



BAY AREA
AIR QUALITY
MANAGEMENT
DISTRICT

AGENDA: 12

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

- Richard Rothstein, author of *The Color of Law: A Forgotten History of How Our Government Segregated America*
- 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



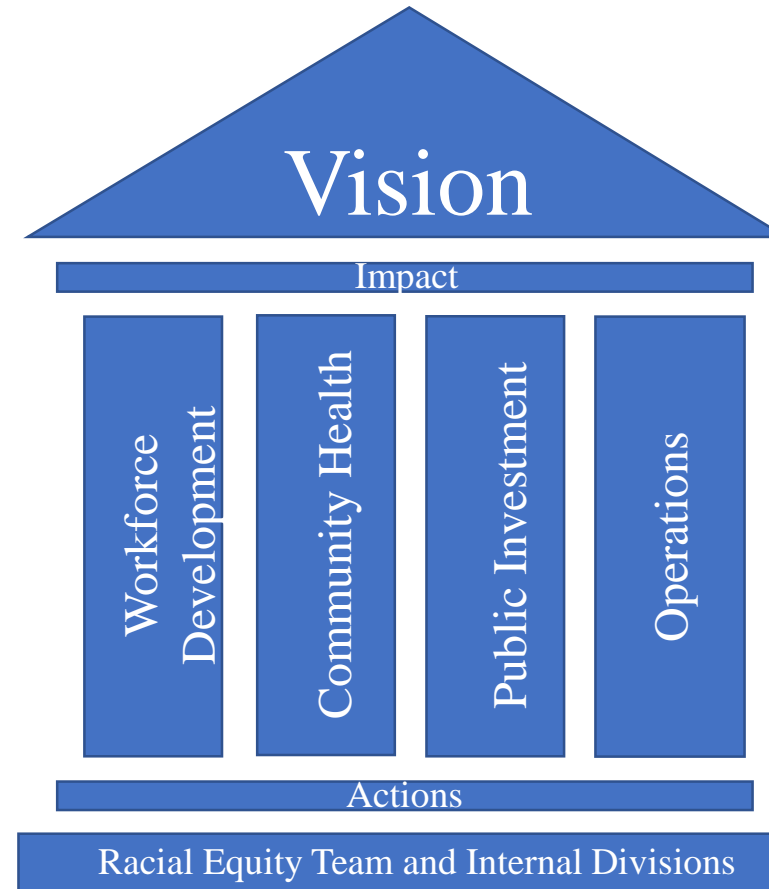
Racial Equity Pillars Framework

- 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:

