



BAY AREA  
AIR QUALITY  
MANAGEMENT  
DISTRICT

**AGENDA: 21**

# **Community Advisory Council (CAC) Recommendation for New CAC Members**

**Board of Directors Meeting  
September 4, 2024**

**Mayra Pelagio  
CAC Co-Chair**

# Presentation Outcome

- The Board of Directors will consider approving the following individuals for appointment to the Community Advisory Council:
  - Sejal Babaria, Alameda County seat for 2 years
  - Patrick Messac, Alameda County seat for 2 years
  - Dominick Ramirez, Youth seat for 2 years

# Presentation Outline

- A. Creation
- B. Prior to First Meeting
- C. Outreach
- D. Applications
- E. Selected Applicants
- F. Public Comment
- G. Questions
- H. Vote
- I. Results

# Requested Action

- Consider approving the following individuals for appointment to the Community Advisory Council:
  - Sejal Babaria, Alameda County seat for 2 years
  - Patrick Messac, Alameda County seat for 2 years
  - Dominick Ramirez, Youth seat for 2 years

# Sejal Babaria

- Sejal Babaria was born in Philadelphia and raised in South Jersey, but Oakland, where she currently resides, has been her home for almost a decade. Sejal attended Wellesley College and received her B.A. in Urban Studies and her Masters in Learning and Teaching. She has over 10 years of mostly labor organizing experience, primarily with education unions, working with K-12 public sector educators. She has a deep passion for mentoring and coaching youth and the next generation of organizers.

# Patrick Messac

Patrick Messac is an educator and community advocate who has dedicated his professional life to working alongside communities to foster opportunity and advance equity. Patrick earned his B.A. in Public Policy Studies from Duke University and began his teaching career in Phoenix while earning his M.Ed in Secondary Education from Arizona State University. Patrick currently serves as the Director of #OaklandUndivided, an equity-based, collective impact initiative dedicated to bridging Oakland's digital divide.

# Dominick Ramirez

Dominick Ramirez is a 17-year-old from San Francisco who is interested in global affairs. He is currently a senior at KIPP San Francisco College Prep and will be attending San Francisco State University in the Fall where he will pursue a degree in International Business. Dominick hopes to utilize his degree to make a positive impact in the world. Dominick is also active member of the Marie Harrison Community Foundation for Social and Environmental Justice.

# Creation

- The Member Selection Ad Hoc Committee was created during the November 30, 2023 CAC meeting.
- The Ad Hoc consisted of Council Members Gordon, Pelagio, Ruano Hernandez, and Jefferson, as well as Board Chair Hurt.
- The Ad Hoc worked to select candidates for the Board to consider their appointment to the Community Advisory Council candidates.
- The Ad Hoc selected candidates for two vacant Alameda County seats and one vacant Youth seat.



## Creation (cont.)

- The Ad Hoc Committee scored the applicants based on the initial criteria approved by the Board of Directors:
  1. Reflect the diverse demographics of the Bay Area;
  2. Include generational history and experience living in communities heavily impacted by air pollution;
  3. Demonstrate diversity of relevant experience – including environmental justice, technical expertise, health, and Air District functions or knowledge of the Air District; and
  4. Have access to other people who have a range of relevant knowledge and technical experience that could help inform the Community Advisory Council.

# Outreach

- The outreach consisted of:
  - Online efforts (LinkedIn, Instagram, Facebook, X [formerly Twitter], Threads)
  - Nextdoor
  - Air District's Currents Newsletter
  - Air District's Latest News post
  - Emails to James Cary Smith Grantees and AB 617 partners
  - CAC members sending information to their networks

# Outreach

- The Ad Hoc Committee scored 33 applications
  - 25 applications for the Alameda County seat
  - 8 applications for the Youth seat
- The applications were scored over a two-week period.
- On the third and final meeting of the Ad Hoc Committee, they analyzed their scores and came to consensus on the selection of the candidates for the three vacant CAC seats.

# Selected Applicants

- During the May 16, 2024, CAC meeting, the Member Selection Ad Hoc Committee recommended the following candidates to be appointed to the CAC:
  - Sejal Babaria (Alameda County seat) for 2 years
  - Patrick Messac (Alameda County seat) for 2 years
  - Dominick Ramirez (Youth seat) for 2 years
- The CAC approved the recommendation of each of the three new members listed above.
- On July 17, 2024, the Community Equity, Health, and Justice Committee approved the CAC's slate for recommendation to the Board of Directors to consider appointing the individuals listed above to the CAC.

