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Interpretación de idiomas en persona

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Please raise your hand for a headset or if you have technical difficulties

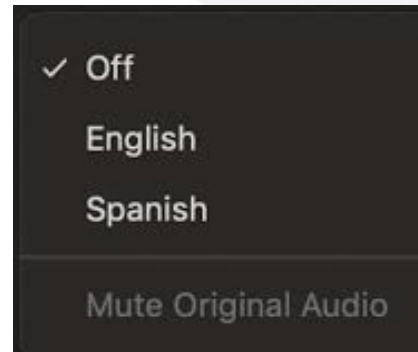


Language Interpretation through Zoom

Opción de Interpretación en Zoom

Seleccione el icono de interpretación desde los controles de la pantalla

- Haga clic en “Interpretation” en el menú
- Seleccione español (*Spanish*)
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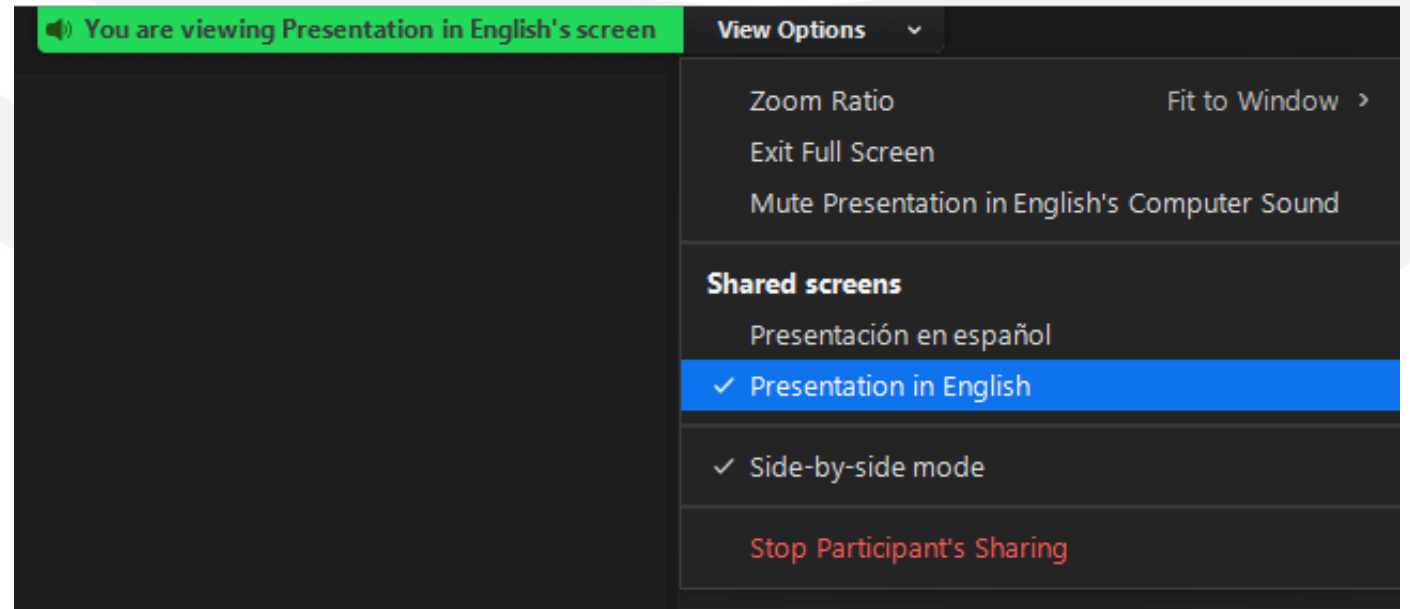
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“Presentación en español” O
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Racial Equity Action Plan 2023 Annual Update

State Water Resources Control Board



March 5, 2024



AGENDA

Overview of the 2023-2025 Racial Equity Action Plan

2023 Highlights

Discussion and Questions

7



Overview of the 2023- 2025 Racial Equity Action Plan



Water Boards' Mission Statement

Preserve, enhance, and restore the quality of California's water resources and drinking water for the protection of the environment, public health, and all beneficial uses, and to ensure proper water resource allocation and efficient use, for the benefit of present and future generations.

