

ECOLOGY CENTER CLIMATE EQUITY PILOT FUND FINAL REPORT: COMMUNITY ENGAGEMENT



*Ecology Center & Healthy Black Families Winter
Induction Cooking Giveaway, December 2023*

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Ecology Center Climate Equity Pilot Fund

Executive Summary: Community Engagement

Overview

With a \$100,000 grant from the City of Berkeley Climate Equity Pilot Fund, the Ecology Center collaborated with community-based organizations and ambassadors over three years (September 2022 - August 2025) to uplift the voices of low-income, Black, Indigenous, Latinx/Hispanic, people of color, and other historically marginalized residents to identify climate change equity and resilience needs and priorities.

Activities

Key activities included:

- **Conducted 57 meetings with 18 organizations** to convene a Climate Equity Collaborative and recruit Community Ambassadors (see *Partner List* below)
- **Hosted six Climate Equity Collaborative convenings**
- **Engaged three Community Ambassadors** to connect community members to project resources and support project implementation and evaluation
- **Distributed 128 resilience measures to 99 households** such as Clipper cards, induction hobs and other electric cooking appliances, air filters, smart power strips, and portable battery packs
- **Implemented 12 educational workshops for 169 attendees** with partner organizations on topics such as climate change equity, resilience, pollution and air quality, and induction cooking

Deliverables

Key deliverables included the development of the following documents and resources (see *Final Report Appendices*) for program partners, which may serve as templates for other equitable community engagement efforts:

- *Project Tracking Plan* (Appendix A)
- *Collaborative Members' Menu* (Appendix B)
- *Resilience Measure Brochure* (Appendix C)
- *Memorandum of Understanding for Community Partners (MOU)* (Appendix D)
- *Community Member Resilience Measure Application* (Appendix E)
- *Community Ambassador Application* (Appendix F)
- *Community Ambassador Work Agreement* (Appendix G)
- *Principles of Community Engagement* (Appendix K)

Key Lessons Learned

- **Meet with community organizations one-on-one.** One-on-one meetings with community organizations proved more effective than Collaborative convenings as a means to develop relationships, gather input, and partner on educational activities and resilience measure distribution. While Collaborative convenings can help strengthen community networks among community-based organizations (CBOs), limited capacity and high turnover among CBO staff led to low and inconsistent turnout.
- **Partnership building takes time.** It took significant relationship building throughout multiple meetings before CBOs could enter into Memoranda of Understanding (MOUs) with the Ecology Center to distribute resilience measures and/or co-host educational programming.
- **Partner with community organizations that serve the target population.** Partnering with community organizations that serve the target population (i.e., low-income Black, Indigenous, Latinx/Hispanic, people of color, and other marginalized identities) avoided intrusive income qualification vetting with individual residents and saved time for the project implementer.
- **Distribute resilience measures through community partners.** Distributing resilience measures through CBOs at partner events was far more effective and less time-consuming than working with individual residents through Community Ambassadors. It was very time and labor intensive to identify individual resident needs, purchase and distribute measures, and track expenditures.
- **Let community members define their priorities.** Consultants, city staff or CBO project implementers should not assume what community members want or need. The pilot demonstrated the importance of community expertise in their own lived experiences.
- **There is a strong community interest in climate resilience, and additional funding is needed.** The pilot demonstrated a clear interest in climate resilience among those communities that face disproportionate impacts of climate change. This interest stems from a variety of reasons: financial concerns, access to work, health benefits, risk reductions for family members and children, and improved indoor air quality for their household. The pilot also identifies a clear need for continued, long-term investment in climate resilience within communities that face marginalization – multiple program participants indicated that more resources and resilience measures were needed.
- **Match expectations with funding.** As with most new community-serving projects, the pilot encountered multiple issues that significantly complicated its trajectory. While there was sufficient funding to provide the resilience measures to community members, the pilot underestimated the time and labor required to purchase and distribute those resources. Additionally, the relationship building with community partners that preceded any resilience measure distribution was slow going.

Partner Community Organization List

1. Bay Area Hispano Institute for Advancement (BAHIA)
2. Berkeley Food Network
3. Berkeley Youth Alternatives*
4. Berkeley Unified School District (BUSD) - Office of Family Engagement*
5. City of Berkeley Office of Emergency Services*
6. East Bay Sanctuary Covenant
7. Green the Church*
8. Healthy Black Families*
9. Hip Hop For Change*
10. La Peña Cultural Center
11. Moving South Berkeley Forward*
12. Multicultural Institute*
13. Northern California Land Trust*
14. Satellite Affordable Housing Associates (SAHA) Affordable Housing
15. Youth Spirit Artworks*
16. The Center for Food Faith and Justice
17. UC Berkeley Student Environmental Resource Center*
18. Waterside Workshops*

*(*Attended at least one Climate Equity Collaborative Convening)*

Ecology Center Climate Equity Pilot Fund

Final Report: Community Engagement

Overview

Through a \$100,000 grant from the City of Berkeley's Climate Equity Pilot Fund, the Ecology Center engaged over three years (September 2022 - August 2025) with community-based organizations and ambassadors serving low-income, Black, Indigenous, Latinx/Hispanic, people of color, and other marginalized identities to address climate change inequity and build climate resilience solutions. Project goals included:

1. Build capacity and elevate the voices of those who have historically been excluded in civic processes related to climate change, resilience and electrification efforts
2. Increase access to climate change, resilience, and electrification information, education, equipment, and resources
3. Broaden the community network around climate change, resilience, and electrification efforts
4. Maximize equitable greenhouse gas (GHG) emissions reductions, climate adaptation, and resilience benefits for income-qualified households.

Building on past relationships and community connections, the Ecology Center connected with 18 community organizations through 57 one-on-one (1:1) meetings. Of those 18 organizations, 12 got involved in the Climate Equity Collaborative through participation in convenings, educational workshops, and/or climate resilience resource distribution projects. Additionally, the Ecology Center engaged three Community Ambassadors to support project outreach. Educational workshops covered topics including climate change, equity, resilience, pollution and air quality, and induction cooking. The most distributed climate resilience measures included Clipper cards, induction hobs and other electric cooking appliances, air filters, smart power strips, and portable rechargeable battery packs.

Engagement Activities

1. Convene a Climate Equity Collaborative of community-based organizations (CBOs) serving BIPOC, low-income and other marginalized and front-line communities

The Ecology Center convened a Climate Equity Collaborative (Collaborative) of community-based organizations, as well as community members (see Section 6). We began by meeting with Berkeley organizations individually to 1) learn about their priorities, 2) gauge their interest in the Collaborative, and 3) determine their interest in educational opportunities and climate resilience measures for their members.

After a few months of meeting one-on-one, the Ecology Center convened potential Collaborative members for a kick-off convening in November 2022. Convenings were held approximately every three to four months, as described in Section 2.

2. Host one-on-one meetings and ongoing large group convenings of Collaborative partners

Over the course of the grant period, the Ecology Center hosted 57 one-on-one (1:1) meetings with community-based organizations (CBOs) and hosted six convenings. The Ecology Center identified organizations through past relationships developed during outreach for the Berkeley Existing Building Electrification Strategy and prior collaborations. Existing community partners, as well as Ecology Center staff and board members, provided other leads. Organizations included:

1. BAHIA, Inc
2. Berkeley Food Network
3. Berkeley Youth Alternatives*
4. BUSD - Office of Family Engagement*
5. City of Berkeley Office of Emergency Services*
6. East Bay Sanctuary Covenant
7. Green the Church*
8. Healthy Black Families*
9. Hip Hop For Change*
10. La Peña Cultural Center
11. Moving South Berkeley Forward*
12. Multicultural Institute*
13. Northern California Land Trust*
14. SAHA Affordable Housing
15. Youth Spirit Artworks*
16. The Center for Food Faith and Justice
17. UC Berkeley Student Environmental Resource Center*
18. Waterside Workshops*

**Attended at least one Collaborative Convening*

During the 1:1 meetings, the Ecology Center was able to connect with or reconnect to CBOs, sharing information about the resources available through the Climate Equity Pilot Fund and learning about existing CBO programming that might align with project goals. As relationships progressed, 1:1 meetings evolved to include updates, collaboration on joint projects, and solicitation of feedback on Collaborative documents or processes.

The Ecology Center additionally organized six larger group convenings of 60-90 minutes on 11/2/2022, 1/19/2023, 4/4/2023, 6/28/2023, 9/7/2023, and 11/15/2023, engaging a total of 62 participants. During the convenings, the Ecology Center shared information about the community engagement pilot project and related resources, and facilitated community building activities, brainstorming, and/or group decision making to develop Collaborative processes and Climate Equity Fund deliverables, such as the *Project Tracking Plan* (Appendix A).



Climate Equity Collaborative at the Kala Art Institute, June 2023

While it was helpful to hold convenings to share information, gather feedback, and strengthen community networks, it was time-consuming to plan the events, and turnout was inconsistent. Low and uneven attendance created an imbalance at times, with some newer members lacking an understanding of the project's origins and previous conversations and decisions. On the other end of the spectrum, other members with more consistent participation found the information to be overly repetitive. The Ecology Center addressed these challenges by using polls to determine the most convenient meeting times for Collaborative members, sending out personalized invitations and reminders, and providing food and stipends for attendees. Though these efforts helped increase participation towards the end of the grant period, the convenings were not as productive as the 1:1 meetings.

Collaborative Partners: Insights

Staff turnover was a significant hurdle in our relationship-building process among CBOs. Of the 16 CBOs that the Ecology Center team connected or collaborated with, eight experienced staff turnovers during the grant period, ranging from leadership to program staff. Although not all of these instances affected the team's relationships with partner organizations, maintaining these relationships was challenging, as the Ecology Center had to find a new point of contact. At other times, staff turnover decreased the CBO's capacity to take on projects outside of its regular programming.

3. Develop and maintain a Climate Equity Hub for information and resource sharing for Collaborative partners

The Ecology Center created a *Collaborative Members' Menu* or guide that outlined the types of support available through the project (Appendix B). The *Menu* was meant to provide some options, without being overly prescriptive, to avoid limiting Collaborative members' agency. This *Menu* was later re-worked into a *Resilience Measure Brochure* (Appendix C) by two Climate Equity Fellows, hosted jointly by the Ecology Center and the Student Environmental Resource Center at UC Berkeley.

Additionally, the Ecology Center created an opt-in Google group for peer-to-peer resource sharing among Collaborative members.

4. Provide Collaborative partners with small-scale climate resilience measures

Although many Collaborative members expressed great interest in receiving small-scale climate resilience measures, the process of distributing these measures was slow and time-consuming. The Ecology Center utilized two methods of distributing climate resilience measures: CBO-led distribution and individual distribution.

CBO-led Distribution

With the CBO-led distribution model, the Ecology Center partnered with community organizations serving BIPOC, low-income, or other marginalized community members. Working in partnership with existing CBOs, the Ecology Center was able to quickly form trust with their members and avoid intrusive vetting, as it was already established that the CBOs represent or serve the target population. After the CBOs identified a common need among their members, the Ecology Center then procured resilience measures (i.e., induction hobs and cookware, air filters, and Clipper Cards) to meet those needs. This approach streamlined the process of 1) connecting and forming trusting relationships with community members; 2) providing education about climate equity and resilience; and 3) distributing climate resilience measures to Berkeley community members.

With CBO-led distribution, the Ecology Center utilized Memoranda of Understanding (MOUs) to solidify commitments and recognize both parties' contributions to the partnership. Before implementing MOUs with partner organizations, the Ecology Center drafted a template MOU and gathered feedback from Collaborative members, including Healthy Black Families and Moving South Berkeley Forward, to ensure the MOU template was not overly burdensome but was still effective in detailing the duties and boundaries of each party. See Appendix D for the final template MOU. The collaborative process for drafting MOUs with community partners included 1) meetings where the Ecology Center solicited information to include in the template; 2) sharing a draft with the partner organization; 3) iteration, negotiation, and signing; and 4) implementation.

