



BAY AREA  
AIR QUALITY  
MANAGEMENT  
DISTRICT

AGENDA: 4

# Consideration of Revised Ad Hoc Committee on Equity, Access, and Inclusion Charter

**Ad Hoc Committee on Equity, Access, and Inclusion Meeting**  
**July 1, 2020**

**Jack P. Broadbent**  
**Executive Officer/APCO**

# Revised Charter



The Ad Hoc Committee on Equity, Access, and Inclusion will advise the Board of Directors regarding equitable and inclusive actions the Air District takes to create a healthy breathing environment for all people of the Bay Area, regardless of race, ethnicity, age, gender identity, national origin or sexual orientation. The Ad Hoc Committee will oversee staff efforts in developing policies for both internal and external operations, which impact the Bay Area.

# Revised Charter (cont.)



Internal operations include applying an equity lens to programs, policies, practices and procedures related to staffing, recruitment, promotions, inclusive practices in the workplace, contracting for capital projects and services, and continuous racial equity training. External operations include addressing disparities by applying an equity lens to Air District programs, policies, practices, and procedures. The Committee will prioritize traditionally marginalized and disinvested communities for investment opportunities to ensure communities highly impacted by air pollution receive program and policy prioritization.



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AGENDA: 5

# Discussion of Key Deliverables of the Ad Hoc Committee on Equity, Access, and Inclusion

**Ad Hoc Committee on Equity, Access, and Inclusion Meeting  
July 1, 2020**

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

# Key Deliverables



- Proposed workplan deliverables are **informed by Environmental Justice (EJ) leaders** throughout the Bay Area:
  - Comments received at the March 25, 2020 inaugural Ad Hoc Committee meeting
  - Feedback from May 26, 2020 meeting between Committee Chair Hurt, Board Chair Sinks and Bay Area Environmental Justice leadership
- **Policy themes emerged:** Planning, Permits, Exposure, Proximity, Land Use, Enforcement, Public Health, Disparities, Impact, and Vulnerability
- Staff propose **developing a districtwide workplan** around these policy themes

# Proposed Workplan Elements



- **Community/EJ Advisory Committee:** Form a geographically representative community body to advise the Ad Hoc Committee on policy or program recommendations
- **Community Benefits Program:** Develop a Community Benefits Program that redirects penalty funds to programs within affected communities
- **Permitting:** Propose changes to the Air District's permitting program to be more health protective in communities inequitably burdened by air pollution
- **Technical Advisory Council Selection Criteria:** Review the process used to fill vacant positions on the Air District's existing Advisory Council

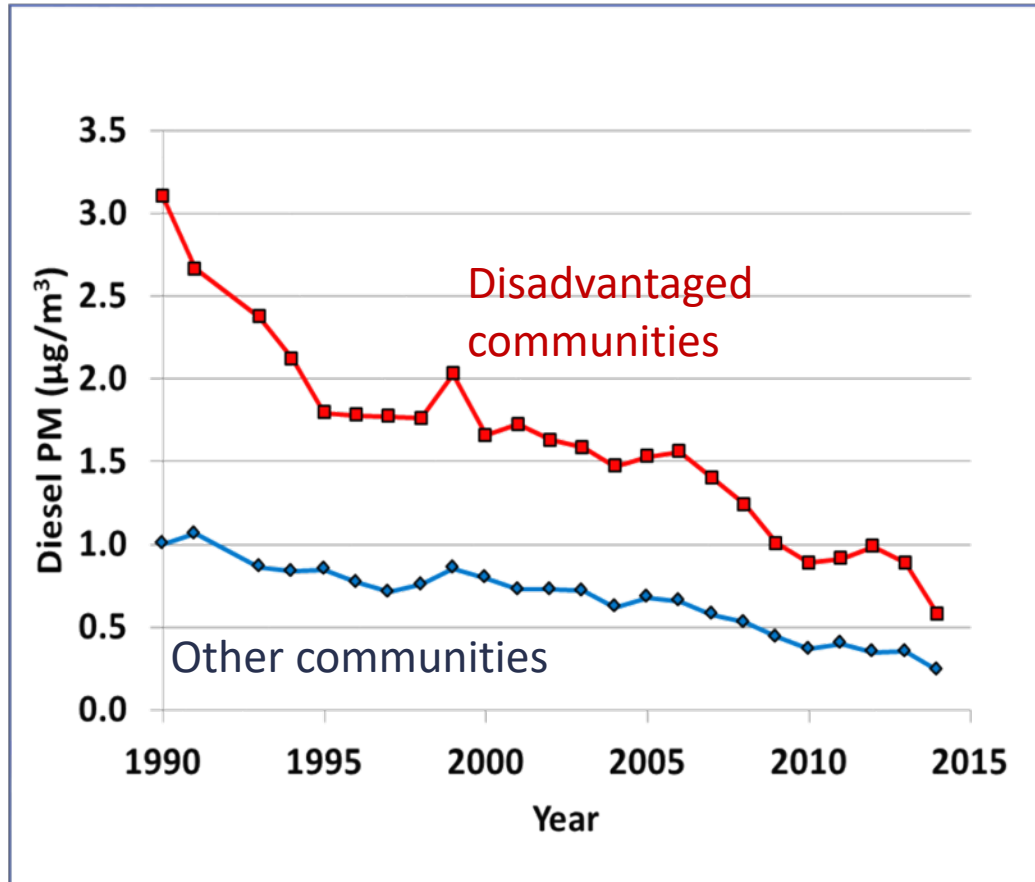
# Environmental Justice

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CALIFORNIA AIR RESOURCES BOARD



