

## SOCIAL EQUITY PLANS: CRITERIA AND REVIEW PROCESS

### Overview

All Cannabis Establishments seeking to apply for a final license must submit a Social Equity Plan (SEP) to the Social Equity Council (“SEC”, “the Council”) for review and approval. In accordance with section 21a-420d(h)(5), the Social Equity Council has developed the following criteria for an acceptable SEP. In connection with the legalization of adult-use cannabis, the State of Connecticut determined a need to support and bolster areas where the war on drugs has disproportionately impacted communities. The Council has utilized the Center for Disease Control’s (CDC) definition of Social Determinants of Health (SDH): the cultural, economic, and social factors that can impact a person’s health. Examples include income, education, unemployment, working conditions, food insecurity, housing, and social inclusion to identify example themes for SEP’s to address. Three example themes of SDH identified by the SEC are:

1. Reentry/reintegration support for formerly justice-impacted individuals (education, employment training & opportunities).
2. Increase engagement with early childhood and youth development initiatives.
3. Increase engagement with elderly support initiatives.

Engagement with and analysis of disproportionately impacted areas (DIA) resulted in the identification of these example themes as avenues to help strengthen DIA communities and promote social equity. Cannabis Establishments should consider these when developing their SEPs and must provide investment in and services surrounding SDH informed themes. SEPs should make contributions in existing community programs related to the SDH informed themes.

### I. Requirements for Preparing a Social Equity Plan

1. Plan must be written to address one or more SDH informed themes.
2. Plan must be written to address the [Target DIA](#):
  - a. Target DIA is the specific DIA census tract in which the Cannabis Establishment is located, or the closest DIA census tract to the location of the Cannabis Establishment.
3. Plan must remain in effect for the duration of the Cannabis Establishment’s business operation.
4. Cannabis Establishments are not permitted to copy and paste plans for multiple submissions, except as follow:
  - a. A single company with multiple licenses sharing a location/Target DIA may submit a single SEP but must explain in the Social Equity Programs Form how each license will independently contribute to the goals. In addition, they must list each license on all relevant forms.
    - i. E.g., Cannabis Establishment A is a distributor and Cannabis Establishment B is a retailer for the same company. They are owned by the same Company and located

in the same Target DIA.

They may choose to work together to fund children's summer camp tuition. Cannabis Establishment A will contribute \$2,000, funding 4 children's tuition while Cannabis Establishment B will contribute \$3,000, funding 6 children's tuition. They must make their individual contributions clear throughout the joint Social Equity Plans. They are permitted to conduct a singular Community Engagement effort.

5. Two unaffiliated Cannabis Establishments who wish to work towards a common Social Equity Goal/Program are permitted to do so if they share a Target DIA. The Cannabis Establishments must conduct separate Community Engagement efforts and must submit separate SEPs. These plans must detail how the two entities will work together to collaboratively support the recipient to enhance the Social Equity Goals/Programs of each Cannabis Establishment.
  - a. E.g., Two establishments choose a social equity program intending to supply a local shelter with supplies. One business would provide hygiene products, while the other would provide cold weather apparel.
  - b. E.g., two establishments choose a social equity program intending to support a local scholarship fund. One business makes a contribution of \$2,000 supporting two students, and the other also makes a contribution of \$2,000 supporting two students.
  - c. **Contributions must be unique to each license.**
6. As the Cannabis Establishments' business evolves and changes are needed for the SEP, the Company may submit a change request by submitting an email to [SEC.Plans@ct.gov](mailto:SEC.Plans@ct.gov) and providing a thorough justification for the change. Additionally, the Company should submit the applicable forms that require a change in the SEP, such as the Social Equity Programs Document.

