



Equity Guidelines in Action

November 3, 2023

This document identifies completed and ongoing actions consistent with the Equity Guidelines of the San Francisco Bay Restoration Authority (Authority). This document describes a constantly evolving effort and is not exhaustive. Additional future actions will be included in five-year equity work plans developed collaboratively by staff and the Advisory Committee (AC).

1. Representation

- Targeted recruitment efforts for the 2023 AC seats to encourage more people from underserved communities and those with expertise in environmental justice to apply. Succeeded in adding representatives of these communities to the AC.
- Prioritizing projects that include environmental workforce development to support increased diversity in the conservation field.

2. Outreach and Partnerships

- Hosted three community outreach listening sessions to gain feedback from community-based organization (CBO) partners on how to make grant programs more accessible.
- Conducted joint outreach in partnership with the U.S. Environmental Protection Agency, National Oceanic and Atmospheric Administration, and others to share external funding opportunities.
- Organized a series of meetings for a Community Grants Cohort to provide direct technical training to Community Grant recipients and applicants and provide opportunities for them to connect with each other and staff.
- Building relationships with CBOs in Economically Disadvantaged Communities (EDCs) and tribes.
- Supporting CBO grantees to develop skills and capacities necessary to successfully manage government grant funding.
- Providing opportunities for networking among applicants through regular Board Tours and Networking Sessions.

3. Applications and Grants

- Created Community Grants program, specifically for CBOs, separate from the competitive round, which has a two-stage grant application process starting with a pre-application followed by opportunity for agency feedback to applicants, to reduce labor on applications.
- Developed policy for advancing funds that is responsive to the financial realities of CBOs

- and smaller non-profits.
- Providing more funding to CBOs and tribes through grants to established restoration partners.
 - Practicing flexibility throughout the grant process to support the needs of grantees and communities.
 - Providing feedback on why denied proposals are not a fit and helping connect applicants with resources.
 - Incentivizing partnerships by matching up applications with complementary projects, as applicable.
 - Supporting grantees with fulfilling pre-disbursement grant requirements.

4. Meaningful Engagement

- Linked the Coastal Conservancy’s “Tips for Community Engagement” and the Wetland Regional Monitoring Program’s (WRMP’s) “Best Practices for Tribal Engagement” to the Authority’s application materials and website.
- Encouraging 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.
- Supporting inclusion of California Native American voices, leadership, and perspectives, including traditional ecological knowledge and tribal stewardship.
- Working to rebuild trust with communities by engaging mindfully and following up on discussions and developing policies.

5. Project Benefits

- Allowed grant funds to pay residents with stipends to attend workdays and community engagement sessions.
- Authorized 39 projects, 62% of which benefited EDCs (as of June 2023). Project benefits include expanding shoreline access and amenities, providing flood protection, fostering leadership development, and remediating a contaminated site.
- Funded five Community Grants (as of June 2023), for which only CBOs located in EDCs are eligible.

6. Accountability and Transparency

- Providing yearly updates on equity work at public meetings of the Advisory Committee and Governing Board and in the Authority’s Annual Report.
- Collaborating with the WRMP’s People & Wetlands Workgroup to expand and align equity-focused performance measures.
- Sharing Summary of Feedback from 2023 Community Outreach and Listening Sessions document with session participants, partner organizations, and other funders.