Discussion on Process for Filling Vacant Seats for Path to Clean Air Community Emissions Reduction Plan (CERP) Community Steering Committee

Community Equity, Health & Justice Meeting
December 2, 2021

Veronica Eady
Senior Deputy Executive Officer
veady@baaqmd.gov
Presentation Outcome

• Background
• Need for Filling Vacant Seats
• Path to Clean Air Community Steering Committee (CSC) Composition
• Process for Filling Vacant Seats
Background

- February 19, 2021 – Community Equity, Health and Justice Committee (CEH&J Committee) developed recommendations for the Path to Clean Air CSC:
  - An odd number of members between 27 and 31 members
  - A minimum of 70% of members residing within the initial study area
  - Two Co-chairs
  - Two non-voting members representing local businesses and industrial companies (not business associations).
- March 3, 2021 – Board of Directors (Board) established 31-member Path to Clean Air CSC and selected slate of members
- April – First Path to Clean Air CSC meeting
Filling Vacant Seats

• Four existing vacancies (up to two seats are available for people who don’t live in the study area)
• Departing members include:
  • An active community member, and those representing community-serving organizations, health care (physician), and labor organization
  • Two members from Richmond, one from North Richmond, and one from outside the study area
• CEH&J Committee decided on October 7, 2021, to select a small number for reserve candidates to be available to replace future vacancies
• New seats must be appointed by the Board
Composition of Path to Clean Air Community Steering Committee
Geographic Representation of Current CSC (left) Compared to Total Population in Preliminary CERP Boundary (right)

Source: CSC Applications

Source: 5-year ACS estimate, 2013-2017
Racial/Ethnic Composition of Current CSC (left) Compared to Preliminary CERP Boundary (right)

**Left Pie Chart:**
- **Asian:** 7.0%
- **Black:** 30.0%
- **Latinx:** 33.0%

**Source:** CSC Applicants

**Right Pie Chart:**
- **Latinx:** 49.5%
- **Black:** 17.9%
- **White:** 14.3%
- **Other Race/Native American/Multi:** 4.0%

**Source:** 5-year ACS estimate, 2013-2017
Current Sectors Represented on the CSC

- People who live in the Richmond-San Pablo Area: 41%
- Community Serving Organization: 7%
- Youth: 10%
- Government: 14%
- Industry/Business: 7%
- Health care provider: 4%
- Neighborhood group: 7%
- Education provider: 0%
- Senior: 0%
- Other: 10%
- Other: 10%

Source: CSC Applications
CSC Recommendations

Address representation gaps of through new member selection

• More Latinx and Asian representation
• More young people
• Better representation from San Pablo
• Representation in areas most impacted by air pollution
• Balance of representation across the different Neighborhoods
The CEH&J Committee is requested to act on the recommendation:

Review the candidate application materials and input from members of the Path to Clean Air Steering Committee to recommended four candidates to fill current vacancies and up to five candidates to serve as reserve members to bring to the Board of Directors for review and decision.
Update on Office of Diversity, Equity, and Inclusion

Community Equity, Health, and Justice Committee Meeting
December 2, 2021

Tim Williams
Diversity, Equity, and Inclusion Manager
twilliams@baaqmd.gov
The Community Equity, Health and Justice Committee will be updated on the current work of the Office of Diversity, Equity, and Inclusion.
Presentation Outline

• Definitions
• Strategic Approach
  • Normalize
  • Organize
  • Operationalize
• Staffing Demographic Data
• Leading by Example
Action Requested

None; informational only.
Defining Diversity, Equity, and Inclusion

**DIVERSITY:** is the collection of everything that makes us different.

**EQUITY:** is the creation of equal access to opportunities that close demographic disparities.

**INCLUSION:** is the state of being valued, included, respected, and supported.
Diversity, Equity & Inclusion

1. Normalize
   - Communication Channels
     - Newsletter Content
     - Speaker Series
     - If Beale St Could Talk Series
     - Virtual Cultural Events
     - Annual Report

2. Organize
   - Community Equity, Health and Justice Committee
   - Employee Resource Groups
   - Equity Resource Team
   - Community Advisory Council

3. Operationalize
   - Community Equity (AB617 Work)
   - Recruitment Strategies
   - DE&I Training
   - Demographic Analysis
   - Transparent and Equitable Funding Project
   - Communication Channels
     - Newsletter Content
     - Speaker Series
     - If Beale St Could Talk Series
     - Virtual Cultural Events
     - Annual Report

Community Equity, Health and Justice Committee Meeting
December 2, 2021
Normalize - Speaker Series

Board Equity Training

- Redlining
- Health Disparities
- Antiracism

Community Equity, Health and Justice Committee Meeting
December 2, 2021
If Beale St. Could Talk Series

- 375 Beale St.
- Create a platform for employees to be heard
- Discuss current topics on employees' minds

