



BAY AREA  
AIR QUALITY  
MANAGEMENT  
DISTRICT

**AGENDA: 4**

# **Development of a Community Advisory Council**

**Ad Hoc Committee on Equity, Access, and Inclusion Meeting  
November 5, 2020**

**Veronica Eady  
Sr. Deputy Executive Officer**

# Community Advisory Council Overview



- **What:** A group of 11-15 community leaders who advise Air District Board and staff on the following:
  - Community Benefit Fund
  - Racial Equity Plan
  - Air District programs and regulations
  - Assembly Bill 617 implementation
- **Why:** To form a mechanism to improve communication, input, and trust with community representatives
- **Who:** Community leaders from impacted Bay Area communities
- **When:** Early 2021

# Background and Purpose



- The **Community Advisory Council** was identified as a need by the Ad Hoc Committee and Sr. Deputy Executive Officer, Veronica Eady
- The Council **will advise** the Air District Board and staff on policies and programs effecting **impacted communities**
- The Council may be responsible for **guiding topics** such as:
  - Community selection under Assembly Bill 617
  - Community benefits program

# Initial Proposed Structure and Membership



## Structure:

- **Board-appointed Council** subject to Ralph M. Brown Act requirements
- Made up of **11-15 community members**
- **Co-chair structure:** one Board member and one rotating community member

## Membership:

- **Equity and Diversity Goals**
  - Geographic: strive for a minimum of one member per county
  - Race, gender, and age
  - Affiliations
  - Interests and focus areas
  - Tenure in community

# Next Steps



- Continue consulting with key community advocates on council structure and member selection
- Key challenges:
  - Building trust between community advocates and the Air District
  - Building collaborative relationships among community advocates from across the Bay Area
  - Balancing the urgent need for community guidance on Air District programs with the time required for trust and relationship building



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**AGENDA: 5**

# **Discussion on the Advisory Council Recruitment Process**

**Ad Hoc Committee on Equity, Access, and Inclusion Meeting  
November 5, 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



# Advisory Council Opening Process



- The positions were posted on the Air District website on June 29, 2020
- Notices were posted in recruiting sites
- Community groups were encouraged to notify qualified individuals
- Air District eblast sent to over 1,000 interested stakeholders
- The recruitment is still open
- Qualified candidates are interviewed by the Personnel Committee



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AGENDA: 6

# Discussion on the Development of a Community Benefit Fund

**Ad Hoc Committee on Equity, Access, and Inclusion Meeting  
November 5, 2020**

**Greg Nudd  
Deputy Air Pollution Control Officer**

# Presentation Overview



**What is the  
Community  
Benefit Fund?**

**Similarities  
with California  
Air Resources  
Board's  
Community Air  
Grants  
Program**

**Structure  
and  
Prioritization  
of Funding**

**Budget and  
Financial  
Impact**

**Discussion**

# Community Benefit Fund



## What is the Community Benefit Fund?

- The proposed Community Benefit Fund would provide monetary resources for projects in impacted communities to reduce exposure to air pollution and address public health impacts



# Community Benefit Fund (cont.)



## Similarities with the California Air Resources Board (CARB) Community Air Grants Program

- Build capacity for community-based organizations
- Community organizations become active partners to identify, evaluate, and ultimately propose projects to reduce air pollution and exposure to harmful emissions in communities disproportionately impacted
- **Difference** = Funds will not be restricted to Assembly Bill (AB) 617 communities



