

# **ENVIRONMENTAL JUSTICE AND RACIAL EQUITY PROGRAM UPDATES**

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CEJWG MEETING, JULY 30, 2020

# MEETING OVERVIEW

- **Racial Equity Team Action Plan Update**
  - Katharine Pan
- **CBO Matchmaking Tool and Meaningful Involvement Guide**
  - Erika Foster
- **BCDC EJ Advisory Committee**
  - Nahal Ghoghaie



Source: Stanford University EJ Course Poster

# RACIAL EQUITY TEAM

## Who We Are

14 staff members from across the agency with time dedicated to this work

- Amber Leavitt
- Anissa Kotey
- Cody Aichele-Rothman
- Daniel Hossfeld
- Jaclyn Mandoske
- Jessica Fain
- Katharine Pan
- Matthew Trujillo
- Megan Hall
- Michael Ng
- Nahal Ghoghaie
- Samantha Cohen
- Schuyler Olsson
- Steve Goldbeck



Source: Racial Equity Resources from <http://www.urbanconsulate.com/>

## Our Role

- Develop a Racial Equity Action Plan for the agency
- Act as a sounding board for racial equity-related issues and activities

# RACIAL EQUITY ACTION PLAN

- Why do we need a plan?
  - Clearly state our collective goals and objectives for advancing racial equity in a comprehensive way
  - Allow us to prioritize and think strategically over the long term
  - Identify and allocate resources
- What will it do?
  - Act as a roadmap to meaningful change
  - Establish a vision, goals, objectives, and actions to improve racial equity in BCDC's operations and activities
  - Outline responsibilities and a 5-year timeline for action
  - Provide metrics to evaluate progress
  - Relate to BCDC's Strategic Plan

COUNTY OF MARIN RACIAL EQUITY ACTION PLAN 2017

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**Goal 1. Marin County staff understands and is committed to achieving racial equity.**

Community Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure
25 partnerships with leaders of community based organizations, cities and towns in Marin County	A. Marin County employees understand, are committed to, and have the infrastructure needed to advance racial equity.	April 2017	County Administrator's Office, GARE 2016 and 2017 Cohorts	Racial Equity Action Plan adopted
	1) <b>Racial Equity Team</b> – Marin County will develop a racial equity team consisting of Government Alliance on Race and Equity (GARE) 2016 and 2017 Cohorts, supported by leadership and with leadership representation, which is responsible for oversight and implementation of an organization-wide Racial Equity Action Plan.			Community partnership list developed
	2) <b>Infrastructure to advance racial equity</b> – The Racial	Dec.	County	% of surveyed employees who are aware of and understand the County's equity initiatives  # of departments that include an equity initiative in their performance plan

**2018-19 California Coastal Commission Racial Equity Action Plan**

Big picture: Our vision is to live in a world where all Californians are healthy, connected to nature, and live in climate-resilient communities where race is not a predictor of access to coastal resources and where all people are treated fairly and equitably.

**1. The Coastal Commission is committed to ensuring the staff and agency leaders have an understanding and support equity and environmental justice work.**

Community Indicator/Data to show problem	Outcomes and Actions/Actions to achieve desired outcome	Timeline	Accountability/Who is responsible	Performance Measure/How to measure if actions are working	Progress report
• Anecdotal data	1) Email to staff with GARE video and FAQs	Fall 2018	GARE team leads	Annual survey	Annual survey
• Anecdotal data	2) Create and administer a racial equity survey to set a baseline of staff understanding of racial equity and annually or bi-annually assess progress in increasing awareness and understanding.	Spring/ Summer 2019	GARE team, HR	Percent of employees who attend racial equity training	Annual survey
• Percentage of staff who has had Racial Equity and EJ training.	3) Provide introductory Racial Equity Training to all employees. Use a "train-the-trainer" model to continue to build internal expertise. Provide Racial Equity Toolkit and unconscious bias training to all managers and supervisors. Provide training on communications and messaging about racial equity to appropriate staff. Video tape training for those unable to attend or future staff: <ul style="list-style-type: none"> <li>• GARE 101</li> <li>• TED Talks/Facilitated discussions</li> <li>• Harvard Bias Assessment/Implicit Association Test</li> <li>• Unconscious Bias Training</li> </ul>	2019 and ongoing	GARE team and other trainers identified	Percentage of employees who participate	Annual survey
• Anecdotal data	4) Provide EJ 101 training and training on new EJ Policy	2018 and ongoing	EJ team and sister agencies	Percentage/number of employees trained	Annual survey