## II. Definitions

1. "Cannabis Establishment" means a producer, dispensary facility, cultivator, micro-cultivator, retailer, hybrid retailer, food and beverage manufacturer, product manufacturer, product packager, delivery service or transporter who is applying for cannabis business license and is required to submit a Social Equity Plan. Throughout this document, also referred to as "the Licensee" or "the Company."
2. "Community Member" means a person who resides in the Target DIA or who does not necessarily reside in the Target DIA but has an economic, social, or cultural interest in the Target DIA. For example, an individual who attends school or church, is employed or owns a business in the Target DIA but does not reside there. This is different than a "Community Stakeholder" defined below.
3. "Community Stakeholder" means an individual resident of the Target DIA that:
  - a. must have resided in/currently resides in the specific DIA for at least five (5) years prior to

- the submission of the Social Equity Plan, and is either a local elected councilmember or alderman, or an organization or charity serving the Target DIA community, and
  - b. demonstrates a deep understanding of socio-economic, and cultural issues concerning the Target DIA based on his/her personal knowledge, experience, education or a combination of personal knowledge, experience, and education,
  - c. must be an individual and cannot be a Union or Chamber of Commerce.
4. “Disproportionately impacted area” means on and after August 1, 2023, a United States census tract in this state that has been identified by the Social Equity Council by using (1) a poverty rate metric and (2) ranking of historical conviction rates for drug-related offenses by census tract.
  5. “Social Equity Goals” or “Goals” means the targeted objective of the Social Equity Plan. They are the specific results that the Cannabis Establishment aims to achieve by implementing the Social Equity Plan. The Goals shall have a not-for-profit purpose with the intent of addressing one or more SDH informed themes. Refer to item #5 in the SEP Components for greater detail.
  6. “Social Equity Plan” (SEP) means a written plan proposed by a Cannabis Establishment to address specific social, economic, and cultural needs of an area of the State of Connecticut identified by the SEC as a Target DIA affected by the “War on Drugs,” and designed to promote diversity, equity, and inclusion. The SEP must follow the requirements and format prescribed in this document.
  7. “Social Equity Programs” or “Programs” means the set of initiatives, activities, and investments that aim to meet the Social Equity Goals. See item #6 in the SEP Components for greater detail.
  8. “Target DIA” is the DIA specific to each individual Social Equity Plan. It is the specific DIA census tract in which the Cannabis Establishment is located or if none, the nearest DIA census tract to the business location. This is the area where the Cannabis Establishment will focus its Social Equity Goals and Programs.

### III. Components of the Social Equity Plan

1. **Statement of Purpose.** The statement of purpose shall serve as an introduction to the mission of the company's SEP. It should describe the systemic inequalities and community "gaps" that the Cannabis Establishment has identified through its Community Engagement and how the statement of purpose aligns with the SDH informed theme(s). The statement of purpose should also address the Social Equity Programs the Business aims to achieve, a general summary of its planned initiatives or activities, and identify the Target DIA to which the plan is being written to.
  - i. E.g. If a business is located in a town without any DIAs, the statement of purpose should identify the closest Target DIA to the place of operation, and demonstrate a commitment to supporting that Target DIA.
2. **Community Engagement.** The purpose of engaging with the community is to gain insight into community needs and areas of desired improvement from those who live and work in the Target DIA. The Cannabis Establishment shall focus on one or more Social Equity Goals during community outreach to identify which Social Equity Programs they will institute as part of its Social Equity Plan. A required component of Community Engagement is conducting Community Stakeholder Interviews (see Component #3). The Cannabis Establishment must use two or more of the following methods to conduct the Community Engagement:

- a. Community "town hall" meetings, which engage community input.
- b. Written or electronic surveys/questionnaires distributed at community events, places of worship, apartment complexes, through social service organizations, and other similar community representative groups. In order to use survey results, the Cannabis Establishment must obtain at least 50 completed surveys.
- c. Focus Groups or charettes that include community members such as local elected councilmembers or aldermen, organizations/charities serving the Target DIA, local businesses, or other local individuals who demonstrate a deep understanding of socio-economic or cultural issues within the Target DIA.
- d. Documentation must be provided to support these activities:
  - i. Copies of surveys, questionnaires, meeting minutes, and a summary of the results, as well as method of distribution and number of participants.
  - ii. For any events, the SEP must indicate date, time, agenda, activities, number of attendees, and meeting minutes.
- e. When conducting an event (such as a town hall), the Cannabis Establishment should make reasonable efforts to accommodate the greatest possible number of Community Members by offering multiple sessions and varying times, or alternative ways of participation (e.g. virtual meetings, hybrid meetings, meetings at easily accessible public locations, surveys that can be accessed by mobile and desktop devices, etc.).