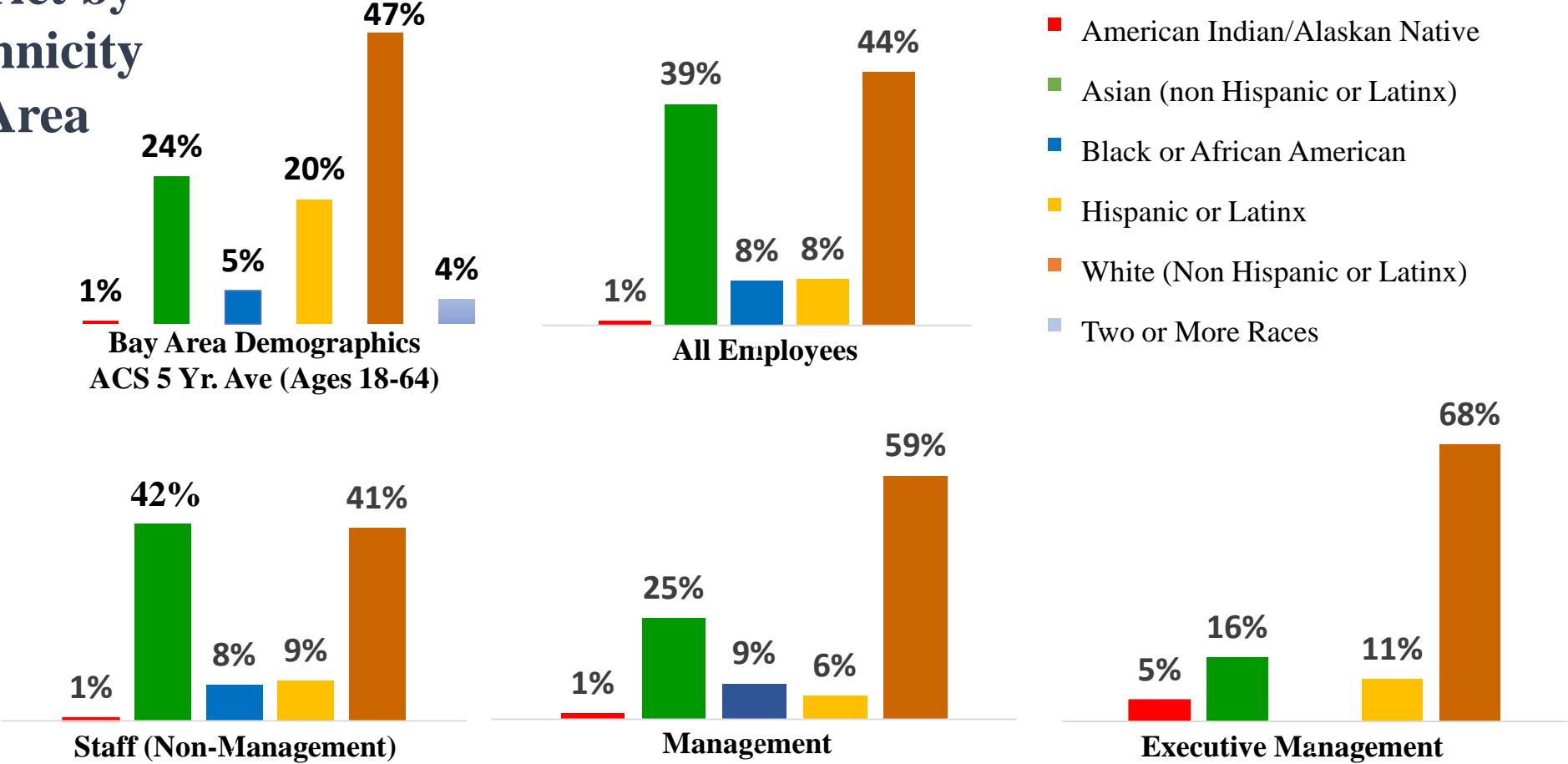
- Identify and implement best practices in hiring and developing a racially diverse and culturally responsive workforce at all levels
- Racial Equity 101 Training, Unconscious Bias Training, Diversity Job Fairs
- Awarded DiversityJobs.com Top Employer for 2020 Diversity Award



