

# **BCDC Environmental Justice and Social Equity Policy Guidance**

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# Why does BCDC have EJSE Policies?

- Address historic and systemic inequality
- Include disadvantaged and vulnerable communities in decision-making within BCDC's existing substantive policy authority
- Ensure an equitable response to planning projects, development projects, and protection plans for sea-level rise

# Purpose

This document provides permit analysts with:

1. Suggested, non-mandatory internal guidance for determining whether an applicant has met the minimum requirements of BCDC's EJSE policies.
2. Internal and external resources, suggested best practices, and examples for staff to consider in making that determination.

# Timeline

**Phase 1 (2019-2024): Adoption of Policies & Early Use**

**Phase 2 (2024-2025): Guidance Development: Research & Workshops**

**Phase 3 (2025-2026): Review & Finalization**



### Questions for Regulatory Staff

1. What type of guidance is needed?
2. What type guidance do applicants request?
3. What is difficult about applying these policies?
4. What would be helpful?
5. What makes sense in assessing quality of engagement?
6. What are examples of good community engagement?

## Phase 2 (2024-2025): Guidance Development: Research & Workshops

### **Staff Want:**

- Clarification on when and how to apply policies

### **Common Requests from Applicants:**

- Assistance interpreting policies

### **Challenges:**

- Applicants completing engagement before applying for permit
- Applicants relying on CEQA/NEPA requirements

### **What would help:**

- Flexible guidance that can apply to different types of permits
- Options and examples to give applicants

### **EJ Advisor & Staff Workshop**

1. What is the EJ Advisor's idea of meaningful engagement?
2. Share an experience where government did meaningful collaboration/engagement with community.
3. What is the ideal engagement scenario? How could we reach the maximum number of people and in the most diverse way possible? If you could develop a metric to measure quality of engagement, what would it be?
4. How effective do you think the Bay Plan's Meaningful Engagement policy is? What has been some limitations of using it?

## Phase 2 (2024-2025): Guidance Development: Research & Workshops

### **EJ Advisors' Ideal Engagement:**

- Respects community knowledge and lived experience
- Incorporates community in decision making
- Acknowledges historical contexts
- Prioritizes accessibility
- Starts early
- Has sufficient funding
- Builds strong partnerships
- Includes following up after outreach ends

# BCDC Environmental Justice and Social Equity Policy Guidance



**I. Environmental Justice and Social Equity Policies:  
Overview and Minimum Actions**



**II. Meaningful Community Engagement**



**III. Suggested Best Practices for Meaningful  
Engagement**



**IV. BCDC Examples of Successful Community  
Engagement in Permits**



**Appendix A: Relevant Bay Plan EJSE Findings and  
Policies**



**Appendix B: Glossary**

# I. Policy Overview and Minimum Actions

**1**

**EJSE should  
shape all actions  
and activities**

**2**

**Address EJSE  
issues early,  
collaborate with  
other agencies**

**3**

**Meaningfully  
involve  
communities**

**4**

**Identify and  
mitigate  
disproportionate  
impacts**

## II. Meaningful Community Engagement



**Explains  
importance of  
meaningful  
engagement**



**Suggestions for  
assessing quality**



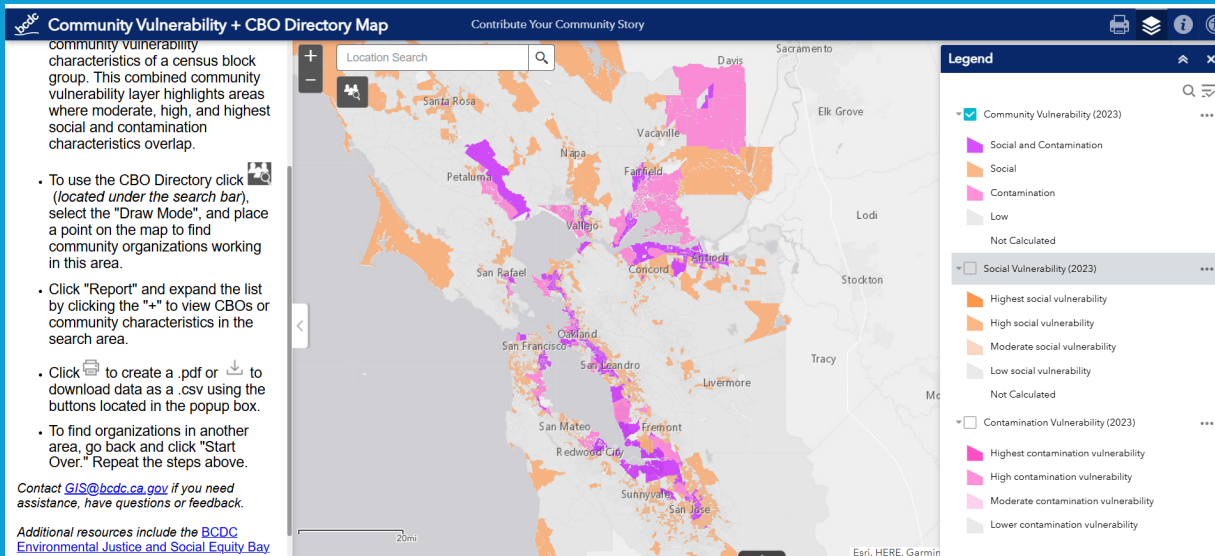
**CEQA/NEPA  
requirements vs.  
BCDC  
requirements**