Ultimately, Berkeley Youth Alternatives, Healthy Black Families, and Waterside Workshops all utilized the CBO-led distribution model. This list was significantly shorter than the list of Collaborative members that initially expressed interest in resilience measures, as it took a long time to establish a strong enough relationship to enter into a MOU. Toward the end of the grant period, the Ecology Center distributed additional measures (induction hobs and air filters) to nine income-qualified families through the City of Berkeley's Parks, Recreation and Waterfront (PRW) *Families Grow* program without a MOU, as the Ecology Center worked directly with City staff to coordinate distribution and a short educational presentation at a PRW event.

Individual Distribution

With the individual distribution model, the Ecology Center also partnered with community organizations serving BIPOC, low-income, or other marginalized community members to minimize intrusive vetting processes. However, instead of relying on the CBOs to identify the needs of their members, the Ecology Center connected with members directly at partner programming, where they learned about the

Climate Equity Pilot Fund. These members then identified their own needs through an application (Appendix E). This approach gave agency to community members directly, while joining partner organizations' programming lent credibility to the project. At the same time, this process was much more time and labor-intensive. The Ecology Center attempted to frontload some of this work — Climate Equity Fellows, hosted jointly by UC Berkeley's Student Environmental Resource Center and the Ecology Center, created a catalog of climate resilience measures so that the items could easily be procured. However, this method required follow-up with participants to identify their priorities, ensuring that the requested items did not exceed a \$250 per household cap. It was also time-consuming to purchase from multiple vendors, disperse the resilience measures, and track expenses.

Berkeley Food Network, SAHA Affordable Housing, and The Multicultural Institute utilized the individual distribution approach. Disbursement at these organizations often included educational sessions for the recipients that provided background on climate change or health risks and information on the resiliency measures. These sessions helped to increase recipient buy-in and usage, to help ensure that these measures would ultimately increase community resiliency.

After distributing climate resilience measures, the partner organizations (as detailed in the MOUs) or a Community Ambassador (see Section 6) collected data on recipients' usage and feedback.

Direct to CBO facility

In addition to the CBO-led and individual approaches, the Ecology Center also provided BAHIA with air filters for the CBO's two campuses in West Berkeley. A MOU was not needed, given the simplicity of this approach and a strong existing relationship. BAHIA received four medium sized air filters with additional replacement filters for four classrooms at their Pre-K campus as well as one very large industrial Hospital Grade air filter with replacement filters for their after-school program campus.

Resiliency Measures: Insights

Community members expressed greater interest in transit passes over more long-term resilience measures like appliances (i.e., induction hobs or air filters). Both community partners and individual community members identified transit as a priority, suggesting a greater need for more affordable and accessible public transportation. While the Ecology Center team had anticipated more interest in more long-term measures, the team realized the importance of community expertise in their own lived experiences – and to never assume what community members want or need.

However, the distribution of transit passes was logistically burdensome. While regular fare Clipper Cards can be registered on the Clipper Card website and reloaded online, youth fare Clipper Cards must be purchased in-person at either the Clipper office or at a Clipper machine to be reloaded with fare. Clipper Cards have a fare maximum of \$300, which proved challenging for some organizations who required larger travel subsidy amounts. For example, the Waterside Workshops MOU specified more than \$300 in fare for its youth interns. While the Ecology Center and Waterside Workshops staff intended to reload the interns' cards partway through their tenure, it proved logistically challenging and was not executed before the internship ended. On several occasions, Clipper Cards were lost, requiring Ecology Center

staff to register the cards as lost/stolen and reorder Clipper Cards. It was critical to track each Clipper Card assigned to interns so that they could be easily replaced. Of this, Waterside Workshops wrote:

“Young people, and all people, will lose their Clipper Cards. This is even more likely for people experiencing challenging living situations, as do many of our interns. It is important that they have access to replacement cards when one is lost or stolen.”

Storage was another logistical challenge in procuring and distributing climate resilience measures. For partner-led distribution, the Ecology Center ordered about 20 resilience measures in preparation for distribution at educational workshops or events hosted by the partner organization. It was difficult, though not prohibitive, to find office space to store this quantity of resilience measures for some items, such as induction hobs and induction compatible cookware. For other items, like Clipper Cards, this did not pose an issue.



Boxes of resilience measures stored at the Ecology Center, awaiting distribution

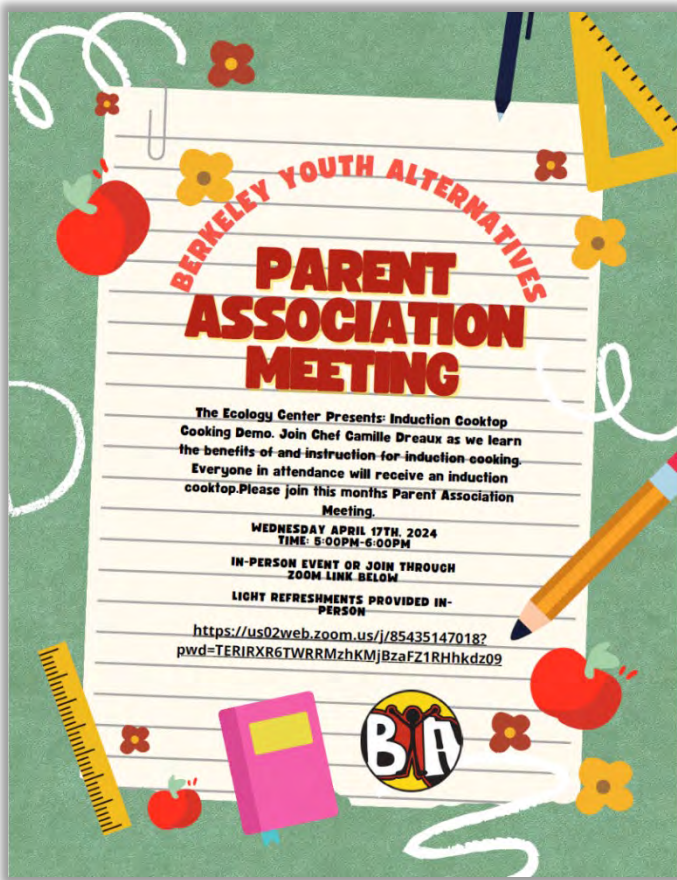
5. Provide Collaborative partners with climate resilience and climate equity education

The Ecology Center provided 12 educational sessions for Collaborative members' constituents and one educational training for Berkeley Youth Alternatives staff members. The *Collaborative Member Menu* (Appendix B) created by the Ecology Center (see Section 3) listed topic areas related to climate change, equity and resilience, such as climate justice, gardening for resilience, induction cooking demos and electrification for renters. The Ecology Center offered workshop sessions to partners both in one-on-one meetings and during Collaborative convenings. Partners identified which topics were of interest or needed by their constituents, and together, both parties worked to identify dates and tailor content as needed.

The Ecology Center worked with seven organizations to provide climate resilience and climate equity education for their members at various workshops and events. These sessions included:

1. **Healthy Black Families:** *Kindergarten Readiness - Climate Change & Climate Equity* (4/29/2023)
2. **BAHIA:** *Climate Change, Equity & Induction* (6/22/2023)
3. **Healthy Black Families:** *Peoples Assembly - Building Climate Equity Locally* (7/21/2023)
4. **Healthy Black Families:** *Community Forum - Climate Equity Overview & Induction Cooking Demo* (12/14/2023)
5. **Berkeley Youth Alternatives:** *Parents' Association Meeting - Building Climate Equity Locally and Induction Cooking Demo* (4/17/2024)
6. **Satellite Affordable Housing Association:** *Building Climate Equity Locally & Induction Cooking* (4/11/2024)
7. **Waterside Workshops:** *Intern Presentation - Climate Change, Climate Equity & Transportation* (4/20/2024)
8. **Berkeley Youth Alternatives:** *Summer Jam – Climate Change* (7/2/2024)
9. **Berkeley Youth Alternatives:** *Summer Jam – Recycling* (7/16/2024)
10. **Berkeley Youth Alternatives:** *Summer Jam – Climate Action* (7/30/2024)
11. **Multicultural Institute:** *Climate Change, Pollution, Climate Equity & Resilience* (4/22/2025)
12. **City of Berkeley Parks, Recreation & Waterfront Families Grow:** *Climate Change, Pollution, Climate Equity & Resilience* (1/22/2025)

One event was hosted virtually, and two others were livestreamed. Most of the other events were held onsite at community partners' offices in order to meet community members in a space in which they were familiar and comfortable.



Flyer from the BYA-Ecology Center Parent Association Meeting on 4/17/2024 featuring an induction cooktop demo and giveaway

In developing the curriculum, the lack of readily available resources for discussing climate justice with youth posed a small hurdle. Ecology Center staff created curricula about climate equity for youth using resources such as the CalEnviroScreen and other existing resources such as Climate Generation.

6. Community Ambassadors

Because the process of distributing climate resilience measures to community members through partnerships with CBOs was slow, the Ecology Center also piloted a Community Ambassadorship. This role was shaped similarly to the Promotora model¹, in that Community Ambassadors were initially intended to connect those in their communities - family, friends, neighbors, colleagues - to the resources available through this project. However, due to the time required for creation of the application and the selection processes, the Community Ambassador duties evolved to meet the grant project's current needs. Community Ambassadors helped to collect feedback from community members about the climate resilience measures that they received, planned educational community building events, supported engagement and disbursement events, shared information about existing city resources with their communities, helped create informational resources, and provided feedback on draft deliverables such as the Final Report.

¹ <https://www.wayheart.org/main/promotora.html>

Prospective Community Ambassadors were invited to apply after connecting with the Ecology Center through the Ecology Center's educational programming or tabling outreach. They completed a short application (Appendix F), demonstrating their connections to low-income and/or BIPOC communities in Berkeley and their desire to build climate change awareness and resilience. Afterwards, Ecology Center staff, UC Berkeley Climate Equity Fellows, and one Collaborative member evaluated the applications to determine whether or not applicants met the minimum requirements for the role:

1. Demonstrate existing relationships with and/or knowledge/lived experience of marginalized communities in Berkeley, including but not limited to: BIPOC, people with disabilities, elders, youth, low-income people, immigrants, and formerly incarcerated people
2. Demonstrate interest in connecting marginalized communities to resources such as small-scale climate resilience measures (air filters, induction hobs, etc.), climate change and climate equity information, and existing City of Berkeley programs
3. Live in Berkeley

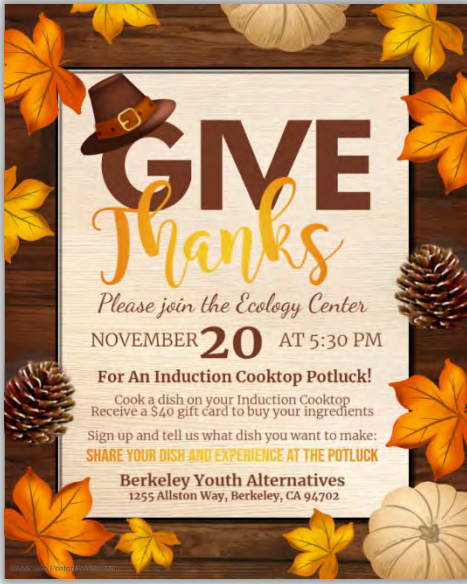
After screening, qualified applicants were offered the role, signed work agreements (Appendix G), and attended a brief orientation. Three Community Ambassadors were paid a stipend of \$1250 for approximately 25 hours of work (~\$50/hour). The role was in large part self-directed, with duties including: following up with community members in their networks who received climate resilience measures; creating surveys (Appendix H) and informational handouts in English and Spanish (Appendix I); and collecting feedback from individuals and community organizations regarding the project's efforts (Appendix J). Ambassadors were also connected via email in order to support one another with these tasks.