# Addressing Air Pollution Disparities



Persistent air quality disparities

Despite advances in technology

Associated health risks

Disproportionate environmental burden



# Framing EJ in California

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# AB 1628

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## Government Code Section 56668

(a) The Legislature finds and declares that generations of **injustice** towards people of color, low-income residents, tribal communities, and other marginalized populations in California through **discriminatory environmental and land use policies** has resulted in an inequitable distribution of environmental benefits and burdens that continues to disproportionately burden these communities today. These populations and communities also experience high poverty and unemployment, and other socioeconomic burdens.

(b) It is therefore the intent of the Legislature to ensure that the populations and communities disproportionately impacted by pollution have equitable access to, and can meaningfully contribute to, environmental and land use decision making, and can enjoy the equitable distribution of environmental benefits.

# Civil Rights

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- Title VI of the federal Civil Rights Act
- California Government Code 11135

# History of EJ at CARB

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**POLICIES AND ACTIONS  
FOR  
ENVIRONMENTAL  
JUSTICE**

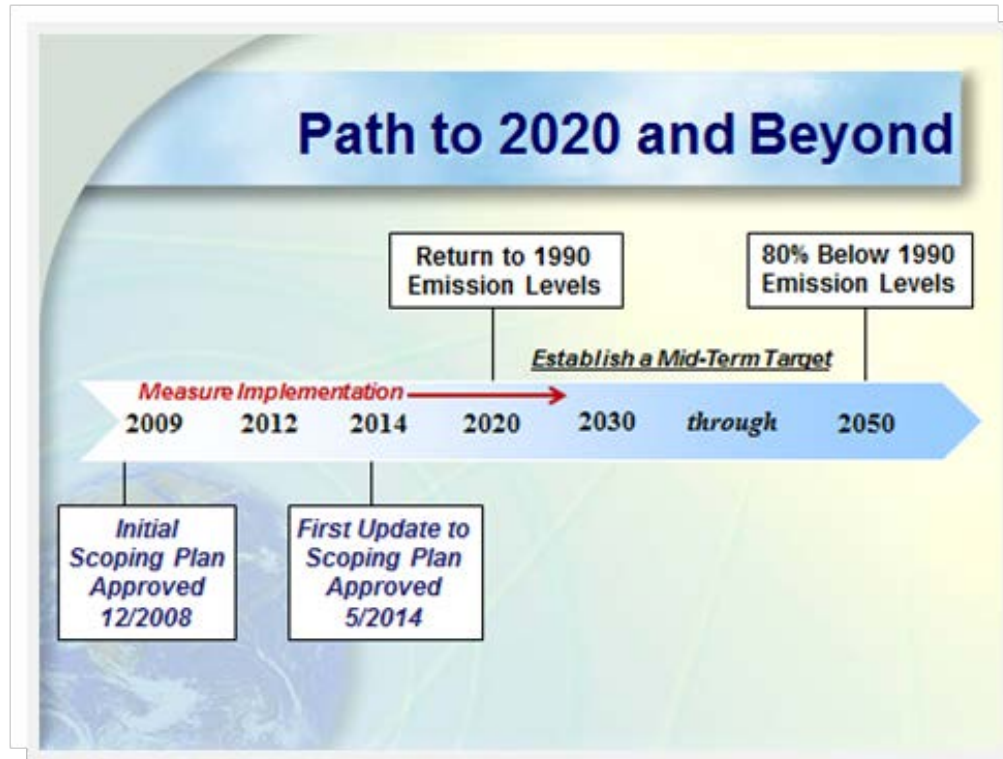


Approved on December 13, 2001



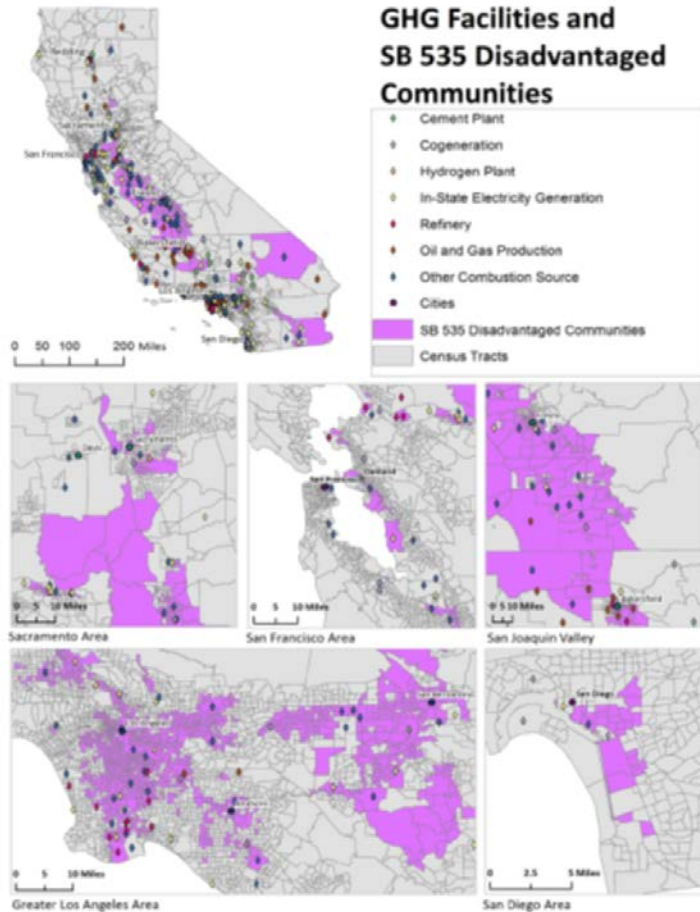
- Integrate EJ