**Questions?**



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**AGENDA: 27**

# **Proposed Amendments to Regulation 8: Organic Compounds, Rule 18: Equipment Leaks**

**Board of Directors Meeting  
September 4, 2024**

**Robert Cave  
Senior Air Quality Engineer  
[rcave@baaqmd.gov](mailto:rcave@baaqmd.gov)**

# Presentation Outcome

Board consideration of the adoption of proposed amendments to Regulation 8: Organic Compounds, Rule 18: Equipment Leaks (Rule 8-18) and adoption of California Environmental Quality Act (CEQA) Negative Declaration.

# Requested Action

Consider adoption of proposed amendments to Rule 8-18 and adoption of a CEQA Negative Declaration.



# Presentation Outline

- Background
  - Rule Purpose
  - Previous Rulemaking and Study
- Rule Development Process
- Purpose of Proposed Amendments
- Proposed Amendments
- Impacts of Proposed Amendments
- Public Comments
- Findings and Recommendations

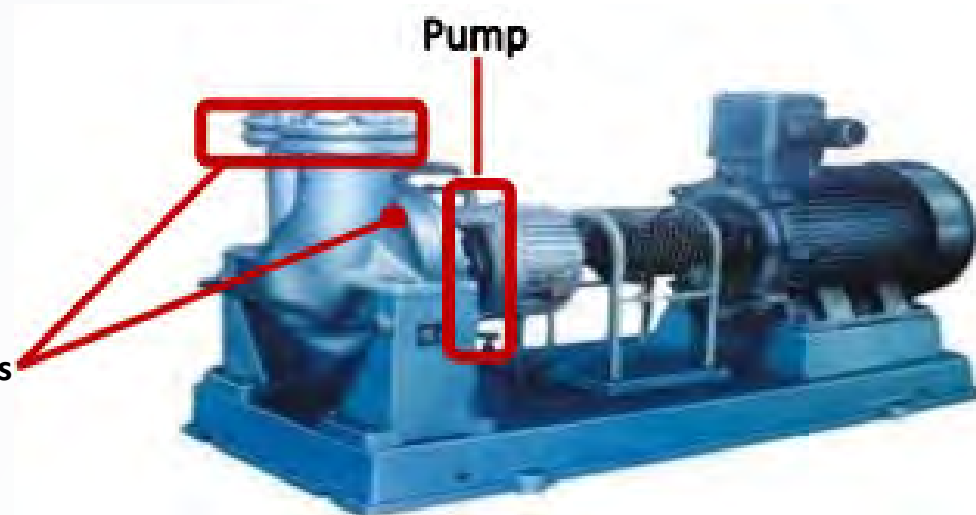
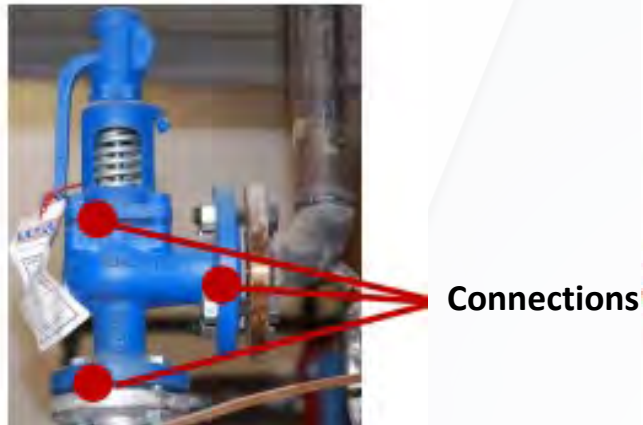
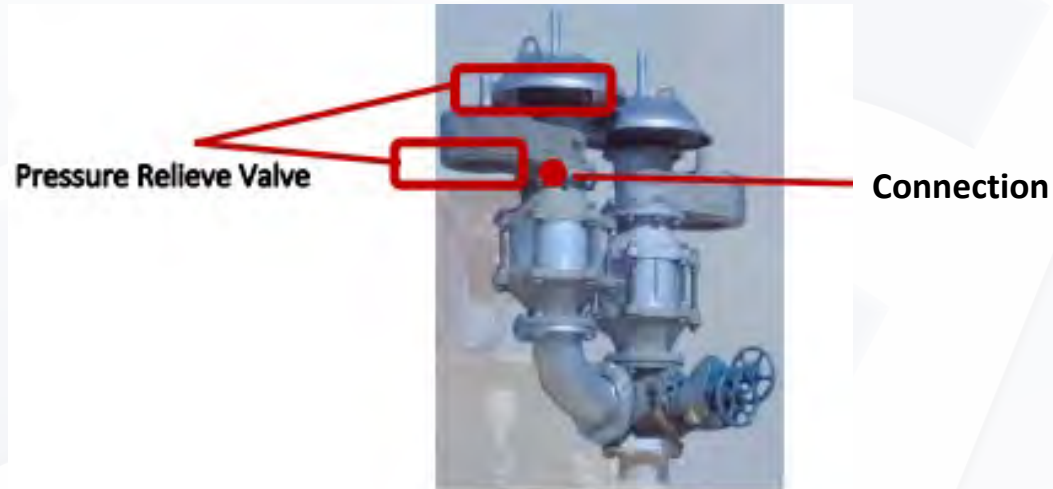
# Background: Rule Purpose

