



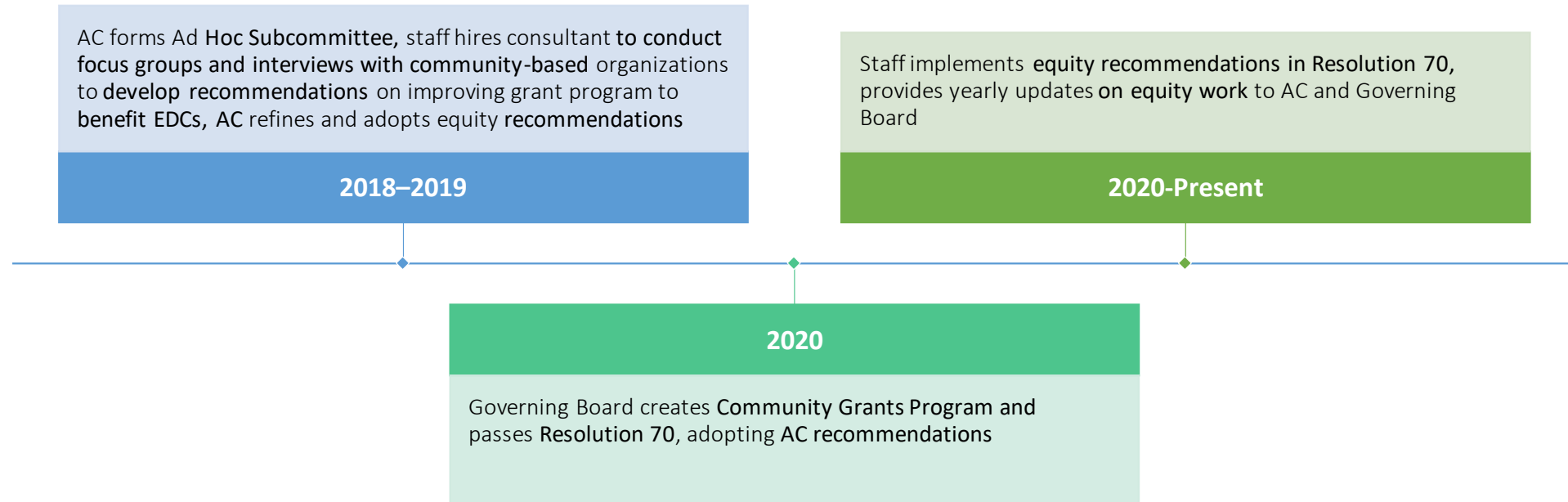
SAN FRANCISCO BAY

RESTORATION AUTHORITY

Equity Guidelines Development: Context, Status, and Next Steps

Sara Haugen, Project Manager
Governing Board Meeting
December 15, 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



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

Representation

Key Guidelines:

- Strive for diverse representation to cultivate an inclusive culture.
- Hire interns (EDCs) and tribes.
- Support environmental workforce development.

Key Actions:

- Added 5 new EJ representatives to the AC.
- Prioritizing workforce development projects.



Outreach and Partnerships

Key Guidelines:

- Build relationships with CBOs and tribes.
- Improve and expand outreach.
- Provide a pipeline to environmental jobs through projects.

Key Actions:

- Hosted community outreach sessions with CBOs.
- Hosted Community Grants Cohort to provide technical training and networking opportunities.



Community Grants Cohort visit to Planting Justice's nursery.



Applications and Grants

Key Guidelines:

- Provide more grants to CBOs and tribes.
- Improve application and grant processes to reduce barriers.
- Connect applicants and grantees with other funding sources.

Key Actions:

- Created Community Grants Program with focus on technical assistance.
- Developed advanced funds option for CBOs to utilize.
- Incentivizing partnerships by helping connect complementary projects.



Meaningful Engagement

Key Guidelines:

- Meet communities where they are.
- Interact more with CBOs to learn their interests, needs, and community engagement methods.
- Encourage applicants to include community engagement in the scope.

Key Actions:

- Providing resources for community and tribal engagement.
- Engaging mindfully and following up on discussions and new policies.



CBO outreach session at Tiscornia Marsh in the Canal District.

Project Benefits

Key Guidelines:

- Provide community-driven restoration, public access, and flood protection to EDCs.
- Provide jobs and job training to EDC residents and tribes.
- Ensure tribal concerns and resources are respected.

Key Actions:

- Allowed stipends for workdays and community engagement.
- Funded 5 Community Grants, and 62% of other projects benefit EDCs.



Accountability and Transparency

Key Guidelines:

- Include additional equity metrics and report on performance measures annually.
- Collect and analyze project data and identify potential gaps.

Key Actions:

- Collaborating with WRMP People & Wetlands work group.
- Sharing summary feedback of outreach sessions with participants and public.



Community Grants Cohort visit to LEJ's project site at Heron's Head.

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
- 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