**Internal  
resources,  
mapping tools**

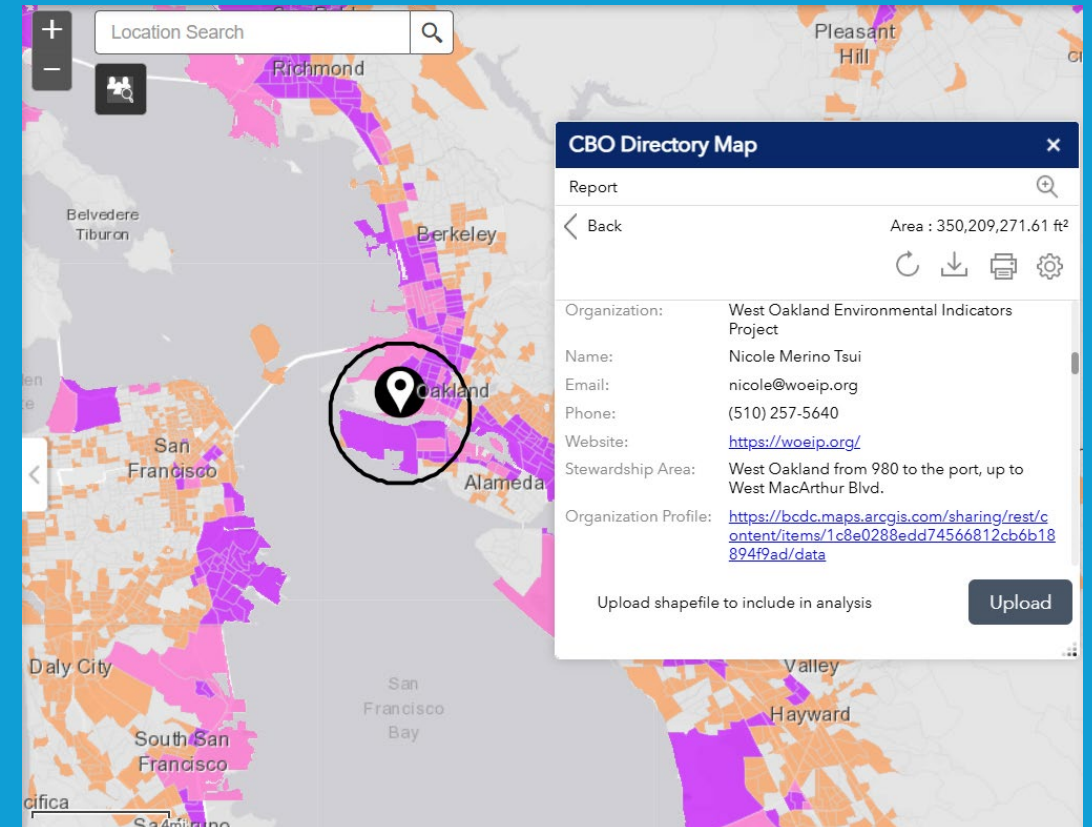
# Resources

<https://www.bcdc.ca.gov/resources/maps-and-data/>



## Community Vulnerability Mapping Tool

March 19, 2026



## CBO Directory Mapping Tool

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# III. Suggested Best Practices



**Setting the Groundwork.** Prepare for community engagement by getting to know the community.



**Early Planning and Engagement Activities.** Design the project with outreach and engagement in mind.



**Throughout Engagement Activities.** Attend the scheduled events, provide updates, and answer questions.



**Follow-Up Actions.** Maintain communication with the community after outreach.



**Different Models of Community Engagement.** Variety of engagement methods for various types of projects.

## **Follow-Up Actions.** Maintain communication after outreach.

### **Host a follow-up meeting, event, or workshop.**

- **Share out a final update about the project.**
- **Discuss how the feedback collected through engagement was or was not incorporated into the final project design.**
- **Share information on how they can stay involved/informed on project.**

### **Share out a survey: online, by phone, and/or in-person.**

- **If in-person - Attend an already scheduled community event to share your survey.**
- **Ask about the participants' experience engaging in the process.**
  - **What worked best?**
  - **What didn't work?**
  - **How could it be improved?**

# IV. Successful Examples in BCDC Permitting



- Started outreach early
- Task force including community leaders
- Several community and public meetings
- Created Equitable Development Plan with community
- Community priorities incorporated into project design

# Implementation



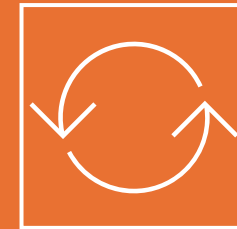
**Tool for  
regulatory staff**



**Roll out with  
trainings**



**Continued  
collaboration**



**Add and update  
as needed**

**Thank you!**

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