- Rule 8-18 limits total organic compound (TOC) emissions from equipment leaks at refineries, chemical plants, and facilities loading and storing gasoline in bulk quantities
- These facilities process organic liquids through a variety of pipes, valves, connections, pumps, compressors, and other equipment where organic compounds may leak into the air
- Large facilities such as refineries may have thousands of these components

# Background: Rule Purpose (cont.)

- Most effective control is a Leak Detection and Repair (LDAR) program -- equipment is monitored, and leaking equipment is then repaired
- Rule 8-18 details LDAR requirements for components at these facilities
- Process streams categorized by phase, vapor pressure, and/or boiling point – i.e., gaseous or vapor phase, light liquid, or heavy liquid
- Chance of leaks/fugitive emissions influenced by properties of materials being processed:
  - Generally, most likely to occur in components in gaseous or vapor service
  - Components handling the heaviest liquids are least prone to fugitive leak emissions

# Background: Valves, Pumps, Connections



# Background: Previous Rulemaking

- **2015** – Rule amended to add components in heavy liquid service to LDAR program as part of Petroleum Refinery Emissions Reduction Strategy (Rules 6-5, 8-18, 9-14, and 11-10)
- **2015** - Adopting resolution directed staff to re-examine emissions reductions and cost effectiveness issues related to the inclusion of equipment in heavy liquid service
- Heavy Liquids Study already started (pre-2015) to improve emission estimates for leaks from this equipment

# Background: Previous Rulemaking – (cont.)

- 2016** – Litigation; agreed to complete Heavy Liquids Study as basis for emissions estimation along with additional rule amendments
- 2018** – Included in AB 617 Expedited BARCT Implementation Schedule pending completion of the Heavy Liquids Study
- 2022** – Heavy Liquids Study report issued

# Heavy Liquids Study

- Arose in response to Refinery comments on Emissions Inventory Guidelines issued by the Air District
- Designed to improve obsolete emission estimates for components processing Heavy Liquids
- Five-year study conducted jointly with the 5 refineries and WSPA
- Over 10,000 components screened across multiple facilities
- Components in gas/vapor service excluded from study
- Resulting emission estimates are lower than those used previously (US EPA)

# Rule Development Process

- **Q4 2023** – Update provided to Stationary Source and Climate Impacts Committee
- **Q4 2023** – Published draft amendments and Preliminary Staff Report for public comments and engagement with stakeholders
- **Q2 2024** – Published proposed amendments, Staff Report, Socioeconomic Impact Analysis, CEQA Initial Study and Negative Declaration for public comment
- **September 4, 2024** – Public Hearing to Consider Adoption of Amendments and CEQA Negative Declaration



# Purpose of Proposed Amendments

- Enact more stringent requirements by expanding the number of components subject to LDAR requirements
- Expand reporting and recordkeeping
- Provide other updates adding clarity to the rule
- Reflect findings from the Heavy Liquid Study and align with the provisions of the enforcement agreement

# Proposed Amendments

- Add some components in Heavy Liquid Service into LDAR program (periodic monitoring with leaking equipment repaired in a timely manner)
  - Valves and pumps handling lighter end heavy liquids (initial boiling point < 372° F)
  - Steam-quenched pumps and pressure relief devices handling heavy liquids
  - Components handling heavy liquids in a gaseous or vapor phase

# Proposed Amendments – (cont.)

- Enhancement of recordkeeping and reporting requirements
  - Includes additional components
  - Clear deadlines for updates and timely submittals
- Additional definitions for clarity and completeness
- Updating of sampling and emissions calculation methods
- Other administrative updates and clarifications

# Emission Reductions

	<b>Affected Component Count</b>	<b>Current TOC Emissions (tons/year)</b>	<b>Controlled TOC Emissions (tons/year)</b>	<b>TOC Emission Reduction (tons/year)</b>
<b>Refinery Facilities</b>	16,813	133.8	4.1	129.7
<b>Non-refinery Facilities</b>	3,437	13.8	0.6	13.2

