



Do you love the Bay shoreline?

Photo: Andrea Gaffney, BCDC

The San Francisco Bay and Conservation
Development Commission (BCDC)

invites you to join a conversation on

Racial Equity



When:

**1:00 - 4:00 pm
October 6, 2022**

How to attend:

Virtual meeting!

Register to attend through our website at:

www.bcdc.ca.gov/ejwg/2022/10-06-racial-equity-workshop.html



Bay Conservation and Development Commission

Our mission is to protect and enhance the San Francisco Bay and encourage the Bay's responsible and productive use for this and future generations.



BCDC plans and issues permits related to:

Habitat protection and restoration

Development along the shoreline

Shoreline access enhancements

Regional long-range planning

Sea level rise adaptation planning

Sediment management

Oil Spill prevention and response

Building on a History of Innovation

Fifty years ago, three remarkable women saw a massive problem - the San Francisco Bay, its wetlands, and its shoreline were being polluted by garbage and development. The future of the Bay was at risk. These women convinced the State of California to create the *world's* first coastal protection agency - BCDC.

BCDC is a California state regulatory and planning agency with jurisdiction in the nine-county Bay Area, including the Bay itself, certain waterways, and a 100-foot shoreline band. BCDC is one of three agencies, along with the State Coastal Conservancy and Coastal Commission, that make up California's coastal management program.

Since BCDC's founding, the Bay, its habitats, and its shorelines have changed. New development and impacts from our changing climate are reshaping the future of the Bay. While BCDC was initially created to stop fill and improve public access to the shoreline, we are taking on the new challenges of our time. We have developed new policies to address climate change and rising sea level, social equity and environment justice, and more. Learn more about us and the work we do at bcdc.ca.gov.

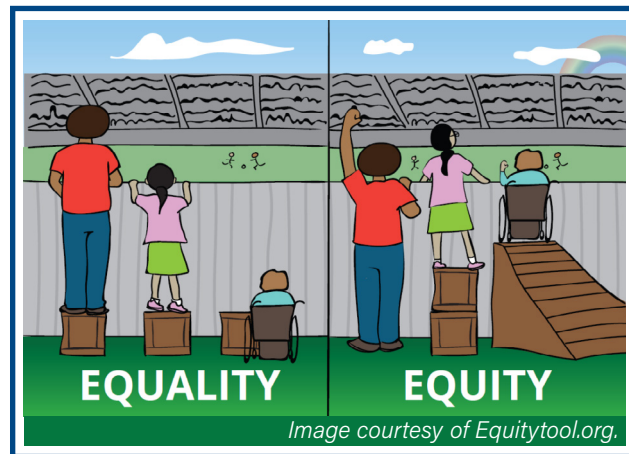


Why Racial Equity at BCDC?

At BCDC, we understand **racial equity** to be ensuring fair outcomes for everyone by addressing the historic inequities that have resulted from racial disparities in our economic, political, government, and social systems.

Discriminatory practices across all levels of government have contributed to racial disparities. Zoning practices, in particular, have played a significant role in creating environmental injustices. As an agency that conducts regional planning and permitting for shoreline development, we are taking a deep look within to understand BCDC's role in contributing to racial inequities and *changing our practices* to resolve historic injustices and improve equitable outcomes.

BCDC acknowledges that racial discrimination has been embedded in our system of laws and policies. This system has increased environmental burdens on communities of color, and BCDC recognizes that we have not done enough to ensure that communities of color are meaningfully involved in decision-making that directly affect their lives.



Racial Equity at BCDC will be achieved by understanding the role race plays in our society and institutions, and continually adjusting our policies, practices and structures to prioritize change in the lives of people of color.

As an outcome, **racial equity** means that race will not be a determinant in one's ability to access and enjoy a healthy Bay. As a process, **racial equity** is applied when those most impacted by the racial inequities are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

BCDC is committed to achieving **racial equity** in its operations, policy initiatives, permitting, planning, and enforcement to meet this vision.



BCDC's Racial Equity Action Plan

BCDC staff have been laying the groundwork for developing a **Racial Equity Action Plan** for the agency. This has involved creating internal learning processes and conversations with partners to identify issues and opportunities that will address systemic biases and chart a path toward a more racial equitable agency.

BCDC is in the process of drafting goals and objectives to guide the plan's actions, and we want to be sure these reflect the ideas and values of you and your communities. Your expertise and opinions are essential to the development of an effective action plan.

