

Climate Equity Training Cohort and Collaboration

“The effort that the County staff put in to this, the way the project was structured and the methods they used, was talking the talk and walking the walk in applying equity”
– NFOCA participant

Core Equity – Community Engagement January 12, 2022



Today's Outcomes

- Share Climate Equity Training Cohort and Collaboration model
- Share lessons learned and recommendations
- Discuss potential applications



Climate Equity Context

- 2019 Climate Emergency Declaration
- Climate Ready CBO partner recommendations
- Climate exacerbates inequities in marginalized communities



Primary Goals

- Operationalize equity in climate resilience efforts
- Implement inclusive collaboration and co-creation
- Apply new community engagement approaches
- Foster cross-departmental equity efforts
- Share lessons to support countywide equity efforts



Climate Equity Training Cohort and Partners



Goal: Strengthen staff capacity to apply equity in climate resilience work. **Cohort:** 6 program and project leads with similar planning and community engagement roles.




Staff Commitment and Project Phasing

Phase	Staff Time Commitment
Training: March - April 2021	Total Hours: 8 hours
Collaboration: May - November 2021	Total Hours: 60-80 hours over 7 months Monthly Hours: 6-12 hrs/month (avg 3-4 hrs/week)
Debrief and Documentation: December 2021	Total Hours: 3-6 hours
TOTAL HOURS	Total Commitment: 72-94 hours over 10 months



Training Phase

Phase	Staff Time Commitment and Activities
<p>Training March - April 2021</p>  <p>The logo for Open Architecture Collaborative features a stylized orange 'C' shape on the left, followed by a diagonal slash, and the text 'OPEN ARCHITECTURE COLLABORATIVE' stacked vertically on the right.</p>	<p>Total Hours: 8 hours</p> <ul style="list-style-type: none">• 4 two-hour online cohort trainings• OAC conducts intake with partner and prepares cohort <p>Topics:</p> <ul style="list-style-type: none">• History of inequity• Implicit bias• Reflection on relative power• Relational partner engagement• Co-creation of programs and products



Collaboration and Debrief Phases

Phase	Staff Time Commitment and Activities
<p>Collaboration May - November 2021</p>	<p>Total Hours: 60-80 hours over 7 months Monthly Hours: 6-12 hrs/month (avg 3-4 hrs/week)</p> <ul style="list-style-type: none"> ● 2 workshops with partner (after work hours) ● Cohort team meeting (1 hr/week) ● Meet with partner (2 hrs/every other week) ● Project management and planning (2-4 hrs/ month) ● Presentation of final projects to partner
<p>Debrief and Documentation December 2021</p>	<p>Total Hours: 3-6 hours</p> <ul style="list-style-type: none"> ● Participate in a facilitated 1.5 hour debrief with community partner ● Co-scope project documentation plan and content



Applying New Tools

Partner Agreement

Reflection Tools

- Equity Pause

Co-creation processes

“(Co-creation) processes ...which allow all the thoughts to be seen are very helpful. (They) break established patterns about who speaks more.”

SMC Equity Cohort Participant



BAT Curriculum



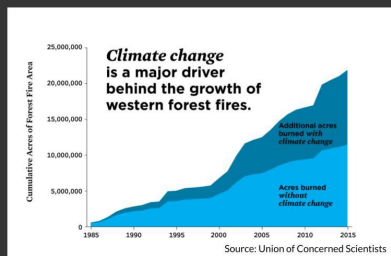
Block Action Team

Module Outline

- Why so much smoke?
- Smoke impacts on health and communities
- Climate change and smoke
- Who does what - government, community
- How do I get air quality information?
- Smoke in SMC and NFO
- Smoke preparedness



ACTIVITY:



North Fair Oaks Prepares Family Disaster Plans



**NORTH FAIR OAKS
COMMUNITY ALLIANCE**
BUILDING COMMUNITY - PROMOTING EQUITY

Module Outline

- Extreme heat definition
- Heat impacts on health and communities
- Climate change and heat
- Heat in SMC and NFO
- Heat preparedness
 - At home, at work
 - County actions
 - Community actions
- Preparedness activity!



Why Is Extreme Heat on the Rise?

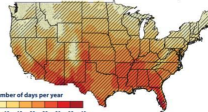
Temperatures are rising, around the world and are expected to keep rising due to climate change.

Climate change will increase the frequency and duration of extreme heat events in the US.

**NORTH FAIR OAKS
COMMUNITY ALLIANCE**
BUILDING COMMUNITY - PROMOTING EQUITY



Future high heat days in the US by 2070



**NORTH FAIR OAKS
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BUILDING COMMUNITY - PROMOTING EQUITY

Government Roles : Who serves NFO?

San Mateo County Sheriff's
Office

Menlo Park Fire District-Station 5

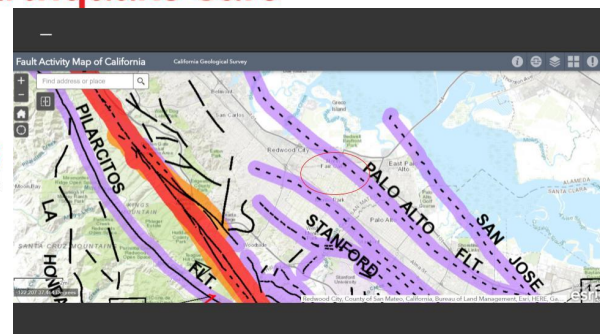
Redwood City Fire District-
Station 11

Department of Emergency
Management

Board of Supervisors

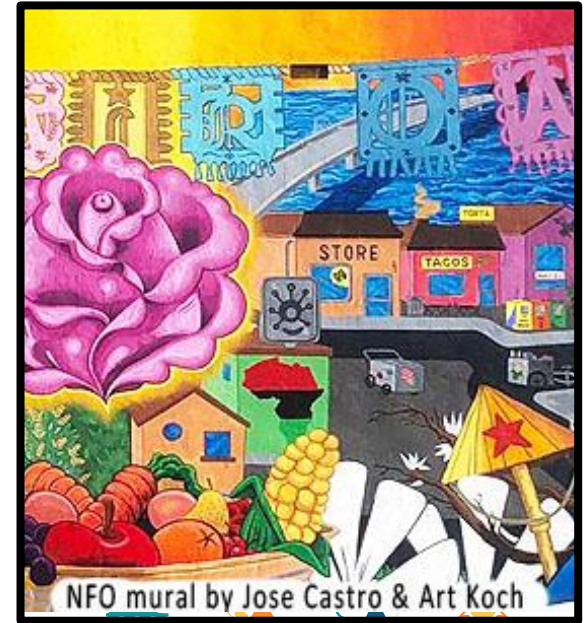


North Fair Oaks Gets Earthquake Safe



Lessons Learned

- Comprehensive approaches needed
- Applying training to collaboration
- Better results with community decision-making role
- Pilot fatigue and need for implementation funding
- Community partners need help navigating government



Team Recommendations

- History as standard practice
- Building relationships before the start of a project
- Address power imbalances related to County funding and administration
- Jointly identify projects and prioritize
- Fund capacity building and implementation
- Foster co-ownership and co-leadership
- Listen for community-led solutions
- Don't take criticism personally, it reflects the system



Thank you!

“How can we create more collaborative relationships with San Mateo County government offices?”

– Pilot participant

“This (project) is a seed that we are all planting together. We hope that something blossoms.”

– Pilot participant



Contacts

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