**3. Community Stakeholder Interviews.** As part of Community Engagement, the Business must interview at least three (3) Community Stakeholders to receive their input on potential Social Equity Goals and related Social Equity Programs, being considered as part of the Social Equity Plan. The SEC reserves the right to contact Community Stakeholders regarding their involvement in an interview.

- a. Documentation to support these interviews should include:
  - i. A list of identified stakeholders.
  - ii. Explanation of any stakeholders that were unwilling to participate, especially due to Federal prohibition concern (completed on the Interview Form found in Appendix B).
  - iii. A complete and thorough Interview Form for each person interviewed. See Appendix B.

**4. Letters of Support.** The Cannabis Establishment must include three (3) letters of support from Community Stakeholders who are interviewed or Community Members who attended/participated in a Community Engagement Event. The letters must be genuine and credible and cannot contain boilerplate language prepared by the Company or its legal representatives. In their statements, the

Community Stakeholders/Members should express support for the Cannabis Establishment's proposed initiatives and provide reasons underlying the support. In addition, the letters must express a clear understanding of the issues that the Social Equity Plan intends to address. The letters must reference the specific Cannabis Establishment the SEP is written to and cannot be a general support letter for a company. Each letter of support must include the contact information of the Community Stakeholder/Member, including name, address, phone number, and email. The SEC will weigh the credibility of each support letter at its own discretion and reserves the right to contact stakeholders. **Letters of Support should be addressed to the Social Equity Council or its Executive Director. Letters of Support are required for a SEP. Failure to submit at least three letters of support will result in automatic denial of the Social Equity Plan.**

5. **Two Equity Goals.** The Cannabis Establishment must define at least two long-term Social Equity Goals they aspire to achieve. These Goals should be selected using knowledge obtained from Community Engagement and Community Stakeholder Interviews and reflect the broader positive changes the Cannabis Establishment aims to contribute to. Must be included on the Social Equity Programs Form.
6. **Two Equity Programs.** As a means of achieving its defined Social Equity Goals, the Cannabis Establishment must identify two Social Equity Programs or initiatives to which it will contribute its time and resources. These Programs should pre-exist within the community and the Cannabis Establishment will help to enhance the program through monetary or other contributions (i.e., in-kind donations or volunteer hours). Must be included on the Social Equity Programs Form.

The following activities will not qualify as Social Equity Programs under this Social Equity Plan:

- a. Financial Contributions to an organization that does not fall under SDH informed themes for impact.
  - b. Financial contributions to nonprofits or businesses owned by the backers or related parties of the Cannabis Establishment.
  - c. Educational and information campaigns regarding cannabis consumption.
  - d. Programs wherein the Cannabis Establishment promises to hire and retain other social equity licensees.
  - e. Programs wherein the Cannabis Establishment offers to assist businesses to become certified by the State of Connecticut supplier diversity program.
  - f. Programs where the Cannabis Establishment offers to assist other Cannabis Establishments.
7. **Program Timeline & Evaluation.** In developing its Social Equity Goals and Social Equity Programs, the Cannabis Establishment must also consider ways in which it plans to deploy its plan, assess success and areas for improvement, and implement corrective actions. The following must be included in the Social Equity Plan:
    - a. A quarterly timeline to highlight expected milestones and achievements of the Social Equity Goals.

