



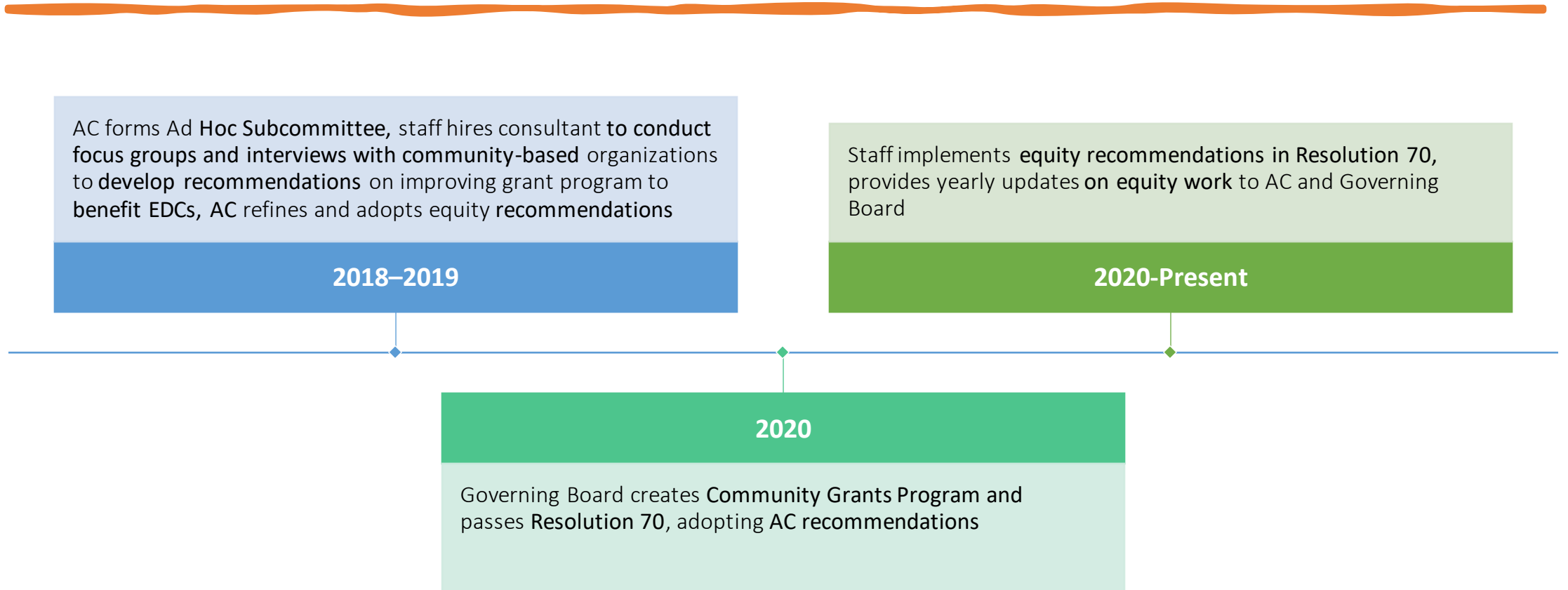
SAN FRANCISCO BAY

RESTORATION AUTHORITY

Equity Guidelines Development: Context, Status, and Next Steps

Jessica Davenport, Deputy Program Manager
Advisory Committee Meeting
November 3, 2023

SFBRA Equity Efforts: Phase 1



SFBRA Equity Efforts: Phase 2



May 2022: AC approves Ad Hoc Subcommittee on Equity's [recommendation](#) to create **long-term equity guidelines, actions, and indicators for length of Measure AA.**



May 2022-June 2023: Staff collaborates with Subcommittee to draft Equity Guidelines and develop community outreach approach.



July-August 2023: Staff holds Community Outreach and Listening Sessions with community-based organizations in underserved communities around the Bay.



September-October 2023: Staff, AC, and Subcommittee work on equity indicator alignment with WRMP People and Wetlands Work Group leader

Equity Guidelines Process

- Ad Hoc Subcommittee on Equity advised staff to consult with communities with relatable aspects of draft guidelines (accessibility of grant programs)
- Staff held three outreach sessions on the shoreline with representatives of community-based organizations
- For your review:
 - Draft Summary of Feedback
 - Updated Equity Guidelines (redline)
 - Equity in Action document



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Literacy for Environmental Justice intern watering plants at EcoCenter Nursery (Heron's Head).

Representation

- 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.
- Hire interns from economically disadvantaged communities (EDCs) and tribes to work for Authority.
- Support environmental workforce development and career guidance to support increased diversity in the conservation field.



Outreach and Partnerships

- Build relationships with community-based organizations in EDCs and tribes.
- Conduct more and better outreach to known groups and expand outreach beyond known groups to others who may be interested.
- Work with workforce development organizations to identify opportunities for Authority projects to provide a pipeline to jobs in the environmental and conservation fields.



Applications and Grants

- Obtain more applications and give more Community Grants.
- Provide more funding to community-based organizations and tribes through grants to established restoration partners.
- Improve application and grant processes to reduce barriers to participation.
- Remain flexible throughout the grant process to support the needs of grantees and communities.
- Improve the Authority website to ensure accessibility.
- Regularly review and revise application scoring criteria to ensure consistency with these Equity Guidelines.
- Expand and improve technical assistance provided to applicants, including feedback before and after grant rounds.
- Connect applicants and grantees with private foundations and external funding sources to address funding gaps.



Meaningful Engagement

- Meet communities where they are, physically and in terms of their priorities.
- Increase Authority staff interactions with community-based organizations to learn more about their interests, needs, and community engagement methods.
- Encourage grant applicants to include community engagement in the scope of work for their project, and to include funding for community engagement tasks, such as food and childcare, in grant budgets.
- Support inclusion of California Native American voices, leadership, and perspectives, including traditional ecological knowledge and tribal stewardship.
- Track changes made to project design and implementation as a result of community and tribal engagement.



Project Benefits

Prioritize projects that:

- Achieve more restoration in areas accessible to EDCs.
- Provide more public access amenities (trails, picnic areas, bathrooms, culturally relevant interpretative areas, and signs) in or near EDCs.
- Provide flood protection to EDCs.
- Provide jobs and job training to EDC residents and tribes.
- Enable tribes to conduct traditional stewardship and cultural practices on ancestral land and co-manage these lands and natural resources.
- Ensure tribal concerns are respected and archaeological and cultural resources are protected.
- Assist tribes to regain access to their ancestral lands along the Bay shoreline through the Authority's grant programs.
- Are community-driven, create a sense of ownership, and tap into community knowledge.
- Incorporate culturally relevant images and multilingual text when working with communities to develop meaningful and approachable signage at public access points.



Accountability and Transparency

- Include additional equity metrics among the Authority's performance measures; continue to track and report on these performance measures annually.
- Collect and analyze data on types of organizations, geographies, and programs where the Authority has made investments in order to identify potential gaps.



Next Steps for Equity Guidelines

- Share draft summary notes, redline Equity Guidelines, and Equity in Action documents with outreach session participants and partner organizations
- Collect feedback from AC and Board to finalize Equity Guidelines
 - Option to vote today to Recommend Adoption of the Equity Guidelines
- Once adopted, use Guidelines to develop the first 5-year equity work plan, with progress to be tracked using new equity indicators



Shy Walker (Ninth Root) speaking at East Bay Board Tour in 2023.





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Thank you!

www.sfbayrestore.org