# Community Benefit Fund (cont.)



## Examples of CARB Community Air Grants Program include:

Community engagement and outreach

Hiring consultants and/or technical experts

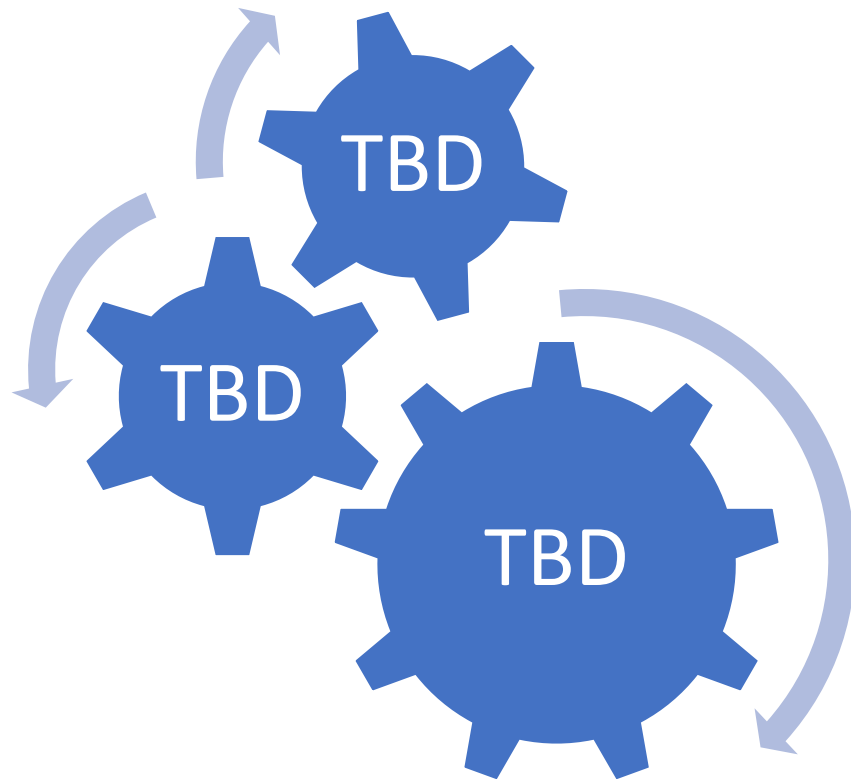
Travel and logistical support for hosting and/or attending meetings related to AB 617 (i.e., room rental, meeting facilitation, transportation)

Support for community-operated air monitoring

# Community Benefit Fund (cont.)



## Structure and Prioritization of Funding



The overall structure and prioritization for the program would be developed by a Community Advisory Council proposed to be established by the Board of Directors in early 2021



# Community Benefit Fund (cont.)



## Budget and Financial Impact

- The Air District will fund the Community Benefit Fund with the initial \$1M
- After which an estimated \$500,000 per year will be directed to the Community Benefit Fund





# Discussion



# Recommendation



- Recommend Board of Directors approval of initial \$1M from Program 104



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AGENDA: 7

# Update on Assembly Bill (AB) 617 Efforts

**Ad Hoc Committee on Equity, Access, and Inclusion Meeting  
November 5, 2020**

**Greg Nudd  
Deputy Air Pollution Control Officer of Policy**

# AB 617 Budget



- Current Fiscal Year – Fully Funded
- Fiscal Year Ending 2022 – Appropriated
- Efforts to Secure Ongoing Funding
- Current Fiscal Year Budget