- b. Clear outline of the metrics/key performance indicators (KPIs) that will be used to measure the progress of programs.
- c. Program evaluation should include public feedback from within the Target DIA community. Feedback obtained must be made available to the SEC upon request. Effective ways to allow the public to submit feedback include:
  - i. A dedicated email for public feedback and advertising it on the business website, social media, etc.
  - ii. Sending periodic surveys to constituents.
  - iii. Organizing periodic town hall events for community conversation.
- d. Clear outline of ways through which warranted improvements and corrective actions will be implemented.
- e. Complete Timeline & Metrics section of the Social Equity Form found in Appendix B, which will include items a-d above.

**8. Individual Responsible for the Social Equity Plan.** The Cannabis Establishment must designate a primary point of contact for the Social Equity Plan. The name and contact information for this person must be included in the SEP and any changes that may occur to the person responsible should be immediately communicated to the SEC in writing. Responsibilities of this role include but are not limited to:

- a. Oversee the SEP and its implementation.
- b. Conduct Community Engagement activities.
- c. Lead the implementation of Social Equity Programs.
- d. Evaluate the Programs, including gathering feedback and responding to public inquiries.
- e. Implement corrective action.
- f. Make updates to the SEP as needed or required.
- g. Communicate any changes to the SEC.
- h. As part of the license renewal process, all Cannabis Establishments must submit a semi-annual report on the impact of its Social Equity Plan on its Target DIA.
- i. As part of the license renewal process, all Cannabis Establishments must submit an annual report on the impact of its Social Equity Plan on its Target DIA.

**9. Commitment to Purchase from Certified Minority Business Enterprises (MBE).** The Cannabis Establishment should work with a diverse pool of vendors and suppliers including businesses that are registered in Connecticut as MBEs for services that do not require a cannabis license, such as maintenance of facilities, landscaping, security, plumbing, professional services, technology solutions, etc. The Cannabis Establishment must conduct business with at least two MBEs. To help identify

companies to do business with, please refer to the [CT SDBE Database](#).

The Company must submit the following at intervals indicated below:

**a.** Upon submission of the SEP:

- i. The SDBE Commitment Form found in Appendix B.

**b.** At the first semi-annual reporting after licensure:

- i. All SDBEs' valid certificate received from the State of Connecticut Department of Administrative Services.
- ii. The contract or business arrangement documents for each SDBE.

**c.** At the first annual reporting and semi-annually thereafter:

- i. Renewal contracts with SDBEs.
- ii. Any new SDBE contracts.
- iii. Most recent invoice or proof of payment to all SDBEs engaged.

Please note, while Social Equity Plans are subject to public disclosure, any agreement between a Cannabis Establishment and an SDBE submitted to the SEC will not be disclosed to the public.

#### IV. Reporting

As part of the license renewal process, all Cannabis Establishments must submit an annual and a semi-annual report on the impact of its Social Equity Plan on its Target DIA.

1. Semi-Annual Reporting.
2. Annual Reporting.

Upon review of the annual report, the SEC may, within sixty (60) days, request that Cannabis Establishments revise SEPs to ensure the SEPs further the principles of equity as defined in 21a-420.

#### V. Formatting and Submission Requirements

All Cannabis Establishments must submit their Social Equity Plans online through the Department of Consumer Protection (DCP) [E-Licensing portal](#).

1. Formatting

- Page Limit: 15 pages; not including 3 letters of support.
- Font Size: 12.
- Font Type: Times New Roman.
- Margins: 1 Inch.



- Line Spacing: 1.15.
- Links to documents are not acceptable.

## 2. SEP Packaging

- Cover Page.
- Statement of Purpose.
- Community Engagement:
  - Narrative description of activities.
  - Supporting documentation of activities (as outlined in the Components section).
- Stakeholder Interviews:
  - List of identified stakeholders.
  - Interview Forms (including forms with narratives for individuals that declined an interview).
- Letters of Support.
- Social Equity Program Form.
- MBE Commitment Form.