Demographics



Air District by Race/Ethnicity vs. Bay Area

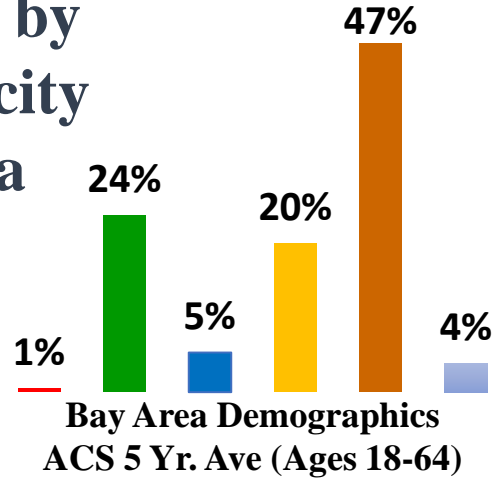


*American Community Survey (ACS) Census Bureau

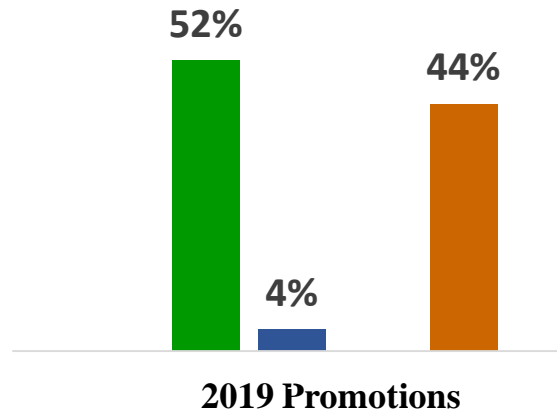
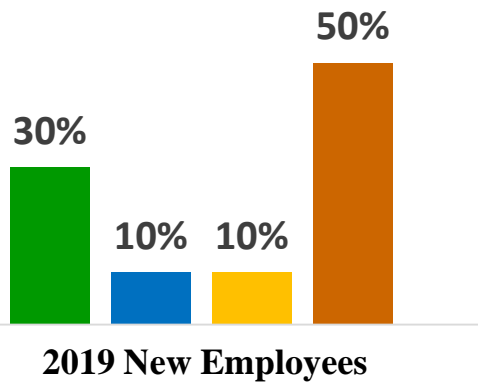
Demographics



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



- American Indian/Alaskan Native
- Asian (non Hispanic or Latinx)
- Black or African American
- Hispanic or Latinx
- White (Non Hispanic or Latinx)
- Two or More Races

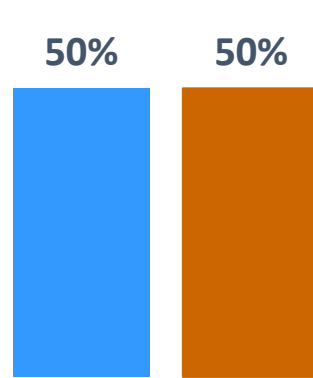


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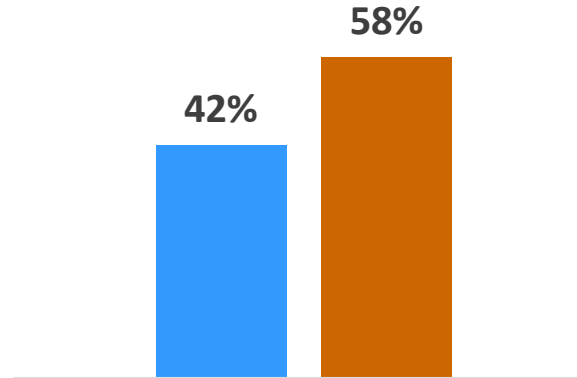
Demographics