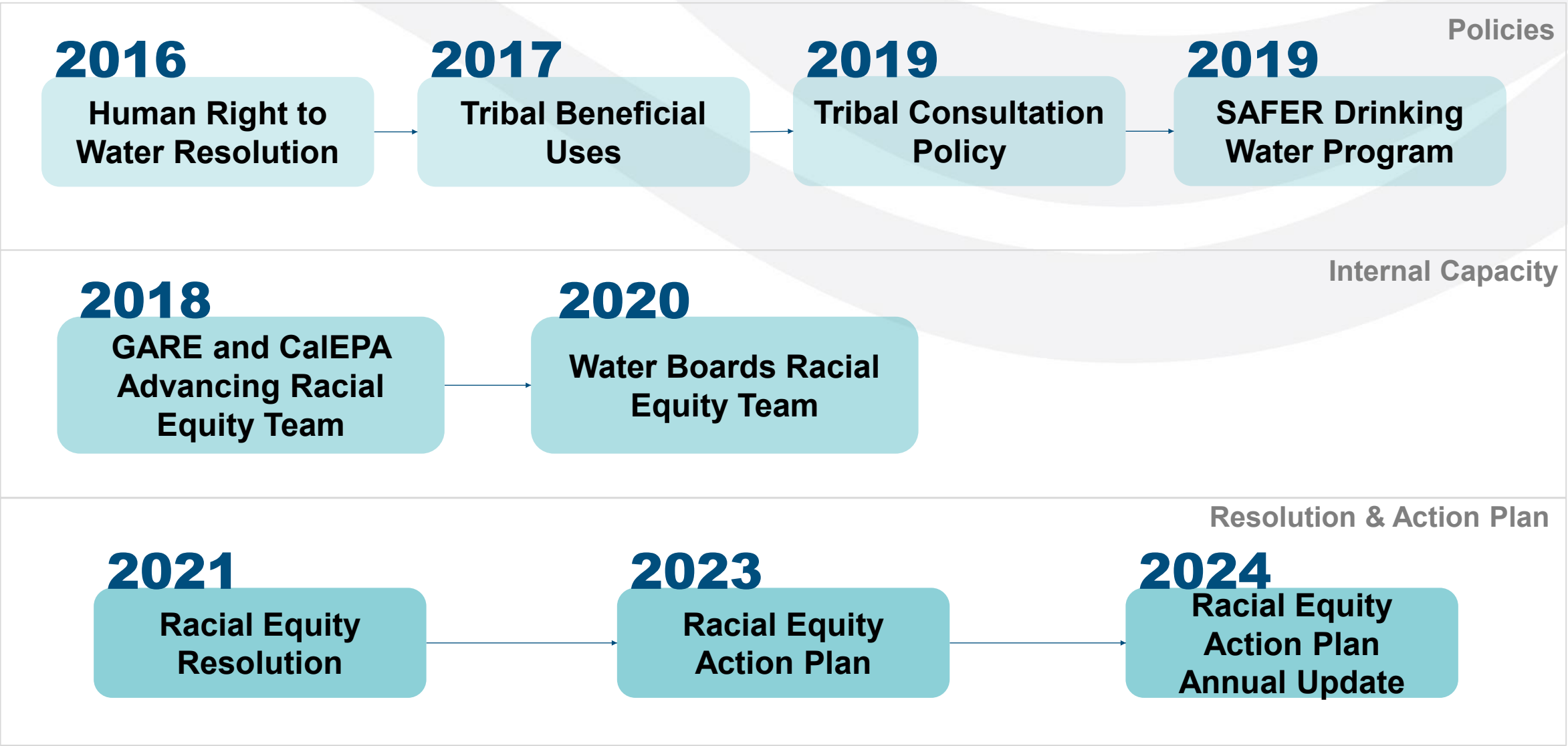


State Water Board's Racial Equity Vision

The Water Boards envision a California where:

- Race no longer predicts the access to, or quality of, water resources
- Water Boards employees at all organizational levels reflect the racial and ethnic diversity of California
- A racial equity lens is consistently applied to Water Boards' decision-making processes

