



Learning from Community Based Organizations and Bay Adapt Partners

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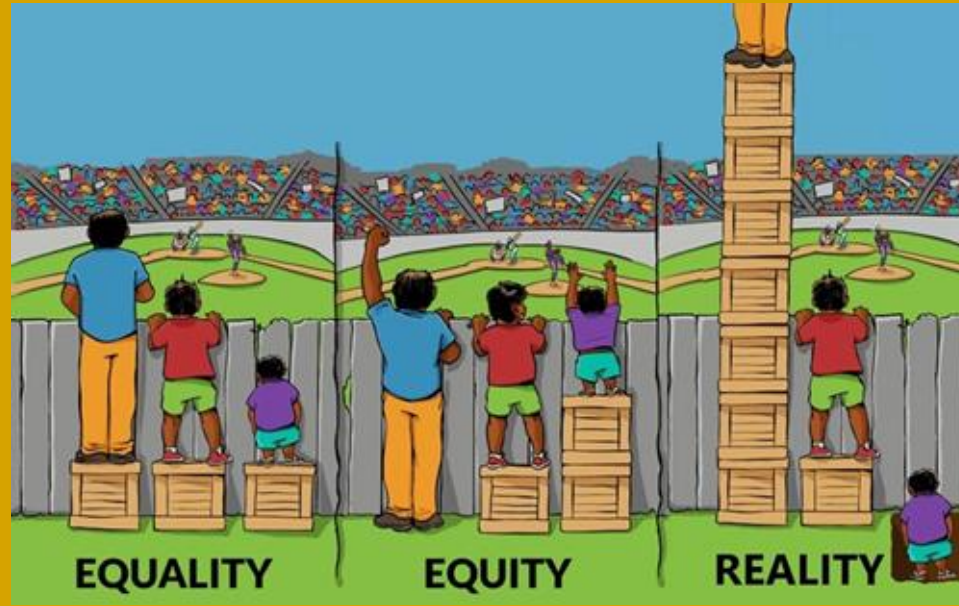
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Meet the Bay Adapt EJ Caucus

Best Practices and Lessons Learned from the Frontlines



Defining Equity Concepts



- ◆ **Equity** (Defined here in the context of social and racial equity)

Equity ensures fair outcomes, treatment, and opportunities for all people.

Equity requires that societies and systems remove existing barriers that have been placed between certain groups and the resources necessary to enjoy full, healthy lives.

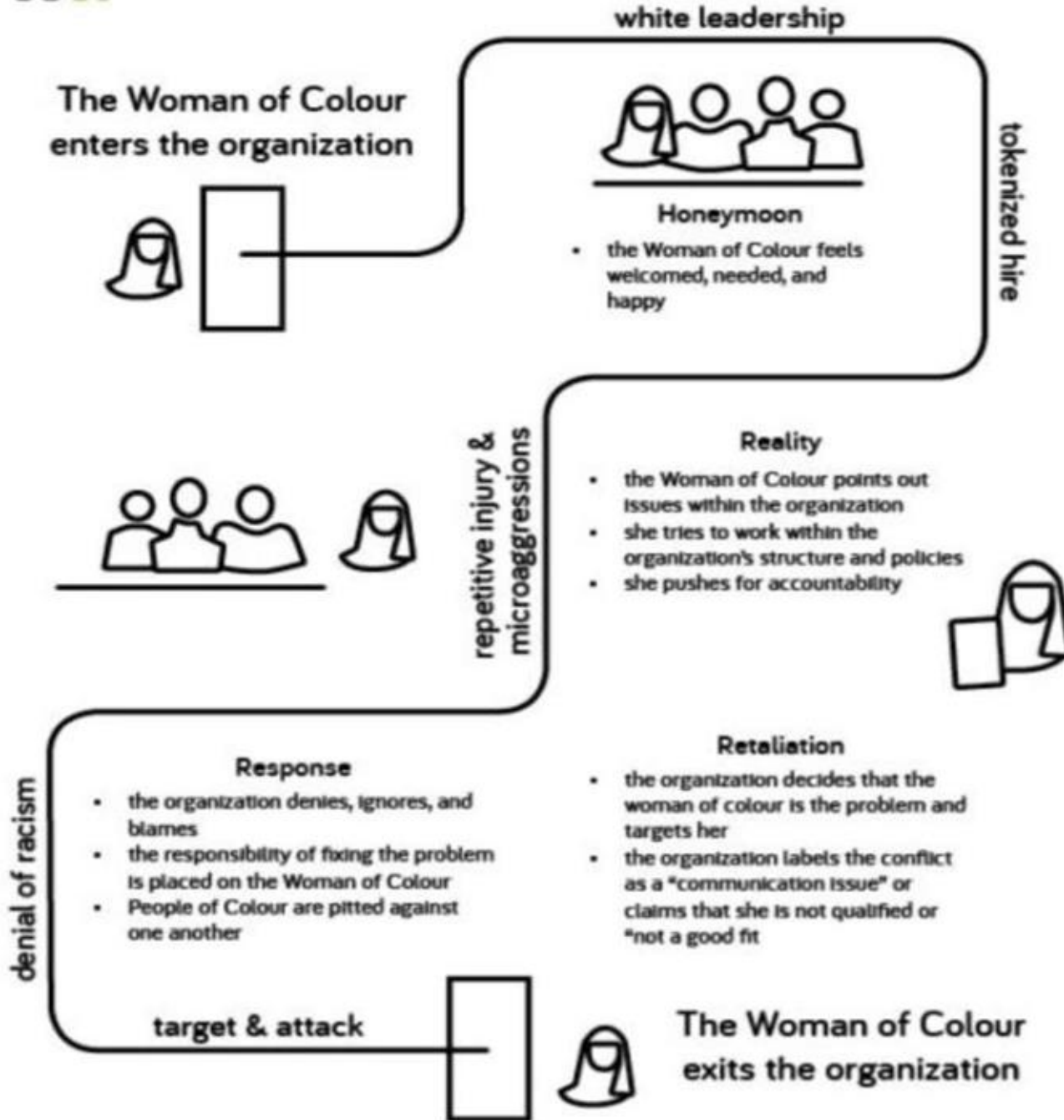
Equity is a process and equality is an outcome of that process. It is the absence of disparities that are systematically associated with social advantage/ disadvantage.

