

# 2024-2026 EJ Advisors and BCDC Work Plan

## Purpose

San Francisco Bay Conservation and Development Commission (BCDC) Environmental Justice Advisors (EJ Advisors) advise and inform the Commission on developing best practices for meaningful engagement, tools, resources, and procedural change throughout the agency to support the successful implementation of the Environmental Justice and Social Equity Policies.

The current EJ Advisors: Anthony Khalil, Julio Garcia, Naama Raz Yaseef, Niria Alicia, Selena Feliciano, and Violet Saena

## Vision

The EJ Advisors' vision is to incorporate local community and indigenous perspectives, priorities, and requirements within BCDC's framework. We work to integrate community decision-making processes into every facet of the agency's operations. Through our efforts, we are collaboratively fostering a proactive approach from BCDC to actively adjust norms and strategies in response to evolving environmental and societal dynamics.

## Program Goals

1. Advance and recommend to the Commission how best to embed equity and environmental justice principles throughout BCDC's programs, policies, and processes.
2. Together with BCDC staff and Commissioners, develop metrics to track the implementation of such changes.
3. Encourage Commission appointing authorities to select Commissioners and Alternates who reflect the diversity of Bay shoreline and inland communities.
4. Increase strategies for a more diverse workplace at BCDC.
5. Develop a permitting and planning model that better incorporates meaningful and robust community engagement during development and permitting processes, especially in areas most vulnerable to rising sea levels.
6. Educate and engage the public in BCDC's activities, goals, and processes.

## Program Sub-Goals

### 1. Increase EJ Representation on the Commission

EJ Advisors have a desire to seek more Environmental Justice representation on the Commission Board. We have identified that the process of joining the Commission has some barriers for community-based organization leaders seeking appointment. This effort will explore ways in which the EJ Advisors can reduce barriers and reach a greater level of EJ representation on the Commission.

#### Desired Outcomes:

Reduce barriers for Community-Based Organization (CBO) leaders to get on the Commission.  
Increase the number of EJ representatives on the Commission.

#### Roles and Responsibilities:

- Co-leads – Julio Garcia, Violet Saena
- BCDC's Executive Director – Larry Goldzband
- Co-leads will work with the Executive Director to explore opportunities for appointment for CBO Leaders. EJ Advisors in concert with the Executive Director and the Commission Chair will work with the various appointing authorities to understand the appointment process.

#### Timeline:

May 2024 - May 2025

### 2. Learning Exchange Opportunities

BCDC is experiencing an increased need for community input on environmental justice issues. BCDC sees this as a learning exchange opportunity between BCDC staff and the EJ Advisors. EJ Advisors can help staff identify EJ concerns, outreach methods, and equitable development of Agency activities and projects, as well as train BCDC staff and Commissioners on topics such as Restorative Justice Training, non-violent communication, relationship building with CBO leaders, etc) . In turn, BCDC staff can help the EJ Advisors learn more about how BCDC's work affects the Bay and its communities.

#### Desired Outcomes:

Capitalize on opportunities to share knowledge between BCDC staff and EJ Advisors. Help advance planning projects equitably. Host and deliver 4-6 training opportunities.

#### Roles and Responsibilities:

- EJ Program Staff - Phoenix Armenta, Dalila Adofo, Kathryn Riley
- BCDC Project Leads - Erik Buehmann, Ashley Tomerlin
- The EJ Team will help schedule learning sessions at the EJ Advisor's monthly meetings.

- BCDC Project Leads will work with the EJ Program Managers to provide project details and discussion topics to the EJ Advisors during monthly meetings.
- EJ Advisors will develop and provide training for BCDC staff and commissioners.

#### Timeline:

May 2024 – December 2026

### 3. CBO Mapping Tool Workshop

BCDC hosts a CBO Mapping Tool, which contains maps and data of socially vulnerable communities around the Bay, and community-based organizations that work in those communities. The CBO mapping tool was created several years ago with the assistance of the EJ Advisors. Now, the GIS Team needs help with developing a CBO mapping tool workshop to determine how the tool is working and how it benefits users, development projects, CBOs, and any unforeseen groups or people.

#### Desired Outcomes:

To develop a workshop that identifies the benefits of the CBO tool for various users. To improve the CBO Mapping tool for end users.

#### Roles and Responsibilities:

- GIS Team - Todd Hallenbeck, Victoria Kuehn
- EJ Team Managers - Phoenix Armenta, Dalila Adofo
- GIS Team will develop workshop scope and CBO Mapping Tool use cases.
- EJ Advisors will assist in identifying benefits and workshop participants.
- EJ Managers will assist GIS team in scope development and coordination between the GIS Team and EJ Advisors. Set up logistical meetings as needed.

#### Timeline:

Winter 2024-Summer 2025

### 4. Recruitment Strategy

BCDC is developing a strategy to recruit a diverse candidate pool for BCDC's open positions, and would like the EJ Advisor's assistance.

#### Desired Outcomes:

Develop a strategy that leads to a more diverse candidate pool.

#### Roles and Responsibilities:

- Sr. Manager of Climate Equity and Community Engagement - Phoenix Armenta
- Sr. Manager of Climate Equity and Community Engagement will work with BCDC HR and EJ Advisors to develop the strategy and
- EJ Advisors: Review and comment on recruitment Strategy

#### Timeline:

Winter 2024-Spring 2025

### 5. EJ in Permitting

BCDC staff and the EJ Advisors will work together to develop programmatic documents and address potential process changes to implement the EJ Policies into permitting.

