positive impact toward promoting sustainable practices or socially and economically reparative practices in the cannabis industry?
- What if any barriers did you experience?
- What benchmarks are you using to measure success?

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Positive Impacts - Sustainable Agricultural Practices

CCB will look for a comprehensive report on your plan and goals for the future

- What sustainable agricultural practices did you implement this year?
- Did you conduct soil tests to inform your nutrient schedule?
- Do you use plastic mulch or rockwool, and if so, what is your plan to move away from these practices?
- Do you have an integrated pest management plan in place?
- Describe your farm plan and whether and how it incorporates principals of environmental protection and habitat preservation.
- What local, state and national resources are you engaging with and how are you benefitting from those connections?
- How are you ensuring the overall ecological health of your grow site?
- What measures are you implementing to reduce environmental harm of your business operations?
- How are you tracking your agricultural practices year to year?
- Are you networking with other growers, manufacturers, retailers?

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Positive Impacts – Waste and Efficiency Standards

CCB will look for a comprehensive report on your plan and goals for the future

- Are you working with Efficiency Vermont?
- How are you achieving energy efficiency?
- Provide tracking data about your energy usage over the last year and how you plan to reduce your energy usage over time.
- Are you using alternative energy sources or do you plan to incorporate them in the future?
- Does your business burn fossil fuels; if so, do you have a plan to move away from fossil fuels or use carbon offsets?
- What local, state or national organizations are you working with to achieve your goals?
- How many years will it take you to achieve your goals?
- How are you tracking your progress from year 2 onward?

License Renewals Positive Impact Criteria

Positive Impact Criteria

Current Application Questions licensees with 2-10 employees

Provide information regarding proposed plans to recruit, hire, and implement a development ladder for minorities, women, or individuals who have historically been disproportionately impacted by cannabis prohibition using AT LEAST 1 (one) of the following options:

1. Inclusive hiring and contracting plans.
2. A plan for providing a livable wage.
3. Adopting and supporting incubator or accelerator programs that seek to assist businesses that meet the definition of a social equity applicant or are minority or women-owned, including but not limited to providing:
 - a. grants or access to capital;
 - b. workforce re-entry training or programming;
 - c. cultivation, manufacturing, or retail space;
 - d. management training or other forms of industry-specific technical training; or mentorship from experts;
1. A contribution or contributions to the Cannabis Business Development Fund established by 7 V.S.A. § 987"

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Current Application Questions for licensees with 2-10 employees

Provide information regarding proposed plans to incorporate principles of environmental resiliency or sustainability, including energy efficiency, using AT LEAST 1 (one) the following options:

1. Sustainable agricultural practices.
2. Sourcing energy from renewables.
3. Exceeding minimum waste standards, as provided by Rule 2.2.8, or exceeding minimum efficiency standards as provided by Rule 2.5, if applicable.
4. Contribute to anti-pollution efforts, which could include but is not limited to the use of carbon off-sets.

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Current Application Questions for licensees with 10 or more employees

Provide information regarding proposed plans to recruit, hire, and implement a development ladder for minorities, women, or individuals who have historically been disproportionately impacted by cannabis prohibition using AT LEAST 3 (three) the following options:

1. Inclusive hiring and contracting plans.
2. A plan for providing a livable wage.
3. Adopting and supporting incubator or accelerator programs that seek to assist businesses that meet the definition of a social equity applicant or are minority or women-owned, including but not limited to providing:
 - a. grants or access to capital;
 - b. workforce re-entry training or programming;
 - c. cultivation, manufacturing, or retail space;
 - d. management training or other forms of industry-specific technical training; or mentorship from experts;
4. A contribution or contributions to the Cannabis Business Development Fund established by 7 V.S.A. § 987

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Current Application Questions for licensees with 10 or more employees

Provide information regarding proposed plans to incorporate principles of environmental resiliency or sustainability, including energy efficiency, using AT LEAST 3 (three) the following options:

1. Sustainable agricultural practices.
2. Sourcing energy from renewables.
3. Exceeding minimum waste standards, as provided by Rule 2.2.8, or exceeding minimum efficiency standards as provided by Rule 2.5, if applicable.
4. Contribute to anti-pollution efforts, which could include but is not limited to the use of carbon off-sets.