Air District by Gender vs. Bay Area

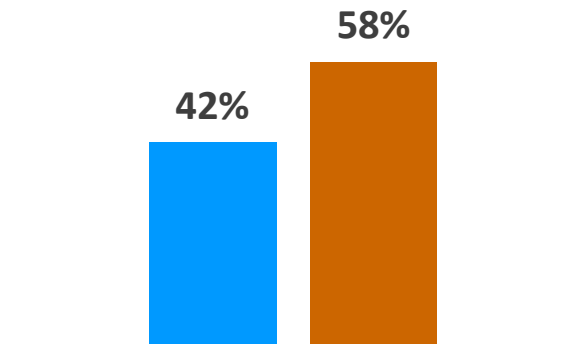


Bay Area
Demographics
ACS Figures

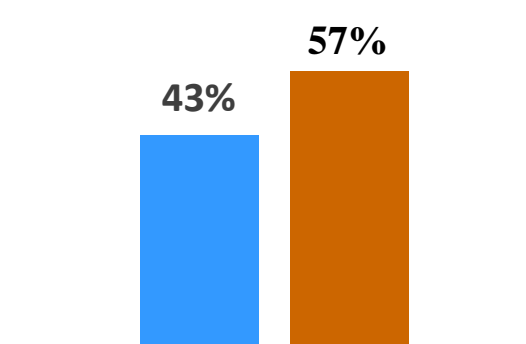


All Employees

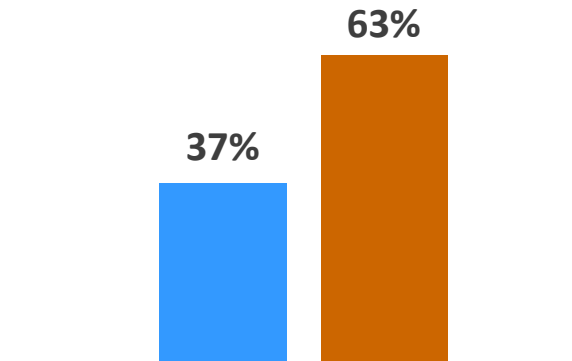
■ Female
■ Male



Staff (Non-Management)



Management



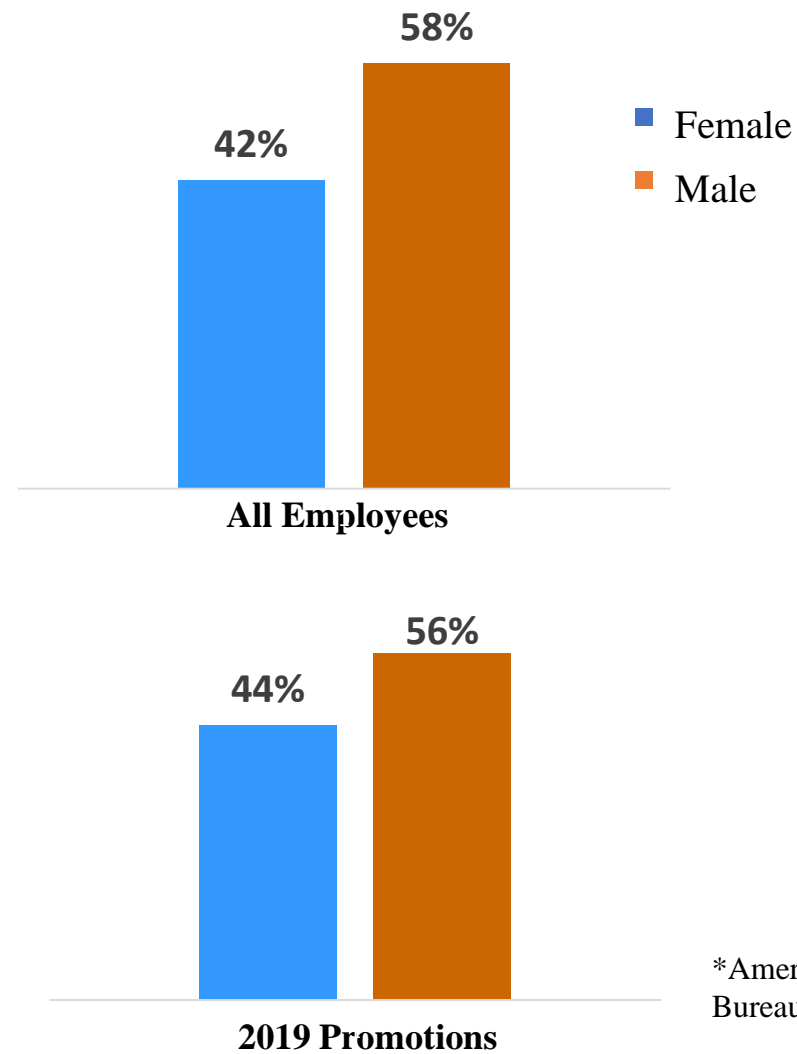
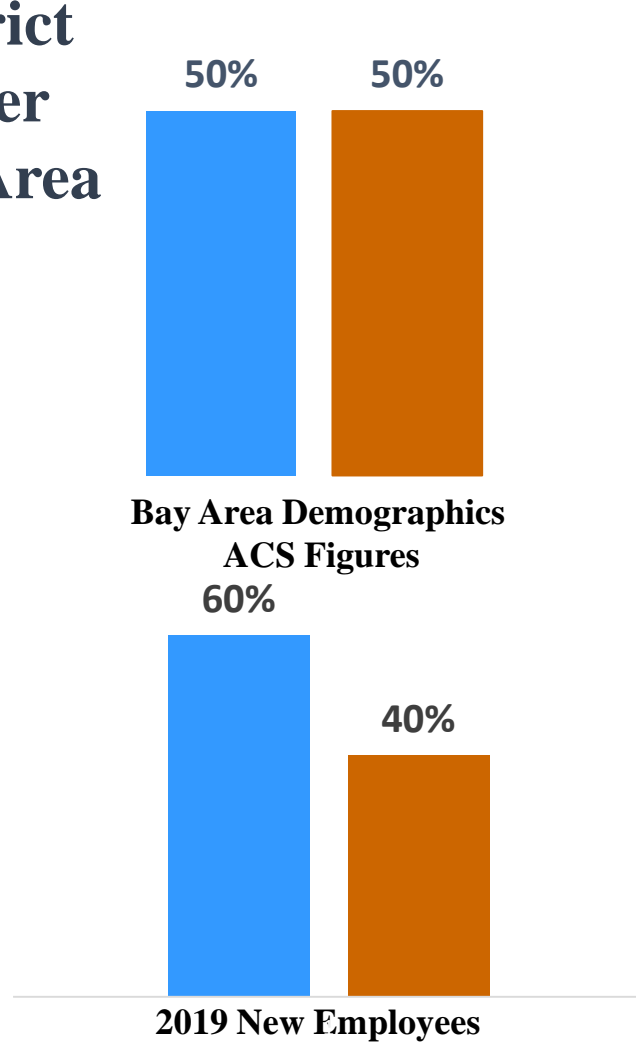
Executive
Management

