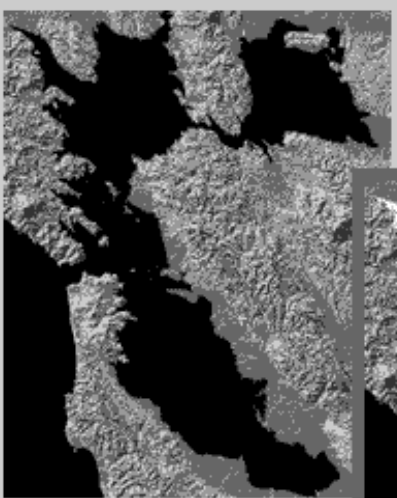


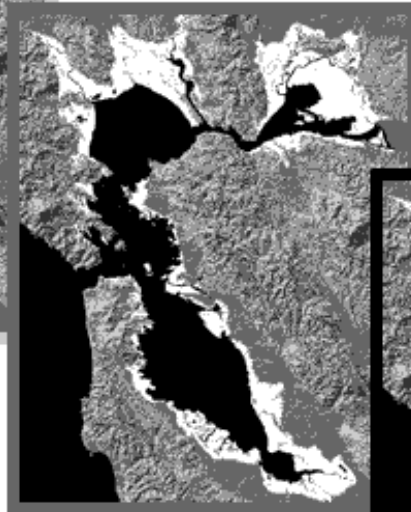


Looking out across the San Francisco Bay. Photo by Grace Hom.

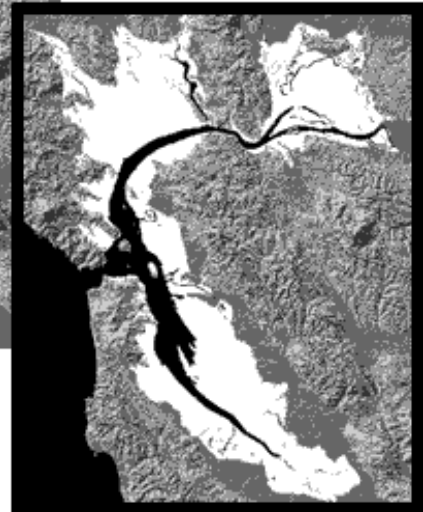
Welcome to the **San Francisco Bay Conservation and Development Commission** Workshop on Racial Equity!



The Bay in 1849



Bay fill in 1965



*Projected 2020
(in 1965)*

BCDC became the *first* coastal management agency in the nation in 1965



Photo credit: San Francisco History Center / San Francisco Public Library



Photo credit: KQED Saving the Bay (2011)



Government Alliance on Race and Equity (GARE)

Environmental Justice and Social Equity Policies

Creation of Racial Equity Team at BCDC

Development of Racial Equity Action Plan



BCDC's Environmental Justice Working Group. Photo by BCDC.

