



BAY AREA
AIR QUALITY
MANAGEMENT
DISTRICT

AGENDA: 3

Resolution Reaffirming the Air District's Commitment to Diversity, Equity, Access, and Inclusion

**Ad Hoc Committee on Equity, Access, and Inclusion Meeting
September 10, 2020**

**Veronica Eady
Senior Deputy Executive Officer for Policy and Equity**

Background



The Air District would like to express its deepest gratitude to Dr. Henry Clark for his stalwart leadership, and advocacy for communities in North Richmond, California. Some years ago, Dr. Clark was subjected to disrespectful treatment during a board meeting, where security guards were asked to intervene during Dr. Clark's public testimony.

Resolution No. 2020-10 is a formal apology to Dr. Henry Clark, recognizing and honoring Dr. Clark as a pioneer in the environmental justice movement with his advocacy for vulnerable communities experiencing disproportionate health disparities from air pollution, as well as socioeconomic impacts of systemic racism.



BAY AREA AIR QUALITY MANAGEMENT DISTRICT

RESOLUTION No. 2020 - 10

Resolution Reaffirming Commitment to Diversity, Equity, Access, and Inclusion

WHEREAS, it has come to the attention of the Bay Area Air Quality Management District that Dr. Henry Clark was subjected to egregious, disrespectful, and unacceptable treatment some years ago when security guards were asked to intervene while Dr. Clark was exercising his right to provide public testimony at a board meeting.

WHEREAS, the Bay Area Air Quality Management District Board recently adopted Resolution 2020-08 Condemning Racism and Injustice and Affirming Commitment to Diversity, Equity, Access, and Inclusion. We are committed to building a culture of belonging for all people who partner with the Air District – this includes people of all races, colors, gender identities, ages, abilities, sexual orientations, and religions.

WHEREAS, the Bay Area Air Quality Management District strives to ensure all public meetings are conducted in a fair and inclusive manner.

WHEREAS, we firmly believe in respect for the inherent dignity of all individuals, and that marginalization of community members must not just be condemned, but eradicated.

WHEREAS, we commit to listen to, and work alongside, our employees and community to ensure they are equipped with the tools and support needed to dismantle racism in any form that has enabled systemic inequities.

WHEREAS, we will review our policies and practices and commence dismantling institutionalized racism in our own institution by uplifting BIPOC (Black, Indigenous, People of Color) voices in our communities. We will lead conversations centered around racial justice in the context of air pollution measures to reduce disparities in overburdened communities throughout the Bay Area.

WHEREAS, the Board of Directors, executive leadership, and employees of the Air District will engage in ongoing training on racial bias and institutionalized racism and will find ways to share our growth with the communities we serve.

NOW THEREFORE BE IT RESOLVED, the Bay Area Air Quality Management District Board of Directors extends a formal apology to Dr. Henry Clark and once again unequivocally condemns racism, discrimination, and police brutality, in all their destructive manifestations.

WE FURTHERMORE, acknowledge and honor Dr. Henry Clark’s expertise and authentic lived experience. We express our deep gratitude for Dr. Clark’s legacy, leadership, and advocacy for communities in North Richmond, California, that experience disproportionate health impacts from air pollution and other environmental stressors.

The foregoing resolution was duly and regularly introduced, passed and adopted at a meeting of the Board of Directors of the Bay Area Air Quality Management District on the Motion of _____, seconded by _____, on the 16th day of September, 2020, by the following vote of the Board:

AYES:

NOES:

ABSENT:

ABSTAIN:

Rod Sinks
Chairperson of the Board of Directors

ATTEST:

Karen Mitchoff
Secretary of the Board of Directors



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AGENDA: 4

Discussion of Advisory Council Recruitment Process

**Ad Hoc Committee on Equity, Access, and Inclusion Meeting
September 10, 2020**

**Jeff McKay
Chief Financial Officer**

Advisory Council Charter



- Pursuant to Section 40261 of the California Health and Safety Code, the Air District is required to maintain an Advisory Council consisting of seven members. Further, section 40262 requires that the member be “skilled and experienced in the fields of air pollution, climate change, or the health impacts of air pollution.” Advisory Council members serve a term of two years and may be reappointed up to six terms. In addition, the Chair of the Board of Directors is an ex-officio member.
- One of the members is unable to continue with their service, while five other members have completed their two most recent years of service.



Possible Principles to Recommend to the Personnel Committee

- Encourage Community Advocates to Notify Potential Applicants
- Advertise Through a Variety of Media
- Ensure Respect for Science as an Important Input to the Air District
- Value Diverse Expertise within the Charter
- Value Diverse Personal Backgrounds within the Charter



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AGENDA: 5

Assembly Bill (AB) 617 Richmond/San Pablo Path to Clean Air

**Ad Hoc Committee on Equity, Access, and Inclusion Meeting
September 10, 2020**

**Kristen Law, Community Engagement Manager
Dan Alrick, Principal Air and Meteorological Monitoring Specialist**



- Community Air Monitoring Plan finalized
- Monitoring projects underway
- Monitoring Outreach Team selected
- Expansion to Community Emissions Reduction Program

Community Co-Led in Richmond/San Pablo



DESIGNED BY COMMUNITY
Community members designed process to build trusting relationships and authentic participation.