Community Equity, Health and Justice Committee Meeting
December 2, 2021

Bay Area Air Quality Management District
Employee Resource Groups are centered on intentionally finding solutions to furthering greater equity and inclusion throughout the agency.
## Equity Resource Team Roadmap

### Equity Plan

<table>
<thead>
<tr>
<th>Workforce Development</th>
<th>Community Health</th>
<th>Public Investment</th>
<th>Operations</th>
<th>Equity Training</th>
<th>Ad Hoc Efforts</th>
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<tr>
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<td>Existing Efforts</td>
<td>Existing Efforts</td>
<td>Equity 101 for ERT</td>
<td>Support tasks</td>
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<td>Train the Trainer</td>
<td>Support projects</td>
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<td>Staff-led trainings</td>
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<td>Estimates of Size, Effort, Resources</td>
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Community Equity, Health and Justice Committee Meeting  
December 2, 2021  
Bay Area Air Quality Management District
The CEHJ Committee provides local and regional community environmental justice advocates and local leaders a platform to present and share their expertise and/or lived experiences.

**Action:** The Community Advisory Council - Staff plans for each member of the CAC to share a community perspective.

**Result:** The CEHJ Committee will have an opportunity to learn more about the CAC members and their respective communities.

**Schedule:** Rotating
Staff

- Implicit Bias Competency and Mitigation 201
- Inclusive Hiring (Required)
- The Future is Now - Embracing Generational Diversity & Succession Planning
- A Supervisor’s Guide to Understanding and Managing Employees’ Rights: Labor, Leaves, and Accommodations
- Microaggression and Allyship

Staff and Board

- Structural Racism
- Forming Trust and Building Relationships
- Partnership (What does it mean?) - Accountability, and Transparency
- Conflict Resolution and Collaborative Problem Solving
Demographics by Race/Ethnicity

Bay Area

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

- Asian: 24%
- Black: 5%
- Hispanic: 20%
- White: 47%
- Other: 1%

All Employees

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<th>Year</th>
<th>Asian</th>
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<th>Hispanic</th>
<th>White</th>
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<td>2021</td>
<td>41%</td>
<td>8%</td>
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<td>41%</td>
<td>1%</td>
</tr>
</tbody>
</table>

*American Community Survey (ACS) Census Bureau
Demographics by Race/Ethnicity Summary

Bay Area Demographics

- 24% Asian
- 20% Black
- 47% Hispanic
- 4% White
- 1% American Indian/Alaskan Native
- 1% Other

Staff (non-Management)

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<tr>
<th>Year</th>
<th>Asian</th>
<th>Black</th>
<th>Hispanic</th>
<th>White</th>
<th>Other</th>
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<tr>
<td>2018</td>
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<td>9%</td>
<td>41%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>2019</td>
<td>42%</td>
<td>9%</td>
<td>41%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>2020</td>
<td>43%</td>
<td>9%</td>
<td>41%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>2021</td>
<td>44%</td>
<td>9%</td>
<td>41%</td>
<td>1%</td>
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Assistant Manager and Managers

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<td>2021</td>
<td>36%</td>
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Executives (Directors and Above)

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*American Community Survey (ACS) Census Bureau

Community Equity, Health and Justice Committee Meeting
December 2, 2021
Demographics by Gender

Bay Area

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

50% 50%

*American Community Survey (ACS) Census Bureau

Community Equity, Health and Justice Committee Meeting
December 2, 2021
Bay Area Demographics
ACS 5 Yr. Ave (Ages 18-64)*

<table>
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<tr>
<td>2021</td>
<td>47%</td>
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*American Community Survey (ACS) Census Bureau
### Demographic Highlights

#### Race/Ethnicity

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<thead>
<tr>
<th>Category</th>
<th>2017</th>
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<tbody>
<tr>
<td>Managers</td>
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<tr>
<td>Assistant Managers</td>
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<tr>
<td>Asian</td>
<td>21%</td>
<td>36%</td>
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<tr>
<td>Executives – Directors &amp; Above</td>
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<tr>
<td>African American</td>
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<td>ALL Employees</td>
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<tr>
<td>Hispanic/Latinx</td>
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<td>9%</td>
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#### Gender

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<td>Executives – Directors &amp; Above</td>
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<tr>
<td>F</td>
<td>35%</td>
<td>48%</td>
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<tr>
<td>M</td>
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<td>52%</td>
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<tr>
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<tr>
<td>F</td>
<td>54%</td>
<td>56%</td>
</tr>
<tr>
<td>M</td>
<td>46%</td>
<td>44%</td>
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</table>
Leading by Example

- Presented equity framework and best practices to South Coast Air Quality Management District’s Inclusion, Diversity, Equity Advisory (IDEA) Panel, MTC, and BCDC. Upcoming: SBCAPCD

-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

-Presentations at Local, State, Regional and National Conventions, League of Women Voters, Caltrans etc.