Our purpose today

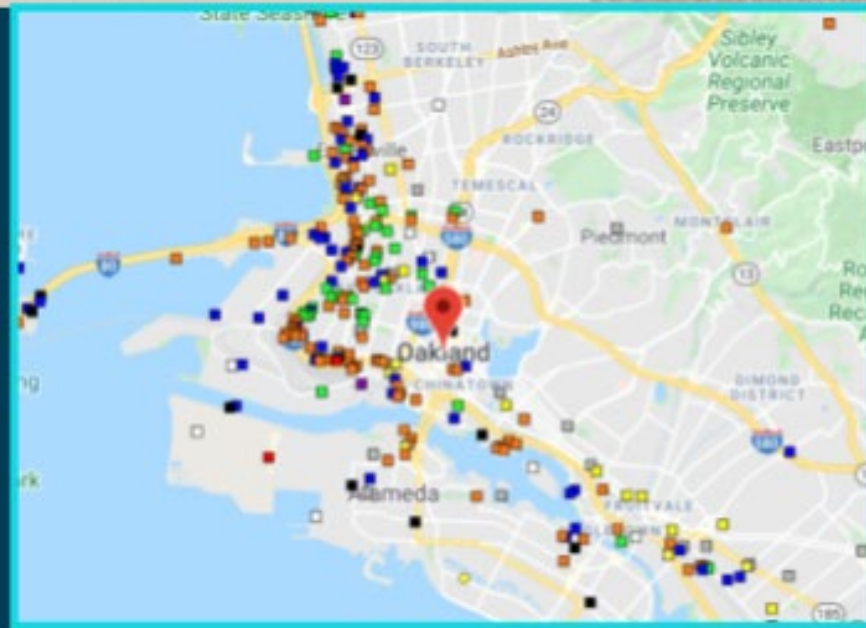
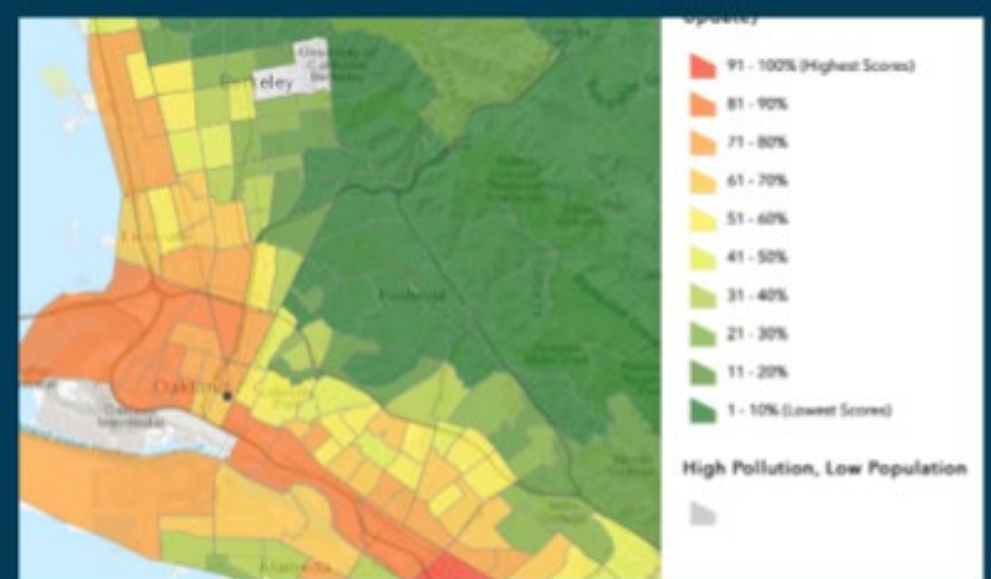
*We want to understand
your values and priorities as
we continue to shape our
Racial Equity Action Plan*



Communities living adjacent to Phillips 66 Refinery in Pinole. Photo by SF Baykeeper, Robb Most, and LightHawk.