- Reviewed and considered available published emission factors for estimating emissions
- Analysis estimated emissions based on the best available and most appropriate information

# Compliance Costs

- Total compliance cost estimates included costs for component identification, component monitoring, and repair/replacement of leaking components
- Annual cost for all facilities combined: \$170,000 to \$255,000 per year
  - Identification Cost (Amortized): \$43,000 per year
  - Monitoring and Repair/Replacement Cost: \$127,000 to \$212,000 per year

# Cost Effectiveness Analysis

- Cost effectiveness is calculated by dividing the annualized compliance costs by tons of emission reductions expected each year
- Cost effectiveness for each component type:
  - Valve = \$29,000 to \$45,000 per ton of TOC
  - Non-steam quenched pumps = \$21,000 to \$35,000 per ton of TOC
  - Steam quenched pumps = \$90 to \$150 per ton of TOC
  - Pressure relief valves = \$370 per ton of TOC

# Incremental Cost Effectiveness Analysis

- Incremental difference in cost divided by the incremental difference in emission reductions between the different regulatory options
- Alternative control option identified for valves and non-steam quenched pumps
  - Expand LDAR requirement to components handling heavier liquids (initial boiling point greater than 372°F)
  - Incremental cost-effectiveness between proposed amendments and alternative control option
    - Valves = \$113,000 to \$177,000 per ton of TOC
    - Non-steam quenched pumps = \$256,000 to \$429,000 per ton of TOC
- Alternative control option not identified for other affected components (steam quenched pumps and pressure relief devices)

# Socioeconomic Impact Analysis

- Annual compliance costs range from \$23,000 to \$50,000 for refineries (0.01 to 0.05% of net income) and from \$3,000 to \$8,000 for non-refineries (0.1 to 3% of net income)
- The proposed amendments are not expected to result in significant socioeconomic impacts to affected Bay Area refinery and non-refinery facilities
- Annualized compliance costs are well below the 10 percent burden threshold for all affected entities
- Small businesses are not disproportionately affected by the proposed amendments



# CEQA Impact Analysis

- CEQA Initial Study was prepared on potential environmental impacts of the proposed amendments
- The proposed amendments will not have significant negative impacts on the environment and therefore a Negative Declaration was prepared

# Air District Impacts

- Additional work for staff for to conduct additional compliance inspections, review and management of additional records and reporting and related oversight and support
- Level of effort depends on compliance at facilities and prioritization of these sources for inspections
- Anticipate one to two FTEs would need to be dedicated to the Compliance and Enforcement Division initially
- Additional FTEs may be required to fully implement if sources require extensive oversight

# Summary of Comments Received

- One written comment letter on the following topics:
  - Emissions and Emissions Reduction Calculations
  - Feasibility of Screening and Sampling Steam Quenched Pumps
  - Cost-Effectiveness Analysis
  - Outreach to Affected Stakeholders
  - Specific Comments on Rule Language by Section
- A Response to Comments Summary is included as Appendix E to the Final Staff Report

# Cost Effectiveness Comparison Using WSPA Recommended Emission Factors

Component Type	TOC Emission Reduction - Staff Report (tons/year)	TOC Emission Reduction - WSPA Recommended EFs (tons/year)	% Change to Emissions Reductions in SR	Compliance Cost (\$/year)	Cost-Effectiveness - Staff Report (\$/ton)	Cost-Effectiveness - WSPA Recommended EFs (\$/ton)
Valves	3.9	2.4	-39%	\$111,790 - \$175,774	\$28,766 - \$45,230	\$47,112 - \$74,078
Steam Quenched Pumps	76.1	2.1	-97%	\$6,911 - \$11,590	\$91 - \$152	\$3,237 - \$5,428
Pressure Relief Valves	49.9	2.4	-95%	\$18,278 - \$18,278	\$369	\$7,691
Total	129.9	6.9	-	-	-	-

# Statutory Findings

Before adopting, amending, or repealing a rule, the Board of Directors must make the following findings:

- **Necessity** - H&SC Section 40727(b)(1)
- **Authority** - H&SC Section 40727(b)(2)
- **Clarity** - H&SC Section 40727(b)(3)
- **Consistency** - H&SC Section 40727(b)(4)
- **Non-Duplication** - H&SC Section 40727(b)(5)
- **Reference** - H&SC Section 40727(b)(6)