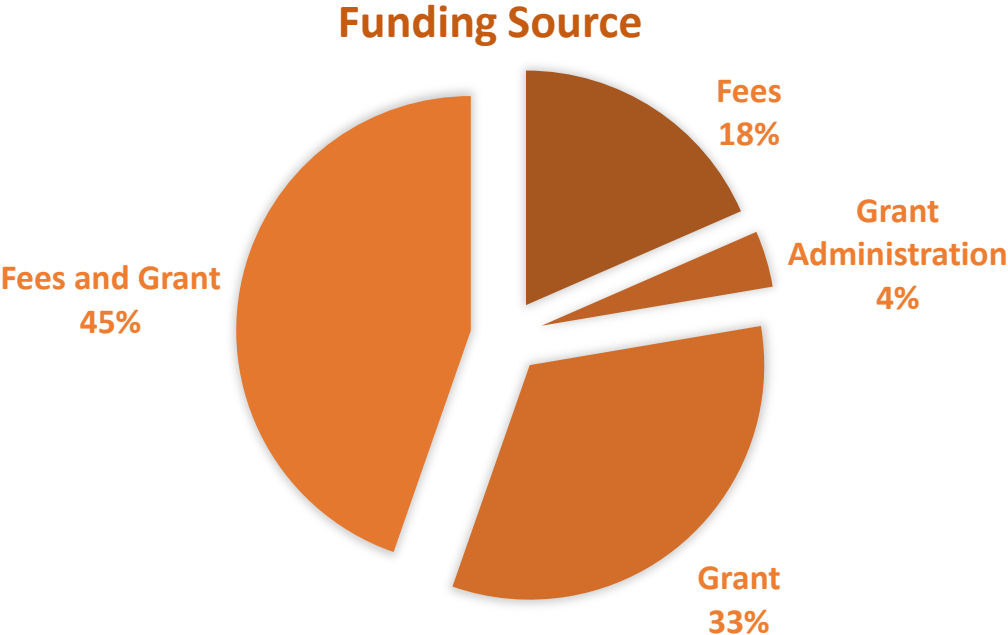
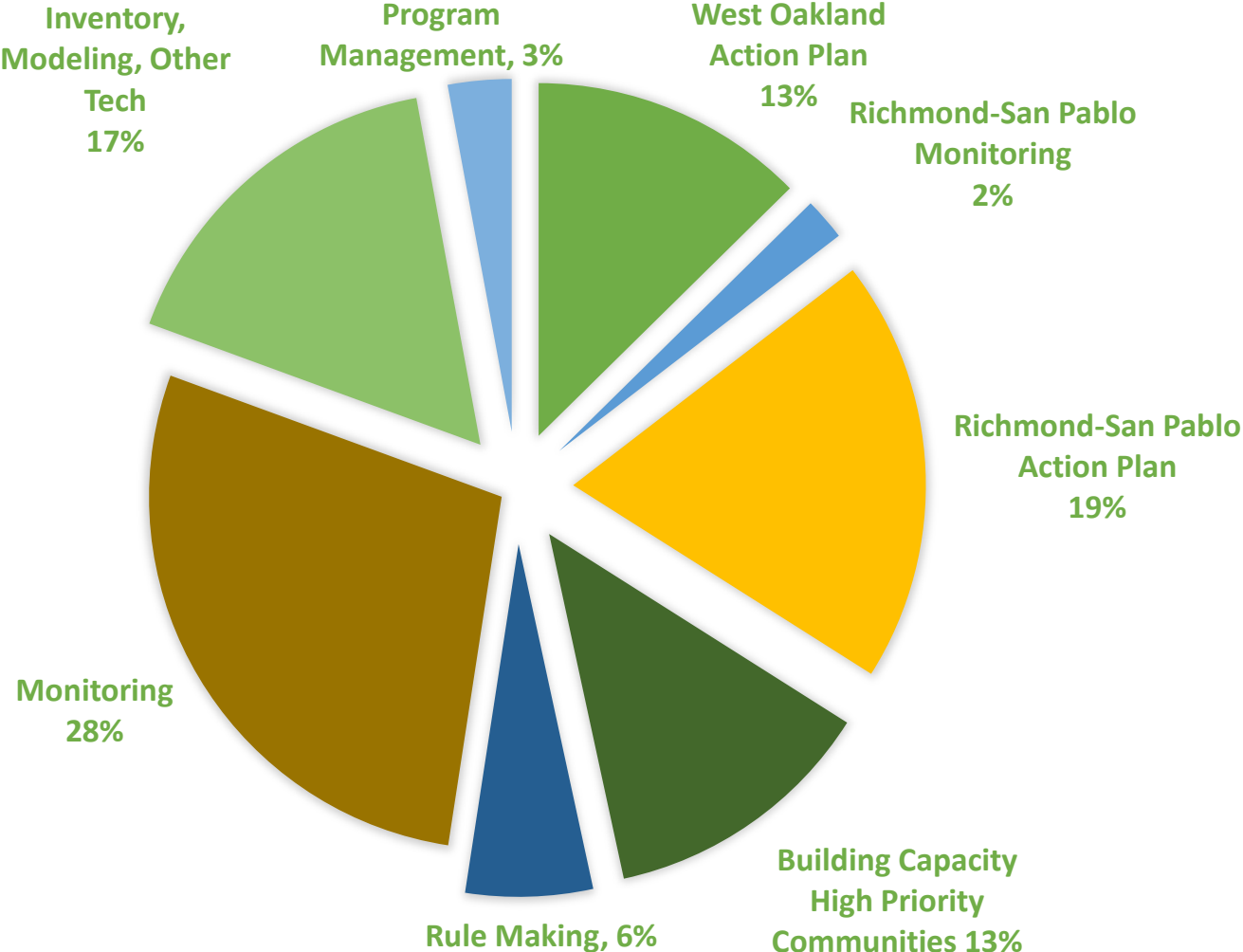


# AB 617 Budget: Current Fiscal Year



Work Area	Total Program Costs	Grant/Fees
Implement West Oakland Action Plan	\$1.3 Million	Grant
Implement Richmond-San Pablo Monitoring Plan	\$0.2 Million	Grant and Fees
Develop Richmond-San Pablo Action Plan	\$2.0 Million	Grant and Fees
Build Capacity in High Priority Communities (incl. grants)	\$1.3 Million	Grant
Rule Making	\$0.6 Million	Fees
Regional and Community Monitoring	\$2.9 Million	Grant and Fees
Emissions Inventory, Modeling, and Other Technical Work	\$1.7 Million	Grant and Fees
Overall Program Management	\$0.3 Million	Grant
<b>Total Costs</b>	<b>\$10.5 Million</b>	

# AB 617 Budget: Current Fiscal Year (cont.)





# Owning our Air



FINAL



## OWNING OUR AIR

The West Oakland Community Action Plan – Volume 1: The Plan

October 2019

A joint project of the Bay Area Air Quality Management District and West Oakland Environmental Indicators Project

