

## **MEETING MINUTES**

### **San Francisco Bay Restoration Authority Advisory Committee Meeting November 8, 2024, 10 am – 12 pm**

Agenda and meeting materials are available at:  
[www.sfbayrestore.org](http://www.sfbayrestore.org)

1. **Call to Order**

Jessica Martini-Lamb, Chair of the Advisory Committee (AC), called the meeting to order.

2. **Determination of Quorum**

AC Member Attendance: Sara Azat, Erika Castillo, Paul Detjens, Melissa Foley, Lil Milagro Henriquez, Dulce Jimenez, David Lewis, Jessica Martini-Lamb, Kelli McCune, Ana Maria Ruiz, Craig Weightman, Eileen White, Diane Williams, Beckie Zisser.

3. **Public Comment**

Alba Cárdenas with Climate Resilient Communities noted that Najiha Al Asmar has stepped away from the organization, and Alba would like to serve as the new CRC representative on the AC. Alba will be considered for appointment to the AC by the Governing Board for the remainder of Najiha's original AC term.

Sara Haugen, Authority Project Manager, announced that today was the last day to apply to the AC, but staff will plan to extend the deadline by a week. The list of members whose term is up was posted on the agenda. Members can contact Sara with any further questions.

4. **Approval of Advisory Committee (AC) Meeting Minutes of September 13, 2024  
(ACTION)**

Jessica Martini-Lamb, Chair

**Item 5:** Draft Meeting Minutes for September 13, 2024

Melissa Foley moved to approve the minutes; Dulce Jimenez seconded. There were no objections or abstentions. The minutes were approved with no corrections.

5. **Chair's Report from October 18, 2024 Governing Board Meeting  
(INFORMATION)**

Chair Martini-Lamb gave an update on the October Governing Board Meeting.

A Grant item was approved to disburse up to \$100,000 through the Community Grants Program to Coastal Quest, fiscal sponsor for Ninth Root, to augment the previously authorized \$200,000 grant for the Sacred Spaces Planning Project.

The Governing Board also approved the formation of an ad hoc committee of Board members to help select the next group of incoming AC members.

Informational items included a draft staff response to the Independent Citizens Oversight Committee (ICOC) letter, a presentation from David Lewis (Save the Bay) on a review of public opinion polling and voter analysis for the Measure AA ballot measure, an update from the Wetlands Regional Monitoring Program (WRMP) on Performance Measures, and a presentation on the annual performance assessment from the Bay Restoration Regulatory Integration Team (BRRIT).

6. **Creation of AC Ad Hoc Committee to provide recommendations for Select Committee on Permitting Reform (ACTION)**

Jessica Martini-Lamb, Chair

As the quorum was not met for the duration of the meeting, action could not be taken on this item. Nevertheless, AC members discussed and provided feedback on this item, which involved the creation of an AC Ad Hoc Committee to provide recommendations for the California State Assembly's Select Committee on Permitting Reform.

There was a suggestion from Warner Chabot, Executive Director of the San Francisco Estuary Institute, to see if the AC was interested in providing input to the Select Committee on Permitting Reform. The Select Committee's purpose is to 1) accelerate the speed and efficiency of permitting projects through multiple agencies in three policy areas: housing, energy, and climate "infrastructure" 2) without undermining core environmental and social protections. The SFBRA already has taken steps to help improve coordinated permitting processes for Bay wetland restoration projects by using Measure AA funds for supporting the BRRIT (Bay Restoration Regulatory Integration Team). BRRIT chair (Sayre Cohen) provided testimony on 10/16/24 to the Select Committee about BRRIT.

The Chair asked if there was interest from the AC to form an Ad Hoc committee to review and develop a recommendation to the Governing Board for support or comments to the Select Committee. The Ad Hoc Committee could lean on the Authority's existing support of the BRRIT and AC members' experience in permitting restoration projects.

AC members shared that state and federal agency members cannot advocate for positions in front of the legislature but can provide information if needed. Restoration practitioners can draw on their experience for recommendations to the Select Committee.

A member added that they would like more guidance on what the committee would provide within the forum of the SFBRA, aside from the BRRIT already in place. Those streamlining the process are already involved, and those that know the most about it would not be eligible to serve on an ad hoc of this kind.

7. **Notification of 2025 Advisory Committee Meeting Schedule (INFORMATION)**

Jessica Martini-Lamb, Chair

**Item 7: [2025 Advisory Committee Meeting Schedule](#)**

Chair Martini-Lamb announced the three meeting dates for the 2025 AC Meeting Schedule. Chair Martini-Lamb asked for members to provide input on these dates and alert Staff of any holidays or conflicts.

**Proposed Schedule:**

AC (current members) – February 7, 2025

Board (current members) – February 28, 2025

Board (new members) – June 6, 2025 – appointing new AC members

AC (newly appointed) – June 20, 2025

Board – September 5, 2025

AC – October 17, 2025

Board – December 5, 2025

Members suggested moving the June meeting because of Juneteenth on June 19th and summer vacations. Staff will assess and provide an alternative date at the next AC meeting.

