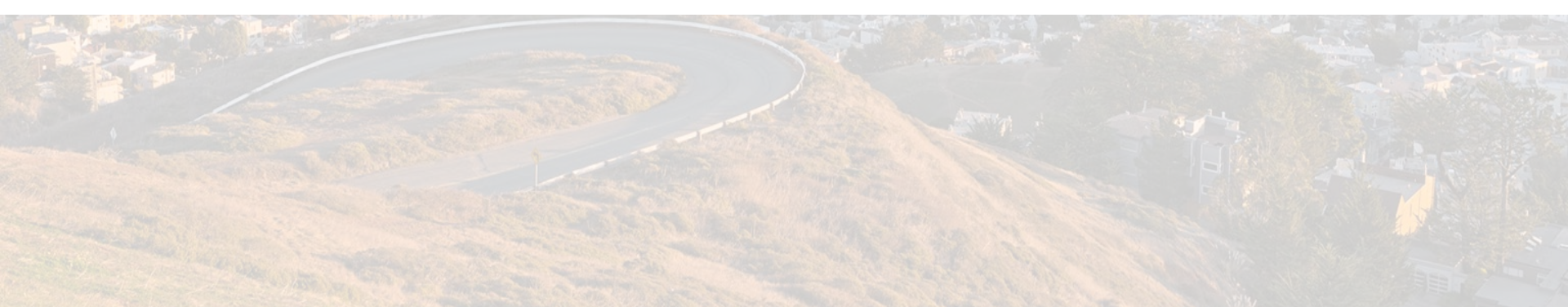


Bay Area Regional Collaborative (BARC) Update for BAAQMD Administration Committee

Allison Brooks
BARC Executive Director
October 20, 2021



To be discussed:

1. BARC Joint Resolution to Address Climate Change
2. Development of Joint Work Plan
3. Legislative advocacy on new state climate resilience funds
4. *kneedeep times* – New Online Magazine on Climate Resilience

BARC Joint Resolution

- Adopted at the Sep. 17 BARC Governing Board Meeting
- Agencies committed to developing Shared Work Plan



Joint Resolution to Address Climate Change September 17, 2021

WHEREAS, according to the recent United Nations Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC), catastrophic climate change impacts, including extreme droughts, severe heat waves and flooding, will continue to worsen for at least the next 30 years across the globe, while global sea levels will continue to rise at least for centuries¹; and

WHEREAS, the increasingly frequent and severe impacts of climate change in the Bay Area do not conform to jurisdictional boundaries or the planning and regulatory authorities of any one agency or organization, and are creating overlapping risks to public health and safety that necessitate an integrated approach to air pollution mitigation and climate resilience; and

WHEREAS, scientific estimates project that California could experience as much as seven feet of sea level rise by the end of the century², with the San Francisco Bay estimated to experience two-thirds of the flood impacts projected for the state³; and

WHEREAS, increasingly frequent and severe wildfires are creating air quality impacts that represent a public health crisis for Bay Area residents, while undermining progress on reducing greenhouse gas emissions. In 2020, wildfires released an estimated 112 million metric tons of CO₂ into the atmosphere⁴; and

WHEREAS, warming temperatures and prolonged drought increasingly stress the Bay's estuarine ecosystem and the ecological processes that it supports, while threatening the water supplies of communities around the region and throughout the state; and

WHEREAS, the Bay Area region's most socioeconomically vulnerable frontline communities are at great risk of exposure to climate threats and have limited access to the resources needed to reduce risks and increase the resilience necessary to recover from disasters; and

WHEREAS, by practicing an advanced form of coordination and strategic integration across the planning, investments, and regulatory activities of its member agencies, BARC aims to measurably and equitably improve the resilience, adaptive capacity,

¹ Intergovernmental Panel on Climate Change. (2021, August). *Climate Change 2021: Summary for Policymakers*. https://www.ipcc.ch/report/ar6/wg1/downloads/report/IPCC_AR6_WGI_SPM.pdf

² California Legislative Analyst's office. (2020, August). *What Threat Does Sea-Level Rise Pose to California?*

https://lao.ca.gov/Publications/Report/4261#California_Will_Experience_Rising_Seas_and_Tides
³ Barnard, P.L., Erikson, L.H., Foxgrover, A.C. et al. Dynamic flood modeling essential to assess the coastal impacts of climate change. *Sci Rep* 9, 4309 (2019). <https://doi.org/10.1038/s41598-019-40742-z>

⁴ California Air Resources Board. (2021). *Frequently Asked Questions: Wildfire Emissions*. <https://ww2.arb.ca.gov/resources/documents/frequently-asked-questions-wildfire-emission>