Ambassadors: Insights

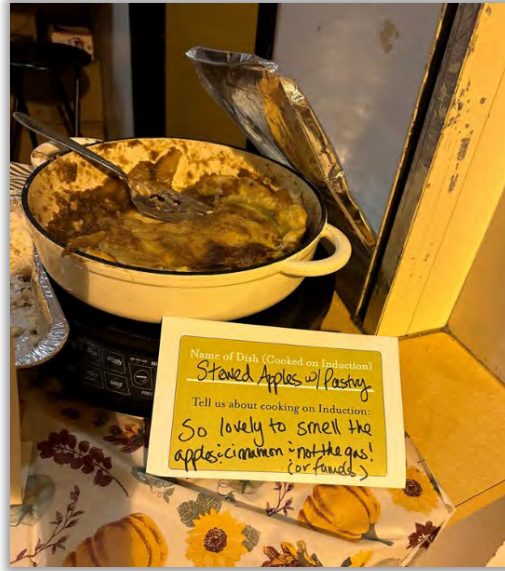
As mentioned above, the Ambassador program was designed to be flexible, allowing each Ambassador to develop their own method for engaging and serving their communities with their allotted time. However, the lack of regularly scheduled check-ins and/or co-created ambassador goals may have led to less group activity and overall impact.

Ambassadors: Community Induction Potluck Event

The project team and Ambassadors came up with an idea of an induction potluck that would allow the project to circle back with a community organization that had been a host site for resiliency measure distribution. Berkeley Youth Alternatives (BYA) hosted the event for the parents' group that had previously received education, an induction cooking demonstration, and induction cooktops. These BYA parents were invited to cook a dish for the potluck. Each person who signed up received a grocery store gift card to purchase the food and brought the induction cooked meal to a Thanksgiving type potluck that fed all the families and youth that received services from BYA.



*Flyer from the BYA-Ecology Center
Induction Potluck*



*Stewed Apples with Pastry. The card reads:
"So lovely to smell the apples and
cinnamon and not the gas (or fumes)!"*

Each dish was prepared and laid out with a card that shared the name of the dish as well as remarks/feedback about cooking on induction. Two ambassadors helped publicize the event, attended and supported the event and brought dishes to share.

At the end of the potluck, one family who had not previously received an induction hob was selected to take home an induction hob and cookware.

Quantitative Metrics

Table 1: Quantitative Metrics

Goal	Task #	Metric	Units
Increase Organizational Capacity	4.1c	Number of trainings/workshops (train-the-trainer) for CEC partners:	1
	4b	Number of capacity building stipends distributed	15
Broaden Network of Community Organizations Engaged in Resilience/ Electrification	4a	Number of collaborative convenings held	6
	4a	Number of community organizations engaged	18
	4a	Number of one-on-one meetings conducted	57
Increase Access to Information/ Education	4.1c	Number of education engagement activities conducted (not including train-the-trainer)	12
	4.1c	Total participant attendance (not including train-the-trainer)	169
	4.1c	Percentage of participants who found programming to be effective/ valuable	79% rated educational sessions % or higher
Increase Access to Equipment/ Resources	4.1b	Number of resilience measures distributed	128
	4.1b	Number of households reached	99
	4c	Number of materials/calls translated to languages other than English	7
	4.1b	Percentage of participants who found measures to be effective/valuable (i.e., increase comfort, improve air quality, etc.)	75% valuable 10% mostly valuable 15% not sure

Chart 1. Quantitative Metrics - Resilience Measure Recipient Race

N = 49

Resilience Measure Recipient Race (optional self-identified)

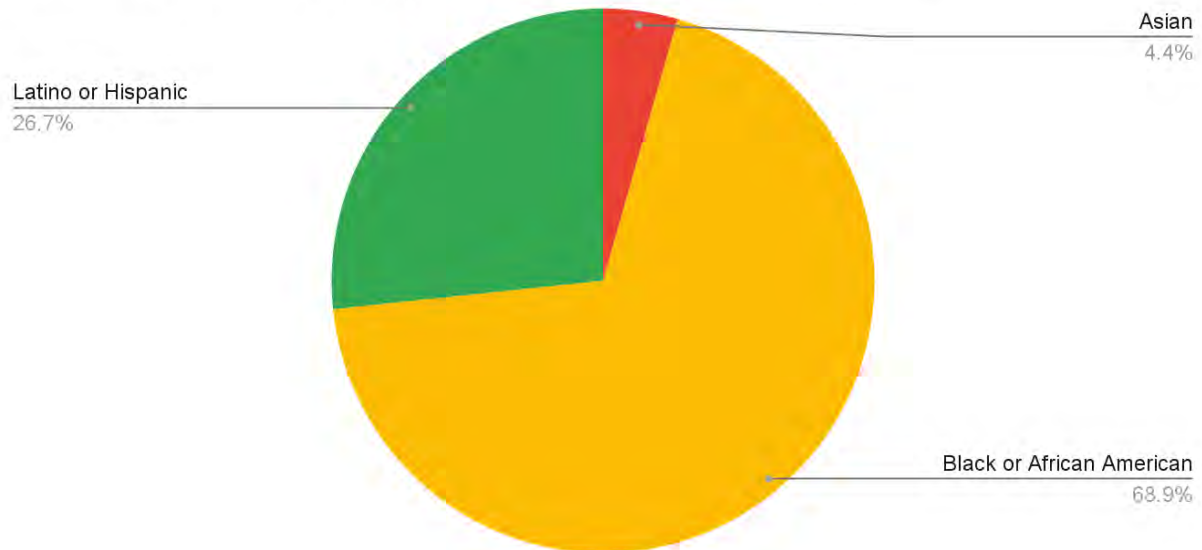
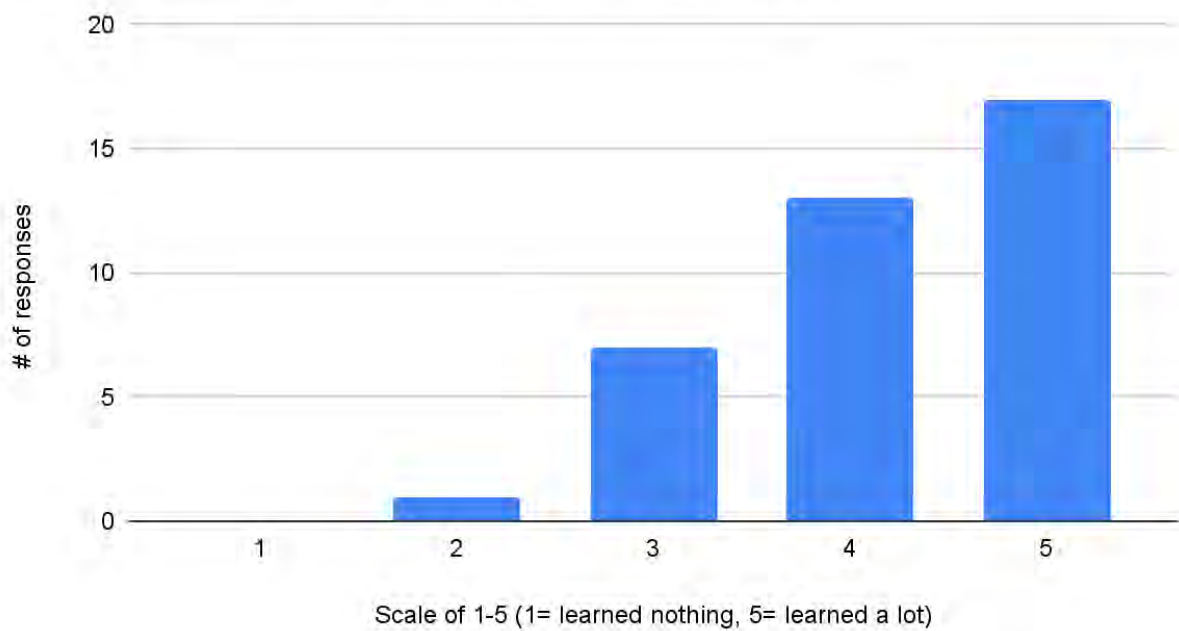


Chart 2. Educational Sessions

N = 38

How informative were educational sessions?



Qualitative Metrics

Interest in Climate Equity and Climate Resilience

Participants shared that they were interested in climate resilience measures for a variety of reasons, including cost savings, improved indoor air quality, and their health or the health of their families. Community members described their interest in climate resilience measures as:

- *"I hope to save on my bill and to help the earth."*
- *"I'm four months pregnant and need to make sure my kid and I have a healthy quality of life."*
- *"I would like an air purifier to improve air quality. We live on a high traffic street and experience poor air quality."*
- *"My youngest kid has asthma."*
- *"Climate change has massively affected my mental health. I worry a lot about the effect on myself, my friends. I worry whether it's ethical to have kids while policy makers aren't protecting their future. It also has affected my choice of career, as both an environmental educator and farmer."*
- *"I am 33 years old and I grew up in a Latin American country. The impact of climate change on my demographic are obvious as younger generations will have to deal with the consequences of not taking effective measures. The biggest impact I've felt so far is climate anxiety. I truly fear for the future, and I've become very self-conscious about my CO2 footprint and wasteful habits. I am always looking to improve this and I try to educate and start conversations with people close to me, but I fear this is not enough."*

During a climate resilience workshop at the University Neighborhood Apartments, residents identified priorities in the face of climate change as:

- Cost savings
- Access to electricity
- Anti-displacement
- Access to information
- Green building and responsible water use
- Air pollution
- Noise Pollution
- Access to waste management services for the unhoused

Impacts of Resilience Measures and Education

Waterside Workshops described the value of Clipper Cards for their youth interns as follows: *"The impacts of this project greatly improved the lives of our interns and made it easier for them to be present during their shifts and gain the full benefit of our programming without worrying about how they will make it home. More projects like this would go a long way to increasing equitable access to public transportation and our job skills programming."*

One mother who received an induction hob is living in a garage with her daughters. She shared that she uses her induction hob for about three meals a day, and that because of her living space, having the induction hob has made cooking at home possible for the first time.

Other comments from workshop participants reflected the value of the sessions:

- *“Great presentation, learned lots, very informative about programs I wasn’t aware [City of Berkeley] had.”* (SAHA workshop)
- *“Just now learning about air quality in West Berkeley and the asthma rates, I wish I had chosen an air filter for my home instead of an induction stove, although I would like both!”* (The Multicultural Institute workshop)

Improving Resilience Measure Disbursement

One area for improvement is increased education around utilizing climate resilience measures. For example, two induction hob recipients reported experiencing electrical issues with their hobs due to the hobs consuming more power than expected. This issue could have been mitigated by providing more information on operating the hobs when other appliances are in use. Another recipient, who opted for individual-led distribution, shared that she requested a hob without realizing what cookware needed to be compatible with induction cooking.

During future disbursements, compatible cookware was automatically provided to those who chose induction hobs as a resilience measure. Additionally, two years of replacement air filters, which can be costly, were also offered to those who selected air filters to ensure their continued use for at least a few years.

Clipper Card Disbursement Impacts

One Community Ambassador conducted an interview with Waterside Workshops (Waterside), a partner organization that received Clipper Cards for 15 youth enrolled in their work internship program, aiming to support climate-friendly commute options. Below are qualitative excerpts from the full interview:

- *Recipients include 15 youth interns, aged 15-21. Most of the youths’ income comes directly from the internship at Waterside. Many times, youth have to use their internship money to get to and from work. This cuts in the youth’s ability to use the wages for savings.*
- *Some of the participants who are in high school lived at home, and did not have major expenses. Other youth were living more independently and experiencing housing instability, or lived in group homes. One participant lived out of their car during the internship.*
- *Some youth have no way to get to work at Waterside, and hop the BART gates. The Clipper Cards allowed youth to get to work safely, without being criminalized. A Clipper Card is protection, a way to avoid trouble while commuting to work. It also shortened the commute for many of the youth participants.*

- *The Ecology's Center's pilot Clipper Card program broke barriers. Besides getting to work, Youth participants were able to go places, look at schools, jobs and housing. One participant was able to visit and check out SF State for higher education. The program opened up possibilities for the youth.*
- *If there was a permanent Clipper Card program more youth would participate in the Waterside youth internship. More youth came to work at Waterside Workshops when they heard interns were getting Clipper Card from the Ecology Center.*
- *One youth participant has been asking for help to get to work since the Ecology Center's Clipper Card program has ended. Waterside staff have been giving the youth transportation money out of pocket. Some youth relied on the transportation from the Clipper Card pilot program.*
- *When the program with the Ecology Center ended, Waterside Workshops tried to find alternatives to get Clipper Cards for the youth but have not yet found any alternatives.*

In short, the Clipper Cards provided not only additional life and work opportunities but also played an essential role in the success of their Waterside internship experience.