8. **Yearly Update on Implementing Equity Guidelines (INFORMATION)**

Sara Haugen, Project Manager and Grant Program Coordinator

**Item 8: [Memo: Yearly Update on Implementation of Equity Guidelines](#)**

**Exhibit A: [Equity Guidelines](#)**

**Exhibit B: [Community Grants Program Applications, FY20-21 through FY23-24](#)**

Sara Haugen, Project Manager, presented the Draft Yearly Update on Equity Work. During Fiscal Year 2023-2024, the Authority continued the Community Grants program, finalized Equity Guidelines and Tribal Engagement Recommendations, held project tours and facilitated networking to assist in forming partnerships, and updated the competitive grant round request for proposals (RFP) to reference the updated Equity Guidelines and Tribal Recommendations. Staff also created summary slides to provide another way for people to understand the RFP at a glance.

Two projects were funded through the Community Grants Program. The maximum award was increased from \$200,000 to \$300,000, and two projects were eligible: the Sacred Spaces Planning Project with Ninth Root (Coastal Quest as fiscal sponsor), and the Storytelling Shoreline Futures: Youth Visioning and Action Project with Mycelium Youth Network.

Staff continued to provide technical assistance to Community Grants Program applicants and grantees in development and management of their projects. The Community Grants Cohort was completed in Fall 2023, with five current and potential grantees.

For next steps, Staff will continue to recruit new AC members who can help advance equity in Authority programs, and continue to implement the Equity Guidelines and Tribal Engagement Recommendations. Staff will continue to work on a Five-Year Equity Work Plan and an Equity Gap Analysis.

A member asked about which tribes the Authority is engaging with. This list has been provided previously, but five total tribes were engaged for the Tribal Recommendations in total.

A member suggested interviewing a current grantee to learn about how to make applications easier for Economically Disadvantaged Communities (EDCs) because the standards for grant applications are high.

9. **DRAFT Equity Work Plan: 2025-2029 (INFORMATION)**  
Sara Haugen, Project Manager and Grant Program Coordinator  
**Item 9: [Memo: DRAFT Five-Year Equity Work Plan](#)**  
**Attachment 1: [DRAFT Equity Work Plan 2025-2029](#)**

Sara Haugen, Project Manager, presented the draft Five-Year Equity Work Plan. Context was provided about the first phase of equity efforts, during which the Equity Ad Hoc Subcommittee was formed, and short-term equity recommendations were provided. The second phase of equity efforts has included the approval of the Equity Guidelines after input by the subcommittee. The Tribal Engagement Recommendations went through a similar timeline, culminating with Tribal Engagement Requirements being approved and adopted May 2024.

The Five-Year Equity Work Plan includes prioritized actions from the Equity Guidelines from 2025-2029, with a distinct set of tasks from the Tribal Engagement Recommendations. The section for California Native American Tribal Engagement contains specific tasks to advance Tribal Engagement, including increasing representation of tribes in bodies such as the AC and Governing Board.

Each section contains tasks, a progress bar, and metrics used to determine progress. Sections include Representation, Outreach and Partnerships, Applications and Grants, Meaningful Engagement, Project Benefits, Accountability and Transparency.

In the discussion following the presentation, members asked questions about the logistics of the plan, such as how staff plan to incorporate a review cycle to evaluate success and adjust the plan as needed, and how the “lessons learned” section of the post-grant survey will be used. Staff plan to reevaluate the plan every five years, report on updates annually and can investigate how to share lessons learned publicly in the future.

Further discussion centered on how to increase representation within Authority staff, such as when recruiting for the ICOC, While the committee is currently only looking to fill one seat, staff can look into how to conduct more robust outreach in the future. A member noted that it is also important to think about how representation within Authority staff can influence power dynamics when engaging in equity work. Staff are continuing to work with the WRMP People and Wetlands Working Group to gather information on staff representation.

A member voiced a concern that when talking about representation, communities of color and low-income communities are often grouped together, and breaking down these percentages can give the Authority more insight into the kinds of

communities and backgrounds represented, as well as inform future goal-making. Additionally, it is important to think about how to proceed if equity goals are not being met to increase accountability for these goals.

#### 10. **DRAFT Equity Gap Analysis (INFORMATION)**

Elle Bent, California Sea Grant Fellow

**Item 10:** [Memo: DRAFT Equity Gap Analysis](#)

**Attachment 1:** [Equity Gap Analysis Map](#) (ArcGIS Online)

Elle Bent, California Sea Grant Fellow, presented a draft Equity Gap Analysis on how projects funded by the Authority are providing benefits to Economically Disadvantaged Communities (EDCs) and whether any funding gaps exist. Staff are seeking feedback on the draft, as it was created as a tool to help identify funding gaps for the Authority. Background was provided on the need for gap analysis, as well as methods, analysis and next steps.