BARC Shared Work Plan

- Will align staffing and resources across agencies for implementation of high priority actions within 1-5 years
- Focus on priority actions from Clean Air Plan, Bay Adapt, Plan Bay Area 2050 that require interagency coordination
- To be developed Fall 2021-Winter 2022

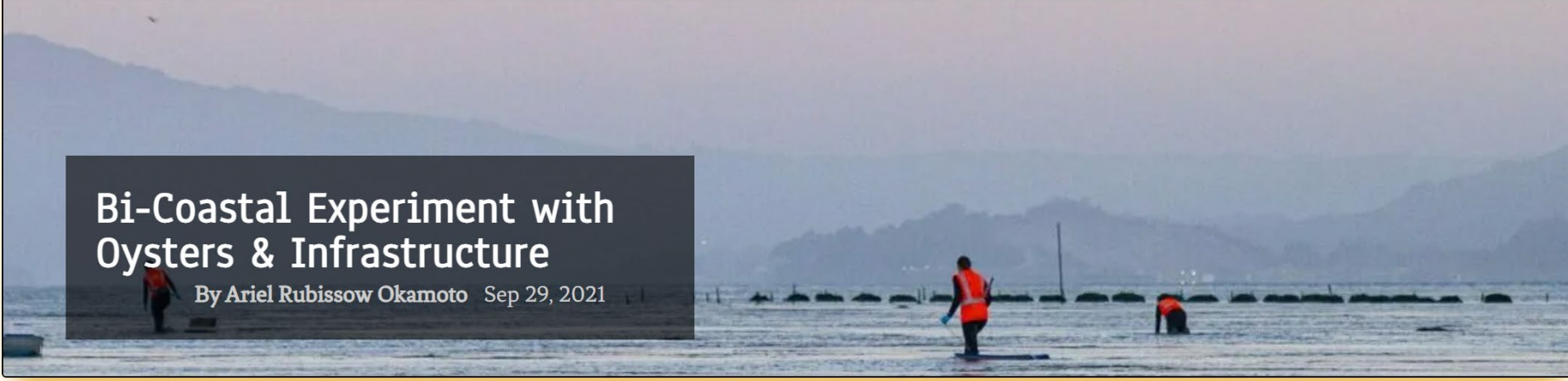
Guiding Program Priorities in State Budget

- \$3.7bn State Climate Resilience Budget
- Broad categories which will be programmed in next 6-8 months
 - \$250m for Regional Climate Resilience (planning and implementation)
 - \$500m for Coastal Protection and Adaptation
 - \$200m for Community Resilience Centers

New Online Magazine on Climate Resilience



[Home](#) | [Fight or Flight](#) | [Hearts & Minds](#) | [Problem-Solving](#) | [Big Picture](#) | [by Topic](#) ▾ | [More...](#) ▾



Bi-Coastal Experiment with Oysters & Infrastructure
By Ariel Rubissow Okamoto Sep 29, 2021

- *kneedeep times* launched September 2021
- Covering community-oriented stories related to climate resilience and mitigation



Budget Bounty for Resilience
by Cariad Hayes Thronson | Sep 28, 2021



Can Wyoming Windmills Mainline Clean Power to California?
by Michael Hunter Adamson | Sep 25, 2021



Three Ways to Feed the Marsh
by Nate Seltentrich | Jun 11, 2021





Thank You!

Allison Brooks
Executive Director, BARC
abrooks@bayareametro.gov



BAY AREA
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AGENDA: 4

Management Audit Vendor Selection Update

**Administration Committee Meeting
October 20, 2021**

John Chiladakis
jchiladakis@baaqmd.gov

Outcome



Committee will hear the status of vendor selection for the upcoming Management Audit.

Requested Action



No Action Requested. – Item is Informational only.

Outline



- Timeline to Date
- Next Steps

Timeline to Date



- June 16, 2021 – Board Approved Management Audit Work Plan
- June 30, 2021 – District Issued Request for Qualifications (RFQ)
- July 2021 – Vendor Selection Panel Assembled
- July 21, 2021 – RFQ Closes - District Received 6 Proposals
- August / September 2021 – Selection Panel Selected Finalists
- October 2021 – Selection Panel Interviewed Finalists

Next Steps



- October 2021 – Panel Re-Scores Finalists
- November 2021 – Recommend Vendor to Committee
- December 2, 2021 – Recommend Vendor to Board
- December 2021 – Auditor Begins Work



BAY AREA
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AGENDA: 5

Review Air District Recruitment and Selection Plan

Administration Committee Meeting
October 20, 2021

Rex Sanders
Chief Administrative Officer
rsanders@baaqmd.gov

Terri Levels
People and Engagement Officer
tlevels@baaqmd.gov

Presentation Outcome



Provide a review of the Air District's recruitment plan, including a discussion of how to source diverse candidates.