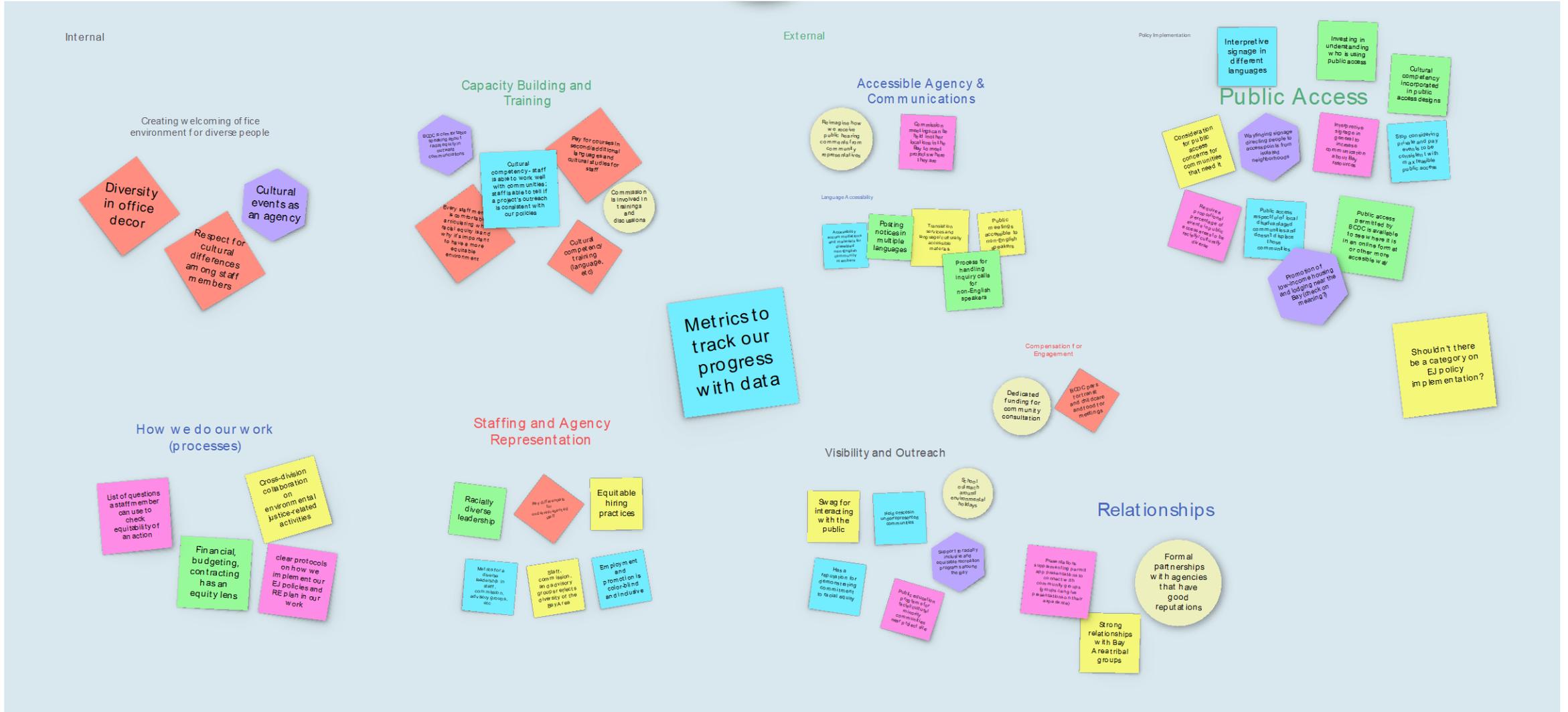
Racial Equity Plan Template 2018-19– Page 1

