Update on Advancing Racial Equity at the Air District

Board of Directors Meeting
February 19, 2020

Mary Ann Okpalaugo, Manager
Office of Diversity, Equity & Inclusion
Outline

- Approach by the Air District to Advance Racial Equity
  - Normalize
  - Organize
  - Operationalize

- Racial Equity Pillar Framework

- Future Areas of Work/2020 Key Priorities

- Recognition of 2019 Government Alliance on Race and Equity (GARE) Learning and Implementation Cohorts
Normalize

Heritage & Cultural awareness events and activities

- Provide employees exposure to an understanding of the differences between ourselves and people of other backgrounds

Guest speaker series at the Air District

- James Rojas, Urban Planner - Discussion on planning in Latino communities

Sharing best practices, resources, and support

- National, state, and regional levels
Organize

- Government Alliance on Race and Equity training
- Equity Resource Teams established
- Demographics – provides baseline for our workforce development initiatives
Operationalize

Racial Equity Pillars Framework

- Workforce Development
- Community Health – Assembly Bill (AB) 617 – Leading with equitable and inclusive community engagement
- Public Investments – Leading with equity and incentives to reduce emissions in communities disproportionately impacted by air pollution
- Operations – Using an equity lens in all areas of operations
Framework for Racial Equity

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

Identify goals and strategies that support racial equity in creating, sustaining, and retaining a viable workforce

Examples include:

- Identify and implement best practices in hiring and developing a racially diverse and culturally responsive workforce at all levels

- Racial Equity 101 Training, Unconscious Bias Training, Diversity Job Fairs

- Awarded DiversityJobs.com Top Employer for 2020 Diversity Award
Demographics

Air District by Race/Ethnicity vs. Bay Area

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

- American Indian/Alaskan Native: 1%
- Asian (non Hispanic or Latinx): 5%
- Black or African American: 20%
- Hispanic or Latinx: 4%
- White (Non Hispanic or Latinx): 24%
- Two or More Races: 4%

All Employees

- American Indian/Alaskan Native: 1%
- Asian (non Hispanic or Latinx): 8%
- Black or African American: 8%
- Hispanic or Latinx: 39%
- White (Non Hispanic or Latinx): 44%
- Two or More Races: 1%

Staff (Non-Management)

- American Indian/Alaskan Native: 1%
- Asian (non Hispanic or Latinx): 8%
- Black or African American: 9%
- Hispanic or Latinx: 41%
- White (Non Hispanic or Latinx): 42%
- Two or More Races: 1%

Management

- American Indian/Alaskan Native: 1%
- Asian (non Hispanic or Latinx): 9%
- Black or African American: 6%
- Hispanic or Latinx: 25%
- White (Non Hispanic or Latinx): 59%
- Two or More Races: 1%

Executive Management

- American Indian/Alaskan Native: 1%
- Asian (non Hispanic or Latinx): 16%
- Black or African American: 11%
- Hispanic or Latinx: 5%
- White (Non Hispanic or Latinx): 68%
- Two or More Races: 1%

*American Community Survey (ACS) Census Bureau
Demographics

Air District by Race/Ethnicity vs. Bay Area (Cont.)

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

- American Indian/Alaskan Native: 1%
- Asian (non Hispanic or Latinx): 5%
- Black or African American: 20%
- Hispanic or Latinx: 4%
- White (Non Hispanic or Latinx): 24%
- Two or More Races: 4%

All Employees

- American Indian/Alaskan Native: 1%
- Asian (non Hispanic or Latinx): 8%
- Black or African American: 8%
- Hispanic or Latinx: 39%
- White (Non Hispanic or Latinx): 44%
- Two or More Races: 4%

2019 New Employees

- American Indian/Alaskan Native: 30%
- Asian (non Hispanic or Latinx): 10%
- Black or African American: 10%

2019 Promotions

- American Indian/Alaskan Native: 4%
- Asian (non Hispanic or Latinx): 52%
- Black or African American: 44%

*American Community Survey (ACS) Census Bureau
Demographics

Air District by Gender vs. Bay Area

Bay Area Demographics ACS Figures

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<th>Air District</th>
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All Employees

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Staff (Non-Management)

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Management

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Executive Management

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*American Community Survey (ACS) Census Bureau
Air District by Gender vs. Bay Area (Cont.)

- **2019 New Employees**
  - Bay Area Demographics: 40% Female, 60% Male
  - Air District: 50% Female, 50% Male

- **2019 Promotions**
  - All Employees: 44% Female, 56% Male
  - Air District: 42% Female, 58% Male

*American Community Survey (ACS) Census Bureau*
## Highlight - Demographic Opportunities

### Hispanic – All Levels

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### Black - Executive

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<td>White</td>
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### Gender – Executive

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<td>Male</td>
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Lead with Lived-Experience
Follow a Co-Leadership Model
Strengthen Community Capacity
Convene an Environmental Justice Work Group
Celebrate Small & Big Wins
Equitable & Inclusive Community Engagement

- Commit to Advancing Racial Equity
- Mobilize Cross-Divisional Partnerships
- Leverage Technical & Community Expertise
- Try New Approaches
- Focus on Process & the Outcome
**Public Investment: Equity in Incentive Programs**

Awarded $73 million in grants for emissions reductions in 2019

- Nearly 60% in Community Air Risk Evaluation (CARE) communities

Launched *Clean Cars for All* in March 2019

- 80 grants per month for income-eligible residents to purchase clean transportation

Awarded grants for 1,000 new electric vehicle charging stations

- Tripled investment in charging infrastructure at multi-unit dwellings

Community Grants

- Awarded 17 Community Grants for air quality education, engagement, and capacity-building projects
Ongoing Efforts & Future Areas of Work

- Human Resource Practices and Processes
- Increased Presence in AB 617 Implementation
- Air District’s Enhanced Complaint Response and Investigation Process
- Air District’s Communication Strategy
Key Priorities for 2020

- Hiring of Deputy Executive Officer – Policy & Equity
- Internal Reorganization to Implement Equity Priorities
- Development of an organization-wide Equity Action Plan
- Implement the Equity Action Plan through 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
Recognition of 2019 GARE Learning and Implementation Cohorts

- Jerry Bovee, Air Quality Manager
- Brian Butler, Senior Air Quality Engineer
- John Foster, Supervising Air Quality Specialist
- Charity Garland, Supervising Air Quality Instrument Specialist
- Henry Hilken, Director, Planning & Research
- Kate Hoag, Assistant Manager, Meteorology, Measurement & Rules
- David Holstius, Senior Advanced Projects Advisor
- Eileen Lek, Air Quality Instrument Specialist
- Sean Newlin, Air Quality Staff Specialist
- Gregory Nudd, Deputy Air Pollution Control Officer
- Christianne Riviere, Principal Environmental Planner
- Derrick Tang, Air Quality Manager