- Work with air districts and stakeholders
- Training
- Annual status report
- Air monitoring studies
- Community health website
- Community access to data
- Public participation handbook

# California Global Warming Solutions Act



- Environmental Justice Advisory Committee
- Scoping Plan
- Assistant Executive Officer Position

# Impacts from Cap-and-Trade



- OEHHA found a positive correlation between GHGs, PM2.5, and toxic air pollution emissions
- Especially notable for refineries, hydrogen plants, and cement plants
- *AB 617 Community Air Protection Program*

# AB 617

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# We Meet Communities

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# We Share Capacity

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# We Provide Financial Support

## AB 617 Community Air Grant Recipients May 2018



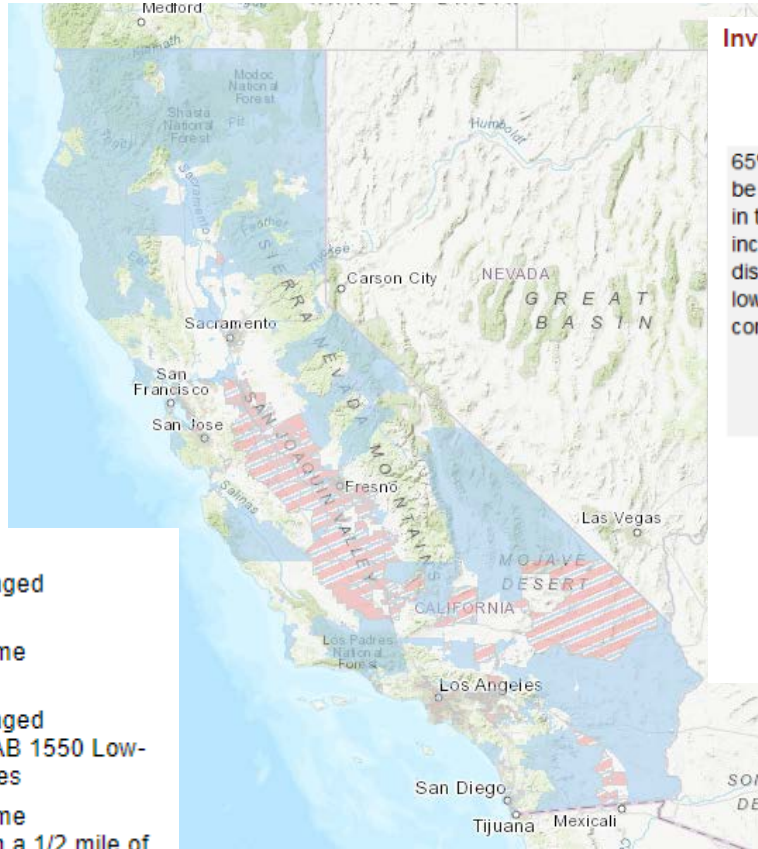
- Rose Foundation
- West Oakland Environmental Indicators Project
- All Positives Possible
- Brightline Defense Project
- Communities for a Better Environment

# Greenhouse Gas Reduction Fund

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# Cap and Trade Funds



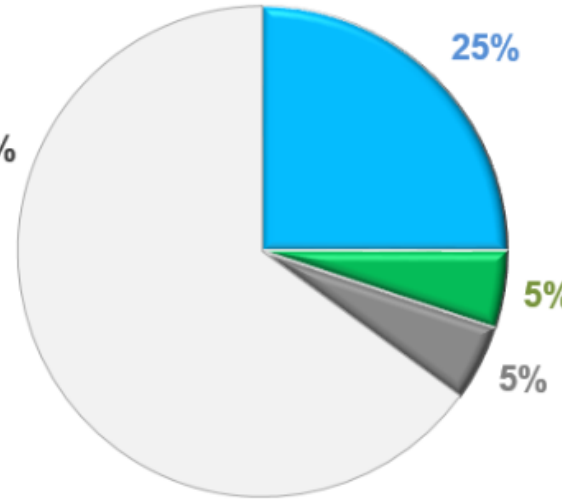
## Legend

- ▣ SB 535 Disadvantaged Communities
- ▣ AB 1550 Low-income Communities
- ▣ SB 535 Disadvantaged Communities and AB 1550 Low-income Communities
- ▣ AB 1550 Low-income Communities within a 1/2 mile of a SB 535 Disadvantaged Community

## Investment Minimums and Requirements

65% of funds may be spent anywhere in the State, including in disadvantaged and low-income communities.