DESIGN TEAM
Community planned summit to get input on their design for steering committee process



CARRY SUCCESS FORWARD
Co-lead team and Steering Committee will ensure an inclusive, transparent process with shared goals, creating a greater impact.

COMMUNITY SUMMITS
Community shaped process, including steering committee membership and decision-making.



Community Co-Led in Richmond/San Pablo



- The Steering Committee and community Co-Lead Team continued to meet virtually during shelter-in-place
- These groups concluded their work this summer with release of the final draft of the Community Air Monitoring Plan and creation of a Monitoring Outreach Team



In-person meeting of the Community Steering Committee

What's in the Monitoring Plan?



- Overview of why Richmond/San Pablo was selected for Assembly Bill (AB) 617
- Summary of the Steering Committee's work in:
 - Identifying and prioritizing air quality concerns
 - Selecting monitoring efforts
- Technical information for ongoing and planned monitoring projects



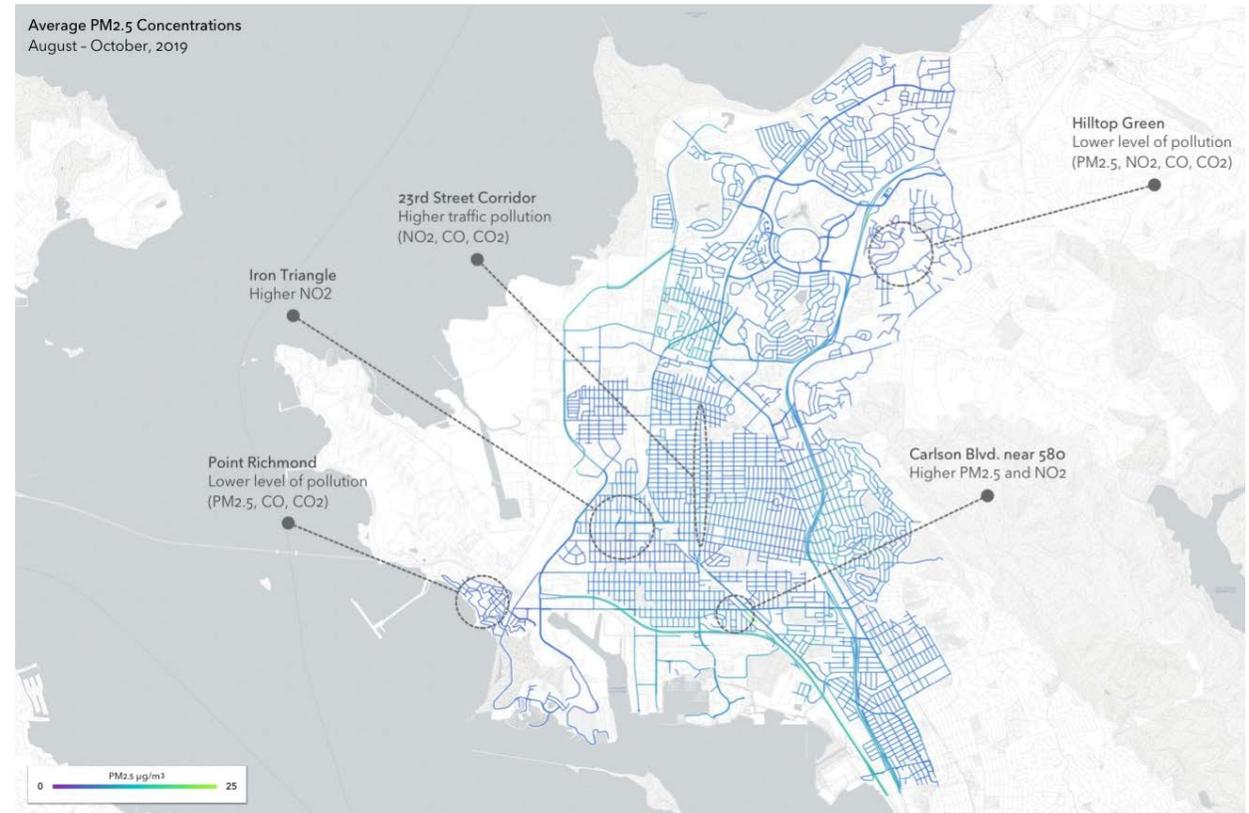
AB 617 Richmond-San Pablo Community Air Monitoring Plan

Cover of the Monitoring Plan showing an aerial image of part of the Richmond/San Pablo study area