WHAT IS RACISM?

- ◆ Racism requires those in power to maintain their privilege by exercising social, economic and/or political muscle against people of color (POC).
- ◆ Institutional racism is a form of racism expressed in the practice of social and political institutions. It is reflected in policies and practices that perpetuate disparities regarding wealth, income, criminal justice, employment, housing, health care, political power and education, among other factors.

Tokenization

- ◆ The practice of making only a perfunctory or symbolic effort to do a particular thing, especially by recruiting a small number of people from underrepresented groups in order to give the appearance of sexual or racial equality within a workforce.
- ◆ The result of Diversity without Inclusion.
 - ◆ Gives the appearance of equality without achieving it.



1. WHITE PRIVILEGE DOESN'T MEAN YOUR LIFE HASN'T BEEN HARD, IT MEANS YOUR SKIN TONE ISN'T ONE OF THE THINGS MAKING IT HARDER!

THERE'S PLENTY OF OTHER PRIVILEGES (SOCIO-ECONOMIC, MALE, HETEROSEXUAL CISGENDER, CHRISTIAN, ABLE-BODIED) BUT WHITE PRIVILEGE IS PERHAPS THE MOST ENDURING THROUGHOUT HISTORY

2. WHITE PRIVILEGE EXISTS AS A DIRECT RESULT OF BOTH HISTORIC AND ENDURING RACISM, BIASES, AND PRACTICES DESIGNED TO OPPRESS PEOPLE OF COLOR



3. WHITE PRIVILEGE MEANS YOU ACTIVELY BENEFIT FROM THE OPPRESSION OF POC



Planning in an Equitable World

Engineers and planners come
from community, with some
outside hires

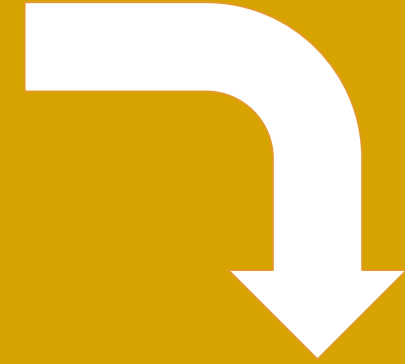
Community
Empowered and Well
Resourced

Government
Representative of
Community and
Responsive to Community
Needs

Coordination easy and frequent

Well Resourced CBOs in
Constant Communication
with Both Government and
Community

Community is valued for their
expertise, compensated for their active
involvement.



Engineers and planners come from outside of the community



Government
Not Representative of
Community

Poor communication,
condescension, distrust



Under-resourced CBOs
Pitted Against Government
and May or May Not Be
Representative of
Community

Community
Disempowered and Poorly
Resourced

Poor engagement, small numbers of
people represent larger community
outcomes. Unfair policies ensue.



Planning in Our
Current
(Inequitable)
World

RCI Equity Checklist

WOEIP Partnering Agreement

Project Element	Points
1. Project Impact Demographics	
a) Project clearly describes socially vulnerable populations in the area that it will directly impact based on census, public health, or similar data sources:*	
i) Median household income of census tracts	
ii) Percentage of residents identifying as non-white or Latino	
iii) Percentage of households where language other than English is primary	
iv) All primary languages spoken by 5% or more of population	
v) Percentage of renters	
vi) Percentage of households headed by adults over age 65	
vii) Percentage of households with children under age five	
viii) Institutions where residents may have limited mobility in an emergency (e.g. hospitals, nursing homes, senior housing, schools, prisons)	
b) Project clearly describes which, if any, of these populations it intends to address in its goals and evaluation (see below)	
2. Project Goals and Evaluation	
a) Project identifies specific measures of safety, health, and well-being of people it will address, focusing on populations of concern listed above	
b) Project sets clear goals for improvement in these areas	
c) Project sets clear and realistic processes for how improvement will be measured	
3. Community Leadership in Project Design and Implementation	
a) Before project development begins, conduct thorough public outreach to community groups to invite leadership in developing project	
b) Project has leadership and/or implementation roles with defined decision making power for these communities groups/leaders, described in an attached MOU	
c) Project has letters of support from at least two long-standing community groups that represents people impacted**, clearly describing their role in project design	
d) Provide translation of project outreach materials and meetings in major languages used in area of focus, or contract with community groups to provide this.	

Template Components:

1. Background
2. Goals
3. Roles of Co-Leads
4. Role of the Steering Committee
5. Roles of Partners
6. Workgroups
7. Facilitation
8. Duration
9. Decision-Making and Conflict-Resolution

Community Agreements

- All ideas and points of view have value
- Acknowledge the difference between intent and impact
- Honor intimacy, privacy, and confidentiality
- Dialogue over debate through mindful listening
- Take space, make space
- Assume positive intent

Breakout Group Activity

- Personal stories from your experiences with these concepts and definitions.
- What concepts are still unclear to you/ are you unsure of?
- How can Bay Adapt (LAG and Working Groups) ensure a more equitable process?