## VI. Review Process of Social Equity Plans

1. Once DCP completes administrative processing of the SEP, it will be sent to SEC for review.
2. SEC will review the plan in accordance with the criteria set forth within this document and will complete their review within thirty (30) days of receipt from DCP.
3. The SEC will score each component of the SEP based on its completeness, adherence to the requirements, the caliber and quality of information provided in each section, the relevance of the Goals and Programs developed, and the thoroughness with which the anticipated effectiveness of the Social Equity Programs is described.
4. **An approved SEP must score an 80 out of a possible 100 points.**
5. SEPs that are missing any required information as outlined within this document, may cause a delay in the review process and final licensing. **At least three (3) letters of support are required. Failure to provide at least three (3) letters of support will result in an automatic denial.**
6. A Cannabis Establishment whose Social Equity Plan was not approved may revise and resubmit the plan, as directed by the SEC. The review of resubmitted Social Equity Plans is conducted in the order that plans are received. A new thirty (30) days period begins with each resubmission.



## **APPENDIX A: SOCIAL DETERMINANTS OF HEALTH INFORMED THEMES**

The Social Equity Council utilized the Center for Disease Control's (CDC) definition of Social Determinants of Health (SDH): the cultural, economic, and social factors that can impact a person's health. Examples include income, education, unemployment, working conditions, food insecurity, housing, and social inclusion to identify themes for SEP's to address. The SEC has identified three example themes informed by SDH to assist Social Equity Entrepreneurs with program development. Note that these examples are not all inclusive and applicants should feel free to detail other program ideas in their Social Equity Plans, provided they support the CDC's definition of SDH.

1. Reentry/reintegration support for formerly justice-impacted individuals (education, employment training and opportunities):
  - Reintegration support.
  - Affordable housing.
  - Workforce development for DIA populations in industries outside of cannabis.
  - Substance use recovery programs.
  - Transportation access.
  - Healthcare access.
  - Expungement clinics.
2. Increase engagement with early childhood and youth development initiatives:
  - Arts and culture.
  - Healthcare access.
  - Childcare access.
  - Youth financial literacy programs (Junior Achievement, etc.).
  - After school programs.
3. Increase engagement with elderly support initiatives:
  - Transportation access.
  - Resource contribution.
  - Healthcare access.
  - Facility development/repairs.

## **APPENDIX B: FORMS**

## SOCIAL EQUITY PLAN COVER PAGE

<b>Cannabis Establishment Name (Including DBA if Applicable):</b>	
<b>Credential Number:</b>	
<b>Social Equity Applicant (If applicable)</b>	
<b>Business Address:</b>	
<b>Mailing Address:</b>	
<b>Primary Contact:</b>	
<b>Primary Contact Phone Number:</b>	
<b>Primary Contact Email Address:</b>	
<b>Business Municipality:</b>	
<b>Assembly District:</b>	
<b>Senate District:</b>	

\*\*Failure to provide full contact information may result in a delay of plan review.

### Table of Contents

Statement of Purpose.....	Page X
Community Engagement Supporting Documents.....	Page X
Community Engagement Interview Forms.....	Page X
Letters of Support.....	Page X
Social Equity Programs Form.....	Page X
MBE Commitment Form.....	Page X

## INTERVIEW FORM

Cannabis Establishments must conduct Community Engagement, including interviews with Community Stakeholders, as defined in the *Social Equity Plans: Criteria and Review Process*, to develop Social Equity Plans. Complete this form for each Community Stakeholder interview. Include a separate form detailing any Community Stakeholders contacted who were unwilling to participate, especially due to Federal prohibition concerns.

### Interviewee Contact Information:

<b>Name:</b>	
<b>Phone Number:</b>	
<b>Address:</b>	
<b>Email Address:</b>	
<b>Age Group:</b>	Choose an item.
<b>Community Affiliation:</b>	Choose an item.

The Social Equity Council reserves the right to contact the interviewee to determine whether they qualify as a defined Community Stakeholder and that the information contained herein is accurate.