# Resolution and Recommendation

Staff recommends that the Board Adopt the Resolution adopting:

- Proposed Amendments to Rule 8-18
- CEQA Negative Declaration for the Proposed Amendments to Rule 8-18 finding that there will be no significant adverse environmental impacts



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**AGENDA: 28**

# **Reconsideration of Board-Approved Position for Senate Bill 1298 (Cortese)**

**Board of Directors Meeting  
September 4, 2024**

**Viet Tran  
Deputy Executive Officer of Public Affairs**

**[vtran@baaqmd.gov](mailto:vtran@baaqmd.gov)**

# Presentation Requested Action

Remove the Air District's current Board-approved position of "Oppose Unless Amended" and move to a "Neutral" position for Senate Bill **(SB) 1298 (Cortese) - Certification of thermal powerplants: data centers**. This item was discussed at the Policy, Grants, and Technology Committee (Committee) meeting on July 10, 2024. The Committee voted to recommend this item to the full Board for consideration.



# Bill Summary

## **Certification of thermal powerplants: data centers.**

SB 1298 would increase the size of backup power plants that the California Energy Commission can grant a “small power plant exemption” (SPPE) from environmental review from 100 megawatts to 150 megawatts.

# Reason for Reconsideration

SB 1298 was amended on June 24, 2024, to include the below requirement before the California Energy Commission allows use of the SPPE program:

*“The commission obtains a determination from the applicable air pollution control district or air quality management district that the facility’s backup generation technology meets the best available control technology requirements, as defined in Section 40405 of the Health and Safety Code. The applicable air pollution control district or air quality management district shall report its determination to the commission pursuant to this subparagraph.”*

# Reason for Reconsideration (cont.)

SB 1298 was further amended in Assembly Appropriations during the “Suspense” process. The amendments went into print on August 19, 2024.

The newly amended language repeals the bill’s provisions on January 1, 2027, rather than January 1, 2030, and adds the following section of text to the bill (next slide):

# Reason for Reconsideration (cont.)

*“SEC. 3. Section 25541.2 is added to the Public Resources Code, to read:  
25541.2. (a) The owner or operator of a facility granted an exemption pursuant to subdivision (b) of Section 25541 shall fully mitigate the facility’s impacts on air quality, as determined by the appropriate air district. All actual emissions shall be mitigated, including emissions from emergency, maintenance, and testing operations.*

*(b) (1) For purposes of this section, a facility’s actual emissions shall be all emissions from any unit or engine when the unit or engine is in use for any reason.*

*(2) A facility subject to the requirements of this section shall report usage data to the commission and the appropriate air district on or before May 1 annually, including data on the hours of operation, fuel type, engine capacity, and tier of the engine.*

*(c) This section shall remain in effect only until January 1, 2027, and as of that date is repealed.”*

# Bill Status

## Certification of thermal powerplants: data centers.

- Passed the referred Committees and Floor in the Senate.
  - Energy, Utilities, and Communications (4/16/24) | Appropriations (5/6/24) | Appropriations – Suspense File (5/16/24) | Senate – Floor (5/22/24)
- Originally double-referred to the Assembly Utilities and Energy Committee and Assembly Labor and Employment Committee, however, it was additionally referred to the Assembly Natural Resources Committee.

# Bill Status (cont.)

- Passed the referred Committees and Floor in the Assembly.
  - Utilities and Energy (6/19/24) | Natural Resources (7/1/24) | Labor and Employment (7/2/24) | Appropriations – Suspense File (8/15/24)
- Next Step: As of this writing, the bill is awaiting a vote on the Assembly Floor.

Current Board-Approved Position: Oppose Unless Amended

Policy, Grants, and Technology Committee Recommendation:  
Remove “Oppose Unless Amended” position and move to “Neutral”

# Recap: Presentation Requested Action

Remove the Air District's current Board-approved position of "Oppose Unless Amended" and move to a "Neutral" position for Senate Bill **(SB) 1298 (Cortese) - Certification of thermal powerplants: data centers**. This item was discussed at the Policy, Grants, and Technology Committee (Committee) meeting on July 10, 2024. The Committee voted to recommend this item to the full Board for consideration.