Impacts to Community Ambassadors

Three Community Ambassadors who participated in the pilot took a short survey. All three Ambassadors felt that they had had a positive impact on the Berkeley community's climate resilience or a specific individual's climate resilience. Additionally, all three Ambassadors felt that the Community Ambassador program should be continued in the future.

When asked what they learned from the program, replies included:

- learning what the Ecology Center does in the community
- learning about induction cooking and gas stove emissions
- learning about programs and resources in Berkeley regarding electric vehicles and electrification
- learning how to set up questionnaires and other life/work skills
- learning about resources the City of Berkeley offers to uplift Berkeley communities, and that some of those resources are minimal

Ambassadors also shared that their roles are very important, because they make connections between resources/programs and the community, especially those that are low-income or most impacted. They also mentioned that the ambassador program was seen positively by the community members they engaged, who wanted more program funding to run longer to increase impact. They suggested changes to the program, including additional funding to sustain the program, a better way to track Ambassador hours and payments, and developing a monthly goal for the Ambassadors to guide their work in communities.

Capacity-Building Barriers

While the pilot was successful in increasing awareness and understanding of climate equity and climate resilience, and in distributing climate resilience measures, capacity-building efforts were less fruitful. In part, this may have stemmed from a general lack of initial capacity among community partners. As described above, it was challenging to bring together Collaborative members at convenings, and thus, building relationships among our partners themselves was difficult. This lack of capacity may have been due to budget, staffing, or general interest. Efforts to address these challenges, such as offering staff stipends or providing food at in-person convenings, did not seem to make much of a difference. One Collaborative member shared that her organization had hesitated to accept a stipend from the Ecology Center, assuming that, as a nonprofit, the Ecology Center likely had limited resources.

Instead of broadening the network of community groups working together to build climate resilience, our work took shape as a “hub-and-spoke” model, with the Ecology Center connecting and collaborating with Collaborative members individually to establish educational or climate resilience distribution projects. While this model did not yield notable capacity-building achievements, it was very effective in building relationships among the Ecology Center and CBOs. This is best exemplified by partnerships like that between the Ecology Center and Berkeley Youth Alternatives — through our strengthened partnership Ecology Center hosted a staff training session, a Parents Association Meeting, and two Summer Jam educational sessions with Berkeley Youth Alternatives.

Lessons Learned & Recommendations

Meet with community organizations one-on-one

One-on-one meetings with community organizations proved more effective than Collaborative convenings to develop relationships, gather input, and partner on educational activities and resilience measure distribution. While Collaborative convenings can help strengthen community networks among community-based organizations (CBOs), limited capacity and high turnover among CBO staff led to low and inconsistent turnout.

Partnership building takes time

It took significant relationship building throughout multiple meetings before CBOs could enter into Memoranda of Understanding (MOUs) with the Ecology Center to distribute resilience measures and/or co-host educational programming.

Partner with community organizations that serve the target population

Partnering with community organizations that serve the target population (i.e., low-income Black, Indigenous, Latinx/Hispanic, people of color, and other marginalized identities) avoided intrusive income qualification vetting with individual residents and saved time for the project implementer.

Distribute resilience measures through community partners

Distributing resilience measures through CBOs at partner events was far more effective and less time-consuming than working with individual residents through Community Ambassadors. It was very intensive to identify individual resident needs, purchase and distribute measures, and track expenditures.

Let community members define their priorities

Never assume what community members want or need. The pilot demonstrated the importance of community expertise in their own lived experiences. Ecology Center staff were surprised to learn how many community members were interested in public transit access (i.e., Clipper Cards) as a form of climate resilience because the Clipper Cards were a finite resource compared to an appliance, like an air filter or induction hob, that community members could use for years to come.

Community interest in climate resilience

This pilot demonstrated a clear interest in climate resilience among those communities that face disproportionate impacts of climate change. This interest stems from a variety of reasons: financial concerns, access to work, health benefits, risk reductions for family members and children, and improved indoor air quality for their household.

Facilitation

Utilize a hybrid meeting space. This modality was helpful and more accessible. Although some of the highest attendance was in a hybrid setting, it does require two separate facilitators, one online and one in-person.

Balance self-determination with a project game plan

As our aim with this project was to encourage flexibility, self-determination, and self-governance among Collaborative members, many decisions were left to the Collaborative. While this was freeing in some ways, the approach may have been too unfamiliar and impeded goal attainment. For community engagement projects, facilitators must maintain a balance of co-creation and co-ideation with advanced program planning and structure. Collaborative meetings did not have a regular set of participants – this may have been due to a lack of group accountability, which can be a result of not having action plans in place or a clear trajectory.

Iterate program materials

It took a few iterations to develop climate resilience measure applications that communicated only necessary information. For example, if it was already established that community members were in the target population because they were living in an affordable housing complex, the application did not need to inquire about their income. The Ecology Center team also needed to iterate on the resilience measure disbursement process. After some hurdles, the team streamlined the process while still allowing for participant self-determination, a key tenet of a well-administered project.

Leverage community and City resources

In addition to using the community contacts and relationships developed before and during the project to provide opportunities for education and resiliency building, the Ecology Center team was also able to partner with City projects such as the *Families Grow* program to more quickly connect with the target audience.

Match expectations with funding

As with most new community-serving projects, this pilot encountered multiple issues that significantly complicated its trajectory. While there was sufficient funding to provide physical resilience measures to community members, the pilot underestimated the time and labor required to purchase and distribute those resources. Additionally, the relationship building with community partners that preceded any resilience measure distribution was slow going.

Budget limitations

This project was only able to provide 97 households with climate resilience measures and six classrooms with air filter equipment, a small portion of the community that experiences marginalization in Berkeley.

Additional need

Multiple sources, including partner organizations that helped to disburse resilience measures and host educational workshops, individuals who received measures, and the Community Ambassadors who evaluated the program, indicated that more resources and resilience measures were needed. The pilot identifies a clear need for continued, long-term investment in climate resilience within communities that face marginalization.

Parallel investment in public transportation and/or micro mobility

Affordable access to transportation was a commonly identified need among both community partners and individuals. This was demonstrated by the frequent request for Clipper Cards and one ambassador's creation of a climate-friendly income-qualified transportation resource handout in both English and Spanish (Appendix I). Awareness of information about the current public income-qualified transportation programs should be strengthened. Lastly, existing programs that serve income-qualified residents or those with limited mobility options should be bolstered, and new programs developed.

CBO support

This project also demonstrated a need for reliable, long-term investment in Berkeley's social service organizations. Low capacity was a significant hurdle for relationship building and ultimately distributing educational or climate resilience resources. As described above, there was considerable turnover at many of the organizations. Long-term investment in Berkeley CBOs and the systems that support them (i.e., grant funding, leadership training, resource development, networking, and the creation of communication channels) could help address this, strengthening the network of CBOs taking climate action and streamlining the processes for disbursing resources.

Resources Leveraged

Additional Funding

- **Urban Sustainability Directors Network (USDN):** USDN provided a \$15,600 grant to provide coaching to the Ecology Center team focused on racial equity, community connectivity, and facilitation. An outgrowth of this work and initial engagement with the Climate Equity Collaborative partners led to the development of *the Principles of Equitable Community Engagement* (Appendix K), a foundational document that shaped the Ecology Center's work with community partners through the rest of the pilot project, as detailed in the *Climate Equity Fund Pilot Community Engagement Plan* (Appendix L). The *Principles* articulate an equitable process to use in climate policy and program development and implementation, elevating the voices of frontline communities and shifting power to BIPOC people and organizations.
- **Ocean Conservancy Ports Community Grant:** The Ocean Conservancy awarded the Ecology Center \$20,000 to support the Climate Equity Collaborative work in 2023.
- **University of California Berkeley Chancellor's Community Partnership Fund:** UC Berkeley awarded the Ecology Center a \$25,000 grant to partner with UC Berkeley's Student Environmental Resource Center to hire two student Fellows who supported project efforts, including education and outreach, engagement and facilitation, and resource development in the 2023-2024 academic year.

In-Kind Support

- **Ava Community Energy and Acterra:** The Ecology Center was able to borrow many induction hobs for community events through the Ava Community Energy/Acterra Induction Cooktop Lending programs.
- **Kala Art Institute Municipal Artist-In-Residence Program:** Through a partnership with the City of Berkeley's Planning & Development Department, one of the City's Municipal Artists-in-Residence, [Cheryl Derricotte](#), participated in a virtual Climate Equity Collaborative to help facilitate bridge and trust building among Collaborative members and city staff. Additionally, on September 7, 2023, the Ecology Center hosted a Climate Equity Collaborative at the Kala Art Institute. Collaborative members were given a private tour of the current exhibit by the Institute's Co-Director and Cheryl Derricotte, as well as connect with one another and city staff.

Appendices

- A. *Project Tracking Plan*
- B. *Collaborative Members' Menu*
- C. *Resilience Member Brochure*
- D. *Memorandum of Understanding for Community Partners (MOU)*
- E. *Community Member Resilience Measure Application*
- F. *Community Ambassador Application*
- G. *Community Ambassador Work Agreement*
- H. *Sample Community Ambassador Survey - Waterside Workshops Clipper Card Feedback form*
- I. *Bi-lingual Informational Handouts* (Income-qualified discounts for electric cars and micro-mobility)
- J. *Sample Community Ambassador Feedback – Waterside Workshops Interview Summary*
- K. *Principles of Community Engagement*
- L. *Climate Equity Pilot Community Engagement Plan*

Climate Equity Fund, Program Area 3 Ecology Center - Project Tracking Plan

Background

The City of Berkeley (the City) established a Pilot Climate Equity Fund (CEF) to provide climate and resilience benefits to low-income residents in Berkeley through programs that support building and transportation electrification. The purpose of this funding is to maximize equitable greenhouse gas (GHG) emissions reductions, climate adaptation, and resilience benefits for income-qualified households. As the lead for Program Area #3 – *Community Access to Resilience Measures and Electrification Engagement Pilot* (Community Engagement Pilot) – the Ecology Center seeks to meaningfully engage low-income community members in Berkeley, as well as organizations that represent disadvantaged communities, to amplify their voices, elevate their experiences and build their capacity to collaborate as partners in developing and implementing climate change and resilience solutions.

The Community Engagement Pilot seeks to increase access to climate resilience and electrification information, education, equipment, and resources, and broaden the network of organizations serving disadvantaged communities engaged in this work. The Climate Equity Collaborative (*Collaborative*) was developed within the scope of this pilot project, as a collective action strategy toward achieving these outcomes.

Through the Collaborative, the Ecology Center has convened trusted community- and faith-based organizations serving Black, Indigenous, People of Color (BIPOC), low-income/low-wealth communities, people living with disabilities, non-English speaking communities, immigrants, refugees, seniors, young children, the LGBTQIA+ community, and others who have been historically marginalized, to amplify their voices, elevate their experiences, and build their capacity to collaborate as partners in developing and implementing climate change and resilience solutions. The goal of the Climate Equity Collaborative is to cultivate meaningful partnerships to co-create solutions and identify opportunities to start shifting power to Berkeley's most marginalized communities.

Methodology

The project team's approach will focus on and prioritize building, maintaining, and strengthening relationships within the Climate Equity Collaborative. Data collection, as outlined in Table 1, will be administered by the Ecology Center to minimize additional work for community organizations that may have limited capacity. Data collection methodology will be adjusted as needed in order to reduce potential undue burden on respondents, as well as in consideration of other equity-centered, data collection, best practices.

Recognizing that it can be difficult to quantify progress towards goals like increased capacity and partnership building, we will provide summaries of Collaborative convenings through slide decks, curriculum materials, agendas, notes, and/or other relevant summaries to measure qualitative milestones.

With consent and when available, we will share pictures, quotes, and feedback from Collaborative members and individual community members.

As a part of our commitment to capacity-building and to measure shared ownership, we will work with the Collaborative to develop markers and methods of assessing relevant indicators of community ownership. This assessment may include formal surveys, informal qualitative questions during one-on-one meetings with Collaborative participants to learn about their experiences within the Collaborative and how best the Collaborative can support the needs of the communities they serve, or other forms of data collection.