Our Racial Equity Journey



Action Plan Directives from the Resolution

- Normalize conversations about racial equity
- Foster a workforce that integrates racial equity into its work
- Effectively reach and engage with Black, Indigenous, and other people of color communities and tribes
- Be developed within one year of adoption of the Racial Equity Resolution
- Be metric-driven to evaluate progress
- Incorporate all State Water Board divisions, offices, and programs and address all aspects of our work

Action Plan Engagement

External Engagement

- Tribal consultations
- Workshops
- 1:1 meetings with community partners
- Public comment period
- Email & social media



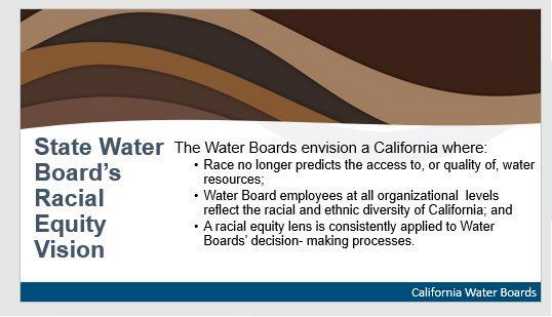
Internal Engagement

- Racial equity staff support lunches
- Anonymous comment box

Action Plan Structure

- 1. Vision = **Where** we want to end up
- 2. Strategic Directions = **How** we will achieve our vision
- 3. Goals = **Outcomes** we are working toward
- 4. Actions = **What** we should do to achieve our goals

1



2

Strategic Direction #1

INTEGRATING RACIAL EQUITY, MEASURING IMPACT

Infusing racial equity throughout the Water Boards' policies, programs, and practices; measuring progress toward goals and adapting when necessary.

3

GOAL 1A:
Water Boards data are accessible, equitable and culturally relevant

4

ACTION 1

Update the State Water Board's racial equity webpage to include a page for tracking and measuring progress on the Racial Equity Action Plan.