# Questions / Discussion



# 2024-2029 Strategic Plan

Board of Directors Meeting  
September 4, 2024

Philip M. Fine, Ph.D.  
Executive Officer/  
Air Pollution Control Officer





# 2024-2029 Strategic Plan

*"To me, environmental justice is a question about who gets the dignity of shade from a big, beautiful tree on a hot summer day."*

*- Michael Tubbs*

# Agenda

- Strategic Plan Development
- Strategic Plan Overview
- Goal Highlights
- Draft Plan Feedback
- Implementation





# Strategic Plan Development

## Why a Strategic Plan?

- Align Board of Directors, Community Advisory Council, staff, and public on mission, values, and vision.
- Set goals and objectives for next 5 years and align resources to support these through annual budget process.
- Guide Board of Directors, committees, councils, and employees in their work and decision-making.
- Provide a tool for accountability and for the public to track progress and communicate feedback.

# Why focus on Environmental Justice?

- Many low-income, communities of color experience relatively higher air pollution than rest of region.
- Work with AB 617 communities, Community Advisory Council (CAC) and others has inspired a shift in focus for agency.
- Plan demonstrates commitment to work with communities to reduce disparities in exposure to air pollution.
- CAC Environmental Justice Priorities inform plan goals and strategies.

# Aligning Environmental Justice (EJ) Priorities with Strategic Plan





# Plan Development

- Beginning in fall 2023, engaged staff through visioning exercises, workshops, and staff leads.
- Surveyed 60+ partners: community, industry, and government agencies.
- Collaborated closely with Board Strategic Planning Ad Hoc.
- 2024 Board retreat focused on community work and strategic plan.
- Worked with CAC EJ Policy Ad Hoc to align plan with EJ priorities; discussed plan at all 2024 CAC meetings.



# Strategic Plan Overview

# Mission

The Air District improves air quality to protect public health, reduce historical and current environmental inequities, and mitigate climate change and its impacts.

# Core Values

- Environmental Justice
- Equity
- Integrity
- Partnership
- Transparency
- Trust

# 5-Year Vision

Over the next 5 years, the Air District will transform its workforce, operations, community engagement, and programs to improve air quality, increase public trust, and demonstrate leadership in equity-centered environmental stewardship.

# Environmental Justice Priorities\*

1. Advance Environmental Justice
2. Provide Meaningful Agency Support
3. Incorporate Environmental Justice into Core Functions
4. Implement Environmental Justice Best Practices and Innovation
5. Communicate with Clarity, Transparency, and Integrity
6. Grow the Capacity of Staff and Board Members to Integrate Environmental Justice
7. Grow the Capacity of Environmental Justice Communities and Organizations
8. Seek Appropriate Legal Remedies and Coordinate with Environmental Justice Communities
9. Provide Technical Assistance to Local Governments

*\*Adopted by the Air District's Community Advisory Council; full priorities can be found in draft plan, Chapter 2*



# Strategic Plan Framework

## MISSION

The Air District improves air quality to protect public health, reduce historical and current environmental inequities, and mitigate climate change and its impacts.

## CORE VALUES



## 5-YEAR VISION

Over the next 5 years, the Air District will transform its workforce, operations, community engagement, and programs to improve air quality, increase public trust, and demonstrate leadership in equity-centered environmental stewardship.

## Environmental Justice Priorities

## 5-YEAR GOALS



# Goal Highlights





# Goal 1: Achieve Impact

- Reduce health impacts of air pollution
- Hold violators accountable
- Mitigate climate change and its impacts

## Sample Commitments to Action

- With community partners, determine which sources cause highest level of pollution and actions to take.
- Update regulations to ensure health protection and stringency.
- Increase inspections and monitoring where flaring occurs.
- Develop enforcement policy that considers environmental justice principles and community perspectives.
- Develop regional climate plan.





## Goal 2: Advance Environmental Justice

- Build partnership and community capacity
- Identify disparities
- Reduce disparities

### Sample Commitments to Action

- Expand community partnership models to other communities impacted by air pollution.
- Provide community with air quality and health data, data collection tools, and training.
- Improve the transparency of complaint outcomes.
- Meet regularly with community members on compliance and enforcement activities.



## Goal 3: Foster Cohesion & Inclusion

- Embody diversity, equity, inclusion, and belonging
- Become *One Air District*

### Sample Commitments to Action

- Establish recruitment, hiring, retention, and advancement policies and practices that promote diversity and inclusion and remove any structural biases.
- Conduct annual diversity and unconscious bias training for all levels of the organization.
- Add advancing environmental justice and equity as a core competency in performance reviews.



## Goal 4: Be Effective, Accountable, and Customer-Oriented

- Improve permitting, monitoring, and enforcement
- Build relationships and enhance communications
- Be accountable

### Sample Commitments to Action

- Target inspections and other compliance activities where they are most needed.
- Increase social media presence to expand youth outreach and engage young people.
- Strengthen internal organizational knowledge and communication skills so people experience the highest level of service.
- Create measurable performance outcomes for each strategy and associated action.