Quantitative data will be collected to inform and assess impact of climate equity programming, information, resources, and/or distribution of resilience measures. Qualitative data will include pictures, quotes, and feedback from Collaborative members and individual community members, with consent and when available (See Table 1).

Additionally, passive and observational data collection methodologies may be used as necessary, where community members, especially those of the most marginalized backgrounds, are not expected nor asked to actively engage with the data collection.

Table 1: Goals, Data & Collection

Goal	Quantitative Data	Quantitative Data Collection	Qualitative Data*
Increase Organizational Capacity	Number of trainings/workshops (train-the-trainer) for CEC partners	Log	Convening slide decks, curriculum materials, agendas, notes Pictures, quotes, feedback from Collaborative members
	Percentage of partners who find the trainings/workshops to be effective/valuable	Google forms/ Survey	
	Number of capacity building stipends distributed	Log	
Broaden Network of Community Organizations Engaged in Resilience/ Electrification	Number of collaborative convenings held	Log	Convening slide decks, curriculum materials, agendas, notes Pictures, quotes, feedback from Collaborative members
	Number of community organizations engaged		
	Number of one-on-one meetings conducted		
	Breadth of participating stakeholders (list of organizations and populations served)		
Increase Access to Information/ Education	Number and type of education engagement activities conducted	Log	Event slide decks, curriculum materials, agenda, notes Pictures, quotes, feedback from Collaborative members/ individual community members
	Participant attendance		
	Community supports utilized (i.e., interpretation, childcare, etc.)		
	Participant demographic data (self-identified race/age)	Google forms/ Survey	
	Percentage of participants who find programming to be effective/ valuable		
Increase Access to Equipment/ Resources	Number and type of resilience measures distributed	Log	Pictures, quotes, feedback from Collaborative members/ individual community members
	Number of individuals/ households reached		
	Recipient demographic data (self-identified race/age)	Google forms/ Survey	
	Percentage of participants who find measures to be effective/ valuable (i.e., increase comfort, improve air quality, etc.)		

***Qualitative Data Collection:** Information may also be gathered and aggregated through interviews, individual or group forums, and/or other methods.

Privacy/Data Security

As described in the scope of services, the Ecology Center will prioritize working with organizations, agencies, and their clients dedicated to engaging low-income (at or below 80% area median income (AMI)) and disadvantaged communities. Guided by a [restorative economics](#) framework, the Ecology Center may rely on these organizations' stated target population as a proxy for participant income data. At times this approach may be preferable to more direct methods of income data collection that may be perceived as invasive, particularly to our target populations. This serves to avoid an extractive relationship with Collaborative members and their constituents and also maintains privacy by avoiding any additional points of potential data exposure. Similarly, to protect individuals' privacy, quotes, anecdotes, and photos will be shared only with written or verbal permission. When summarizing Collaborative convenings or one-on-one meetings, shared slide decks, resources, and agendas will be edited to protect participant privacy as necessary and/or preferred by participant.

Data Equity

Given that data can, and in many cases has, been used to justify decisions that have been harmful to marginalized communities, the Ecology Center's data tracking activities will be guided by the concept of [data equity](#), a framework that JLI consulting defines as "the consideration, through an equity lens, of the ways in which data is collected, analyzed, interpreted, and distributed." In practice, this will mean the Ecology Center will consult with Collaborative members to determine how and what data to collect in order to fully and accurately demonstrate the impact of this project, while respecting community members' privacy and dignity. Similarly, to address the potential of biases in the interpretation of data, Ecology Center reserves the right to include narrative interpretations of the data in its progress reports, as appropriate, for the City's consideration.

APPENDIX B: Collaborative Members' Menu

Potential Climate Resilience Purchases:

- Transit passes
- Energy efficient appliances (small)
- Air filters
- Indoor air monitors
- Electric Cooking Appliances:
 - Induction cooktop (plus compatible cookware)
 - Airfryer
 - Electric kettle
 - Electric Crockpot
 - Electric Instant Pot
 - Electric wok & rice cooker
 - Countertop toaster oven
- Portable generator/battery
- Water Efficiency Supplies:
 - Low-flow shower heads
 - Low-flow faucets & aerators
- Electricity Reduction Products:
 - LED light bulbs
 - Power strips to shut off standby loads
- Alternative Heating Options:
 - Plug-in space heater
 - Electric blanket
 - Electric fireplace
 - Electric outdoor patio heater
- Other

Educational Access (curriculum and/or written/visual materials)

- Climate Change 101:
 - What is climate change and how is it relevant to me and/or my community?
 - What is climate justice? Climate equity? Climate/community resilience?
 - What is energy justice? Clean energy?
- Disaster/Emergency preparedness (fire, earthquake, flooding)
- Gardening for resilience/food security
- Electrification:
 - Building/Home Electrification:
 - How to navigate electrification incentives
 - For renters, homeowners, landlords
 - How to navigate upgrades and contractors
 - Induction Cooking basics/cooking demonstration
 - Green Home Strategies
- Resiliency Hubs (?)
- Other

Climate Equity Collaborative Ideas:

- Induction cooking
 - Induction Cooktop Cook-off
 - Induction cooktop Demo
 - Culturally-relevant programming
- Workshop/Presentation for Org. staff
- Workshop/Presentation for Org's programs
- Community Hip-Hop/Community Events
 - Electric battery to support youth programming
- Transit passes for youth program participants
- Transit passes for adult/senior program participants
- Electric Appliance purchase for utilization in regular org. programming

Other Offerings

- Event support (promotion, educational presence)
- Youth leadership exchange
- Grant support

Ecology Center Specific Offerings

Potential Climate Resilience Purchases:

- Transit passes
- Energy efficient appliances (small)
- Air filters
- Indoor air monitors
- Electric Cooking Appliances:
 - Induction cooktop (plus compatible cookware)
 - Airfryer
 - Electric kettle
 - Electric Crockpot
 - Electric Instant Pot
 - Electric wok & rice cooker
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 - Low-flow shower heads
 - Low-flow faucets & aerators
- Electricity Reduction Products:
 - LED light bulbs
 - Power strips to shut off standby loads
- Alternative Heating Options:
 - Plug-in space heater
 - Electric blanket
 - Electric fireplace
 - Electric outdoor patio heater
- Other

Educational Access (curriculum and/or written/visual materials)

- Climate Change 101:
 - What is climate change and how is it relevant to me and/or my community?
 - What is climate justice? Climate equity? Climate/community resilience?
 - What is energy justice? Clean energy?
- Disaster/Emergency preparedness (fire, earthquake, flooding)
- Gardening for resilience/food security
- Electrification:
 - Building/Home Electrification:
 - How to navigate electrification incentives
 - For renters, homeowners, landlords
 - How to navigate upgrades and contractors
 - Induction Cooking basics/cooking demonstration
 - Green Home Strategies
- Resiliency Hubs (?)
- Other

Opportunities for Collaboration (based off ideas brought up during first collaborative meeting)

Climate Equity Collaborative Ideas:

- Induction cooking
 - Induction Cooktop Cook-off
 - Induction cooktop Demo
 - Culturally-relevant programming
- Workshop/Presentation for Org. staff
- Workshop/Presentation for Org's programs

- Community Hip-Hop/Community Events
 - Electric battery to support youth programming
- Transit passes for youth program participants
- Transit passes for adult/senior program participants
- Electric Appliance purchase for utilization in regular org. programming

Other Offerings

- Event support (promotion, educational presence)
- Youth leadership exchange
- Grant support

Who are we?

The Ecology Center is a nonprofit organization located in Berkeley, California that focuses on improving the health and the environmental impacts of urban residents.

What is the Climate Equity Collaborative?

The Climate Equity Collaborative is a network of Berkeley community members and organizations convened by the Ecology Center to build climate resilience among those most impacted by climate change.

What is our goal?

The Ecology Center seeks to engage low-income Berkeley community members in order to:

- develop climate change solutions
- increase access to climate resilience and electrification information, education, equipment, and resources.

How does Climate Change Affect Us?

Over the past 100 years, global average temperatures have increased by about 1.8°F which is causing potentially dangerous shifts in climate and weather conditions. This leads to more extreme weather events like droughts, heat waves, and floods. Climate change is also negatively affecting our health by worsening air and water quality, increasing the spread of diseases, impacting mental health, reducing access to nutritious food, and interrupting everyday activities like work or school.

What can we do?

Climate change is a global problem that is impacting all of us. Together we can work to mitigate its effects by reducing reliance on fossil fuels and minimizing society's impact on the natural environment. Incorporating more environmentally friendly products and habits into our everyday lives through the use of climate resilience measures is one step toward achieving these goals.

What is a Climate Resilience Measure?

A Climate Resilience Measure is anything that can help us respond to and cope with the negative effects of climate change and reduce our own contributions to global warming.

Climate Resilience Measures can be incorporated into everyday use such as using an induction stovetop to help reduce indoor pollution, using a smart power-strip to increase efficient use of electricity, or a low-flow shower head to reduce overall water use. Check out some examples of climate resilience measures on the back of the pamphlet.

Examples of Climate Resilience Measures

Water Efficiency Supplies

- Low-flow shower heads
- Low-flow faucets
- Aerators

Electricity Reduction Products

- LED light bulbs
- Window insulation kits

Transportation

- Transit Passes
- Bike Link locker access

Food Security Items

- Soil
- Seeds
- Drip irrigation system
- Greenhouse
- Plant start trays
- Raised bed garden kits

Electric Appliances

- Portable battery

Electric Cooking Appliances

- Induction cooktop and compatible cookware
- Electric Kettle
- Crockpot
- Toaster Oven

Air Quality Products

- Air filters
- Indoor air monitors

How can you receive a Climate Resilience Measure?

Eligible Berkeley community members can apply to receive climate resilience measures on a first-come-first-serve basis using the short questionnaire available below:

English:



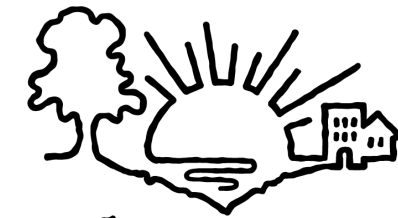
español:



简体中文:



Building Climate Resilience at Home with the Climate Equity Collaborative



ecology center

APPENDIX D: MOU for Community Partners

Memorandum of Understanding: Climate Equity Collaborative Community Resilience Projects

This is a Memorandum of Understanding (“MOU”), dated [xx, xx, xxxx] (“Effective Date”), between the Ecology Center, and the [Climate Equity Collaborative Partner Organization], to implement a Climate Equity Collaborative Community Resilience Project, [project title] (“Project”). Both organizations share a common vision of [shared vision statement].

Background: The City of Berkeley (the City) established a Pilot Climate Equity Fund (CEF) to provide climate and resilience benefits to low-income residents in Berkeley through programs that support building and transportation electrification. While low-income households typically have low greenhouse gas (GHG) emissions, they often bear the greatest burdens of a changing climate.

Program Area #3 – Community Access to Resilience Measures and Electrification Engagement Pilot (Community Engagement Pilot) – seeks to meaningfully engage low-income community members in Berkeley to amplify their voices, elevate their experiences and build their capacity to collaborate as partners in developing and implementing climate change and resilience solutions.

Projects should demonstrate ways to build capacity and resilience in low-income communities and provide access to measures and resources that address priorities that they have identified.

Project Objective:

The objective of this project is to [briefly describe the project's goals and objectives, focusing on promoting climate equity and addressing the needs of vulnerable communities].

Together, [Climate Equity Collaborative Partner Organization] and the Ecology Center enter into this MOU, which describes partnership agreements:

Purpose:

[Climate Equity Collaborative Partner Organization], as project lead agrees to:

- a. Understand that the key purpose of the Pilot Climate Equity Fund (CEF) is to provide climate and resilience benefits to low-income residents in Berkeley through programs that support building and transportation electrification.
- b. Understand that the purpose of this project is to maximize equitable GHG emissions reductions, climate adaptation, and resilience benefits for income-qualified households.
- c. Commit to programming that prioritizes working with low-income Berkeley residents with a preference for those at or below 80% area median income (AMI), Black, Indigenous, People of Color (BIPOC) populations, low-wealth communities, people living with disabilities, non-English speaking communities, immigrants, refugees, seniors, young children, the LGBTQIA+ community, and others who have been historically marginalized.
- d. Ensure data is collected and with dignity and an understanding of the time and effort that it takes to collect data and the fatigue community members may experience around frequent data collection requests.

