



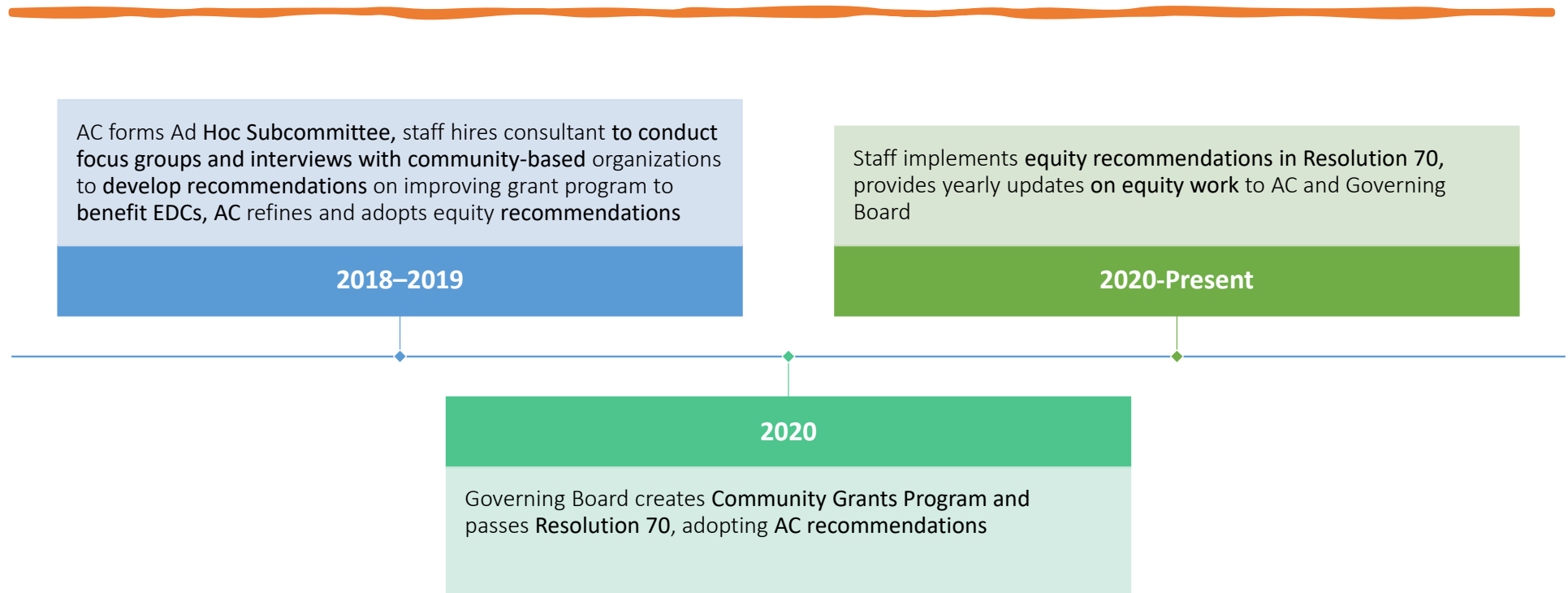
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Proposed Equity Guidelines

Sara Haugen, Project Manager
Governing Board Meeting
March 22, 2024

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 Updates

- Collected feedback from November AC meeting, as well as from full AC and Equity Ad Hoc committee via email.
- Discussed edits with Ad Hoc committee.
- AC additions in **blueline** on proposed Equity Guidelines document. **Redline** is community input from outreach sessions.
- For your review:
 - Updated Equity Guidelines (redline and blueline)
 - Equity Guidelines in Action
- For your consideration for adoption:
 - Equity Guidelines (clean)



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

Applications and Grants

AC said:

Clarify support provided to put Community Grant grantees on a pipeline to the regular grant round.

We did:

Added "Support Community Grant program grantees in building capacity to apply to the Authority's competitive grant rounds, including providing feedback before and after grant rounds."



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Applications and Grants

AC said:

Ensure the RFP includes equity and community engagement.

We did:

Added to improve application to reduce barriers "and highlight equity and community engagement in grant program materials."



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Applications and Grants

AC said:

Explain examples of technical assistance provided.

We did:

Added "such as defining project scope, meeting grant requirements, and preparing invoicing documentation."



Applications and Grants

AC said:

Mention networking opportunities.

We did:

Added "Provide networking opportunities for community-based organizations with landowners, restoration practitioners, and other potential partners."



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Next Steps for Equity Guidelines

- Once adopted, use Guidelines to develop the first 5-year equity work plan, with progress to be tracked using new equity indicators
- Align WRMP People + Wetlands indicators with Authority Performance Measures
- Report annually on progress implementing the Equity Guidelines



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



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Thank you!

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