# PLANNING PROCESS

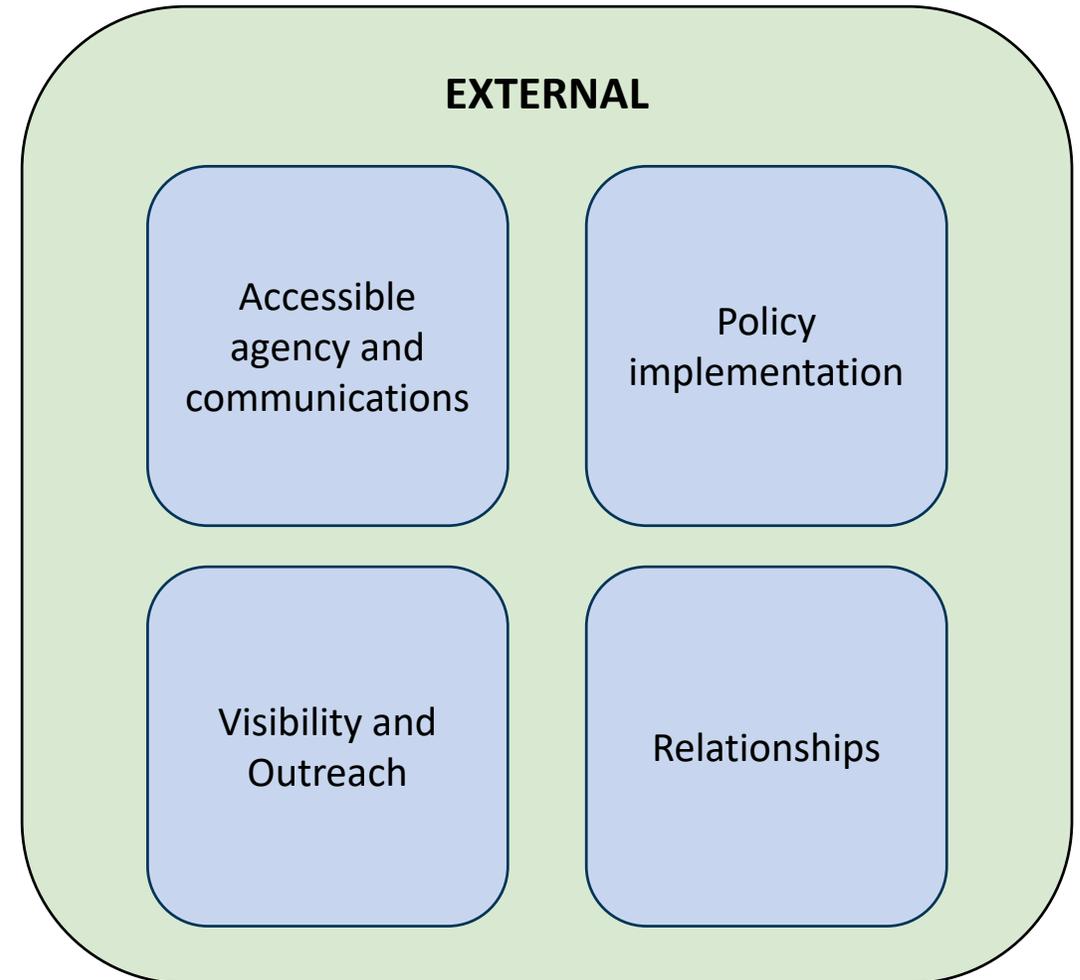
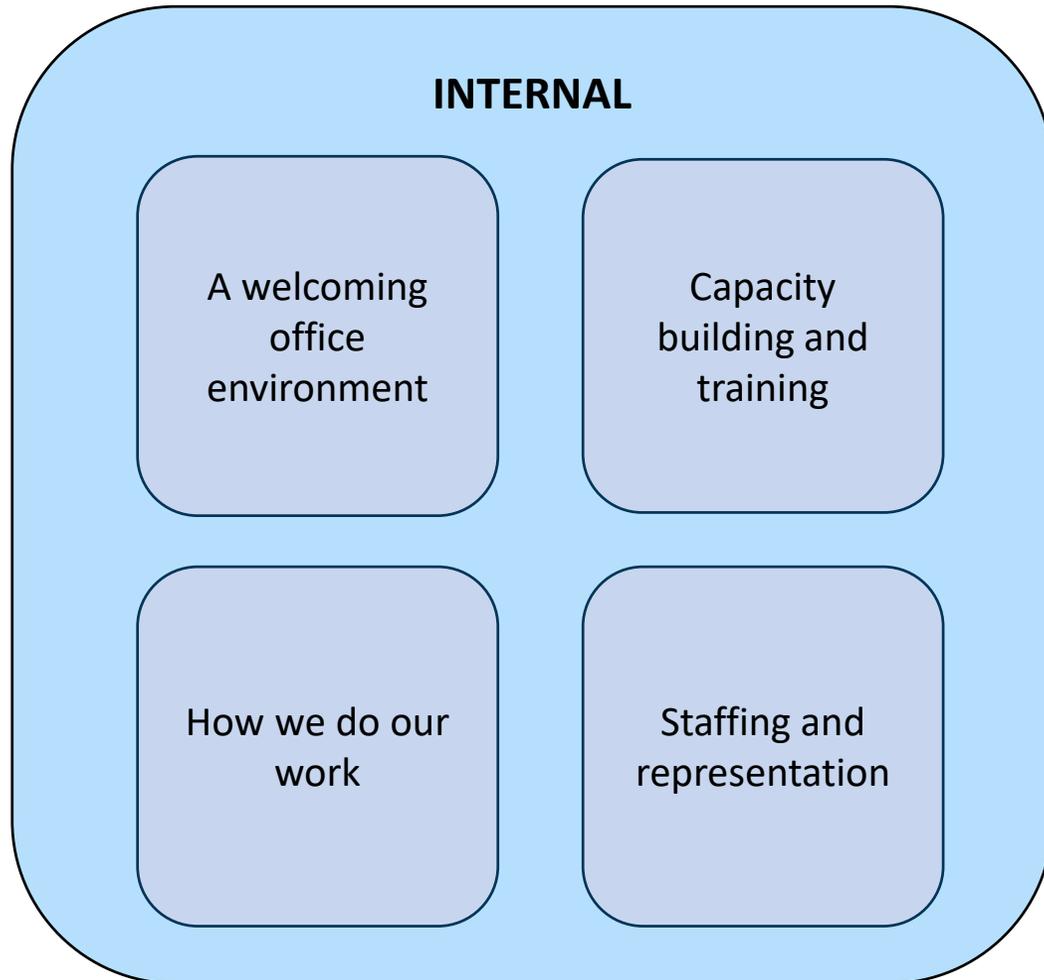