Air Monitoring Projects



- Three initial monitoring projects:
 - Aclima mobile monitoring
 - Physicians, Scientists, and Engineers Healthy Energy sensor network, a California Air Resources Board (CARB) grantee
 - Groundwork Richmond sensor network (CARB grantee)
- Air toxics monitoring project
 - Led by the Air District; will begin with mobile measurements



Average PM_{2.5} Concentrations from Aclima mobile monitoring Aug-Oct 2019 (<https://insights.aclima.io/richmond-san-pablo>)

Air Monitoring Projects



- The selected monitoring projects use different kinds of instrumentation and methods to help answer different questions
- Data will be analyzed over coming months to inform:
 - Community-identified concerns
 - Development of emissions and exposure reduction efforts



Air District's mobile air monitoring van

Monitoring Outreach Team



- At its final meeting, the Steering Committee voted to form a Monitoring Outreach Team
- 5-member team made up of Steering Committee members
- Team will help communicate updates and findings from monitoring projects



Community Emissions Reduction Program



- A Community Design Team is working with the Air District to recruit and select a diverse Community Emissions Reduction Program Community Steering Committee
- 10-member Community Design Team met five times since March; next meeting on September 21, 2020
- Air District Board to consider recommending Richmond/San Pablo for designation to the CARB Board, October 2020
- If designated, final Community Emissions Reduction Plan is due to the CARB Board in December 2021





BAY AREA
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AGENDA: 7

Air District's Approach to Assessment of Diversity, Equity, and Inclusion, Employee Engagement and Culture

**Ad Hoc Committee on Equity, Access, and Inclusion Meeting
September 10, 2020**

**Mary Ann Okpalaugo
Acting Director, Office of Diversity, Equity & Inclusion
Terri Levels, Assistant Manager, Human Resources**

Agenda



- Air District's Approach to Assessing Employee Engagement and Culture
- Diversity, Equity, and Inclusion Assessment
- Employee Engagement and Culture Assessment
- Next Steps

Approach to Employee Engagement and Culture Assessment



Diversity, Equity and Inclusion Assessment

- Assessment of employee perceptions around race, equity, and inclusion
- Share results and next steps

Employee Engagement and Culture Assessment

- Assessment of employee engagement and culture
- Share results and next steps

Results and Actions

- Share results
- Develop action planning sequence
- Identify priorities
- Generate action items
- Measure progress

Diversity, Equity, and Inclusion (DE&I) Assessment



- Hired 3rd Party Diversity, Equity, and Inclusion (DE&I) consultant to administer assessment
- Held one-on-one interviews and focus groups with 39 employees (11% of Staff)
- Findings in the assessment were presented in the form of “Themes”

DE&I Assessment (cont.)



- Themes were defined as common interest points (three or more people mentioned a topic)
- Conversations informed the themes that surfaced
- Themes were linked to employee perceptions of processes and practices
- Themes were not meant to imply consensus beliefs and experience for all staff



Four “Themes” Surfaced During the Assessment:

- Improving Operational Processes in Hiring, Advancement, and Accountability
- Need to Further Expand Training, Skill Building, and Expertise
- Continue to Increase Representation of Women and People of Color in Hiring and Promotions at all levels of the Air District
- Hunger for Increased Belonging and Inclusion in the Air District Culture

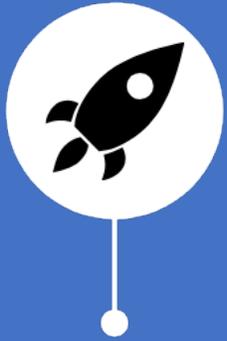
Employee Engagement and Culture Assessment



- 3 Kick-off Sessions, with Polls
 - Senior Management and all staff
- 21 One-on-One Interviews
 - With DAPCOs, some directors and other key stakeholders
- 14 Focus Groups, with Polls
 - 90 total participants
- Customized Survey
 - Completed August 31, 2020
 - 86% of staff participated

Timeline of Activities

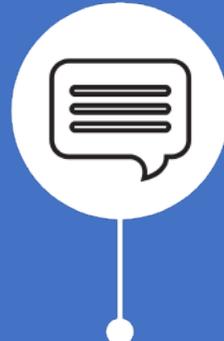
May 2020



PROJECT KICK-OFF

- Executive and deputy introduction
- Directors and Officers introduction
- All staff

June/July 2020



INTERVIEWS & FOCUS GROUPS

- 21 interviews complete
- 14 of 14 FG complete

August 2020



SURVEY LAUNCH

- Customize survey
- Localize survey for global deployment
- Deploy survey across organization
- Survey complete

Q3 2020



ANALYZE RESULTS

- Develop culture report
- Link business metrics to workplace behaviors

Q3/Q4 2020



PLAN ACTIONS

- Share results
- Develop Action Planning Sequence
- Identify priorities
- Generate action items
- Measure progress