 BAY AREA AIR QUALITY  
MANAGEMENT DISTRICT



- West Oakland Environmental Indicators Project (WOEIP), Community Steering Committee members, and the Air District presented Draft Annual Report at the October 7<sup>th</sup> West Oakland Community Action Plan (WOCAP) Steering Committee meeting
- WOEIP and Air District will release Final Annual Report and make informational presentation to the Air District Board in December 2020
- California Air Resources Board (CARB) staff will report on Community Emission Reduction Program (CERP) implementation progress, including the WOCAP, in December 2020 memo to CARB Directors



- Quarterly monitoring data updates provided to Richmond-San Pablo Monitoring Outreach Team
- Air District recommended Richmond-San Pablo for Emission Reduction Plan designation to CARB Board
  - If designated in Dec 2020, final plan due Dec 2021
- Key Decisions to Get to Steering Committee
  - Board appointed or community developed?
  - Who is “Community”?
  - Industry Representation





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AGENDA: 8

# Update on Office of Diversity, Equity & Inclusion | Internal and External Efforts to Advance Racial Equity

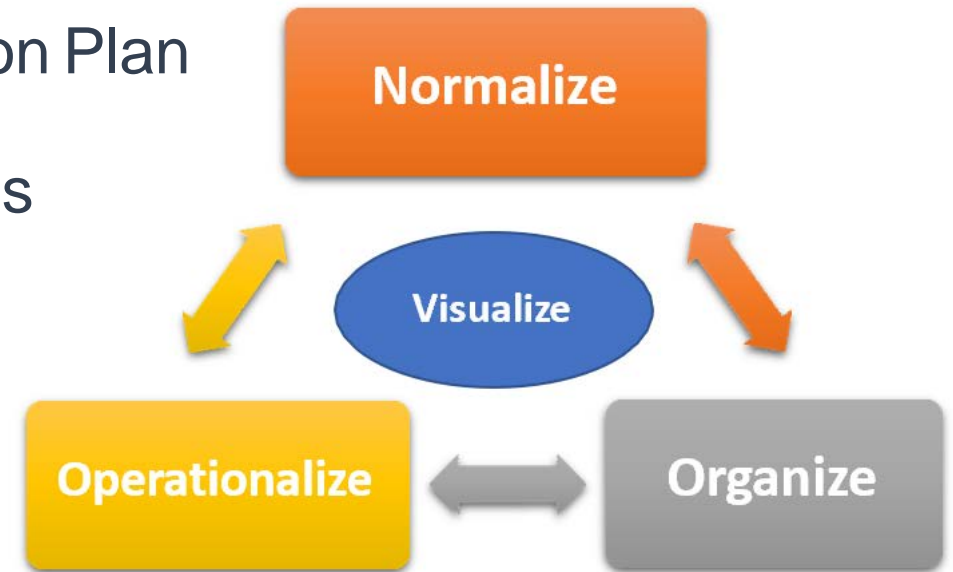
**Ad Hoc Committee on Equity, Access, and Inclusion Meeting  
November 5, 2020**

**Mary Ann Okpalaugo  
Acting Director, Office of Diversity, Equity & Inclusion**

# Key Priorities for 2020



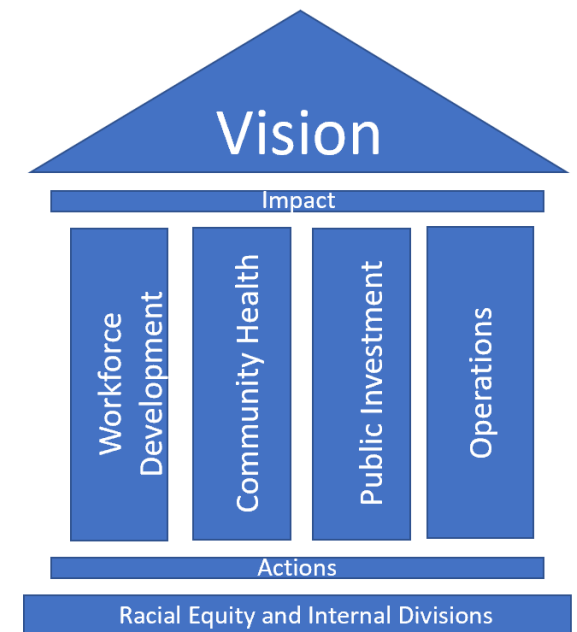
- Hiring of Sr. Deputy Executive Officer – Policy and Equity
- Internal Reorganization to Implement Equity Priorities
- Development of an organization-wide Equity Action Plan
- Implement the Equity Action Plan by applying tools and systems for accountability (i.e. measurements, evaluation tools)
- Continue internal capacity building of all staff in racial equity content and advancing equity practices within the agency