### Examples of SDH informed Social Equity Themes:

1. Reentry/reintegration support for formerly justice-impacted individuals (education, employment training & opportunities).
2. Increase engagement with early childhood and youth development initiatives.
3. Increase engagement with elderly support initiatives.

**Indicate Community Stakeholder's Concerns/Desires as Pertaining to the SDH informed Social Equity Themes:**

**Summary of Cannabis Establishment’s Takeaways and Conclusions from the Interview:**

## Social Equity Programs

Provide the name and contact information for the employee who is responsible for monitoring the progress of the Social Equity Programs created in the Social Equity Plan, responding to feedback and inquiries of the members of the public, and provide updates to the Social Equity Council upon request.

<b>Name:</b>	
<b>Title:</b>	
<b>Phone:</b>	
<b>Email:</b>	

### Program Descriptions and Details

#### Program #1

SDH informed Social Equity Theme Addressed:	
Social Equity Goal:	
Social Equity Program:	

**Metrics:** describe the metrics and key performance indicators that will be used to track the progress and measure success of the program.

**Timeline:** Provide a timeline for the first year that establishes quarterly milestones for the attainment of the annual goals.



**Program #2**

SDH informed Social Equity Theme Addressed:	
Social Equity Goal:	
Social Equity Program:	

**Metrics:** describe the metrics and key performance indicators that will be used to track the progress and measure success of the program.

**Timeline:** Provide a timeline for the first year that establishes quarterly milestones for the attainment of the annual goals.

## MBE COMMITMENT FORM

As part of a successful Social Equity Plan, Cannabis Establishments must conduct business with at least two (2) State of Connecticut Department of Administrative Services registered Minority Business Enterprises (MBE). To help identify companies to do business with, please refer to the [CT SDBE Database](#).

Once identified, a copy of each MBE's valid certification, contractual documents, and proof of payment must be submitted for each MBE as follows:

**A.** Upon submission of the SEP:

- i. The MBE Commitment Form.
- ii. If MBEs identified:
  - a. MBE Dept. of Administrative Services certificate.
  - b. Contract or Service Agreement.

**B.** At the first semi-annual reporting after licensure:

- i. All MBEs' valid certificate received from the State of Connecticut Department of Administrative Services.
- ii. The contract, service agreement, or other business arrangement documents for each MBE.

**C.** At the first annual reporting and annually thereafter:

- i. Renewal contracts with MBEs.
- ii. Any new MBE contracts.
- iii. Most recent invoice or proof of payment to all MBEs engaged.

Please note, while Social Equity Plans are subject to public disclosure, any agreement between a Cannabis Establishment and an MBE submitted to the SEC will not be disclosed to the public.

### **Minority Business Enterprise Commitment**

As a duly authorized representative of ***BUSINESS NAME ("Cannabis Establishment")***, I hereby certify that the Cannabis Establishment is committed to working with a diverse pool of vendors and suppliers, including businesses that are registered in Connecticut as Minority Business Enterprises ("MBEs") and that all information provided above is true and accurate.

**X**

---

*Date:*  
*Name:*  
*Title:*

Below is space to enter information for two (2) MBEs. If you require more space for explanations or are working with more than two (2) registered MBEs, please use multiple copies of this form.

<b>MBE name and contact information:</b>	
<b>Services performed or to be performed:</b>	

Copy of valid State of Connecticut Department of Administrative Services-issued MBE certificate attached?

Yes ☐ No ☐

Copy of contractual documents with MBE attached?

Yes ☐ No ☐

<b>MBE name and contact information:</b>	
<b>Services performed or to be performed:</b>	

Copy of valid State of Connecticut Department of Administrative Services-issued MBE certificate attached?

Yes ☐ No ☐

Copy of contractual documents with MBE attached?