Presentation Outline



- Outcome, Outline & Background
- Strategic Actions
- Employee Turnover
- Next Steps
- Questions and Comments

Presentation Requested Action



Informational Only. No Action Requested.

Background



- June 16th, 2021, the Board approved 26 additional Fiscal Year Ending 22 positions
- At that time, the Board requested a recruitment plan to outline our efforts to attract, recruit and retain diverse candidates for employment at the Air District.

Strategic Actions



Current Recruitment Practices

- We attend University/College/Community & Diversity Job Fairs and staff the fairs with a diversity of Air District talent
- We have a high school and college internship and fellowship program that many of our current employees served in when they started
- We utilize broad job descriptions to attract candidates of diverse backgrounds, perspectives and experiences
- We recruit from professional organizations, networks and societies of underrepresented Science, Technology, Engineering, and Math (STEM) professionals
- We remove all personally identifiable information from application materials to help eliminate implicit biases (names, addresses, references)
- We staff a diversity of volunteers to sit on recruitment panels to assess candidates

Strategic Actions (cont.)



Newer Practices

- We proactively reach out and encourage underrepresented candidates to apply
- We utilize community outreach mailing lists to distribute job announcements
- We train all hiring managers in a mandatory inclusive hiring practices and implicit bias workshop. The next workshop is October 21, 2021.
- We publish a diversity tool kit for managers which includes trainings and information about implicit bias and diversity, equity and inclusion specific to hiring and retention of employees
- We developed Employee Resource Groups, which are crucial to an inclusive culture
- We developed partnerships with not-for-profit internship programs that help underrepresented students in STEM careers find opportunities

Strategic Actions (cont.)



Diversity Hiring Toolkit

Tim Williams
Assistant Manager

[STEP 1 Planning](#) [STEP 2 Recruitment](#) [STEP 3 Selection](#) [STEP 4 Hiring](#) [Salary Placement Guidelines](#) [RESOURCES](#)

This toolkit will provide information and tips on creating and maintaining an inclusive work force through the decisions, actions, and processes that go into developing a top-tier, diverse team. The toolkit will briefly cover the recruitment and hiring process and provide links to various resources.

<h3>Diversity</h3>	<h3>Equity</h3>	<h3>Inclusion</h3>
<p>Diversity is the collection of everything that makes us different. It includes individual differences (e.g., personality, language, life experiences) and group-social differences (e.g., race, ethnicity, gender, gender identity, sexual orientation, sexual identity, age, country of origin, ability status, or cultural, political, religious, and other affiliations).</p>	<p>Equity is the creation of equal access to opportunities that closes demographic disparities within all areas of the organization and society at large.</p>	<p>Inclusion is a state of being valued, respected and supported that enables each individual to achieve their full potential. Inclusion is reflected within the organizational culture, practices, and relationships that support diverse communities.</p>

Strategic Actions (cont.)



Next Steps

- A Human Resources/Organizational Development consultant has been hired to review our recruitment processes and materials to assess areas of opportunities that may create unintended barriers to apply
- We are negotiating with the Employees' Association to remove education barriers from job classifications, adding language that substitutes education for work experience & updating language to be more inclusive
- We are updating our contact lists and job board lists to distribute our job announcements to a wide audience
- We are enhancing the exit interview process to better understand why employees leave

