

Equity and Community Engagement

Background

I worked on the County's 2022 Government Operations and Services Climate Action Plan (GOCAP), the County's first government operations climate plan to include an equity focus and community engagement in its development.

Racial Equity Amplification Tool

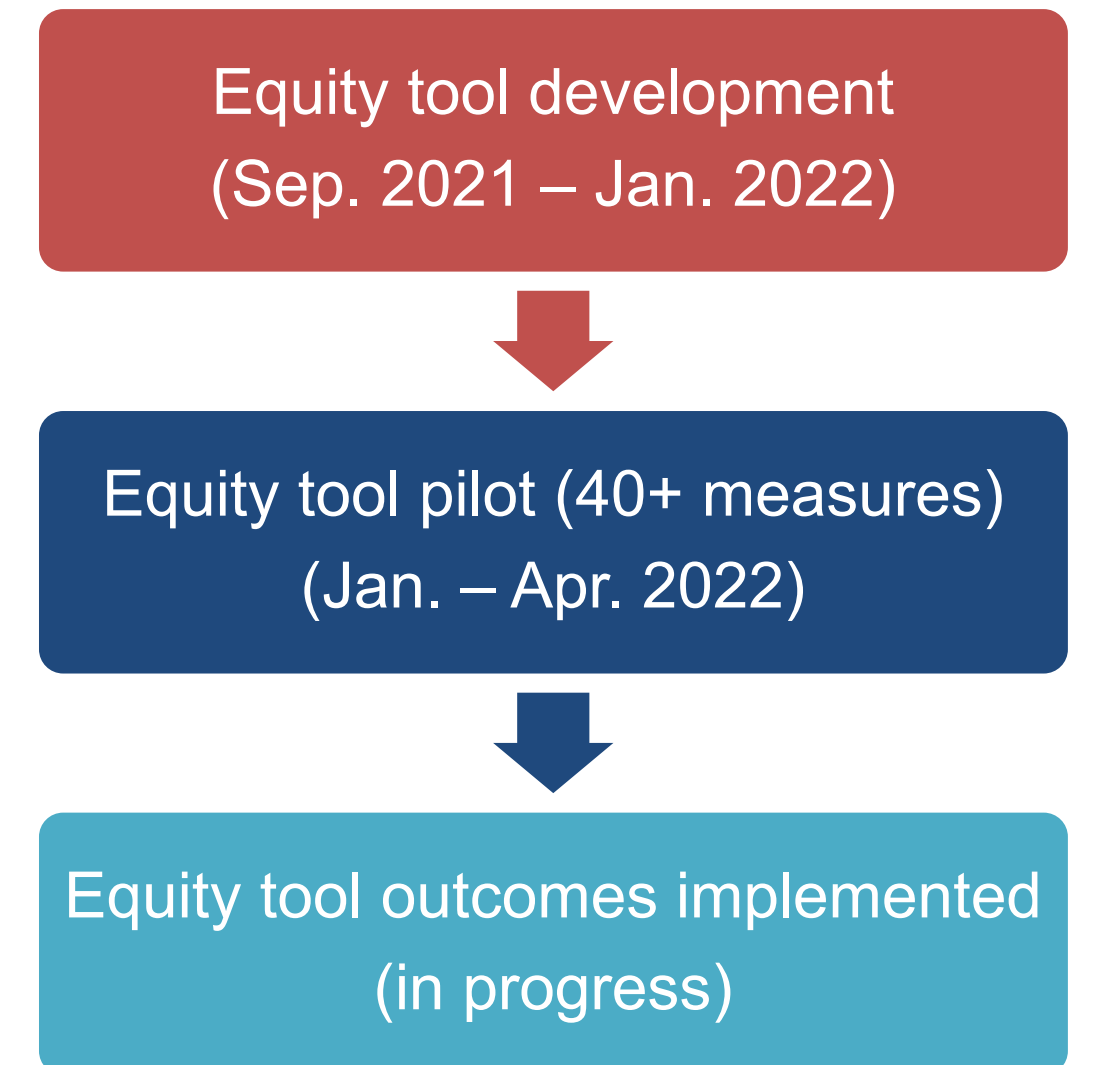
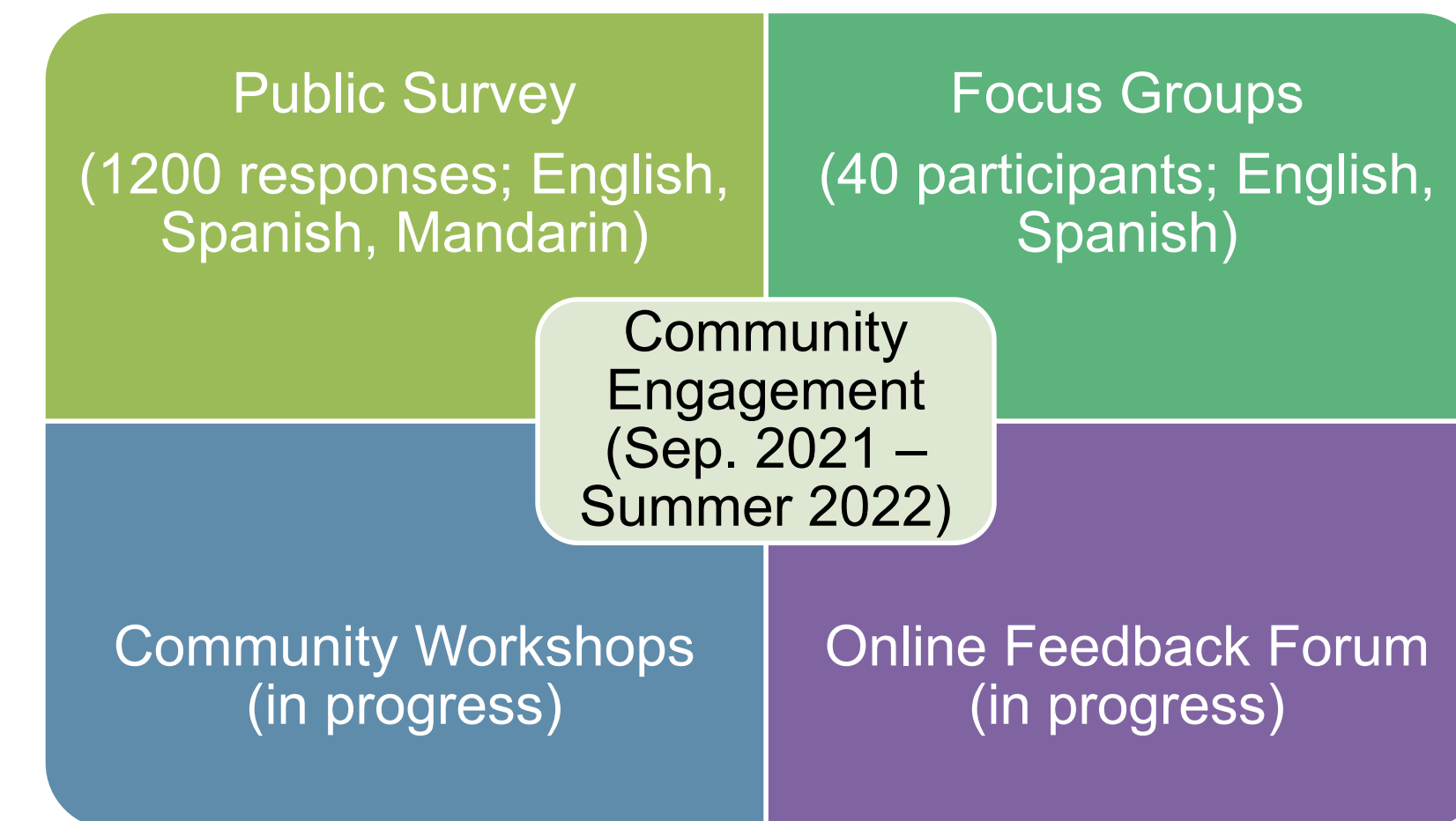
To maximize the equity impacts of GOCAP actions, our team collaborated with consultants to develop a racial equity amplification tool – the first of its kind in the County – to evaluate how equitable or inequitable the outcomes of a policy might be and provide guidance to revise language to increase equitable outcomes. The tool took shape as a worksheet with sets of discussion questions to be reviewed during project design and before project launch. To support this effort, I did the following:

- Advised on development of the equity tool;
- Prepared the tool for implementation by stakeholders;
- Facilitated and participated in tool implementation.

Community Engagement (CE)

Through a public survey, listening sessions with people from frontline communities disproportionately impacted by climate change, and a public workshop, we received community input on the public's climate priorities. I summarized these inputs and mapped them to draft GOCAP actions in a matrix shared with County partners.

The Process



Key Outcomes

Through the community engagement (CE) and equity tool processes, we were able to evaluate draft GOCAP actions and revise them to reflect equity priorities and outcomes with our County partners. However, this is only the beginning of equitable climate action at Alameda County. As the GOCAP is updated in 2026, the community engagement process and efforts to operationalize equity will continue to evolve to meet the needs and priorities of the people the County serves.