\*Check-ins with EJWG

# RET VISIONING EXERCISE

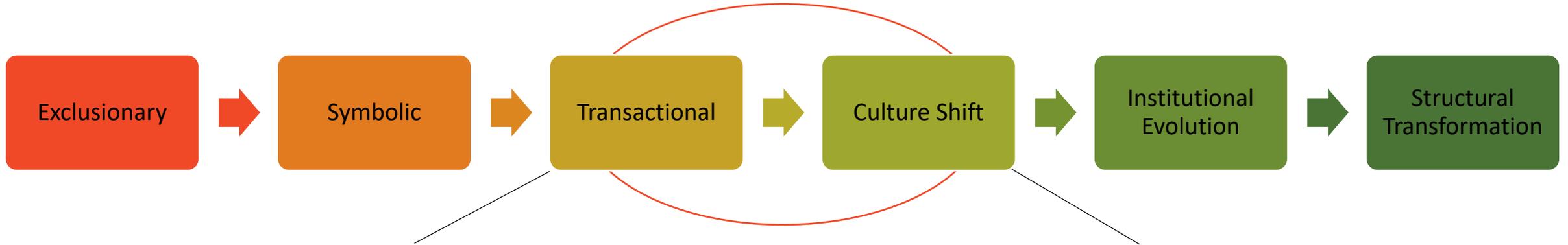


# RET VISIONING EXERCISE



# ALL-STAFF SURVEY

Based on Racial Equity Assessment Continuum



“Policies and practices are in place to promote multi-culturalism and diversity, but largely do not wield the intended results. Will celebrate different cultures, but avoid race and racism overtly as topics.”

“Policies and practices call out race and seek to eliminate racial bias. There is intentional review of existing policies and practices to understand barriers towards achieving racial equity goals.”