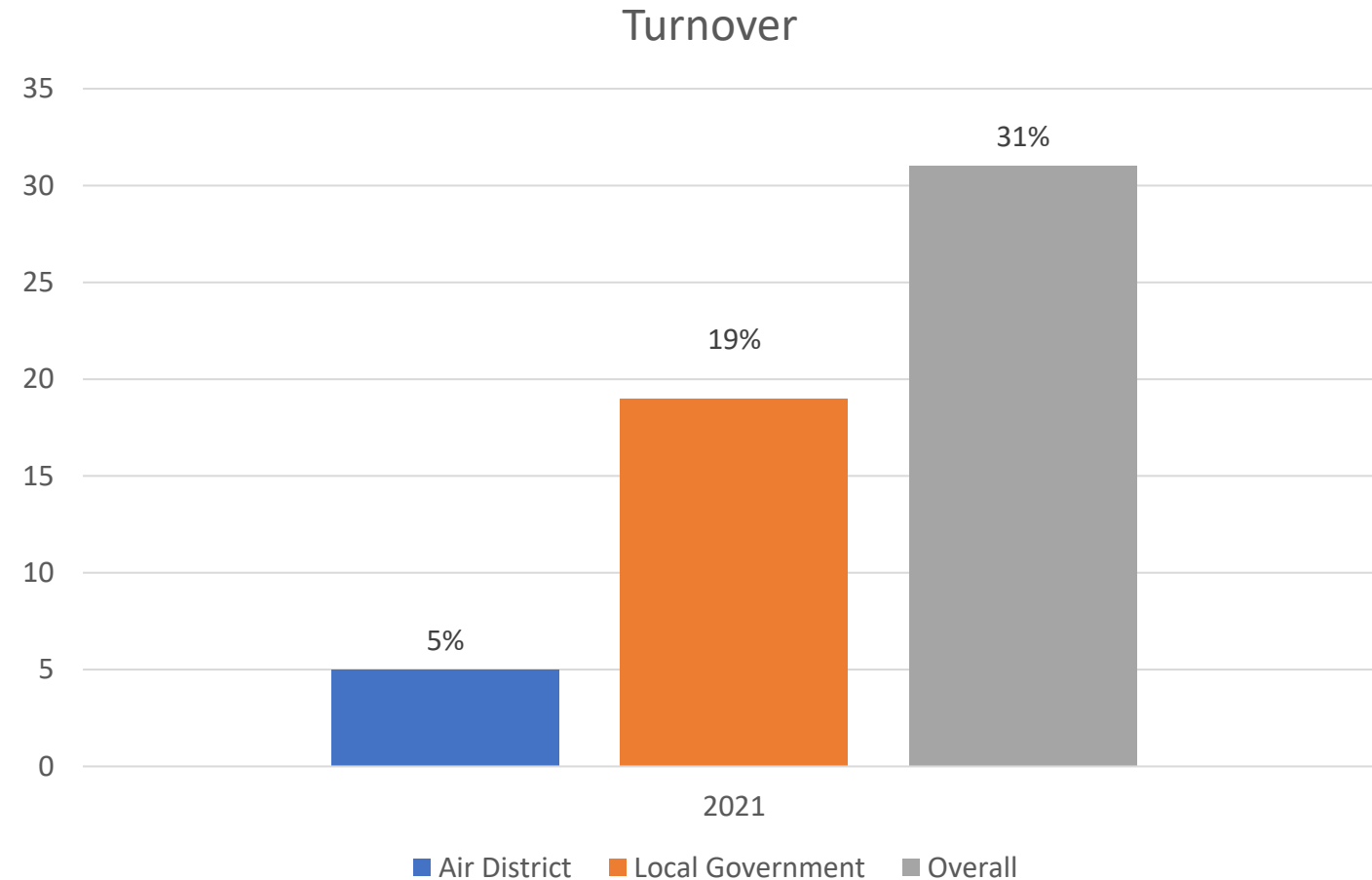


Employee Turnover

Employee Turnover Rates

- Air District turnover rate \approx 5% (25 per year)
- Local Government Rate \approx 19% and Overall \approx 31%*

*DOL-BLS Job Openings and Labor Turnover Report for August 2021, dated 10/12/2021



Employee Turnover (cont.)

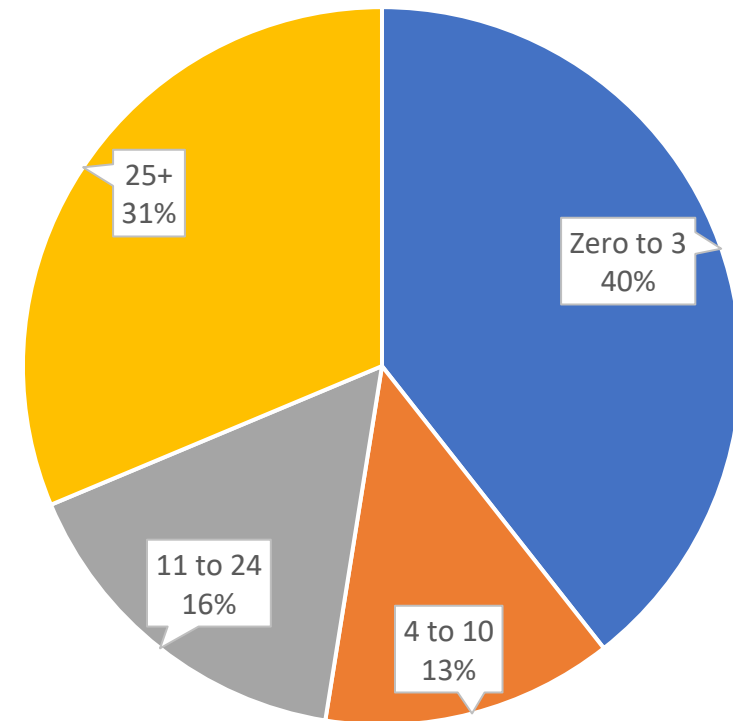


- Recent trend is a slight increase in 0-3 years of service

In 2020:

- 7 in the 0–3-year category (32%)
- 2 in the 4–10-year category (9%)
- 4 in the 11–24-year category (18%)
- 9 in the 25+ year category (41%)

Years of Service 2019-2021



■ Zero to 3 ■ 4 to 10 ■ 11 to 24 ■ 25+

Next Steps



Next Steps

- 56 current vacancies + Attrition Expected by Year End
- 26 vacancies to remain unfilled until informed by Management Audit results (expected in 2022)



Questions and Comments





BAY AREA
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AGENDA: 6

Clean Air Centers for Vulnerable Populations Grant Program Assembly Bill (AB) 836

**Administration Committee Meeting
October 20, 2021**

**Areana Flores
Senior Staff Specialist
aflores@baaqmd.gov**

Outcome



Committee will be updated on the status of the AB 836 Clean Air Centers Program.



Source: Canva.com
BAC_mTKUmW8

Outline



-
- 01 Overview of Wildfire Response: Clean Air Filtration Program
 - 02 AB 836: Wildfire Smoke Clean Air Centers for Vulnerable Populations Incentive Pilot Program
 - 03 Clean Air Centers Grant Program (AB 836)
 - 04 Funding Allocation
 - 05 Roadmap and Next Steps

Requested Action



None. This is an informational item only.

Wildfire Response: Clean Air Filtration Program



School Air Filtration

Improved air filtration and ventilation systems in schools located in disadvantaged communities under CARB's Supplemental Environment Project program.



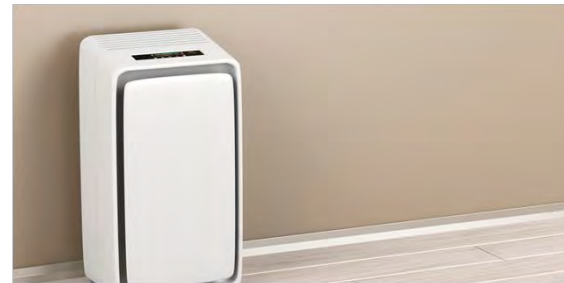
Home Air Filtration

- Partnership with Regional Asthma Management and Prevention
- **New** Shelters for the unhoused
- **New** Delivering portable units to vulnerable communities



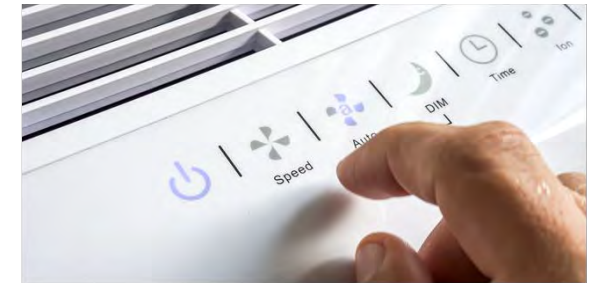
Evacuation and Sheltering Facilities

Partnerships with Red Cross and County Office of Emergency Services to deploy portable air filtration units during wildfire emergencies.



Clean Air Centers

Establishing a network of facilities with high-efficiency air filtration systems in Bay Area's vulnerable communities.



Source: Canva.com
BAC_mTKUmW8

AB 836: Wildfire Smoke Clean Air Centers for Vulnerable Populations Incentive Pilot Program



ASSEMBLY MEMBER BUFFY WICKS SPONSORS AB 836 (EARLY 2019)

Legislation aimed to improve air filtration and ventilation in public buildings and provide communities access to facilities with cleaner air when wildfire smoke impacts the region.



GOVERNOR NEWSOM SIGNED AB 836 (OCTOBER 2019)

Governor Newsom signed AB 836 in October 2019 and the state approved \$5 Million towards the program in June 2020.



PROGRAM GUIDELINES DEVELOPED IN COLLABORATION WITH CARB

Program addresses areas with air pollution disparities and ensures a broader network of air filtration systems and cleaner air centers are more accessible.

Clean Air Centers Grant Program (AB 836)



Program Overview and Funding Types

Facility Ventilation Upgrade

- Funding for facility ventilation retrofits and high efficiency air filtration systems (MERV 13 or greater) in smoke burdened areas and those in close proximity to disadvantaged communities.