Summary

53 Actions in 2023

Stage 1- Not Started

1 action

Stage 2- Scoping

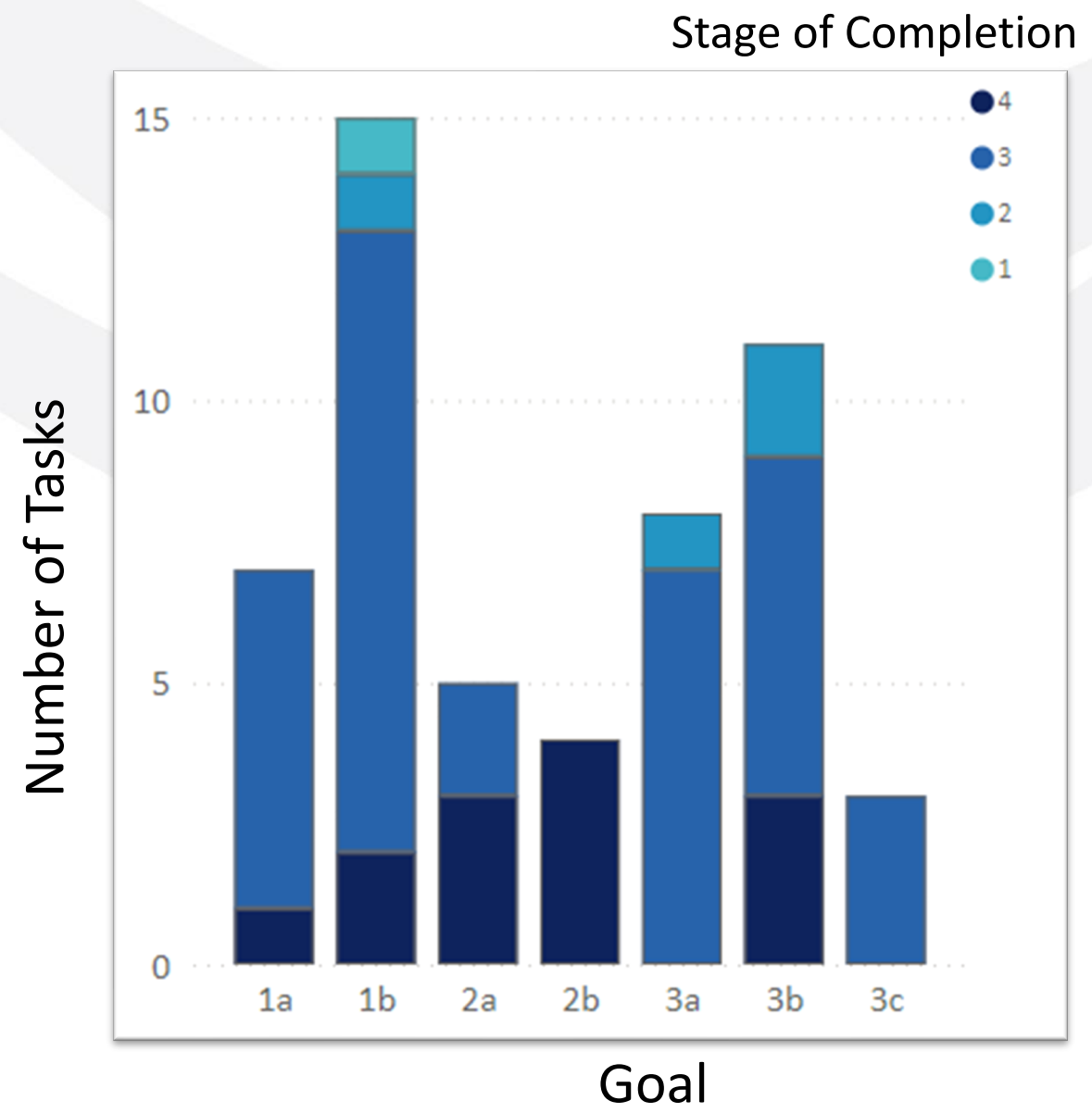
4 actions

Stage 3- In Progress

35 actions

Stage 4- Complete

13 actions



Interactive Report

Visit waterboards.ca.gov/racial_equity

INFO
ESPAÑOL

PROGRESS INDICATOR

Stages will be used to measure the progress of each action.

- **Stage 1:** Preparation or scoping not yet started
- **Stage 2:** Preparation, scoping, data collection, securing funding and resources
- **Stage 3:** Work in progress
- **Stage 4:** Action complete and/or at least one cycle of continual action complete; monitoring and evaluation of action is complete or ongoing

GOAL #1

Integrating Racial Equity, Measuring Impact

1a. Water Boards data are accessible, equitable, and culturally relevant

1b. Programs and policies are evaluated and realigned to address racial injustices

GOAL #2

Creating, Maintaining Spaces for Inclusion & Belonging

2a. Water Boards staff and leadership reflect the diversity of California

2b. Foster a culture of inclusion and belonging

GOAL #3

Activating BIPOC Community Wisdom and Sharing Power

3a. Engage with BIPOC communities by

RACIAL EQUITY ACTION PLAN PROGRESS

Actions at each Stage of Completion per Goal at the end of Quarter 4, 2023

Goal	Stage 1	Stage 2	Stage 3	Stage 4
1a	0	1	6	0
1b	0	1	11	1
2a	0	1	3	1
2b	0	0	4	0
3a	0	1	6	0
3b	0	1	6	0
3c	0	0	3	0

Actions at each Stage of Completion per Lead Program at the end of Quarter 4, 2023

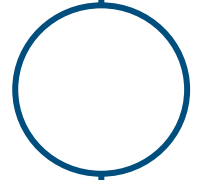
Lead	Stage 1	Stage 2	Stage 3	Stage 4
ALL	0%	0%	100%	0%
COMMS	0%	0%	50%	50%
DAS	0%	0%	50%	50%
DDW	0%	0%	50%	50%
DEA	0%	0%	100%	0%
DW/Q	0%	0%	35%	65%
EEO	0%	0%	100%	0%
EXEC	0%	0%	100%	0%
OE	0%	0%	50%	50%
OIMA	0%	0%	50%	50%
OLA	0%	0%	100%	0%
OPA	0%	0%	100%	0%
OPP	0%	0%	50%	50%
ORPP	0%	0%	25%	75%
RIGHTS	0%	0%	50%	50%