- e. Conduct engagement and outreach efforts, and provide facilitation, and/or coordination as project requires.

The Ecology Center and [Climate Equity Collaborative Partner Organization] roles are detailed as follows:

1. Purpose and Scope

This work will [briefly describe the project].

2. Project Term

[Climate Equity Collaborative Partner Organization] and the Ecology Center agree to a Project Term of [length of project]. If more time is required, the [Climate Equity Collaborative Partner Organization] indicates this to the Ecology Center as soon as that is known so that an extension can be documented. The timeline can be adjusted through mutual agreement if necessary.

3. Responsibilities

- a. **The Ecology Center.** The Ecology Center, as the Ecology Center is responsible for:
 - i. **Funding.** The Ecology Center provides funding for the project in an amount not to exceed [project budget] USD.
 - ii. **Distribution of Resilience Measures** (if applicable):
 - 1. **Payment Processing.** Ecology Center approves and processes all payments in accordance and collaboration with City of Berkeley Project Team.
 - a. Payment(s) are made in accordance with the terms in this MOU and according to the Payment Schedule described in Table 1.
 - iii. **Distribution of Capacity Building Stipend** (if applicable). Ecology Center to approve and distribute stipends in collaboration with Climate Equity Collaborative. City of Berkeley Project Team to provide final approval and initiate fund dispersal in collaboration with Ecology Center and Climate Equity Collaborative. Ecology Center and Climate Equity Collaborative to utilize *Principles of Equitable Resource Distribution* in the decision-making process.
 - iv. **Project Coordination.** Providing the project management and coordination necessary to complete the project.
 - v. **Resources.** The Ecology Center agrees to share relevant resources, including data, reports, equipment, and materials, to support the successful implementation of the project.
- b. [Climate Equity Collaborative Partner Organization]. [Climate Equity Collaborative Partner Organization], is responsible for:
 - i. **Project Management and Coordination.** Providing the project coordination necessary to complete the project.

1. **Communications.** Responding to requests from Ecology Center for project updates, check-ins, reporting data, and other correspondence as needed.
 - ii. **Project implementation.** Lead all aspects of project implementation with support from Ecology Center as requested and needed.
 - iii. **Data Collection.** Track and share needed data for assessment, evaluation, and impact reporting with Ecology Center. Data collection to utilize Ecology Center's *Project Tracking Plan to ensure equitable data collection*.
 - iv. **Evaluation and Reporting:** The project's progress and outcomes will be evaluated periodically, and [Climate Equity Collaborative Partner Organization] will provide [regular] reports on their activities and achievements. The evaluation framework will be developed jointly.
 - v. **Attending** at least (1) quarterly Climate Equity Collaborative Convenings or event; **attending** all Climate Equity Collaborative Convenings during the stipend period (if applicable).
- c. **Shared Responsibilities:**
- i. **Governance and Decision-Making:** Decisions related to the project will be made collaboratively through consultations between representatives of both organizations and the City of Berkeley Project Team. Regular meetings will be scheduled to review progress, address challenges, and make necessary adjustments.

4. Project Participants and Primary Contacts:

- a. **Lead contact: (Name, email, telephone)**
 - b. **Other contacts:**
5. **Termination.** Either party may terminate this MOU with written notice to the other party, providing a reasonable time for transition and completion of ongoing activities.
 6. **Confidentiality.** Any confidential information shared between the organizations during the project will be treated as such and will not be disclosed to third parties without prior consent.

Table 1: Schedule of Project Deliverables

Table 2: Payment Schedule

[Ecology Center Project Lead] : _____

Authorized Signatory: _____

Date: _____

[Climate Equity Collaborative Partner Organization]

Authorized Signatory: _____

Date: _____

APPENDIX E: Community Member Resilience Application

Climate Resilience Measure Questionnaire

The City of Berkeley established a Pilot Climate Equity Fund to provide climate and resilience benefits to low-to-moderate income residents in Berkeley through programs that support building and transportation electrification. Through this fund, the Ecology Center seeks to increase access to climate resilience and electrification information, education, equipment, and resources. Please fill out the following form if you are interested in receiving a climate resilience measure.

1. Name:
2. Email:
3. Phone Number:
4. Do you live in the City of Berkeley?
☐ Yes
☐ No
5. If your answer to Question 4 is no, please share how you are connected to the Berkeley community (Do you work, go to school, participate in community organizations, or worship in Berkeley? Have you lived in Berkeley in the past (if so for how long)? Do you have family or loved ones in Berkeley?)
6. This program serves low- to moderate- income Berkeley residents. Please clarify which of the following applies to you:
☐ I certify that I live in Berkeley and meet the following income qualifications, and am able to provide the Ecology Center proof of income or any form of means-tested government assistance or participation in income-qualifying programs (list of acceptable verification documents attached) either in-person or over a video call. The Ecology Center will not store copies of this information.]

	Household Size	Annual Income
☐	1.....	\$78,550 or less
☐	2.....	\$89,750 or less
☐	3.....	\$100,950 or less
☐	4.....	\$112,150 or less
☐	5.....	\$121,150 or less
☐	6.....	\$130,100 or less
☐	7.....	\$139,100 or less

☐	8.....\$148,050 or less
☐	None of the above

- ☐ - CalFresh Supplemental Nutrition Assistance Program (SNAP)
- ☐ - CalWORKs/TANF (Temporary Assistance for Needy Families Program)
- ☐ - CAPI (Cash Assistance Program for Immigrants)
- ☐ - Clipper START
- ☐ - Medi-Cal (Income Qualified Medi-Cal Only)
- ☐ - Medicaid
- ☐ - PG&E CARE or FERA
- ☐ - Section 8 Rental Certificate Program for Very Low and Extremely Low Income Classifications (HUD)
- ☐ - SSI (Supplemental Security Income)
- ☐ Other

7. What type of Climate Resilience Measure are you requesting?

- ☐ Transportation (i.e. Transit Passes, BikeLink locker access, etc)
- ☐ Air Quality Products (i.e. air filters, indoor air monitors, etc)
- ☐ Electric Appliances (i.e. battery, etc)
- ☐ Electric Cooking Appliance (i.e. induction cooktop, induction-compatible cookware, airfryer, kettle, crockpot, instant pot, wok and rice cooker, toaster oven, etc)
- ☐ Water Efficiency Supplies (i.e. low-flow shower heads, low-flow faucets and aerators, etc)
- ☐ Electricity Reduction Products (i.e. LED light bulbs, smart-power strips, smart thermostat, etc)
- ☐ Food Security Materials (i.e. raised bed garden kit, soil, seeds, drip irrigation system, greenhouse, plant start trays, etc)
- ☐ Other (please specify): _____

8. Are you willing to provide feedback/share your experience with the resilience measure in six months to a year? (This would likely be in the form of a meeting or questionnaire.)

- ☐ Yes
- ☐ No

☐ I don't know

9. Are you willing to be quoted (in a report, on a website, or elsewhere) about your experience with the climate resilience measure? (Your answer will not impact the outcome of your application.)

☐ Yes

☐ No

☐ I don't know

10. Are you willing to be photographed as a recipient of a climate resilience measure? (Your answer will not impact the outcome of your application.)

☐ Yes

☐ No

☐ I don't know

11. Would you be interested in becoming a Community Ambassador for the Climate Equity Collaborative? This is a paid opportunity that would involve connecting your friends and family who are members of the Berkeley community with information about climate change, sharing this application, and/or participating in Climate Equity Collaborative meetings. (Your answer will not impact the outcome of your application.)

☐ Yes

☐ No

☐ I don't know

12. How did you find out about this opportunity?

13. Please provide a brief statement (50-200 words) about why you are requesting the Climate Resilience Measure(s) listed above. In this answer you could share about benefits you hope to receive from the measure (including but not limited to physical or mental health benefits, economic benefits, reduction of greenhouse gas emissions, etc).

Climate Equity Collaborative Community Ambassador

Project Overview

The City of Berkeley established a Pilot Climate Equity Fund to provide climate and resilience benefits to low-income residents in Berkeley through programs that support building and transportation electrification. The purpose of this funding is to maximize equitable greenhouse gas emissions reductions, climate adaptation, and resilience benefits for income-qualified households. Through this program, the Ecology Center seeks to meaningfully engage low-income community partners and organizations that represent disadvantaged communities in Berkeley to amplify their voices, elevate their experiences, and build their capacity to collaborate as partners in developing and implementing climate change and resilience solutions as well as increase access to climate resilience and electrification information, education, equipment, and resources.

The Ecology Center defines disadvantaged communities in Berkeley as low-income/income-qualified Berkeley residents, Black, Indigenous, People of Color (BIPOC), people with disabilities, and other marginalized community members.

Project Description and Requirements

Project Role: Climate Equity Community Ambassador

Estimated Time Requirement: Varies, approximately between 2-10 hours per month

Term of Engagement: approximately 30 hours of work over the course of up to 6 months

Compensation: \$1,500 stipend, to be disbursed three times over the course of the term (\$500 up front, \$500 following 15 hours of work, and \$500 after term is completed)

Scope of Work

The Climate Equity Community Ambassador represents a disadvantaged community(ies), and their role is to connect members of their community who are most impacted by climate change with physical and educational resources to build climate resilience. The position is designed to be flexible and cater to the interests, strengths and needs of the applicant. Responsibilities might include:

- A. Facilitate relationships between Ecology Center and community groups/members. (This can include informal groups such as neighbors or families or formal groups such as community organizations or clubs who represent disadvantaged communities).
- B. Assist the Ecology Center in providing educational resources and/or climate resilience measures to community members in their network. (This can include sharing and helping

community members fill out the resilience measure application, distributing resilience measures, collect feedback about the resilience measures, etc)

- C. Participate in the Climate Equity Collaborative including attending periodic meetings with the Ecology Center one-on-one and/or with the Climate Equity Collaborative as a whole, at least quarterly.
- D. Provide feedback on Climate Equity Fund deliverables, such as draft and final project reports, expected to take approximately 3 hours.

Qualifications and Submission Instructions

Please submit the following form:

1. Name:
2. Email:
3. Phone Number:
4. This program serves low- to moderate- income Berkeley residents, therefore it is important for Community Ambassadors to live in or have a strong connection to the Berkeley community. Do you live in the City of Berkeley?
☐ Yes
☐ No
5. If your answer to Question 4 is no, please share how you are connected to the Berkeley community (Do you work, go to school, participate in community organizations, or worship in Berkeley? Have you lived in Berkeley in the past (if so for how long)? Do you have family or loved ones in Berkeley?)
6. In what ways have you engaged with the Climate Equity Fund's target community(ies) as described above?
7. Please include a short written statement (500 words or less) or a short video message (5 minutes or less) providing some information about yourself and why you are interested in the Community Ambassador position. Please be sure to reference any skills or experience you have that would lend themselves to this position.
8. *OPTIONAL this question is intended to help us get to know you better. Your response, or choice to leave the question unanswered, will have no impact on the outcome of your application:* How has climate change impacted you and/or your community?

Additional Information

Applications will be accepted on a rolling basis and applicants can expect to hear from the Ecology Center within 1 month of their application submission.

The next step in the process could include an interview for the position.

Contact Information:

For questions related to the Climate Equity Ambassador position and/or application, please contact:

Jessica Mitchell, Education & Engagement Program Manager

ee@ecologycenter.org, 510-548-2220 x239

Climate Equity Collaborative Community Ambassador Work Agreement

Project Overview

The City of Berkeley established a Pilot Climate Equity Fund to provide climate and resilience benefits to low-income residents in Berkeley through programs that support building and transportation electrification. The purpose of this funding is to maximize equitable greenhouse gas emissions reductions, climate adaptation, and resilience benefits for income-qualified households. Through this program, the Ecology Center seeks to meaningfully engage low-income community partners and organizations that represent disadvantaged communities in Berkeley to amplify their voices, elevate their experiences, and build their capacity to collaborate as partners in developing and implementing climate change and resilience solutions as well as increase access to climate resilience and electrification information, education, equipment, and resources.