# Ongoing and Future Areas of Work



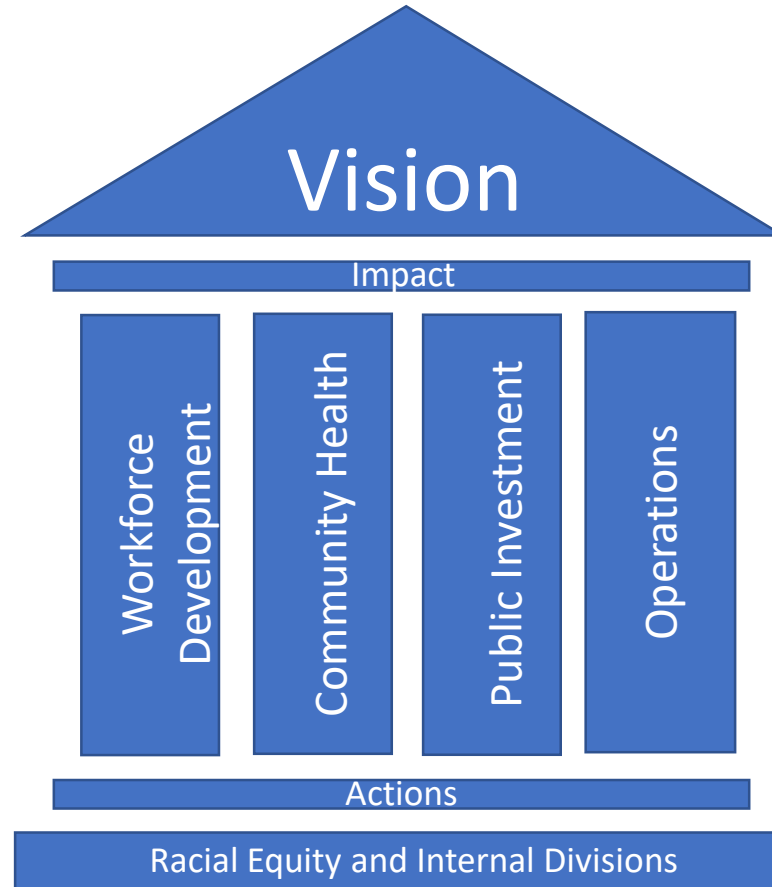
- Human Resources Practices and Processes
- Increased Presence in Assembly Bill (AB) 617 Implementation
- Review of Air District's Enhanced Complaint Response and Investigation Process
- Review of Air District's Communication Strategy



# Framework for Racial Equity



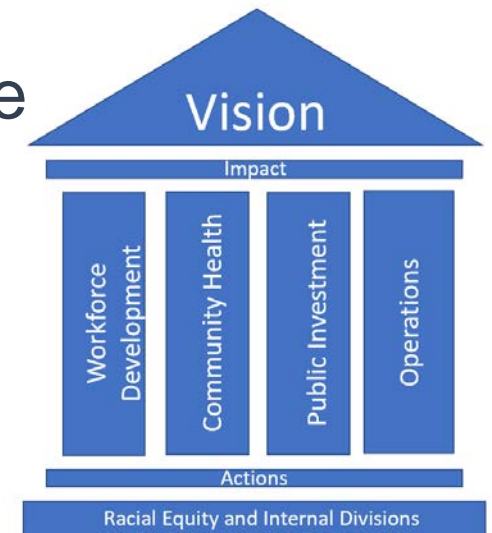
Vision: All people in the Bay Area thrive in vibrant and healthy communities



# Workforce Development



- District-wide Implicit Bias Awareness and Mitigation Workshop administered by the National Training Institute on Race and Equity at Morehouse College - Early 2021
- Racism and Anti-racism Discussion with Dr. Ibram Kendi – December 9, 2020
- Phase 3 assessment of employee engagement and culture
  - Completed analysis
  - Reports generated
  - Shared results with leadership
  - Share results with staff – November 12, 2020



# Timeline of Activities

May 2020



## PROJECT KICK-OFF

- Executive and Deputy introduction
- Directors and Officers introduction
- All staff
- **COMPLETE**

June/July  
2020



## INTERVIEWS & FOCUS GROUPS

- 21 interviews
- 14 of 14 FG
- Report to APCO, DAPCOs, Directors, Employees Association, and Culture Advisory Team
- **COMPLETE**

August  
2020



## SURVEY LAUNCH

- Customize survey
- Localize survey for global deployment
- Deploy survey across organization
- **COMPLETE**

Q3 2020



## ANALYZE RESULTS

- Conduct analysis
- Generate reporting
- Share results with leadership
- Share results with all staff