ACTION #	ACTION	GOAL	LEAD	STAGE OF COMPLETION	PROGRESS SUMMARY
1	Update the State Water Board's racial equity webpage to include a page for tracking and measuring progress on the Racial Equity Action Plan.	1a	COMMS	3	The Office of Public Participation will update the racial equity webpage to include the annual report before each annual update to the State Water Board
2	Develop and implement a Racial Equity Data Action Plan (REDAP). At a minimum, the REDAP must do the following: (1) Develop training and best practices guidance for Water Boards staff on incorporating racial equity concepts into the planning and design of data collection methods and visualizations (e.g., maps, factsheets, etc.) projects (2) Identify	1a	OIMA	3	The Racial Equity Data Action Plan is being developed by a Racial Equity Data Taskforce, which is a group led by the Office of Information Management and Analysis and the Office of Public Participation and includes representation from many divisions and offices. The Racial Equity Data Action Plan will include three components: 1) Guidance on best practices, 2) Compilation of data tools, and 3) Plan for Water Board wide implementation of best practices and data tools. Key accomplishments include: <ul style="list-style-type: none"> • OpenScapes Cohort: Racial Equity Data Taskforce participated in the fall 2023 OpenScapes program, which provided training in open science practices to expedite

← Go back ☰ REAP Progress ... < > ↕

80%

Microsoft Power BI < 1 of 2 > f t in



2023 Highlights

Strategic Direction 1

Integrating Racial Equity, Measuring Impact

Goal 1a: Water Boards data are accessible, equitable, and culturally relevant

Not Started	Scoping	In Progress	Complete
0	0	6	1

Goal 1b: Programs and policies are evaluated and realigned to address racial injustices

Not Started	Scoping	In Progress	Complete
1	1	11	2

Develop a Racial Equity Data Action Plan

Lead: Office of Information Management and Analysis

Guidance on using racial equity data tools to analyze disparate impacts

2023 accomplishments	What's coming in 2024
<ul style="list-style-type: none"> • Racial Equity Data Task Force of volunteer staff was convened • Online catalog of equity-related tools is being tested and used internally • Literature review is underway to develop best practices and guidance to support specific program needs 	<ul style="list-style-type: none"> • Racial Equity Interactive Report • Equity Data Help Desk was created to help program staff undertaking racial equity data analysis projects and promote consistency. • External coach will help staff develop a racial equity section within the existing Strategic Data Action Plan

Instream Flows

Lead: Division of Water Rights

Instream flows in the Clear Lake watershed and Scott River and Shasta River watersheds

2023 accomplishments	What's coming in 2024
<ul style="list-style-type: none"> • Increasing instream flow work in watersheds with a strong tribal and equity focus • Collecting data, working with tribes and others in the Clear Lake watershed to protect the Clear Lake hitch (or chi) • Emergency instream flow requirements in the Scott and Shasta watersheds, developing science and options for long term flow protection 	<ul style="list-style-type: none"> • Additional engagement • Data analysis • Start efforts for long-term flow protections • Salmon Strategy

305(b)/303(d) Integrated Report

Lead: Division of Water Quality

Incorporate racial equity analysis into the 305(b)/303(d) Integrated Report to identify impacted waters in Black, Indigenous, people of color (BIPOC), and disadvantaged communities.

2023 accomplishments	What's coming in 2024
<ul style="list-style-type: none"> Continued spatial data analysis to estimate miles, acres, and percentages of impaired waterbodies in California Began analysis of impaired waterbody layers in relation to disadvantaged communities & communities of color 	<ul style="list-style-type: none"> Statistics on the number of impaired waters impacting BIPOC communities A publicly available mapping and data visualization tool to investigate the relationship between impaired waters and BIPOC communities

Site Cleanup Program Evaluation

Lead: Division of Water Quality

Evaluate the site cleanup program using data to identify racial injustices

2023 accomplishments	What's coming in 2024
<ul style="list-style-type: none">• Reviewed Water Board site cleanup cases using CalEnviroScreen, disadvantage community status, and racial and ethnic demographic data• Developed internal targets through the Governor's Objectives and Key Results (OKR) Initiative with the goal to minimize identified disparities	<ul style="list-style-type: none">• Community group outreach meetings• Prioritization of sites with vapor intrusion and sea level rise issues