The Ecology Center defines disadvantaged communities in Berkeley as low-income/income-qualified Berkeley residents, Black, Indigenous, People of Color (BIPOC), people with disabilities, and other marginalized community members.

Position Description and Requirements

Community Ambassadors support the efforts of the Climate Equity Collaborative to: 1) build the capacity and elevate the voices of disadvantaged communities in civic processes related to climate resilience and electrification efforts, 2) increase access to information, education, equipment, and resources for disadvantaged communities as related to climate resilience and electrification, 3) broaden the community network around building climate resilience and electrification efforts. Community Ambassadors contribute valuable perspectives as Berkeley community members from disadvantaged communities and connect others within their communities to the resources and information available through the Climate Equity Collaborative.

This position is anticipated to work an estimated 25 hours over the course of a term up to 5 months, schedule can be varied between 2-10 hours per month.

Duties

The Climate Equity Community Ambassador represents a disadvantaged community(ies), and their role is to connect members of their community who are most impacted by climate change with physical and educational resources to build climate resilience. The position is designed to be flexible and cater to the interests, strengths, and needs of individuals in the position. By checking the boxes below, I agree to take on the following duties:

- ☐ Participate in the Climate Equity Collaborative including attending periodic meetings with the Ecology Center one-on-one or with the Collaborative as a whole;
- ☐ Provide feedback on Climate Equity Fund deliverables such as draft and final project reports;
- ☐ Assist the Ecology Center in collecting qualitative and quantitative feedback from community members who have received climate resilience measures;

☐ Share information and educational resources about climate change, climate equity, and existing City services with your friends, family, and community.

☐ Other(s):

Expectations

Community Ambassadors are expected to:

- Participate in an introductory onboarding meeting (approximately one hour) to learn the details about the Climate Equity Collaborative and this project, background information about climate equity and electrification, and logistical details of this role.
- Regularly communicate with Ecology Center staff, via email, text, phone call, video call, or in person to share feedback and provide updates on their tasks,
- Submit a brief description of the task(s) that they have completed, an estimate of how much time the task(s) they completed, and the date that they completed the task(s) within a week of the date the tasks were completed.

Compensation

Community Ambassadors will receive a stipend of \$1,250. The stipend will be disbursed three times over the course of the term: \$250 up front, \$500 following approximately 15 hours of work, and \$500 after the term successfully is completed.

I agree to and understand the aforementioned terms.

Community Ambassador Print Name

Date

Community Ambassador Signature

Date

Ecology Center Representative Signature

Date

APPENDIX H: Sample Community Ambassador Survey

Waterside Workshops Clipper Card Feedback Form

Please provide at least one sentence for every question

1. Name: _____
2. Age: _____
3. What modes of transportation do you use to get to work at Waterside?

4. What obstacles, if any, do you have with transportation and getting to work at Waterside?

5. Did the Ecology Center's Clipper Card program alleviate or get rid of any of these obstacles?

6. Have you found yourself using public transit more frequently since you received the Ecology Center's Clipper Card program?

7. If not, what are the main reasons keeping you from choosing public transit over driving?

8. Are you satisfied with the transportation support you received from the Ecology Center?

9. What improvements would you suggest for this Clipper Card program?

10. What do you see as the main advantages and disadvantages of using public transit more frequently?

11. Do you notice any changes in your mood or energy when using public transit with the Ecology Center's Clipper Card program? Which ones?

12. If you could change anything about the public transit systems available in Berkeley, what would it be?

13. Have you been able to use public transportation as frequently without the Ecology Center's Clipper Card program?

14. What obstacles or disadvantages have you experienced riding public transportation or getting to work since the Ecology Center's Clipper Card program has ended?

15. Is there anything else you would like to share?

Access Clean California

Less pollution, more power



SCAN ME

Everyone should have access to clean, reliable transportation. Access Clean CA provides application assistance to clients with low- to moderate-income to connect to programs and unlock savings all in one place.

Access Clean California

Menos contaminación, más energía



Tu parada para programas y
beneficios para bajos y
medianos recursos



ESCANEA
AQUI

Todos deberíamos tener acceso a transporte sostenible y confiable. Access Clean CA ofrece asistencia a clientes de bajos y medianos recursos para acceder a programas de beneficios y ahorros, todo en un mismo sitio.

Income-Qualified Discounts for **SUSTAINABLE MOBILITY**



**If you qualify for
CalFresh or
Medi-Cal, you likely
qualify for these
programs!**



Clipper START

50% off all Bay Area transit



Bay Wheels Bikeshare for All

\$5 for the first whole year

Free 60-min classic rides

Free unlocks

\$0.05/min ebike rides (max. payment \$1)



Veo Access

No subscription costs

One free daily 30-min ride

\$0.20/min for additional rides



Lime Access

No subscription costs

\$0.50 unlock, \$0.24/minute



DESCUENTOS PARA MOBILIDAD SOSTENIBLE

**Si tienes
CalFresh o Medi-Cal,
probablemente puedes
obtener estos
descuentos!**



Clipper START

50% de descuento en todo el
tránsito del Área de la Bahía



Bay Wheels Bikeshare for All

\$5 por un año entero
Bicis normales 60-min gratis
Desbloques gratis
\$0.05/min ebike (máx. pago \$1 por viaje)



Veo Access

Sin costo de suscripción
Un viaje gratis de 30-min al día
Viajes adicionales \$0.20/min



Lime Access

Sin costo de suscripción
\$0.50 desbloqueo, \$0.24/min de viaje



APPENDIX J: Sample Community Ambassador Feedback

Interview Summary with Cleo (Street Level Cycles Youth Program Coordinator)

Waterside clipper youth program with Ecology center

Clipper cards were given based on distance from to and from work. It was an average of about \$130 a month for adults and \$80 a month for youth for about 4-6 months.

Cleo Runs the Youth internship program at the Bike shop.

A big part of the Youth programming at Waterside is to provide a bike for youth who need transportation to work at Waterside. Cleo makes sure youth participants have bikes to get to work. However, even with bikes, participants still live far away from work and bike from public transport, and then from public transport bike to work. Youth participants travel as far as Antioch, SF, and even the South Bay for the Youth intern program at Waterside.

The Ecology Center's Pilot program had 15 participants ranging from ages 15-21. Most of the youths' income comes directly from the internship at Waterside. Many times youth have to use their internship money to get to and from work. This cuts in the youth's ability to use the wages for savings.

Some of the participants who are in high school lived at home, and did not have major bills. While other youth were living more independently and experiencing housing instability, or lived in group homes. One participant lived out of their car during the internship.

Some youth have no way to get to work at Waterside, and hop the BART gates. The Ecology's center pilot program allowed youth to get to work safely, without being criminalized. A clipper card is protection. A way to not get in trouble to get to work. It also made a shorter commute to work for many of the youth participants.

The Ecology's Center's Pilot clipper program broke barriers. Besides getting to work, Youth participants were able to go places, look at schools, jobs and housing. One participant was able to visit and check out SF State for higher education with the clipper card program. The program opened up possibilities for the youth.

When the program with the Ecology Center ended, Cleo tried to find alternatives to get clipper cards for the youth but has not found any alternatives yet.

OUSD has a program that students can get clippers cards, but Cleo's youth interns applied and have not gotten any response. BUSD has a low income program, but it is very unclear the application process, how to navigate it and who to contact. There are no resources for clipper cards for youth who are not school engaged, or graduate high school.

One youth participant has been asking for help since the Ecology Center's clipper program has ended to get to work. Waterside staff have been giving the youth transportation money out of pocket. Some youth relayed on the transportation from the clipper card pilot program.

Feedback:

Ecology gave adult clipper cards and adult fares, rather than setting up a youth clipper card and paying a lower fee. The money could be saved and continue the longevity of the program. All of the Youth interns qualify for the 50% of clipper discount cards and the Youth discount cards.

Nice that when youth lost the clipper card it was replaced easily.

It was a struggle when the funds did not come on the clipper card on the 1st of the month during the pilot program.

The youth were able to save the money from their job rather than spend it on transportation to get to and from work.

More youth would participate in the youth internship at Waterside if there was a permanent clipper program. More youth came to work at Waterside when they heard youth were getting clipper cards from the Ecology Center's clipper card program.

The clipper card program is a NEEDED for youth at Waterside.



Principles of Equitable Engagement

May 31, 2023 (*living document*)

This document was developed by the Ecology Center in collaboration with the City of Berkeley and the Urban Sustainability Directors Network (USDN). The principles below articulate an equitable process for the City of Berkeley and other local governments to use in climate policy and program development and implementation, elevating the voices of frontline communities and shifting power to BIPOC people and organizations. These principles have emerged from lessons from community engagement conducted by the Ecology Center during a 10-month USDN grant project (August 2022 – May 2023). The Principles are a living document that will continue to evolve with learnings from future engagement.

Equitable engagement should strive to accomplish the following goals:

- 1. To Build Authentic Community Relationships**
- 2. To Increase Equity, Accessibility, and Inclusivity**
- 3. To Build Community Power**

1. To Build Authentic Community Relationships

- a. Develop authentic relationships with community members based on mutual respect, trust, and understanding. This requires listening deeply to community concerns and being transparent about government actions and decision-making processes.
- b. Address past harm directly and early on, calling out historical harmful government-led policies, engagement, etc. and their impacts, especially on BIPOC and marginalized communities.
 - i. Prepare in advance for potential triggering of past trauma in community members, especially elders. Have a plan/strategy to address triggers and to move forward to healing.
 - ii. Explore trauma-informed community engagement and outreach strategies.¹
- c. Be responsive and accountable.
 - i. Respond to community concerns and feedback in a timely and respectful manner. Be transparent about the decision-making process and hold government officials accountable for their actions and decisions.

¹ Oly Aloziem, [“Trauma-Informed Community Engagement”](#)

- d. Commit to continuous learning and improvement.
 - i. Engage in ongoing learning and reflection to improve engagement strategies and practices, and seek feedback from the community on how engagement efforts can be improved.
- e. Be transparent about the decision-making process and hold government officials accountable for their actions and decisions.
 - i. Government decision-makers (i.e. policymakers and other government officials with the authority to institute change) should attend community forums to hear community feedback directly. If this is not possible, government staff should clearly communicate to the community who the decision-makers are and how feedback will be collected and relayed to decision-makers. Government staff should then follow through with collecting and relaying this feedback.
- f. Be aware of potentially harmful language when soliciting community feedback, as insensitive language can shut down community dialogue.
 - i. The naming of projects, places, or communities can cause unintentional harm through the erasure of a community's identity or history. Where possible, defer to the language to describe places or communities used by the communities themselves.
 - 1. For example, a Berkeley community member at Healthy Black Families' People's Assembly expressed disappointment in the project being titled "Adeline *Corridor* Project" instead of "Adeline *Community* Project" as the term corridor doesn't seem to acknowledge the people who live there.
- g. Data collection should be guided by the concept of data equity, a framework that JLI Consulting defines as "the consideration, through an equity lens, of the ways in which data is collected, analyzed, interpreted, and distributed."²
 - i. Recognize that data can and, in many cases, has been used to justify decisions that have been harmful to marginalized communities. Also recognize that the practice of collecting personal data about community members (income, race, etc.) can be invasive and inappropriate for projects for which this data is not necessary.
 - ii. Consult with community members to determine what data to collect and how to collect it in order to fully and accurately demonstrate the impact of a project, while respecting community members' privacy and dignity.

² JLI Consulting Hawaii, ["Data Equity: What Is It, and Why Does It Matter?"](#)

- h. Protect the privacy and data security of community members.
 - i. Employ a proxy for direct income data collection such as participation in an income-qualified program (e.g. SNAP, Medicaid, etc.) or services from an organization that serves income-qualified households.
 - ii. Share individuals' quotes, anecdotes, photos, meeting recordings, etc. only with written or verbal permission.