65%



25%

At least 25% of funds are for projects located in and benefiting people living in disadvantaged communities.

At least 5% of funds are for projects located in and benefiting low-income households or low-income communities anywhere in the State.

5%

At least 5% of funds are for projects located in and benefiting low-income households or low-income communities that are within 1/2 mile of a disadvantaged community.

5%

# Cap and Trade Funds

## Low-Income Car Share



## Financing Pilot Program



## Agricultural Worker Van Pool



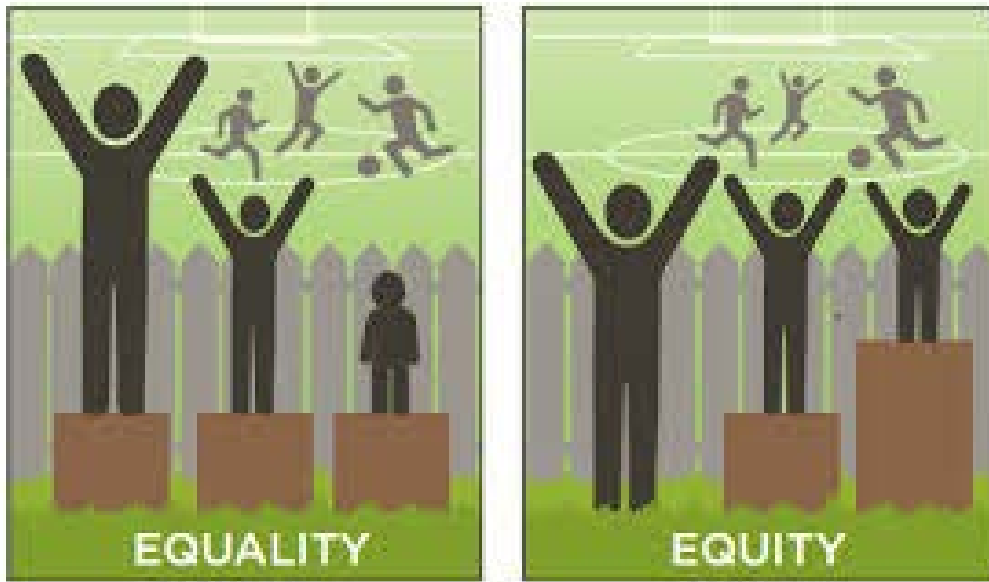
# Diversity, Equity & Inclusion

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# GARE

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**Government Alliance on Race and Equity** is a national network of government working to achieve racial equity and advance opportunities for all.

- CARB and CalEPA agencies
- 25 staff trained
- Train-the trainer program
- Transparency & Accountability
  - PARE
  - Demographics



# Plan of Action for Racial Equity

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Initial focus areas include:

- Staff survey
- Workforce equity – recruitment, hiring, on-boarding, retention, and upward-mobility
- Language access
- Racial equity trainings and internal capacity buildings to create an organizational culture that advances racial equity



# What Next?

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# Emerging EJ Issues for the New Decade

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- COVID-19 and Race
- VMT and Housing Affordability
- Homelessness
- Just Transition
- Applied Research
- California – Mexico Border



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AGENDA: 7

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

**Ad Hoc Committee on Equity, Access, and Inclusion Meeting  
July 1, 2020**

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

# Diversity, Equity & Inclusion 2020 Priorities



- Hiring of Deputy Executive Officer – Policy and Equity
- Board of Directors Quarterly Speaker Series Planning Logistics
- Human Resources Practices and Processes
  - Ensure Equity in Recruitment and Retention Process, including Promotional Opportunities
  - Participation in Cultural Advisory Committee Assessment with Illumyx
  - Employee Demographic Reports



BAAQMD Recipient

# Diversity, Equity & Inclusion 2020 Priorities (cont.)



- Increased Office Presence in Assembly Bill 617 Implementation
  - Development of Community Engagement 101 Training Outline
  - Community Advisory Leadership Meetings
- Implementation of Cross Divisional Equity Resource Teams
  - Educational/Cultural Awareness Teams
  - Identifying cross-divisional initiatives that advance equity
  - **G**overnment **A**lliance on **R**ace and **E**quity Implementation Cohort