Maximum Contaminant Levels

Lead: Division of Drinking Water

Incorporate racial equity analysis when developing maximum contaminant levels

2023 accomplishments	What's coming in 2024
<ul style="list-style-type: none"> • Explored an equity analysis while developing maximum contaminant level for hexavalent chromium to identify communities receiving contaminated drinking water • Data too limited to confidently pinpoint who is receiving contaminated water and include the equity analysis in formal rulemaking process 	<ul style="list-style-type: none"> • Pilot project that explores frameworks for tracking chemicals through distribution systems, assessing exposure risks, and mitigating risks • Manganese within distribution systems will be studied to focus on disadvantaged communities that experience high manganese concentrations

Demographic Information on Funded Projects

Lead: Division of Financial Assistance

Understanding types of communities benefitting from funded projects/programs to advance racial equity and environmental justice

2023 accomplishments	What's coming in 2024
<ul style="list-style-type: none"> • Continued analysis of demographic and environmental justice information for SAFER drinking water program • Site Cleanup Subaccount Program scoring method prioritizes funding for projects in disadvantaged and environmental justice communities 	<ul style="list-style-type: none"> • SAFER Program presentation will be improved • State Revolving Fund loan program information included in future reports • Focus staff resources on orphan clean up sites located in disadvantaged and environmental justice communities

Develop a Racial Equity Employee Training Plan

Lead: Office of Research, Planning, and Performance

The Water Boards strive to further integrate equity into training and development opportunities

2023 accomplishments	What's coming in 2024
<ul style="list-style-type: none"> • Racial equity training manager hired to develop and implement a racial equity training curriculum • Provided employees with on-demand training content focused on diversity, equity, and inclusion • Piloted “Results Based Accountability” training as a racial equity tool 	<ul style="list-style-type: none"> • Use set of equity competencies to determine course revisions or to develop new courses • Training competencies have already informed courses like the Water Leadership Program

Racial Equity Train-the-Trainer Program

Lead: Office of Public Participation

Train employees to deliver the “Advancing Racial Equity at the Water Boards” training to other Water Boards employees

2023 accomplishments	What’s coming in 2024
<ul style="list-style-type: none"> • 10 staff became certified racial equity trainers in the 2022 cohort • 10 additional staff became certified trainers in the 2023 cohort • 270 staff completed training, including 60 senior leaders 	<ul style="list-style-type: none"> • Approximately 650 staff expected to take the training • Training curriculum will be revised • Third trainer cohort will be trained to deliver the training in 2024

Strategic Direction 2

Creating, Maintaining Spaces for Inclusion & Belonging

Goal 2a: Water Boards staff and leadership reflect the diversity of California

Not Started	Scoping	In Progress	Complete
0	0	2	3

Goal 2b: Foster a culture of inclusion and belonging

Not Started	Scoping	In Progress	Complete
0	0	0	4

Promoting Diversity, Equity, and Inclusion

Lead: Division of Administrative Services

Increasing and supporting internal racial diversity at the Water Boards

2023 accomplishments	What's coming in 2024
<ul style="list-style-type: none"> • Finalized and distributed the "Immediate Action Plan for Advancing Workforce Diversity" for hiring supervisors to use when filling vacancies • Increased our recruitment and outreach activities to colleges and universities • Created a new mentorship program for the Board 	<ul style="list-style-type: none"> • Continue to implement best hiring and recruitment practices for advancing diversity • Implement Board's new mentorship program • Revise Board's website with instructions on how to navigate the State's hiring process • Analyze diversity datasets compiled by CalHR

Promoting Diversity, Equity, and Inclusion

Lead: Equal Employment Opportunity Office

Increasing and supporting internal racial diversity at the Water Boards

2023 accomplishments

- Developed educational materials to improve understanding of the Equal Employment Opportunity processes for submitting racial discrimination and harassment complaints and following up after a complaint has been submitted
- Trained at several Regional Board offices

What's coming in 2024

- Continue training staff to ensure all staff understand the Equal Employment Opportunity process and how to file a complaint based on race and all other protected categories

Water Boards Racial Equity Survey

Lead: Office of Information Management and Analysis

Distribute racial equity survey to the Water Boards to measure staff understanding of racial equity