Q3/Q4 2020



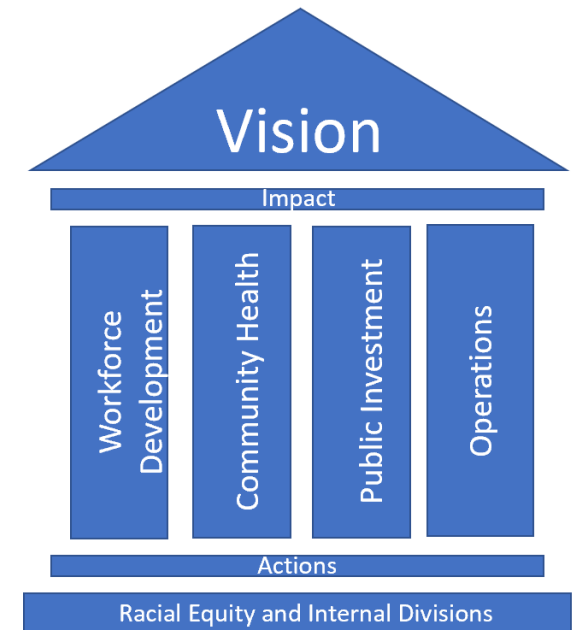
## PLAN ACTIONS

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

# Workforce Development (cont.)



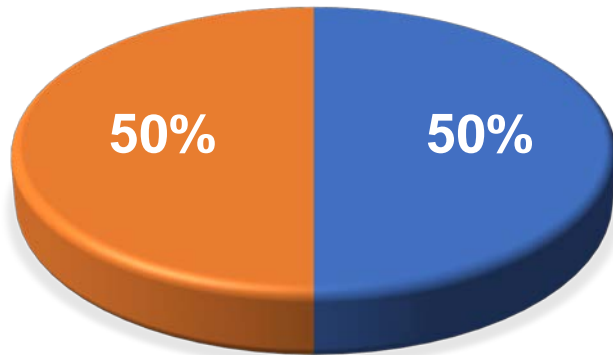
- Office of Diversity, Equity & Inclusion and Human Resources Operationalizing Processes
  - Diverse panels for job interviews
  - Diversity lens in job application screenings
  - Participation in exit interviews
  - Recruitment and Retention
- Employee Resource Teams
  - Cultural Advisory Team
  - Remote Work Task Force
  - Government Alliance on Race and Equity



# Demographics by Gender



## Bay Area



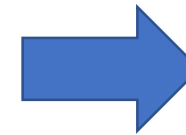
Bay Area Demographics  
ACS 5 Yr. Ave (Ages 18-64)\*

## All Employees

Over the past 5 years, the gap has narrowed each year



2016



2020 (Thru Q3)

Female  
Male

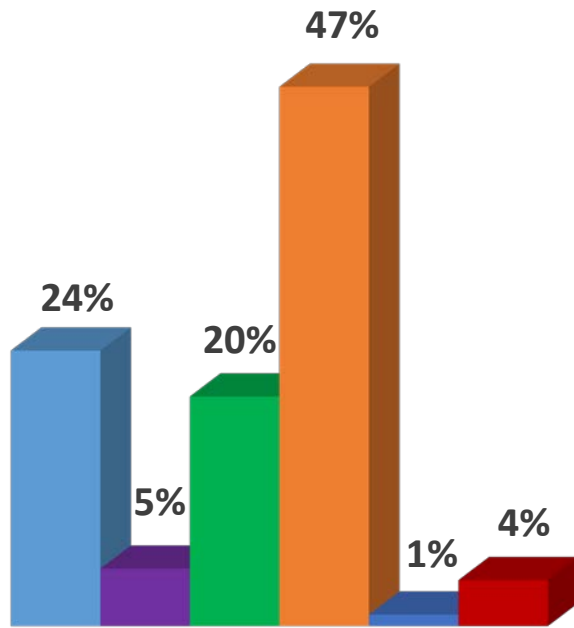
\*American Community Survey (ACS) Census Bureau