A member suggested mapping out where grant applicants' projects are located, to help grant application reviewers assess projects that claim to benefit EDCs. A member noted that it may be helpful if the base EDC map was more of a heat map to better reflect the population density of EDCs.

A member added that the needs of habitat and people may not overlap, but they may be adjacent. They cautioned not losing sight of habitat benefits for projects that are right next to EDCs or are able to provide public access benefits.

A member added that it feels easy to "check the box" on EDCs and wondered how to better prove that a grantee is actually benefiting EDCs. Applicants are asked to provide a narrative response, as opposed to providing metrics like the habitat section of the grant application. They suggested asking specific questions to determine benefits to EDCs. When this analysis is done for tribes, Staff should support tribes to define what they consider success for how to engage with them. For community engagement and youth involvement, how are Authority staff examining that? For instance, is the involvement just a day trip or is there leadership development? Is the community involved in one meeting or throughout the whole process? It is important to figure out ways to parse out what equity is, and the quality of benefits being delivered. Staff and AC Members should consider how applicants are held accountable for what they claim to do in their applications before considering future funding.

A member added that it is important to consider that there may not be high value habitat projects available in the gap areas. If the Authority uses gaps to encourage applicants from those areas, what does that engagement look like? How can staff reach the people they haven't reached before or understand why they're not submitting an application?

A member suggested a presentation on how wildlife is impacted by public access to better understand the issues at hand and the tradeoffs between the two benefits.

This could provide a more well-rounded perspective of people's relationship with nature from different backgrounds and communities. A member added that there are individual benefits to increasing access to wildlife, but also regional benefits. People voted for Measure AA because they want access to nature. They agreed it would be helpful to have a shared understanding of the benefits and tradeoffs between public access and protecting wildlife habitat. Quantifying community benefits is harder than quantifying how wildlife is doing. Some of the strongest advocates for limiting public access have modified their positions over time, which is possible because there is more habitat available across the region for both public access and areas with no access. One place to watch this discussion play out is the Berkeley North Basin project, which is in a very accessible area (Cesar Chavez Park) with very sensitive habitat.

#### 11. **Workforce Development in the India Basin Project (INFORMATION)**

Erica Johnson, Project Manager

**Item 11:** [Presentation on 900 Innes Remediation Project and Benefits to Communities](#)

**Attachment 1:** [Webinar on Workforce Development in the India Basin Project](#)

Erica Johnson, Project Manager, provided a recap of the 900 Innes Remediation Project to give an example of how a project can provide benefits to communities. In 2019, the authority provided about \$5 million to fund soil remediation at 900 Innes as part of the India Basin Waterfront Park in the Bayview Hunter's Point neighborhood, which is primarily composed of communities of color and low-income communities. The project was completed, with a park that provides the community with access while restoring some habitat.

The San Francisco Recreation and Parks Department worked with the A. Phillip Randolph Institute to engage the community and develop an Equitable Development Plan. The community was able to select park features based on the goals described in the Plan. Areas of focus included arts, culture and identity, workforce and business development, connectivity, transit, access and safety, among others.

Excerpts from the Workforce Development Webinar, featuring the A. Phillip Randolph Institute, were played to show how non-profit partnerships were incorporated into the planning and design process of the project. One of the excerpts described some of the successes and challenges of providing workforce development support and training. This project can be used as a model of a multi-pronged community engagement strategy with strong collaboration with Community Based Organizations (CBOs).

Members asked a few questions about the project site, such as whether there are public access features like swimming and if there was any wildlife negatively impacted by the public access components of this project. There is currently no swimming at this site, and little harm to wildlife as the site was previously a shipyard with little to no native habitat.

Members expressed appreciation for hearing about an example of an inspiring project, and for the clips from the webinar showing lessons learned. The webinar

is available to watch on the Coastal Conservancy's webpage for those who want to view the full video.

## 12. **Announcements (INFORMATION)**

Lower Walnut Creek – Pacheco Marsh, John Muir Land Trust is implementing Authority funding to complete public access components of the project.

A member asked about the passage of Proposition 4 (the climate bond), and its impact on the Authority. The Coastal Conservancy can provide funding for projects in conformance with Measure AA, meaning that state money can fund Authority-eligible projects, but the Authority will not receive Prop 4 funds.

Sonoma Water will be recruiting for a supervisory position for environmental compliance and members are encouraged to share the opportunity.

The Brower Dellums Institute is hosting an event November 9, 2024 from 11:30 to 2:00 pm at Columbia Gardens.

The San Francisco Joint Venture has a job board, please send opportunities to Kelli McCune and her team.

## 13. **Public Comment**

There was no public comment.

## 14. **Adjourn**

Chair Martini-Lamb adjourned at 12:02.