A Vision of Racial Equity at BCDC

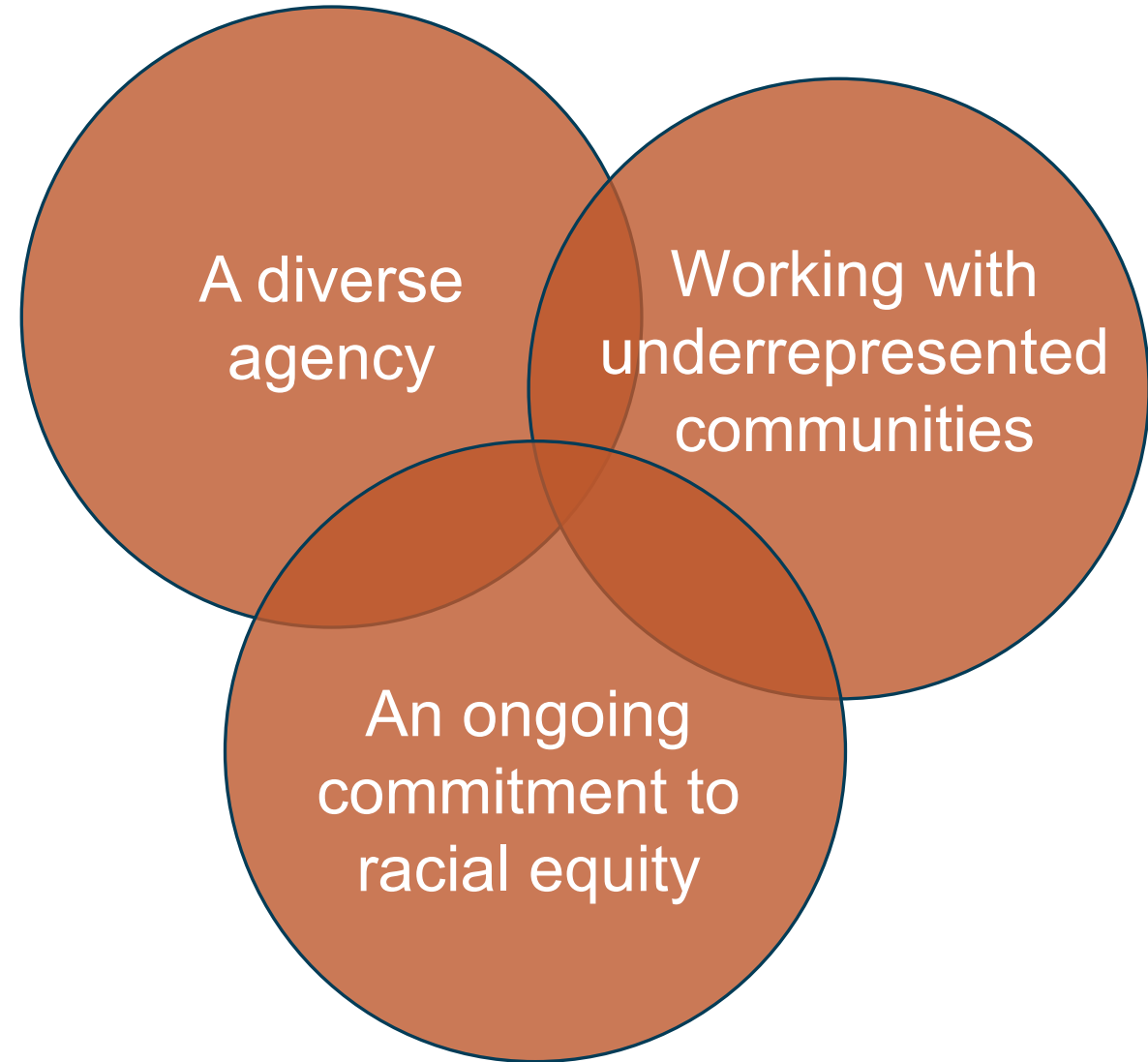
How Inequities Build: A Look at West Oakland



How we define **Racial Equity**

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.

An emerging vision



**Now we want to hear
from you!**



BCDC staff enjoying the public access waterfront. Photo by BCDC.

Examining the Draft Racial Equity Action Plan



Goal 1:

Be a Diverse Agency

Improving racial equity outcomes **starts from within and who we are** – BCDC seeks to ensure the make-up of our staff and Commissioners reflect the diversity of the communities we serve.



Goal 2:

Grow Our Capacity

Improving racial equity outcomes **will be an ongoing process** – BCDC commits to providing continuing education and trainings and ensuring staff have the resources they need to do their work well.



Photo by Andrea Gaffney, BCDC.

Goal 3:

Justly Implement Policies and Programs

As a regulatory and planning agency, **our work affects regional and local decisions** – BCDC strives to ensure our policies and programs are carried out to resolve past inequities and promote equitable outcomes.



Nahal Ghoghaie speaks at BCDC's Commission meeting as a member of the public. Photo by BCDC.

Goal 4:

Communicate Accessibly

We can better serve our communities **when more diverse voices are heard in decision-making** – BCDC commits to increasing access and participation to our meetings and resources, while improving public understanding of our role in the region.



Goal 5:

Build Community Trust and Partnerships

Achieving racial equity outcomes will depend on having a **strong foundation of partnerships and trust** with diverse communities, organizations, and agencies – BCDC strives to build and strengthen new and existing relationships for long-term success.

**Now we want to hear
from you!**
