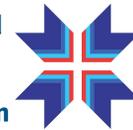




Oakland Climate Action Coalition



BLUE STAR INTEGRATIVE STUDIO  
PACIFIC COAST OFFICE

# Racial Equity Impact Assessment & Implementation Guide

This Assessment and Guide is the work of the Equity Facilitator team, led by Environmental / Justice Solutions,<sup>1</sup> and provides a comprehensive set of recommendations and best practices to help City of Oakland staff maximize equity throughout the 2030 Equitable Climate Action Plan’s 10-year implementation period.

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✓ People living adjacent to demolition sites	✓ Frontline community members (especially adjacent to / impacted by demolition sites) may not have access to the salvageable materials removed for reuse.	✓ Partner with community organizations to ensure that salvageable materials for reuse go to frontline communities and small, local DBEs.	✓ Communities of color are also benefiting from the deconstruction requirement, via jobs, economic benefits, and access to salvageable materials for reuse.
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**Adaptation**

**A-1 Fund Creation and Operation of Resilience Hubs**

Increase community resilience by (1) supporting community engagement and community-led disaster preparedness training, prioritizing frontline communities first; and (2) developing protocols and enhancing building systems to enable trusted community-serving facilities – including libraries, recreation and community centers, and parks – to reliably serve their communities as places of refuge during smoke days, extreme heat, and power outages. By 2022, identify and prioritize specific resilience needs and gaps in frontline communities, and assess feasibility of establishing Resilience Hubs at both municipal and community facilities in areas with prioritized gaps. By 2025, partner with established community resilience groups to co-develop and pilot three Resilience Hubs: community-serving facilities that support residents year-round and support resource distribution and onsite services before, during, or after a natural hazard event. Identify ways that the City can support decentralized community facilities to serve residents who are unable to travel to centralized resilience hubs during disasters and emergencies.

**Lead Dept.** Office of Resilience  
**Supporting Dept.** Public Works-Sustainability

Frontline Communities	Equity Gaps	Address Equity Gaps	Desired Equity Outcomes
<ul style="list-style-type: none"> <li>✓ African Americans and Latinx living in the most polluted CTs</li> <li>✓ Low-income and low-wealth individuals</li> </ul>	<ul style="list-style-type: none"> <li>✓ African Americans experience higher mortality rates during extreme heat events (same vulnerability levels and children and elders)<sup>52</sup></li> </ul>	<ul style="list-style-type: none"> <li>✓ Prioritize establishing resilience hubs, providing resilience resources, and partnerships with community groups in majority POC neighborhoods/census tracts first.</li> <li>✓ Restore and expand the CORE program, specifically targeting African American and non-English speaking communities.</li> <li>✓ Remove barriers to community-owned solar+storage.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Majority POC communities have an equal or greater amount of Resilience Hubs and access to resilience resources as majority white communities.</li> <li>✓ Low income POC are not disproportionately left behind or placed in danger during natural / climate disasters</li> </ul>
<ul style="list-style-type: none"> <li>✓ Unhoused or curbside communities</li> </ul>	<ul style="list-style-type: none"> <li>✓ Unhoused or curbside communities are more vulnerable than housed populations during climate emergencies, such as floods and wildfires because they live outside and have no reprieve from breathing wildfire smoke.</li> <li>✓ African Americans are far more likely to be unhoused than White</li> </ul>	<ul style="list-style-type: none"> <li>✓ Improve public facilities and resource distribution in unhoused communities / encampments, including sanitation / handwashing stations, bathrooms, waste pickup / hauling infrastructure, etc</li> </ul>	<p>Unhoused communities can access resilience hubs and resources at equal rates as other communities</p>

<sup>52</sup> The Climate Gap at pg. 7

	communities.		
<ul style="list-style-type: none"> <li>✓ People whose jobs require they work outside (construction, park maintenance, etc)</li> </ul>	<ul style="list-style-type: none"> <li>✓ People whose jobs require they work outside are also disproportionately exposed to wildfire smoke, and extreme heat</li> </ul>	<ul style="list-style-type: none"> <li>✓ Distribute resources, such as N95 masks, inexpensive box fan filters, or water, to frontline community workers, especially during emergencies.</li> <li>✓ Establish additional protections for low-income individuals who work outside (such as no work on bad air days, etc)</li> </ul>	<p>People who work outside have adequate access to resilience resources to decrease or mitigate their exposure impacts</p>
<ul style="list-style-type: none"> <li>✓ Low-income elders</li> <li>✓ People with disabilities or mobility challenges</li> <li>✓ People who are medically dependent on electricity (people with disabilities, chronic illnesses, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>✓ Low-income elders, people with mobility challenges, medically dependent people with disabilities and people with chronic illness who rely on power are more likely to die during a wildfire and/or utility power shutoff.</li> <li>✓ Low income residents have less access to solar+storage for resilience during power outages and for financial benefits for community-owned solar.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Partner with community organizations like Disability Justice Culture Club who have established rapid response mutual aid networks, utilizing databases and decentralized text / phone trees, to ensure that vulnerable communities have their life-saving needs met during disasters.</li> <li>✓ Partner with local solar cooperatives and enterprises that enable community ownership of solar and storage facilities.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Reverse disparities in deaths during extreme weather events.</li> <li>✓ All Oaklanders have ample and equal access to resilience hubs or resources.</li> </ul>
<ul style="list-style-type: none"> <li>✓ Transit-dependent individuals</li> </ul>	<ul style="list-style-type: none"> <li>✓ In the event that public transit cannot run, transit-dependent individuals may be unable to travel to a resilience hub.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Utilize City's ZEV fleet or partnerships with rideshare companies to supplement public transit in inaccessible areas to support emergency transportation in disaster situations.</li> </ul>	
<ul style="list-style-type: none"> <li>✓ Non-English speakers / Limited English Proficient communities</li> </ul>	<ul style="list-style-type: none"> <li>✓ Non-English speakers / Limited English Proficient communities may not have linguistic access to emergency updates and information.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Partner with organizations led by and serving Non-English speakers / Limited English Proficient communities to provide linguistic access to emergency updates and information in their native languages via social media, radio / TV broadcast, text message, etc.</li> </ul>	

**A-2 Enhance Community Energy Resilience**

Work with EBCE to develop a program and timeline for increasing resilience to power losses, including Public Safety Power Shutoffs (PSPS), and climate-driven extreme weather events for low-income, medically dependent, and elderly populations through