# Draft Plan Feedback



## Draft Plan Engagement

- Draft plan released on July 3
- Community Advisory Council meeting on July 25
- Public workshops:
  - Virtual: July 30; Open House: Aug 1
- Public comment period thru Aug 5
- Additional conversations and virtual workshops with community and industry

# Public Comments

- Broad support, positive feedback.
- Key topics:
  - Climate change
  - Community engagement
  - Compliance and enforcement
  - Data, data accessibility and air monitoring
  - Economic/socioeconomic impacts
  - Health data
  - Health risk assessments
  - Indirect source rule
  - Just transition
  - Outreach and communication
  - Flaring
  - Permitting

“*The Air District is right to focus on overburdened communities and the impacts of localized levels of harmful pollution on these residents. As the District points out, focusing only on regional attainment misses an opportunity to address the District’s mandate to protect public health comprehensively.*” - Earthjustice

## Additional Conversations

- Broad agreement on environmental justice focus.
- Remarks mostly focused on implementation:
  - Expand and be creative with outreach
  - Regularly share information; ensure it's accessible
  - Increase enforcement
  - Ensure diverse workforce; hire from community
  - Engage and train youth
  - Involve AB 617 communities in implementation

# Changes to Plan

- Few substantive changes in response to comments
  - Improved customer service strategy to address community concerns
  - Reaffirmed commitments made in adopted community emissions reduction plans
  - Added commitment to expand engagement to reach more community members
  - Committed to using plain language, especially when following up on complaints
- Other changes
  - Tone adjustments, clarifications, additional details in strategies and commitments, copy edits





# Implementation

## Next Steps

- Put supporting infrastructure into place
- Develop action plans
- Align next budget cycle with goals and strategies
- New strategic plan website will show progress through performance metrics
- Report annually

## Actions Underway

- Changing approach to air quality
- Better responding to air quality incidents
- Stronger regulations
- Minimizing flaring
- Climate solutions
- Understanding local air pollution
- Improving the permitting process
- Improving air quality monitoring
- New policy for directing penalty funds to community
- Recognizing employees and supporting their development





Thank you!



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**AGENDA: 30**

# **Diversity, Equity, and Inclusion Action Plan**

**Board of Directors Meeting  
September 4, 2024**

**Tim Williams**

**Director, Diversity, Equity & Inclusion**

**[twilliams@baaqmd.gov](mailto:twilliams@baaqmd.gov)**

# Action Requested

None – Informational Only



# Presentation Outline

- Purpose and Scope
- Diversity, Equity, and Inclusion
- Update - DEI Initiatives
  - Current efforts, activities, and programming
- Overview of DEI Action Plan
- Next Steps



# DEI Action Plan: Purpose and Scope

- Purpose
  - Alignment with Draft 2024-2029 Strategic Plan
    - Strategy 3.1 - A Diverse Workforce
    - Strategy 3.2 – Be Welcoming and Inclusive
  - Internal Capacity-Building
    - Training
    - Program and Policy Development
- Scope
  - Internal Focus





# Defining Diversity, Equity, and Inclusion

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

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

**INCLUSION:** the state of being valued, respected and supported that enables each individual to achieve their full potential.



It involves identifying and removing barriers that prevent certain groups from fully participating or advancing.



# Defining Diversity, Equity and Inclusion (cont.)



# Black History Month



*Sometimes a picture is worth a thousand words*

Diversity@baaqmd.gov

# DEI Cultural Awareness Events/Activities Update

**LATIN AMERICAN HERITAGE MONTH**

## Dolores Huerta

VIP Speaker Series

Join us for our VIP Speaker Series event featuring Dolores Huerta! Ms. Huerta is an American labor leader and civil rights activist who, with Cesar Chavez, is a co-founder of the United Farmworkers Association, which later merged with the Agricultural Workers Organizing Committee to become the United Farm Workers (UFW).

At 93 years young, Ms. Huerta will discuss her remarkable journey in life, and the impact of air pollution on farm workers, followed by Q&A.

**THURSDAY, OCT 12 | 3-4 P.M.**

diversity@baaqmd.gov

**Communications Speaker Series Conversations Spotlights**

## Employee Spotlight

Asian and Pacific Islander Heritage Month

Dim Sum is a meal that I have been eating as long as I can remember. It is a mainstay of Chinese cuisine consisting of various small dishes ordered from passing by carts, and shared family style along with some tea. It is a meal that is near and dear to my heart and it brings back memories of get togethers with friends and extended family, holiday celebrations, and weekend meals with my grandparents. Over the years I have definitely my favorites, which include steamed egg custard buns, Chinese sticky fried rice, and

## CULTURAL BOOK CLUB MOVIE

This month our Cultural Book Club has once again gone to the movies. Let's watch a designated movie (on our own time) and meet for a critical discussion.