# SURVEY FINDINGS

- Staff feel there are disparities internally and in external-facing work
- Most staff can articulate why racial equity is important but don't have tools to address institutional racism in their work
- Staff support the creation of an action plan and our EJ policies
- Staff is interested in...
  - Seeing more internal and external communications about racial equity
  - Developing a recruitment strategy to improve staff diversity
  - More training and resources dedicated to racial equity
  - More collaboration within the agency
  - Partnerships and improved outreach
  - Funding and leadership to make things happen
  - Creating accountability

# RACIAL EQUITY ACTION PLAN: UPCOMING MILESTONES

Visioning Workshop

Interviews

Vision Statement

Strategy Development

# QUESTIONS FOR THE WORKING GROUP

1. Looking at the work plan, when and how should we engage with Commissioners?
2. Based on your own experience, is there anything we should keep in mind or consider or try?

# COMMUNITY BASED ORGANIZATION (CBO) MATCHMAKING TOOL



## Community Vulnerability

Information supporting the San Francisco Bay Conservation and Development Commission's Bay Plan Policies Regarding Environmental Justice and Social Equity

Erika Foster, UC Berkeley Master of City  
Planning Summer Research Associate

Source: <https://bcd.maps.arcgis.com/>

# SHORELINE EJ CBO DIRECTORY

## Purpose:

- Support BCDC permit staff with EJ Policy implementation process
- Ensure the “right” EJ community representatives are informed of proposed projects

## Process:

- Focused on communities with high/highest social vulnerability along the shoreline, per BCDC’s Community Vulnerability Mapping Tool
- Interviewing CBOs to evaluate how the directory could benefit their communities
- Using connections with EJ leaders to shape directory and cast a wider net

# MEANINGFUL INVOLVEMENT OVERVIEW

## What Is Meaningful Involvement?

- According to the U.S. Environmental Protection Agency,  
“(1) people have an opportunity to participate in decisions about activities that may affect their environment and/or health;  
(2) the public's contribution can influence the regulatory agency's decision;  
(3) community concerns will be considered in the decision-making process; and  
(4) decision makers will seek out and facilitate the involvement of those potentially affected.”
- Environmental Justice and Social Equity Finding K:
  - Equitable and culturally-relevant outreach and engagement
  - Consistent community outreach and engagement from the start of a project and throughout the project

# MEANINGFUL INVOLVEMENT GUIDANCE TOOL

Objective: To provide permitting staff as well as permit applicants with a tool they can refer to for guidance on meaningful community engagement. The tool is not legally binding, but a collection of best practices.

## Content:

- What is EJ and Meaningful Community Involvement, per Bay Plan
- Explanation of BCDC's new EJ requirements
- What to consider when developing a meaningful community engagement strategy:
  - Who are the Stakeholders? Are they all being represented?
  - What to include in the budget and what funding is available for engagement activities?
  - Timeline for activities - mindful of time commitments, timing
  - Consideration of literacy level, socioeconomic status, age, language, accessibility, etc.
  - Cultural sensitivity considerations
- Prioritizing Community knowledge
- Helpful Resources for Successful Community Engagement (e.g., case studies, existing tools, training materials, etc.)



# ENVIRONMENTAL JUSTICE ADVISORY COMMITTEE

- The EJ Advisory Committee would build upon the work started by the EJ Review Team by providing review, advice and recommendations to BCDC on existing and proposed regulations and policies that impact the environmental health and justice of communities.
- Committee meetings would be a forum for discussions about integrating environmental justice into other BCDC projects and initiatives, and to share concerns about issues that are relevant to BCDC's authority and jurisdiction.
- Provide community-based support, independent advice and recommendations on EJ Policy implementation, including planning, permitting, policy and community outreach and engagement efforts.

# ENVIRONMENTAL JUSTICE ADVISORY COMMITTEE

- **Committee Structure:** The Committee would be composed of 4-6 representatives of EJ organizations and/or residents of socially vulnerable communities of color. Representatives will be selected through a public solicitation and transparent selection process.
- **EJ Advisory Committee Membership Requirements:**
  - 6 members from CBOs
  - 6 EJCWG Meetings/ year
  - Meetings to prep and follow-up
  - Participation in Commission meetings as needed
- **Funding Opportunities**
  - Resources Legacy Fund
  - Others?

# THANK YOU



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