# Diversity, Equity & Inclusion 2020 Priorities (cont.)



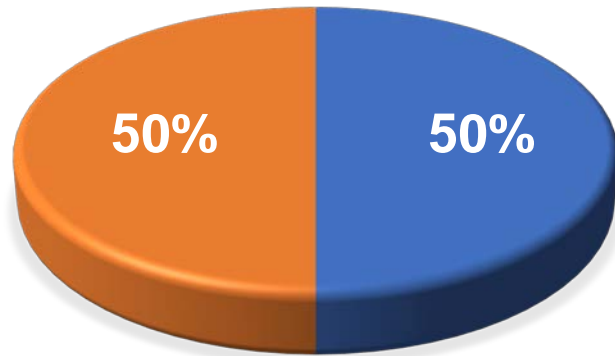
- Development of Agency-wide Equity Action Plan
  - Work with Divisions to advance equity strategies in programs, initiatives and processes
- Development of Equity “Train the Trainer” Curricula
  - Continue internal capacity-building of all staff in racial equity content and advancing equity



# Demographics by Gender

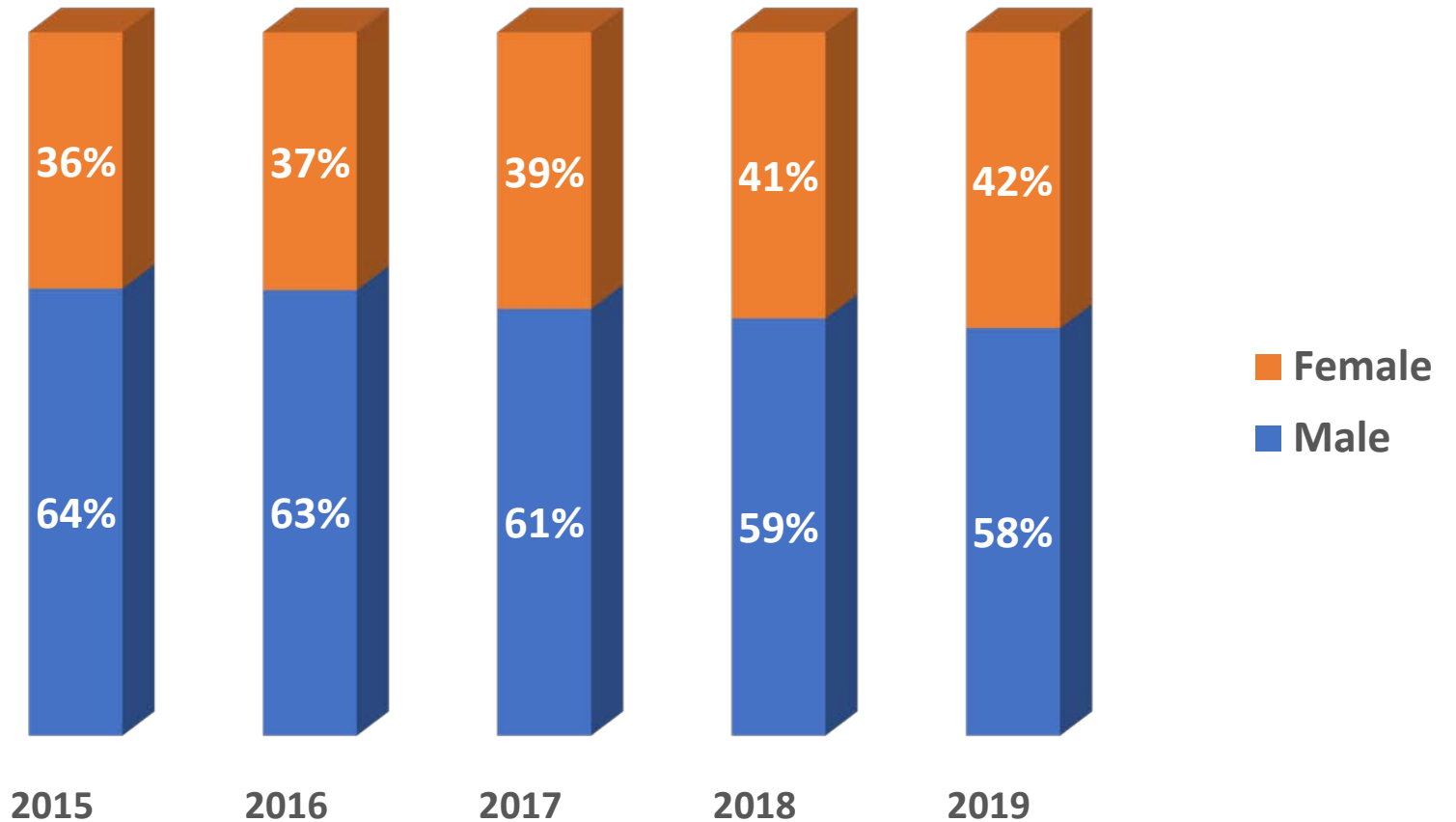


## Bay Area



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

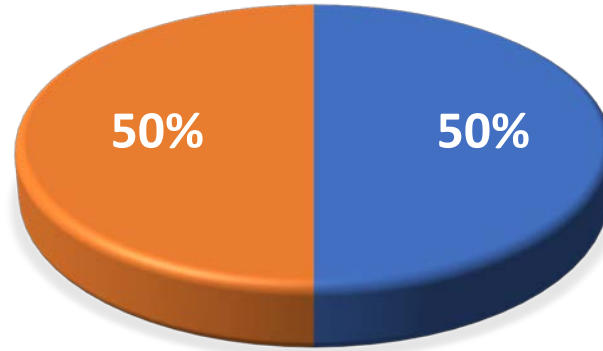
## All Employees



\*American Community Survey (ACS) Census Bureau

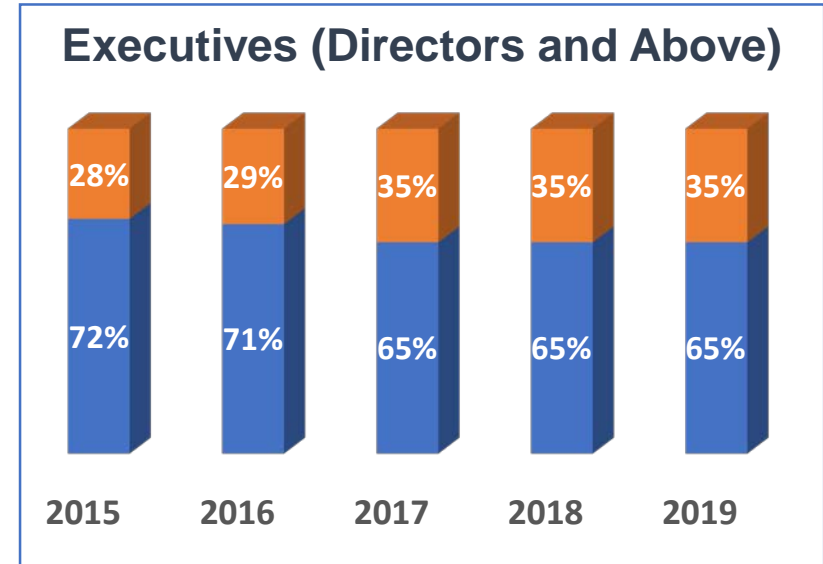
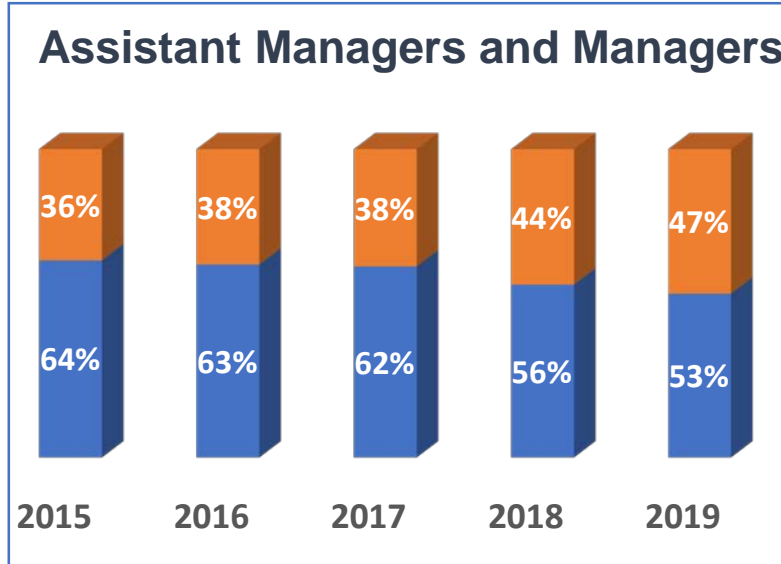
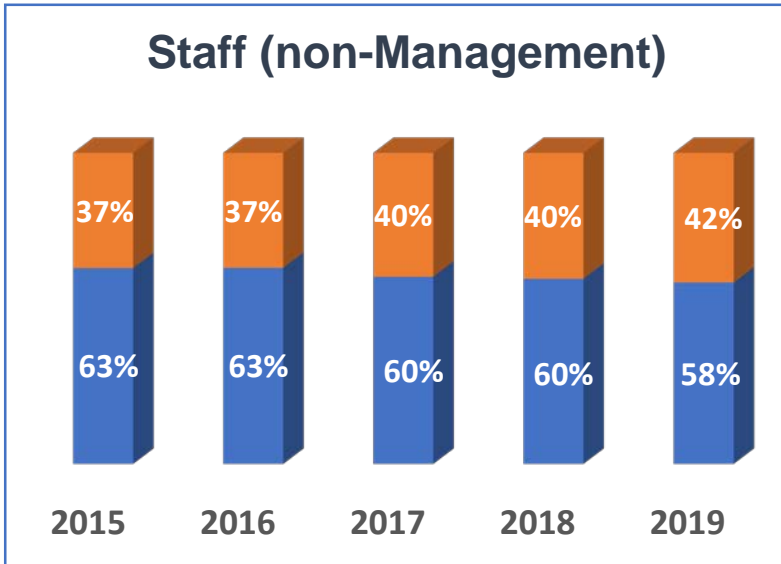