**JUST MERCY**

MICHAEL B. JORDAN JAMIE FOXX AND BRIE LARSON

**Tuesday, April 13th**





# Training and Employee Demographic Analysis Update

- Past trainings covered topics such as:
  - Implicit Bias Competency 101 and Mitigation 201
  - Microaggressions and Allyship
  - Equity 101
  - Inclusive Hiring for Managers

## • Demographic Data

### End of 2<sup>nd</sup> Quarter 2024 Data

Ethnicity/Race - All Air District		Bay Area
American Indian/Alaskan Native	0%	1%
Asian	41%	24%
Black or AA	6%	5%
Hispanic or Latino	10%	20%
Other/Unknown	3%	4%
White	40%	47%

Gender - All Air District		Bay Area
F	44%	50%
M	56%	50%



# Overview of Action Plan

1. **Establish** an Environmental Justice Scholarship and Internship/Fellowship Program
2. **Implement** a Supplier Diversity Initiative
3. **Refine** our DEI Trainings and Learning Experience
4. **Launch** an Employee Development Program
5. **Integrate** Diversity Awareness in Hiring Process
6. **Build** an Employee Resource Group (ERG) Empowerment Program
7. **Develop** a Pathway to Permanency Design
8. **Integrate** Equity into Decision Making

# Scholarship and Internship/Fellowship Program

## 1. Establish an Environmental Justice Scholarship and Internship/Fellowship Program

- Scholarship
  - Entering and undergraduate students from the Bay Area
  - Preference to those from historically underrepresented communities
  - Funds to cover a portion of educational and living expenses
- Internship/Fellowship
  - Undergraduates, graduate students or early-career professionals
  - Hands-on experience with the Air District and receive competitive salaries, professional development, and mentorship opportunities
  - Scholarship recipients will be given priority consideration
  - Current existing Internship Program will add a diversity component



# Supplier Diversity and DEI Training

## 2. Implement Supplier Diversity Initiative Program

- Proactive process to create a supplier base that reflects diverse communities in which we work while promoting economic empowerment
- Diversifying supplier base in alignment with Strategy 3.2 of Strategic Plan
- Development of Supplier Diversity Handbook, outreach, and engagement

## 3. Refine Internal DEI Training Program

- Training content to cover topics such as: Implicit Bias, Microaggression and Allyship, Equity 101, and Intersectionality
- Establish ongoing training schedule and require manager participation



# Employee Development Program and Diversity Awareness

## 4. Launch an Employee Development Program

- Support professional growth and retention of employees from diverse backgrounds and strengthen leadership pipeline
- Provide mentorship, leadership training, skill-building workshops, stretch projects, and career advancement planning

## 5. Integrate Diversity Awareness into our Hiring Process

- Develop interactive dashboards that offer insights into team demographic diversity for hiring managers
- Provide hiring manager training on unconscious bias, attracting diverse talent
- Partner with Human Resources Office to integrate DEI into recruitment efforts





# Employee Resource Groups

## 6. Build an Employee Resource Group (ERG) Empowerment Program

- Establish stronger partnerships with ERGs to harness their collective strength
- Actively engage ERGs on key DEI projects and align DEI efforts with ERG insights and existing initiatives
- Provide additional resources to ERGs, including logistical support, opportunities for dialogue, and leadership opportunities to support career growth and development



# Pathway to Permanency, and Equity Integration

## 7. Develop a Pathway to Permanency Program

- Creating clear, accessible pathways for temporary employees to secure permanent positions
- Offer targeted support initiatives (mentorship opportunities, interview skills, and career counseling)

## 8. Integrate Equity into Decision Making

- Incorporate equity considerations into board actions
- Introduce a standardized equity section in the board memo template, requiring content creators to assess and articulate the equity implications of the proposed actions

# DEI Action Plan

Actions	Q4 2024	Q1 2025	Q2 2025	Q3 2025	Q4 2025	Q1 2026
EJ Scholarship and Fellowship Program						
Supplier Diversity Initiative						
Internal DEI Training Program						
Employee Development Program						
Diversity Awareness in Hiring Program						
Employee Resource Group (ERG) Empowerment Program						
Pathway to Permanency Program						
Equity Integrated into Decision Making						



**Questions?**