Portable Air Cleaner

- Funding for purchase of portable air cleaners for facilities in disadvantaged and smoke burdened communities designated as emergency shelters.
- Must be certified by CARB and equipped with HEPA filter.

Air Filter Replacements

- Funding for HEPA or MERV 13 or greater replacement filters



Source: Canva.com
BAC_mTKUmW8

AB 836 Funding Allocation Criteria



**DISADVANTAGED
COMMUNITIES**

33%

**SMOKED BURDENED
COMMUNITIES**

33%

**OFFICE OF
EMERGENCY SERVICES
+ RED CROSS**

34%

Source: Canva.com
BAC_mTKUmW8

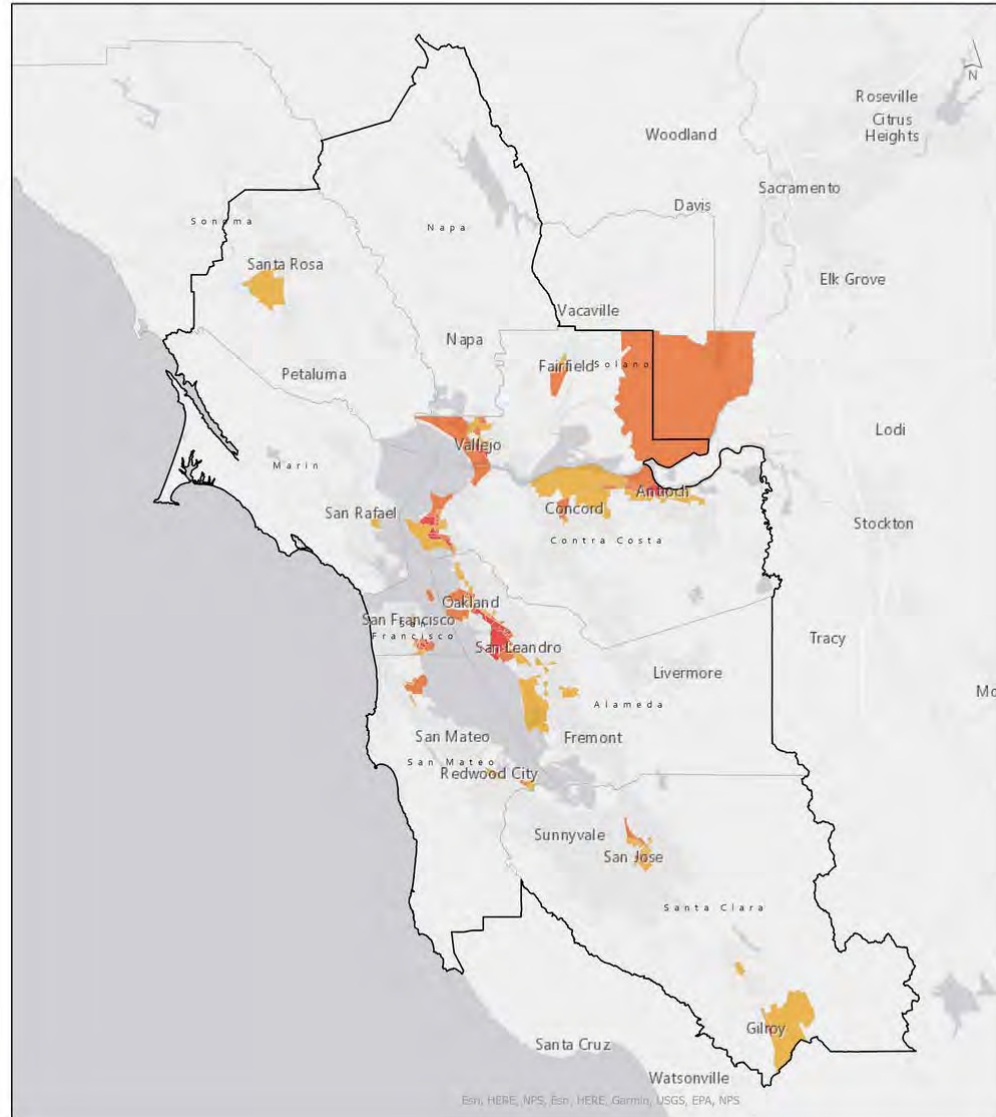
\$3M of the \$5M from AB 836 was allocated to Bay Area Air Quality Management District.