Yes ☐ No ☐

## 6 MONTH PROGRESS REPORT FORM

Each Cannabis Establishment must submit to the Council a 6-month progress report on the impact of its Social Equity Plan in the Target DIA. Along with utilizing the contribution tracking chart, applicants should use this form to track their Social Equity Program, and document successes, challenges along the way, and other relevant information.

**Cannabis Establishment Name:**

**Program #1**

SDH informed Social Equity Theme Addressed:	
Social Equity Goal:	
Social Equity Program:	

**Quarter 1:**

- Program progress (detail the activities undertaken by the Cannabis Establishment to implement the program):
- Program successes:
- Program challenges:
- Stakeholder feedback:
- Lessons learned:

**Quarter 2:**

- Program progress (detail the activities undertaken by the Cannabis Establishment to implement the program):
- Program successes:
- Program challenges:
- Stakeholder feedback:
- Lessons learned:
- Next steps:

## Program #2

SDH informed Social Equity Theme Addressed:	
Social Equity Goal:	
Social Equity Program:	

### Quarter 1:

- Program progress (detail the activities undertaken by the Cannabis Establishment to implement the program):
- Program successes:
- Program challenges:
- Stakeholder feedback:
- Lessons learned:

### Quarter 2:

- Program progress (detail the activities undertaken by the Cannabis Establishment to implement the program):
- Program successes:
- Program challenges:
- Stakeholder feedback:
- Lessons learned:
- Next steps:

As a duly authorized representative of **BUSINESS NAME** ("*Cannabis Establishment*"), I hereby certify the information provided above is true and accurate.

X

---

*Date:*

*Name:*

## ANNUAL SOCIAL EQUITY PROGRESS REPORT FORM

Each Cannabis Establishment must submit to the Council an annual progress report on the impact of its Social Equity Plan in the Target DIA. Along with utilizing the contribution tracking chart, applicants should use this form to track their Social Equity Program, and document successes, challenges along the way, and other relevant information.

**Cannabis Establishment Name:**

### Program #1

SDH informed Social Equity Theme Addressed:	
Social Equity Goal:	
Social Equity Program:	

### Quarter 1:

- Program progress (detail the activities undertaken by the Cannabis Establishment to implement the program):
- Program successes:
- Program challenges:
- Stakeholder feedback:
- Lessons learned:

### Quarter 2:

- Program progress (detail the activities undertaken by the Cannabis Establishment to implement the program):
- Program successes:
- Program challenges:
- Stakeholder feedback:
- Lessons learned:



### Quarter 3:

- Program progress (detail the activities undertaken by the Cannabis Establishment to implement the program):
- Program successes:
- Program challenges:
- Stakeholder feedback:
- Lessons learned:

### Quarter 4:

- Program progress (detail the activities undertaken by the Cannabis Establishment to implement the program):
- Program successes:
- Program challenges:
- Stakeholder feedback:
- Lessons learned:
- Next steps:

**Program #2**

SDH informed Social Equity Theme Addressed:	
Social Equity Goal:	
Social Equity Program:	

## Quarter 1:

- Program progress (detail the activities undertaken by the Cannabis Establishment to implement the program):
- Program successes:
- Program challenges:
- Stakeholder feedback:
- Lessons learned:

## Quarter 2:

- Program progress (detail the activities undertaken by the Cannabis Establishment to implement the program):
- Program successes:
- Program challenges:
- Stakeholder feedback:
- Lessons learned:

## Quarter 3:

- Program progress (detail the activities undertaken by the Cannabis Establishment to implement the program):
- Program successes:
- Program challenges:
- Stakeholder feedback:
- Lessons learned:

Quarter 4:

- Program progress (detail the activities undertaken by the Cannabis Establishment to implement the program):
- Program successes:
- Program challenges:
- Stakeholder feedback:
- Lessons learned:
- Next steps:

As a duly authorized representative of **BUSINESS NAME** ("*Cannabis Establishment*"), I hereby certify the information provided above is true and accurate.

X

---

*Date:*

*Name:*