2023 accomplishments	What's coming in 2024
<ul style="list-style-type: none"> • ~52% organization-wide response rate • 2023 results will help to assess the progress of racial equity efforts • Revealed increased agreement, validating internal efforts • Suggests progress has been made over time 	<ul style="list-style-type: none"> • Consultants will present 2023 results to management and staff, and engage on questions and recommendations • Underlying data will be shared allowing more division-specific analysis • Next survey in 2026, preparation happening now

Program Roundtable Updates

Lead: Division of Water Quality

Normalize racial equity & environmental justice discussions in program roundtable meetings

2023 accomplishments	What's coming in 2024
<ul style="list-style-type: none">• Started process of adding Environmental justice and racial equity as standing agenda items to all program roundtables• 11 of 17 program roundtables with established workplans or charters were updated to include racial equity and environmental justice	<ul style="list-style-type: none">• Water Board leadership working with roundtables to verify that remaining roundtable charters and workplans are updated

Strategic Direction 3

Activating BIPOC Community Wisdom and Sharing Power

Goal 3a: Engage with BIPOC communities by providing effective language access services and accessible communications

Not Started	Scoping	In Progress	Complete
0	1	7	0

Goal 3b: Remove barriers for community access and participation in water decision making by providing resources for capacity building, including funding, training, and education

Not Started	Scoping	In Progress	Complete
0	2	6	3

Goal 3c: Consult, collaborate, and partner with BIPOC communities in decision-making processes.

Not Started	Scoping	In Progress	Complete
0	0	3	0

Environmental Justice Enforcement

Lead: Office of Enforcement

Collaborate to identify violations affecting neighborhoods/local community groups and address water-related concerns

2023 accomplishments	What's coming in 2024
<ul style="list-style-type: none"> • Active in Kern, Fresno, Bay View-Hunters Point environmental justice community meetings • Facilitate focus-group meetings for Los Angeles Environmental Justice Network • Conduct multiagency inspections in Bay View-Hunters Point and Los Angeles • Activation of Rapid Response Task Force in Oakland 	<ul style="list-style-type: none"> • Committed to sustained engagement with community groups along with U.S. Environmental Protection Agency enforcement units • Follow-up inspections in Oakland and Bay View-Hunters Point

Community Complaint Process

Lead: Office of Enforcement

Improve complaint tracking, accountability, and response

2023 accomplishments	What's coming in 2024
<ul style="list-style-type: none">• Collected and reviewed various Water Board complaint reporting platforms and processes	<ul style="list-style-type: none">• Identify best practices for complaint receipt, tracking, and prioritization• Develop guidance for complaint intake• Train Water Board staff on complaint process guidance

Outreach to ethnic/BIPOC media

Lead: Office of Public Affairs

Establish relationships with multi-ethnic and local media outlets

2023 accomplishments

- Established relationships with ethnic media-focused organizations
- Engaged with 30 active local media outlets statewide to understand their needs, elicit interest in water reporting and connect them with resources
- Incorporated detail into press releases geared toward local reporting interests based on engagement

What's coming in 2024

- Improve outreach using an updated directory from Ethnic Media Services
- Provide presentations about the Water Boards, our racial equity work and storytelling opportunities on water issues to membership of media organizations
- Train a group of staff to provide basic interviews on their subject matter areas in Spanish

Engagement Resources

Lead: Office of Public Participation

Build capacity for equity-centered engagement in decision-making

2023 accomplishments	What's coming in 2024
<ul style="list-style-type: none"> • Developed guidance for implementing AB 2108 (2022) and advancing equity in Water Boards decisions through engagement • Created example community profile templates • Built an external contact list of over 2,500 contacts representing diverse interests • Created online language services request form for the public to use • 5 staff received professional certificate in public engagement 	<ul style="list-style-type: none"> • Develop public engagement training curriculum • Develop templates and resources to support training curriculum • Update public engagement and tribal affairs webpages

Themes

**Improving
coordination and
alignment**

**Building internal
capacity**

**Expanding
Engagement**

**Using Racial Equity
Tools**

**Advancing equitable
outcomes in
existing programs**

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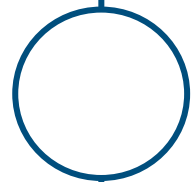


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Discussion and Questions