Funding Allocation

Disadvantaged Communities

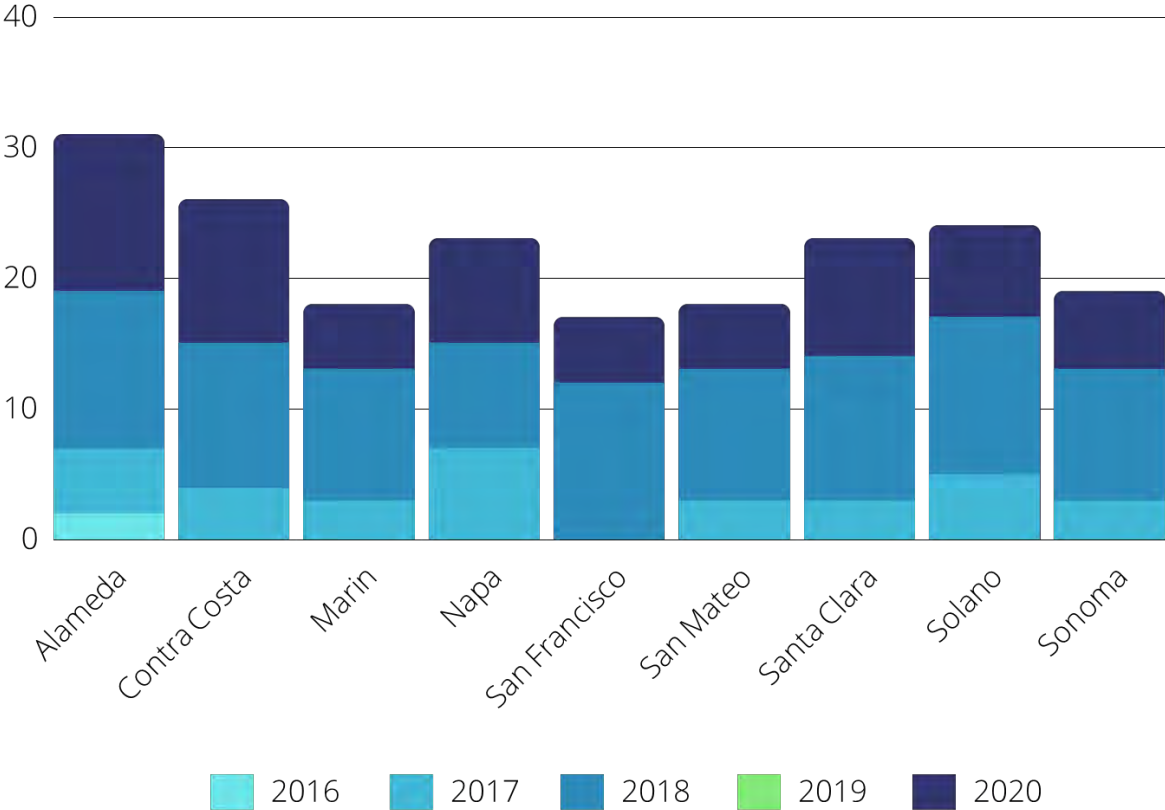
Communities scoring in the top 30% of CalEnviroScreen 4.0



Funding Allocation (cont.)



No. of Days with AQI > 150
(2016-2020)



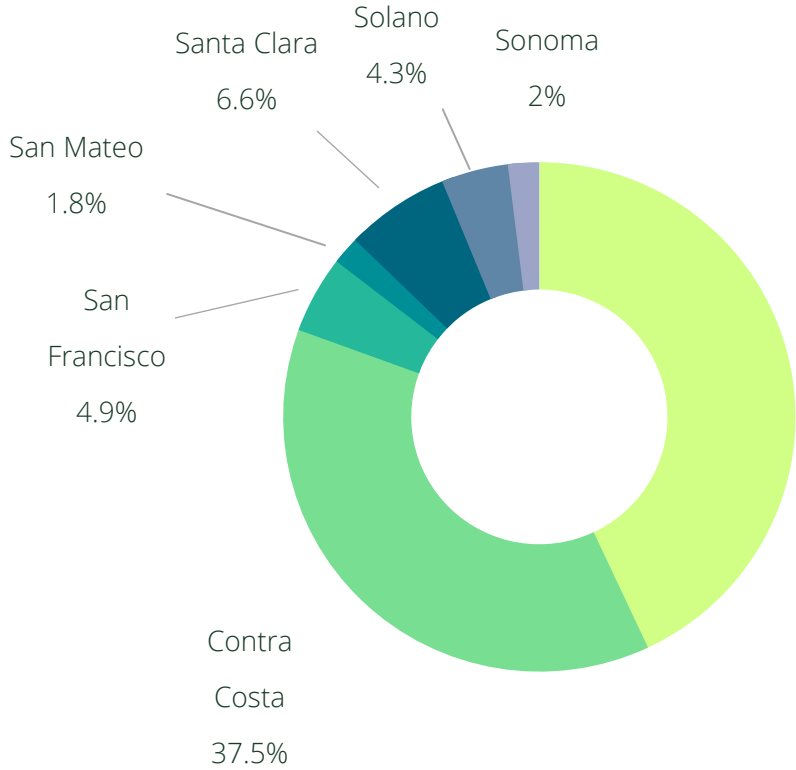
Smoke Burdened

Multiple days at or above EPA's "Unhealthy" category of AirNow Air Quality Index (or Air Quality Index of 150 or higher) in the past five years.