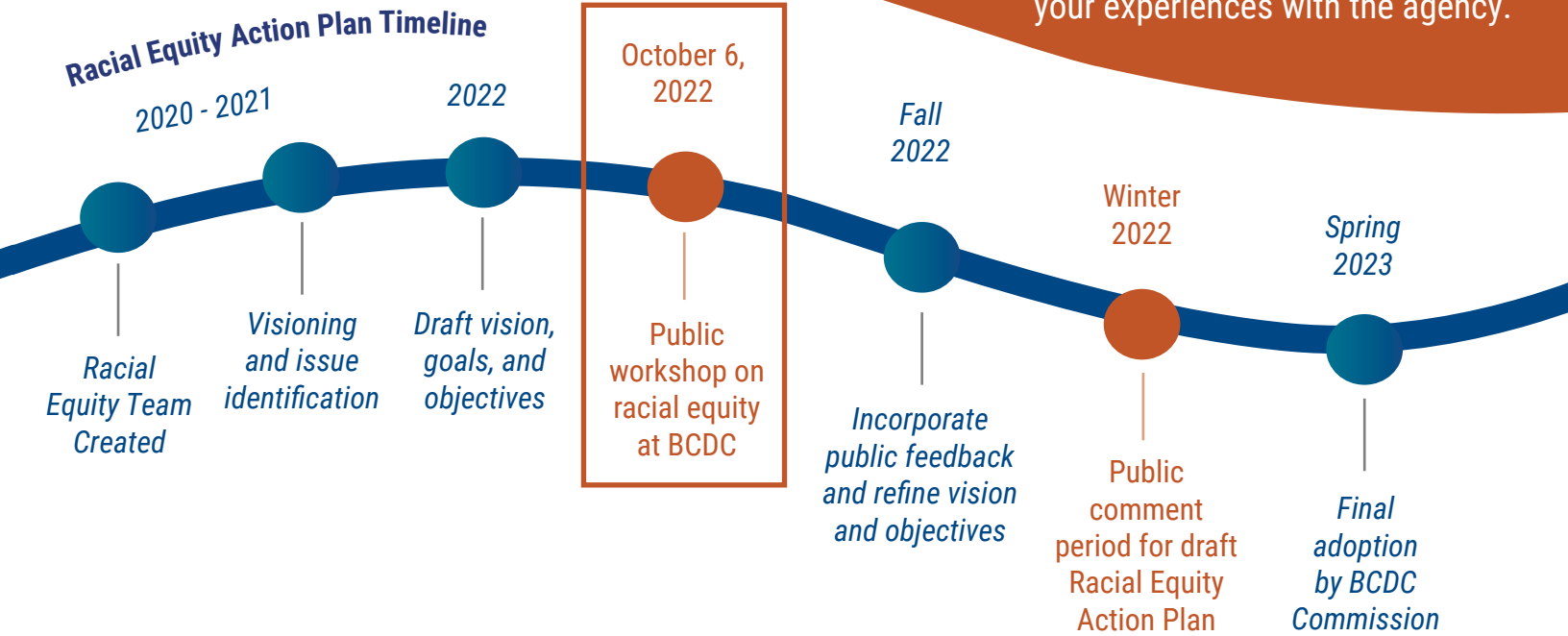
This process started when BCDC staff began participating in the Government Alliance on Race and Equity (GARE) in 2017, and since then our agency has been working to understand and improve **racial equity** outcomes throughout our work. In 2019, BCDC adopted [Social Equity and Environmental Justice Policies](#) in our Bay Plan.

We have also developed tools such as [Community Vulnerability Mapping](#) to improve our understanding of socially vulnerable communities, and a new system to connect community-based organizations to project applicants to improve meaningful community engagement.

BCDC's Draft Goals:

1. Be A Diverse Agency
2. Grow Our Capacity
3. Justly Implement Policies and Programs
4. Communicate Accessibly
5. Build Community Trust and Partnerships

The purpose of this workshop is to help BCDC better understand **your views on racial equity**, particularly in relation to BCDC's work and your experiences with the agency.



We Want to Hear From You!

BCDC's Racial Equity Team was created in 2020 to build upon our efforts over the years to develop a **Racial Equity Action Plan** and put what we have learned into action.

On **October 6, 2022 from 1-4pm** during BCDC's Racial Equity Workshop, we will share what we've done so far and provide space to listen to you – your concerns, perspectives, and voices on how BCDC can embody the best practices of improving racially equitable outcomes.

Following this meeting, our Racial Equity Team staff will build on your feedback, incorporate your comments, and share a draft of the **Racial Equity**

Action Plan for public comment in late 2022. We hope to publish and adopt a final **Racial Equity Action Plan** by early 2023 to further improve how we serve the Bay Area more equitably in the future.

Register to attend the virtual meeting at: www.bcdc.ca.gov/ejwg/2022/10-06-racial-equity-workshop.html

For more information, please contact:
Phoenix Armenta
Environmental Justice Program Manager
Phoenix.Armenta@bcdc.ca.gov

