

Attachment 1: Equity Framework Outline

- 1. Overarching Statement of Commitment to Justice, Equity, Diversity, and Inclusion (JEDI) Principles and Purposes**
 - a. Why we are doing this work.
 - b. What past mistakes do we hope to learn from so that we can do better in the future.
 - c. What we hope to achieve.
- 2. Representation**
 - a. Strive for representation on staff, Advisory Committee, Oversight Committee, and Governing Board that reflects the diversity of the Bay Area and cultivate an inclusive culture.
 - b. Hire interns from economically disadvantaged communities (EDCs) and tribes to work for Authority.
 - c. Support environmental workforce development and career guidance to support increased diversity in the conservation field.
- 3. Outreach and Partnerships**
 - a. Build relationships with community-based organizations in EDCs and tribes.
 - b. Conduct more and better outreach to known groups and expand outreach beyond known groups to others who may be interested.
 - c. Do joint outreach where appropriate, e.g., in partnership with the U.S. Environmental Protection Agency, BayCAN, and others.
- 4. Applications and Grants**
 - a. Obtain more applications and give more Community Grants.
 - b. Provide more funding to community-based organizations and tribes through grants to established restoration partners.
 - c. Improve application and grant processes to reduce barriers to participation.
 - d. Remain flexible throughout the grant process to support the needs of grantees and communities.
- 5. Meaningful Engagement**
 - a. Meet groups where they are, e.g., go to their meetings, especially coalitions where several groups are present.
 - b. Encourage grant applicants to include community engagement in the scope of work for their project, and to include funding for community engagement tasks, including food and childcare, in grant budgets.
 - c. Support inclusion of indigenous voices, leadership, and perspectives, including traditional ecological knowledge and indigenous stewardship.
 - d. Track changes made to project design and implementation as a result of community and tribal engagement.
- 6. Benefits on the Ground**
 - a. Achieve more restoration in areas accessible to EDCs.
 - b. Provide more public access amenities (trails, picnic areas, bathrooms, culturally relevant interpretative areas, and signs) in or near EDCs.
 - c. Provide flood protection to EDCs.
 - d. Provide jobs and job training to EDC residents and tribes.

- e. Work with tribes to enable traditional stewardship and cultural practices on ancestral land and co-management of their ancestral lands and natural resources.
 - f. Ensure tribal concerns are respected and archaeological and cultural resources are protected.
 - g. Assist tribes to regain access to their ancestral lands along the Bay shoreline through the Authority's grant programs.
7. **Accountability and Transparency**
- a. Include additional equity metrics among the Authority's performance measures; continue to track and report on these performance measures annually.