In the CLCPA, NY is taking bold steps to protect our environment, the planet and our children’s futures. I appreciate the opportunity to comment on the draft scoping plan.

My name is Diane Stefani and I am a proud New York resident. I have lived most of my life in upstate NY. My husband and I raised our children in the southern tier. Since retiring two years ago, I have been committed to addressing climate change through my work with Climate Reality Project, leading my local Environmental Management Council and serving on the executive team of an energy coalition.

Professionally, I spent 35 years in Human Resources and business leadership. The last twenty years of my career were in the Aerospace and Defense industry. I have a BS in business management from Binghamton University and an EMBA from the University of Tennessee. My career experience spans the spectrum of Human Resources capabilities. Most relevant here is my knowledge of change leadership, organizational culture and people engagement. I have led many large-scale change efforts.

We need an intentional change management plan for the energy transition required by the CLCPA. In all change processes there are ferocious factors working against the change: human innate resistance, existing values and traditions, economic forces, technological barriers, noise in the system, lack of knowledge and capability needed to change, etc.… Even the best and most necessary change efforts can be stalled or overcome by these and other factors.

There are expert consulting organizations that help assess and plan for these inevitable barriers to change. These organizations have tools to:

* Assess the level of change being required.
* Identify points of resistance.
* Plan and implement strategies to counter resistance.
* Create awareness of the change.
* Engage people in the change process.
* Identify the skills and capabilities people will need in the new paradigm created by the change.
* Lay out a comprehensive change plan that compliments and overlays the transition plan.

We cannot afford to fail at implementing the CLCPA. A marketing plan or communications plan will not be enough. We are going to need a pragmatic, science-based approach to assessing, planning and implementing the change. We will need a repeatable process for reviewing and grading our progress and, adjusting our approach in response to unforeseen circumstances. The scale of this change is massive, the present energy model is a way of life, the resistance is tangible and the transition time long. We are going to need the help of experts.

Thank you for the opportunity to comment on the draft CLCPA scoping plan. I look forward to continuing to support the great work being done in New York State to protect the environment and stop climate change.