

**San Francisco Bay Restoration Authority Advisory Committee
Recommendations to Advance Equity for Grants and Programs in 2022**

Approved by the Advisory Committee, May 20, 2022

The Advisory Committee's Equity Ad Hoc Subcommittee (Subcommittee) developed recommendations to deepen the San Francisco Bay Restoration Authority's (Authority) existing commitment to equity and build on equity considerations and actions to date.

The purpose of the Subcommittee is to support and recommend improvements to the equity actions of the Authority to advance equity in making and implementing grant programs and projects. Authority staff presented a report at the October 15, 2021 Governing Board meeting, the *Yearly Update on Implementing Advisory Committee Recommendations for Implementing Measure AA in a Manner that Benefits Economically Disadvantaged Communities* (Yearly Update). The report states the Authority has implemented the equity recommendations in four main ways: updating the grant program materials and processes, creating a Community Grants Program, supporting new partnerships, and changing funding policies and approaches to lower barriers to community participation.

The Subcommittee reviewed and considered the Authority's progress implementing the equity actions based on the Yearly Update, surveying staff and Subcommittee members, and discussions with the full Advisory Committee.

The Advisory Committee discussed the recommendations of the Subcommittee as an information item, Item 9, on the March 18, 2022, Advisory Committee Meeting Agenda. Advisory Committee members asked questions and made comments about funding for a consultant, the importance of emphasizing input from community representatives rather than a consultant in developing an equity framework, and minimizing grant requirements, such as a training requirement, on community-based organizations. Staff members indicated willingness to work with the Advisory Committee on the Yearly Update and budget.

The Advisory Committee considered the recommendations of the Subcommittee and recommends the following actions to the Governing Board to deepen the existing commitment to equity and build on equity considerations and actions to date.

1. Increase the project cap for individual community grants from \$100K to \$200K, and the annual amount for the 2022-2023 Community Grants Program from \$400K to \$600k for the following reasons:
 - a. This increase will contribute to building and broadening internal capacity within community-based organizations and amongst community members to incentivize and spark new partnerships and active participation in restoration planning and implementation. This increase will also provide services and supplies funding that community partners require to assemble teams, prepare plans, partner with other local organizations, develop programs, and secure supplies and materials to lead or co-lead projects.
 - b. This amount is based on recognizing the success of the West Oakland Environmental Indicators Project, Oakland Shoreline Leadership Academy, which was funded for \$180k for one year, a level that provided delivery of successful capacity building, education, and restoration planning.

2. Direct staff to engage the Advisory Committee in evaluating progress and effectiveness of equity actions and accomplishments for Fiscal Year 2021-2022.
 - a. With this recommendation, the Subcommittee and other interested Advisory Committee members will help Authority staff prepare the 2022 Yearly Update.
 - b. This approach is parallel to the past efforts preparing the Annual Report; members of the Advisory Committee provided input and comments on the format and content of the draft report prepared by staff.

3. Direct staff to hire a consultant to develop a long-term framework (e.g., [Coastal Conservancy's Justice, Equity, Diversity, and Inclusion Guidelines](#), [Greenlining Institute Guidebook](#)) that includes values, guidelines, actions, best practices and indicators or metrics to evaluate progress and effectiveness.

If the above recommendations are approved, the Subcommittee will spend the next several months supporting staff to implement the current equity actions and to evaluate the progress and effectiveness as described above. Based on the results of the evaluation, the Subcommittee may identify additional actions for the Advisory Committee to recommend to the Governing Board during 2022-2023. These may include (actions under discussion already by the Subcommittee):

1. Working with the consultant to develop the long-term framework
2. Providing additional guidance on best practices to expand awareness, outreach, and participation amongst under-resourced communities (such as 3, 4, and 5 below).
3. Interviewing/surveying grant recipients and applicants (those who were not funded) to understand if any impediments and obstacles remain that can be re-evaluated.
4. Surveying other community-based organizations and stakeholders.
5. Raising the expectation for community engagement for all grantees, by one or more of the following, or other approaches to be identified:
 - a. Develop a SFBRA training program to expand community engagement expertise and capacity among prospective and current grant recipients;
 - b. Make participation in the training a requirement for all grantees; and/or
 - c. Make participation in the training or existing expertise in community engagement an eligibility or higher priority/scored criteria for grant project applications.
6. Recommending revisions to geographic distribution of funds to advance equity, based on overlay of equity indicators and current distribution.