# Demographics by Gender Summary



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

Female  
Male

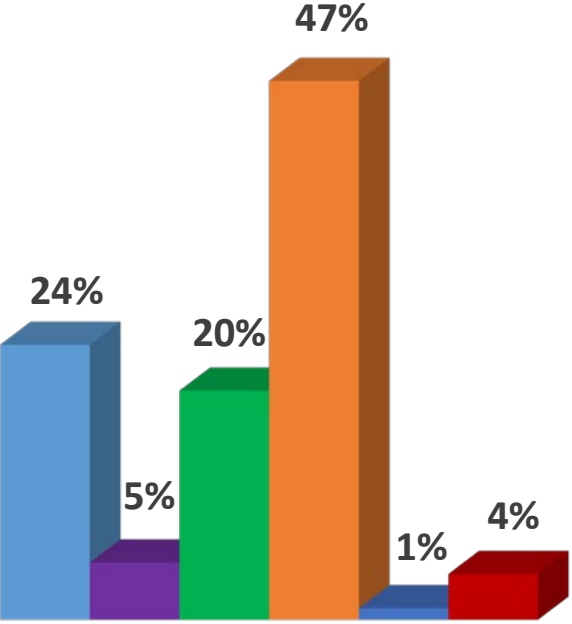


\*American Community Survey (ACS) Census Bureau

# Demographics by Race/Ethnicity

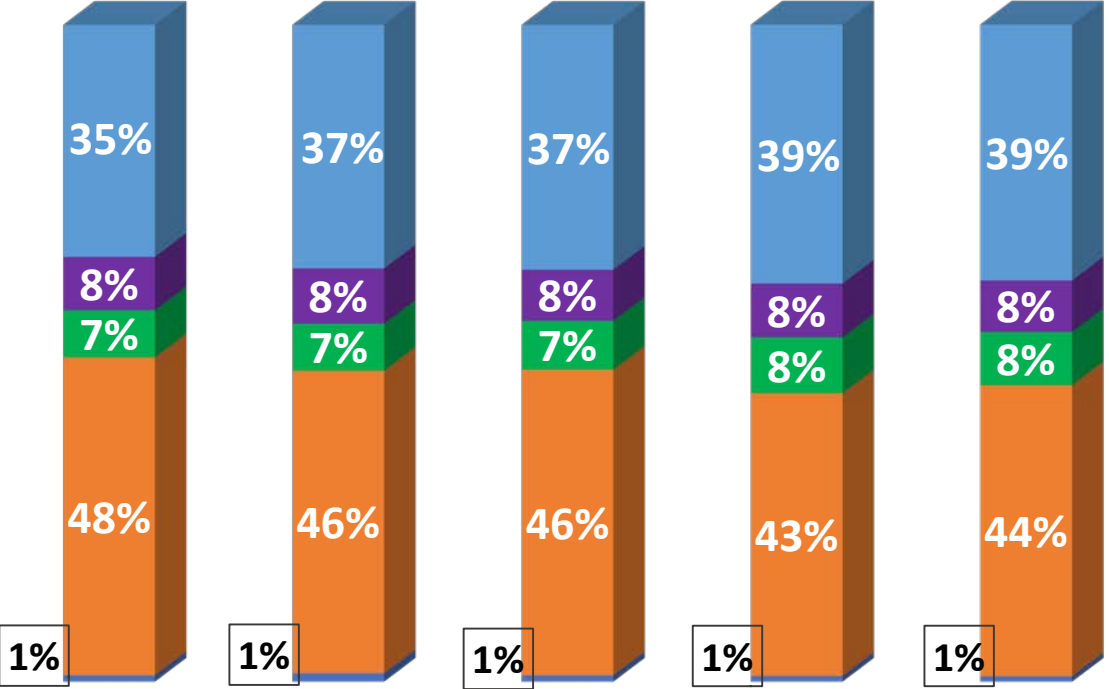


## Bay Area



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

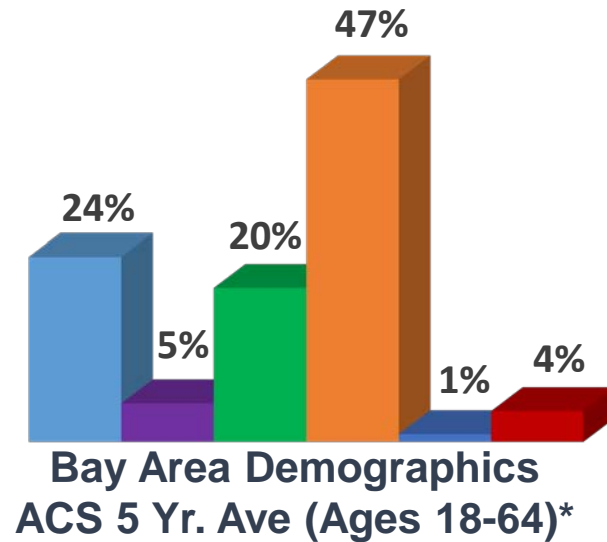
## All Employees



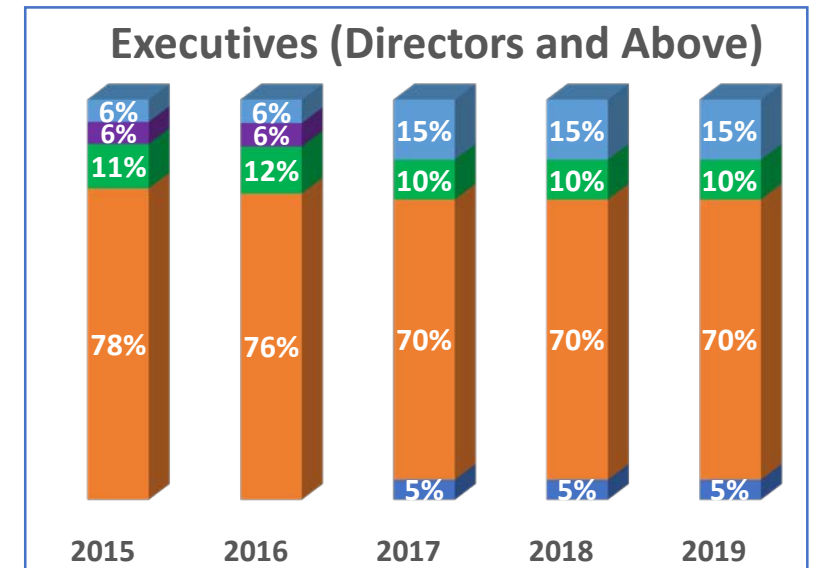
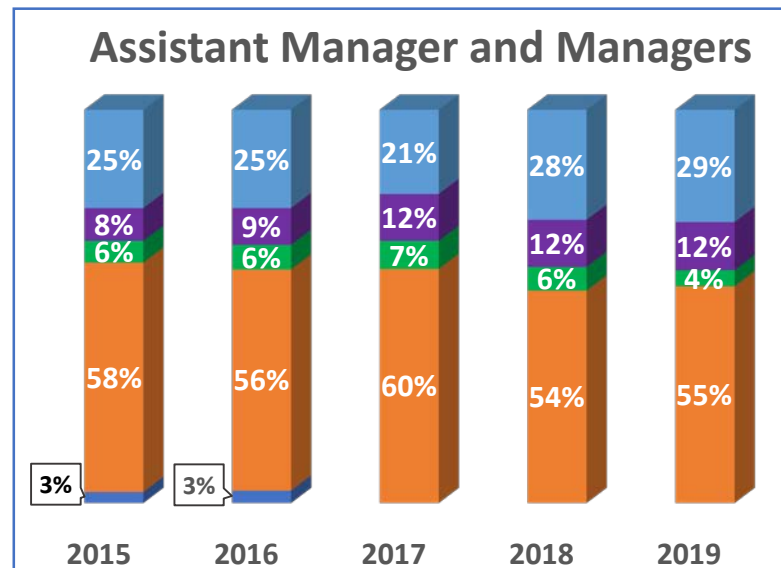
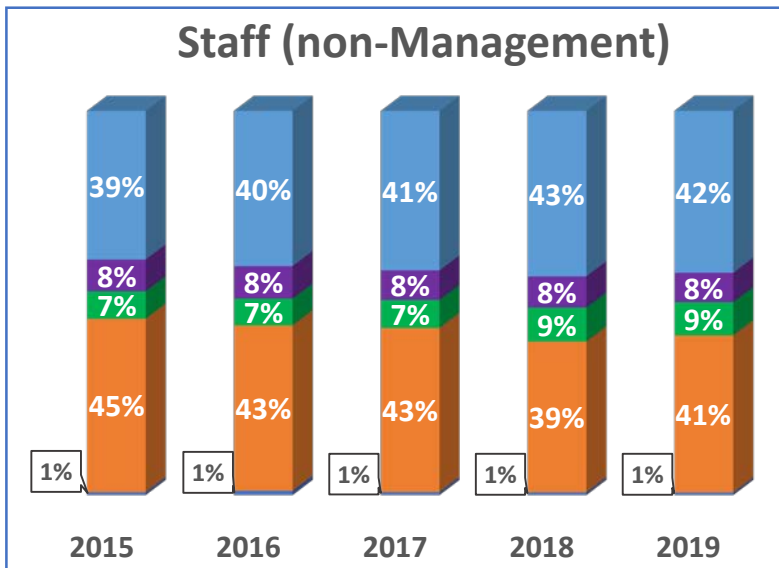
- Asian
- Black
- Hispanic
- White
- American Indian/Alaskan Native
- Other

\*American Community Survey (ACS) Census Bureau

# Demographics by Race/Ethnicity Summary



- Asian
- Black
- Hispanic
- White
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- Other



\*American Community Survey (ACS) Census Bureau

# Demographic Opportunities 2019



## Gender

<b>While ACS</b>	<b>50%</b>
<b>Female Exec</b>	<b>35%</b>

## Asian

<b>While Staff</b>	<b>42%</b>
<b>Executives</b>	<b>15%</b>

## Black

<b>While Staff</b>	<b>8%</b>
<b>Executives</b>	<b>0%</b>

## Hispanic

<b>While ACS</b>	<b>20%</b>
<b>Managers</b>	<b>4%</b>



\*American Community Survey (ACS) Census Bureau