*American Community Survey (ACS) Census Bureau

Demographics



Air District by Gender vs. Bay Area (Cont.)



*American Community Survey (ACS) Census Bureau

Highlight - Demographic Opportunities



Hispanic – All Levels

Bay Area	20%
All Employees	8%
Management	6%

Black - Executive

White	68%
Black	0%

Gender – Executive

Female	37%
Male	63%



Community Health AB 617: Leading with Equity



Equitable & Inclusive Community Engagement

- Lead with Lived-Experience
- Follow a Co-Leadership Model
- Strengthen Community Capacity
- Convene an Environmental Justice Work Group
- Celebrate Small & Big Wins



Community Health AB 617: Leading with Equity (cont.)



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

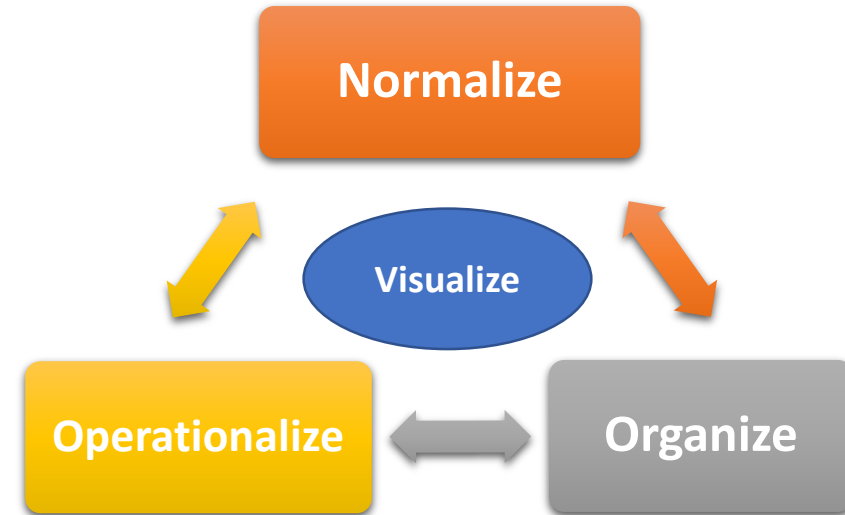


- Human Resource Practices and Processes
- Increased Presence in AB 617 Implementation
- Air District's Enhanced Complaint Response and Investigation Process
- Air District's Communication Strategy

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