Funding Allocation (cont.)

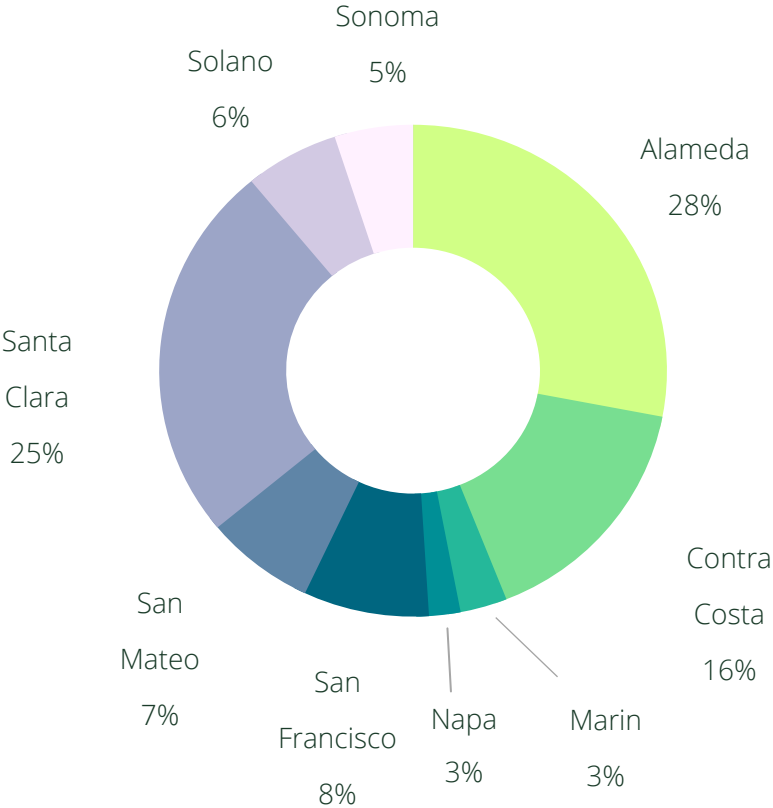


Disadvantaged Communities



CalEnviroScreen 4.0 Top 30% census tracts in region broken down by County and weighted by population

Smoke Burdened



Total number of days in the past 5 years (2016-2020) where AQI > 150 per County weighted by population.

Funding Allocation (cont.)



Table 1. Funding Allocation Breakdown

	DAC	Smoke Burdened	Emergency Management	Total
Alameda	\$400,942	\$258,757	\$100,000	\$759,699
Contra Costa	\$349,257	\$147,821	\$100,000	\$597,079
Marin	\$162	\$23,548	\$100,000	\$123,710
Napa	\$0	\$16,172	\$100,000	\$116,172
San Francisco	\$45,369	\$75,225	\$100,000	\$220,595
San Mateo	\$16,347	\$67,637	\$100,000	\$183,984
Santa Clara	\$60,915	\$224,701	\$100,000	\$385,616
Solano	\$39,489	\$53,997	\$100,000	\$193,485
Sonoma	\$2,519	\$47,142	\$100,000	\$149,661
Red Cross			\$45,000	\$45,000

Clean Air Centers Roadmap



MILESTONES:

- Public Workshop
- Kick-off w/Air Districts
- Application Template
- Program Guidelines
- Website
- Intent to apply

MILESTONES:

- Begin retrofits and purchases of portable air cleaners

MILESTONES:

- All project installations and reporting complete
- Final Report submitted to CARB July 2026



MILESTONES:

- Application submittal and review
- Grant agreements signed, 24 months to complete work
- Update Board on approved projects

MILESTONES:

- Potential GIS Dashboard
- Annual tracking and reporting of Clean Air Center Projects for 5 years after project completion
- Disbursement of funds as projects are completed



BAY AREA AIR QUALITY
MANAGEMENT DISTRICT

Comments

Administration Committee Meeting
October 20, 2021