#### Desired Outcomes:

Create programmatic support by developing an EJ checklist and a Meaningful Community Engagement Guidance Document for staff and developers.

#### Roles and Responsibilities:

- Lead – NOAA Fellow – Nayre Herrera
- Support - Regulatory's Climate Change Team, Planning Team, EJ Managers
- The Lead and support team will work together to determine what programmatic documents are needed and draft said documents.
- The NOAA Fellow will conduct necessary research, draft documents, and act as liaison between BCDC and EJ Advisors during this development process.
- EJ Advisors will serve as subject matter experts on EJ and community engagement for the project. Engage with staff and the NOAA Fellow during scheduled intervals during programmatic document development.

#### Timeline:

May 2024 – December 2025

### 6. Bay Adapt

Bay Adapt is a regional, consensus-driven strategy that lays out the actions necessary to adapt the Bay Area to rising sea level to protect people and the natural and built environment. Bay Adapt consists of the Regional Shoreline Adaptation Plan and the Implementation Coordination Group. EJ advisors are advising on each of these. Following the completion of the RSAP, Staff will engage EJ Advisors in how to deliver technical assistance to local communities.

#### Desired Outcomes:

EJ advisors will advise on equity for each of the components of Bay Adapt.

#### Roles and Responsibilities:

- Lead on Regional Shoreline Adaptation Plan - Anthony Khalil
- Co-leads on Implementation Coordination Group - Violet Saena, Julio Garcia, and Selena Feliciano

#### Timeline:

Winter 2024-Fall 2025

### 7. Toxic Tour

The EJ Advisors are planning a pilot Toxic Tour for BCDC Staff and 2 representatives of the Commission's Environmental Justice Working Group to highlight how the contamination affects shoreline communities, and how BCDC and other public agencies have a role to play. This will serve as a stepping stone to holding a future Toxic Tour with BCDC leadership and Commissioners.

#### Desired Outcomes:

To find ways BCDC can improve outcomes around toxic cleanups for shoreline communities.

#### Roles and Responsibilities:

- EJ Advisor Co-leads – Selena Feliciano , Anthony Khalil
- Support – Naama Raz Yaseef, Phoenix Armenta and Dalila Adofu
- The EJ Advisor's Lead and Support will develop the scope of the project and choose a viable site for the visit. Leads will define funding needs and seek funding opportunities.
- EJ Managers and Admin will provide logistical support for the project and help find funding.

#### Timeline:

Summer 2024 – Spring 2025

### 8. Shoreline Leadership Academies

The Bay Adapt Shoreline Leadership Academies will build community capacity by providing cohorts of residents from economically disadvantaged communities around the Bay with information, training and skill development to enable them to meaningfully engage in local, regional, and sub-regional shoreline adaptation planning. Based on the success of the [Oakland Shoreline Leadership Academy](#), the Bay Area Shoreline Leadership Academies will engage cohorts of 18-20 residents in disadvantaged communities in a six-month process in which they will be trained by experts in sea level rise, shoreline adaptation, nature-based solutions, shoreline contamination remediation, etc. A goal of the program is to create a cohort of next-generation shoreline experts from historically underrepresented communities that can advise their local jurisdictions on sea level rise planning.

#### Desired Outcomes:

BCDC will host Shoreline Leadership Academies in two locations, Contra Costa County and San Francisco. Pending funding, our future goal is to also have academies in San Rafael, San Mateo, and South San Francisco as well as having a cohort focused on Tribes.

#### Roles and Responsibilities:

- The EJ Advisors will work as curriculum consultants in their respective communities and to consult on the curriculum, logistics, and planning of the Academies. The EJ Advisors and their respective communities are as follows: Anthony Khalil in SF, Violet Saena in San Mateo, and Julio Garcia in South SF for a Spanish speaking cohort.

#### Timeline:

Summer 2024-Fall 2025

### 9. Tribal Engagement

Since the creation of BCDC there has never been a formal mechanism to engage, inform and partner with local tribes in the San Francisco Bay Area. Sea level rise not only poses a threat to BCDC projects but poses a threat to tribal lands that hold spiritual, cultural, and historic significance. The EJ Advisors will advise BCDC's Tribal Engagement Development Group and tribal liaison on how to approach relationships building with local tribes and how to integrate indigenous perspectives within BCDC's policies and operations. EJ Advisors seek to educate and inform BCDC of resources on local tribal history as well as relevant topics necessary to have an informed approach towards establishing a mechanism to engage with local tribes. One of the documents we intend to guide the creation of any and all tribal engagement mechanisms is the UN Declaration on the Rights of Indigenous Peoples, particularly [article 19](#).

#### Desired Outcomes:

Research and learn local tribal histories. Learn the tribal boundaries and territories as they overlap with the lands that BCDC has jurisdiction over. Begin to build relationships with local tribes both non federally recognized and federally recognized. Advise BCDC in the creation of a BCDC Tribal Engagement and Consultation Policy.

#### Roles and Responsibilities:

- BCDC Staff Dalila Adofo and EJ Advisors Niria Alicia and Selena Feliciano will come together to begin discussing a strategy for initiating this work.

#### Timeline:

Summer 2024-Fall 2025

## Timeline

Summer 2024	Fall 2024	Winter 2024	Spring 2025	Summer 2025	Fall 2025	Winter 2025
1. Increase EJ Representation on the Commission						
2. Learning Exchange Opportunities						
3. CBO Mapping Tool Workshop						
4. Recruitment Strategy						
5. EJ in Permitting						
6. Bay Adapt						
7. Toxics Tour						
8. Work on Shoreline Leadership Academies						