# Demographics by Race/Ethnicity



## Bay Area

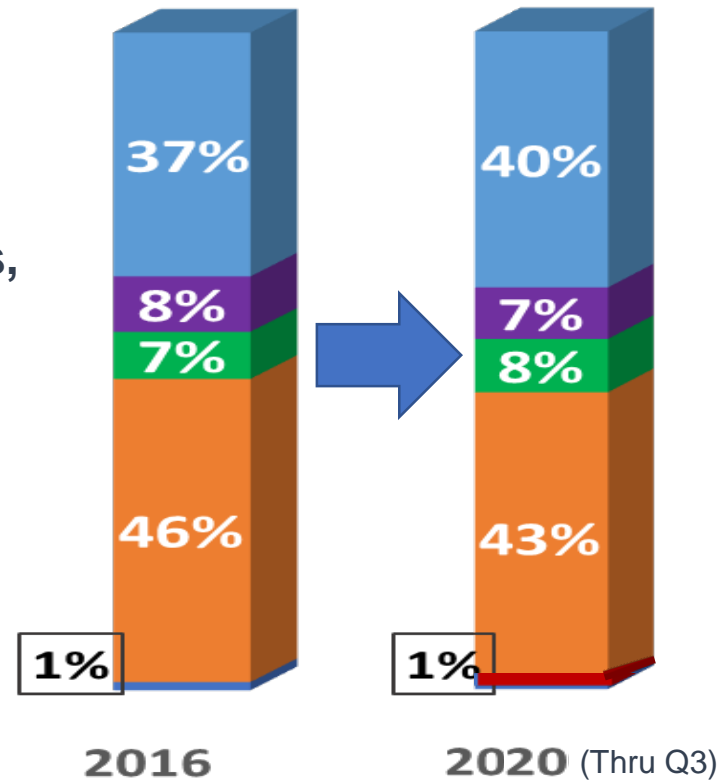


ACS 5 Yr. Ave (Ages 18-64)\*

\*American Community Survey (ACS) Census Bureau

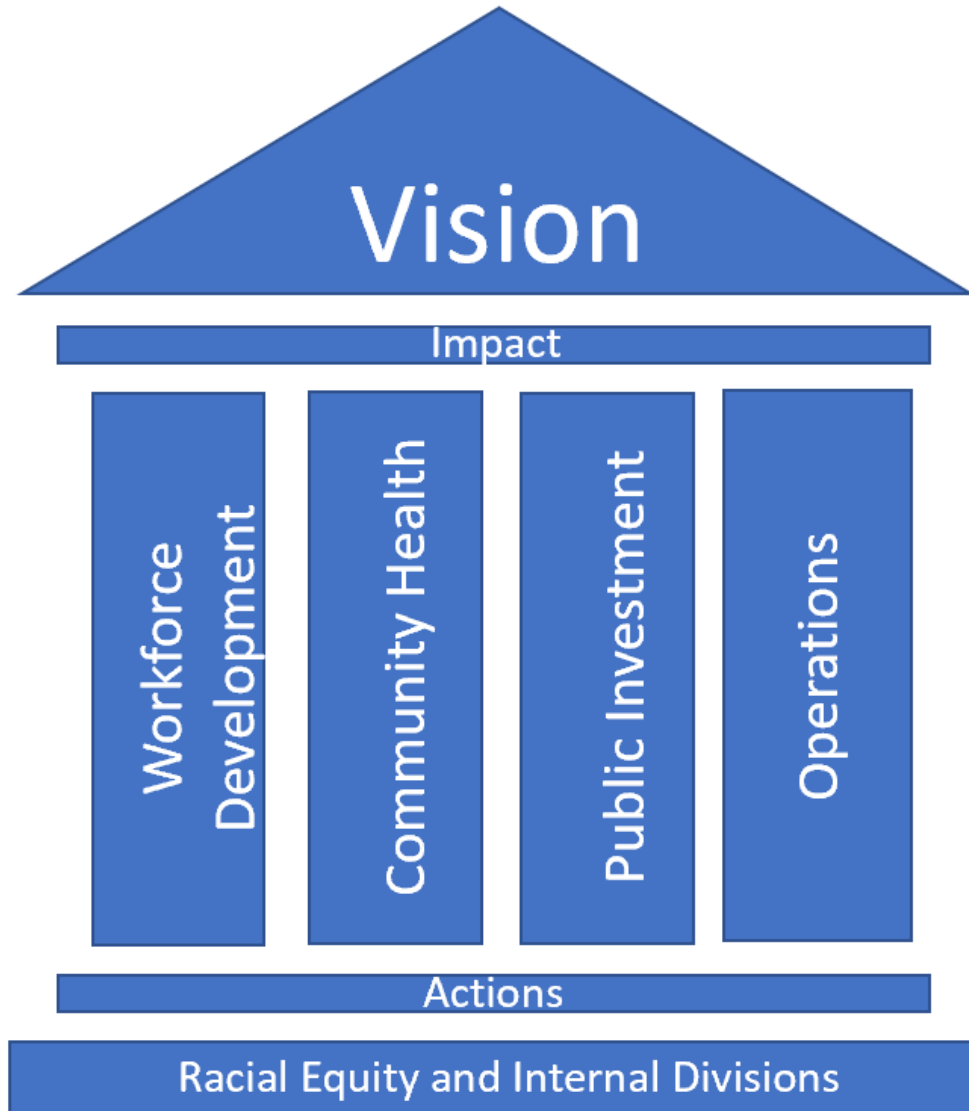
## All Employees

Over the past 5 years, the figures have held consistent



- Asian
- Black
- Hispanic
- White
- American Indian/Alaskan Native
- Other

# Community Health



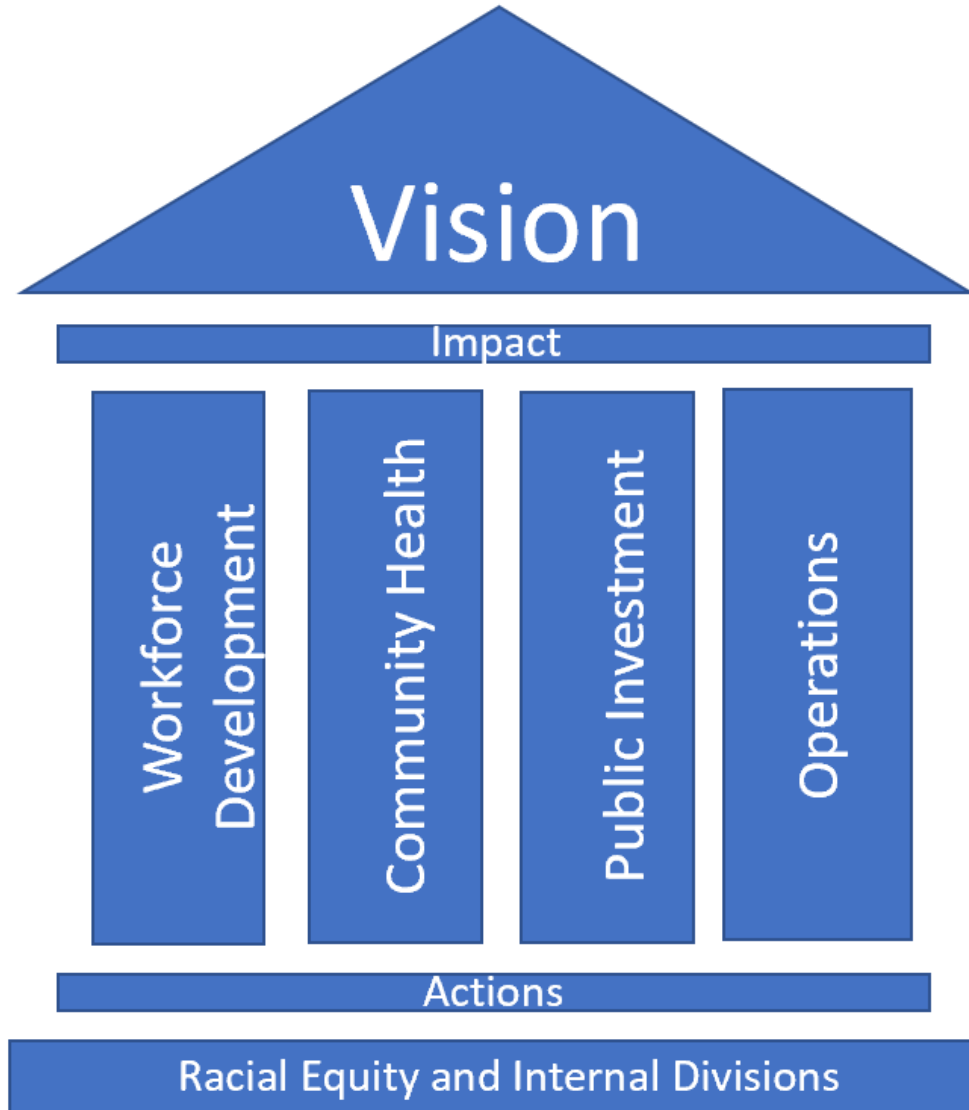
## Community Advisory Council

- Discussed in Agenda 4 Presentation

## AB 617 Work

- Discussed in Agenda 7 Presentation

# Public Investment



## Community Benefit Fund

- Discussed in Agenda 6 Presentation

## Other Programs include, but are not limited to:

- Clean Cars for All Program
- Incentives Programs (i.e. Carl Moyer, Transportation Fund for Clean Air)

# Leading by Example



- Presented equity framework and best practices to South Coast Air Quality Management District's newly formed Inclusion, Diversity, Equity Advisory Panel
- Outlined Air District Board of Directors actions addressing racial justice and equity issues/opportunities and provided recommendations to NACAA/CAPCOA
- Provided Air District racial equity strategic framework along with additional resource materials to the CARB