2. To Increase Equity, Accessibility, and Inclusivity

- a. Provide accommodations such as language interpretation, transportation, and childcare.
- b. Involve community members in the planning and design of engagement events to ensure that they are accessible and welcoming.
- c. Ensure that presentations and discussions are accessible.³
 - i. Send presentation slides to those who use screen readers ahead of time when possible. Presenters should read slide information out loud. Ensure that online platforms are compatible with screen readers.⁴
- d. Be flexible and adaptable.
 - i. Recognize that community needs and priorities can change over time. Be willing to adapt engagement strategies and approaches to meet evolving community needs.
- e. Provide clear and accessible information about government actions, policies, and programs. Seek input and feedback from the community before making decisions that will impact them.
- f. Use clear and plain language.
 - i. Use language that is easy to understand and free from jargon, acronyms, and technical terms. This is particularly important when engaging with non-English speakers and those with limited formal education.
- g. Facilitate group discussions to interactively define terms that may be broad or abstract (e.g. "climate justice") to anchor all members of the group in a collective understanding of terms. For example, a facilitator may present a working definition for a term and invite meeting participants to ask questions and add to the definition.

³ Sins Invalid, ["Access Suggestions for Public Events"](#)

⁴ WebAIM, [Web Accessibility in Mind](#)

- h. Recognize that different community members have different preferences and comfort levels with different engagement methods. Use a variety of methods, including in-person and virtual meetings, surveys, focus groups, and community forums to ensure that everyone has an opportunity to participate.

3. To Build Community Power

- a. Work toward shifting power to community members, especially those of marginalized communities who have historically been excluded from government decision-making processes.
- b. Recognize and address power imbalances.
 - i. Recognize that power imbalances exist between government officials and community members, and take steps to address these imbalances by sharing power and decision-making authority with the community.
 - ii. Recognize that community-based organizations facilitating or leading government-funded projects hold an extension of government power. Facilitating organizations should address this power dynamic with other community-based organizations and community members through engagement to ownership-based programming.

FINAL

Climate Equity Fund Pilot: Program Area#3: Community Access to Resilience Measures and Electrification Engagement Pilot Community Engagement Plan

BACKGROUND

The City of Berkeley (the City) established a Pilot Climate Equity Fund (CEF) to provide climate and resilience benefits to low-income residents in Berkeley through programs that support building and transportation electrification. The purpose of this funding is to maximize equitable greenhouse gas (GHG) emissions reductions, climate adaptation, and resilience benefits for income-qualified households. As the lead for Program Area #3 – *Community Access to Resilience Measures and Electrification Engagement Pilot* (Community Engagement Pilot) – the Ecology Center seeks to meaningfully engage low-income community partners in Berkeley, as well as organizations that represent disadvantaged communities, to amplify their voices, elevate their experiences and build their capacity to collaborate as partners in developing and implementing climate change and resilience solutions.

The Community Engagement Pilot seeks to increase access to climate resilience and electrification information, education, equipment, and resources, and broaden the network of organizations serving disadvantaged communities engaged in this work. A Climate Equity Collaborative (Collaborative) was developed within the scope of this pilot project, as a collective action strategy toward achieving these outcomes.

COMMUNITY ENGAGEMENT GOALS:

1. To Build Authentic Community Relationships
2. To Increase Equity, Accessibility, and Inclusivity
3. To Leverage Climate Equity Fund Resources Across Targeted Communities
4. To Identify Guiding Principles for Equitable Engagement

SUMMARY OF KEY COMMUNITY ENGAGEMENT ACTIVITIES

Through the Climate Engagement Pilot, Ecology Center will:

1. Convene a Climate Equity Collaborative of community-based organizations (CBOs) serving BIPOC, low-income and other marginalized and front-line communities
2. Host one-on-one meetings and ongoing large group convenings of Collaborative partners, engaging with 15+ CBOs
3. Develop and maintain a Climate Equity Hub for information and resource sharing for Collaborative partners
4. Provide Collaborative partners with small-scale climate resilience measures
5. Provide Collaborative partners with climate resilience and climate equity education

Additionally, with input from Collaborative partners, the Ecology Center will

6. Develop a *living* Menu of where Collaborative partners can play a leadership role in the identification of climate resilience measure priorities and the implementation or distribution of them thereafter
7. Develop principles and criteria for equitable distribution of Menu offerings and/or capacity building stipends
8. Develop a collaborative MOU process to articulate roles and responsibilities of participating CBOs and the Ecology Center
9. Develop the Principles of Equitable Community Engagement, with additional funding from the Urban Sustainability Director's Network (USDN), to guide City's community engagement and elevate voices of historically marginalized communities

COMMUNITY ENGAGEMENT PLAN

Building Authentic Community Relationships

Building and strengthening authentic relationships with communities is a critical tool to achieve climate and community resilience. As the climate crisis continues to adversely impact communities, especially those of Black, Indigenous, Other People of Color (BIPOC), and other marginalized communities, targeted and equitable community engagement must be prioritized in working towards collaborative, and community-centered sustainable solutions. The Ecology Center project team will lead the Pilot Climate Equity Fund Project with an equity-centered community outreach and engagement strategy that aims to simultaneously build new authentic community relationships and strengthen existing community relationships, both amongst community-based organizations and with the City as local key decision makers.

Convening a Climate Equity Collaborative

In order to increase organizational capacity, broaden the network of community organizations engaged in resilience/electrification, increase access to information/education, and increase access to equipment/resources, Ecology Center will convene a coalition, the Climate Equity Collaborative (Collaborative), of service providers, nonprofits, and other community-based organizations and groups. The goal of the Climate Equity Collaborative is to cultivate meaningful partnerships to co-create solutions and identify opportunities to start shifting power to Berkeley's most marginalized communities. Additional intended outcomes of the development and convening of the Collaborative include:

- **To build the capacity and elevate the voices** of organizations and community partners serving and representing low-income and disadvantaged communities **in civic processes** related to climate resilience and electrification efforts
- **To increase the access to information, education, equipment, and resources** for organizations and community partners serving and representing low-income and historically disadvantaged communities as related to climate resilience and electrification efforts
- **To broaden the community network** around building climate resilience and electrification efforts to include organizations and community partners serving and representing low-income and disadvantaged communities

In addition to uniting Berkeley's service providers, the Collaborative will serve as a bridge to connect Ecology Center's climate equity and resiliency information and resources to Berkeley's most marginalized communities. These two functions, expanding organizational capacity and connecting residents to resources and information, serve the objective of the City's Climate Equity Fund Program Area #3 to meaningfully engage low-income community partners in developing and implementing climate change and resilience solutions.

The development of the Collaborative is built upon the culmination of years-long relationship-building, community outreach and engagement, coalition development, and stakeholder engagement, including contracted work with the City of Berkeley on the 2021 Existing Buildings Electrification Strategy. These community partner organizations will be invited to participate as Collaborative partners based on their service to and/or representation of our targeted populations defined as, but not limited to, Black, Indigenous, People of Color (BIPOC) populations, low-income/low-wealth communities, people living with disabilities, non-English speaking communities, immigrants, refugees, seniors, young children, the LGBTQIA+ community, and others who have been historically marginalized. The Ecology Center will convene and guide the Collaborative utilizing the following best practices for engagement:

- Organizing for collective action
- Development of inclusive communication channels including feedback loops and decision-making strategies
- Identification of capacity-building needs and equitable and accessible distribution of support resources
- Equitable data collection as outlined in Data Tracking Plan

The Ecology Center will convene regularly with additional ongoing one-on-one meetings with Collaborative partners to build and maintain partnerships. Convenings will serve as a space to brainstorm, share best practices, and strengthen outreach skills around building climate and community resilience, co-learn, and co-create resources, data collection and reporting methodology, and other community engagement.

Community relationships will be deepened through further engagement with marginalized individuals and households through the Collaborative partners, who have established relationships and trust within the communities described above.

Increasing Equity, Accessibility, and Inclusivity

The Ecology Center will utilize an equity-centered approach in all aspects of community outreach and engagement where targeted populations most impacted by the climate crisis will be prioritized. For the purpose of this plan and project, the Ecology Center will adopt the definition of equity outlined in the City of Berkeley's Existing Buildings Electrification Strategy (Strategy) consistent with Greenlining Institute: "Increasing access to power, redistributing and providing additional resources, and eliminating barriers to opportunity, in order to empower low-income communities to thrive and reach full potential" and includes "transforming the behaviors, institutions, and systems that disproportionately harm people of color."

Additionally, the Ecology Center will reference the Strategy's equity guardrails as a guiding framework for developing projects, programming, resources, and other engagement approaches with Collaborative partners and their constituents.

To best support and encourage project participation, the Ecology Center will prioritize the identification of accessibility needs and barriers to engagement. As an example, the project team, in collaboration with a given Collaborative partner, will proactively plan convenings, and educational events and programming with accommodations, translation services, assistive technologies, etc. that are inclusive to the community as needed and/or requested.

The Climate Equity Community Hub

The Ecology Center will provide multiple avenues for communities to engage, guided by an online interactive project platform managed by the project team and accessible to all Climate Equity Collaborative partners. This platform will exist to be a digital forum for orientation documents, shared social media collateral, topical informational and educational tools and resources, peer-to-peer collaboration, group discussions, and easy access to action items. The development of this platform is considerate of ease of member access and digital accessibility.

Leveraging Climate Equity Fund Resources Across Targeted Communities

Our approach leverages resources by prioritizing capacity building for Climate Equity Collaborative partners, their constituents, and other identified stakeholders, and the equitable distribution of climate resilience measures. Engagement with individual residents and households will include providing Collaborative partners with small-scale climate and resilience measures and equity education. The Ecology Center will also serve as a channel for feedback on related City processes and climate resilience implementation.

With input from Collaborative partners via one-on-one conversations and during Collaborative Convenings, the project team will create a list to identify potential offerings (Menu) available to communities to provide climate and resilience benefits. To avoid additive work, the Ecology Center will aim to fit offerings into Collaborative partners' existing programming (e.g. integrating an induction cooking workshop into a series of existing parenting classes). The Menu will exist as a living tool, where Collaborative partners can play a leadership role in the identification of climate resilience measure priorities and the implementation or distribution of them thereafter.

The project team, in collaboration with Collaborative partners and the City of Berkeley, will also develop principles and criteria to ensure equitable distribution of capacity-building stipends, community supports, and climate resilience measures. Additionally, through a similar collaborative process with Collaborative partners and the City, the project team will develop an MOU agreement articulating outcomes and responsibilities for Collaborative partners that engage in any CEF projects with the Ecology Center. The MOU will also identify partner data collection and reporting requirements, as outlined in the "*Climate Equity Fund, Program Area 3 Ecology Center - Project Tracking Plan.*"

Identifying Guiding Principles for Equitable Engagement

In conjunction with the Ecology Center's *Climate Equity Collaborative Principles of Equitable Engagement Project (Emergent Learning Grant)*, a supportive effort funded in collaboration with the City of Berkeley and the Urban Sustainability Director's Network (USDN), additional engagement will be facilitated in order to support the development of a set of principles that will articulate an equitable process for the City to use in climate policy and program development and implementation, elevating the voices of frontline communities and shifting power to BIPOC people and organizations. Additional outcomes of integrating the Emergent Learning Grant with our Pilot Climate Equity Fund Project include the following:

- Strengthening relationships between communities and their decision-makers (City)
- Curation and facilitation of opportunities to explore collaborative decision-making and project development
- Mobilization of Collaborative partners and organizations as community leaders, building a long-lasting movement

The Principles of Equitable Engagement will be a central component of anti-racism and equity trainings for Planning Department staff and partners of City Commissions that advise Council on policy and program issues, such as the Environment and Climate Commission and Land Use Planning Commission. These principles will be operationalized by City staff in upcoming plans and programs including the newly proposed Just Transition Electrification Program and the Environmental Justice Element of Berkeley's General Plan.

Values and Framework

The Ecology Center's engagement will be guided by the following values: trust, both within the community and the Collaborative, accessibility of project participation, synergy among Collaborative partners, and inclusiveness in engagement strategies. Grounded in these values, we hope that community-based organizations and Berkeley residents will be able to take part in the project with comfort and ease. Additionally, our work with our community partners will be guided by Rosa González's tool, [*The Spectrum of Community Engagement to Ownership*](#). We will use this tool to frame the way that we convene the Collaborative in order to build collective ownership of the Collaborative itself as a space, rather than tokenize participants.