

**STATE OF CALIFORNIA  
REGIONAL WATER QUALITY CONTROL BOARD  
CENTRAL COAST REGION**

**STAFF REPORT FOR REGULAR MEETING OF FEBRUARY 16-17, 2023**

Prepared on January 26, 2023

**ITEM NUMBER:** 7

**SUBJECT:** **Consideration of a Proposed Resolution Condemning Racism, Xenophobia, Bigotry, and Racial Injustice and Strengthening Commitment to Racial Equity, Diversity, Inclusion, Access, and Anti-Racism in the Central Coast Region**

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**KEY INFORMATION**

**Location:** Region-Wide

**ACTION:** **Adopt Proposed Resolution No. R3-2023-0002**

**SUMMARY**

This item recommends approval of the Proposed Racial Equity Resolution No. R3-2023-0002 (Proposed Racial Equity Resolution, Attachment 1) which condemns racism, xenophobia, bigotry, and racial injustice and strengthens the Central Coast Water Board's commitment to racial equity, diversity, inclusion, access, and anti-racism.

The State Water Resources Control Board (State Water Board) and nine Regional Water Quality Control Boards (Regional Water Boards), collectively referred to as the Water Boards, have a shared mission to preserve, enhance, and restore the quality of California's water resources and drinking water. This mission is strengthened by a commitment to racial equity and environmental justice. Racial equity is achieved when race can no longer be used to predict life outcomes and outcomes for all groups are improved. Environmental justice means the fair treatment of people of all races, cultures, and incomes with respect to the development, adoption, implementation, and enforcement of environmental laws, regulations, and policies. The Water Boards acknowledge and condemn inequities, past and present, in water quality related

impacts, access and affordability of water for drinking and sanitation, and are proactively working to eliminate the structures and practices that perpetuate these inequities.

On November 16, 2021, the State Water Board adopted Resolution No. 2021-0050, Condemning Racism, Xenophobia, Bigotry, and Racial Injustice and Strengthening Commitment to Racial Equity, Diversity, Inclusion, Access, and Anti-Racism (State Water Board Racial Equity Resolution). On January 18, 2023, State Water Board staff presented an informational item to the State Water Board on their Racial Equity Action Plan. An important element of Resolution No. 2021-0050 is to encourage the Regional Water Boards to adopt their own resolutions and develop racial equity strategies and action plans to drive the Water Boards' efforts to institutionalize racial equity. The State Water Board's webpage on [Racial Equity Information and Resources](#) includes links to the State Water Board's Racial Equity Resolution and Racial Equity Action Plan, as well as racial equity-related definitions, frequently asked questions, and references.<sup>1</sup>

The Central Coast Water Board has a strong history of supporting environmental justice and strives to implement regulatory activities and water quality projects in a manner that treats all people fairly and protects historically vulnerable, marginalized, and underrepresented communities from harm. In fall 2021, the Central Coast Water Board convened a regional Racial Equity Working Group to conduct internal engagement to identify and prioritize opportunities to 1) integrate racial equity into the Central Coast Water Board's programs and practices, and 2) develop a region-specific Racial Equity Resolution. Central Coast Water Board staff provided an update on the Racial Equity Working Group at the December 2021 Central Coast Water Board Meeting.<sup>2</sup> At the April 2022 Central Coast Water Board Meeting, staff provided the Board with an update on environmental justice activities and efforts to advance racial equity, including the results of initial internal and external engagement activities.<sup>3</sup> Staff presented a [Preliminary Draft Racial Equity Resolution](#) to begin the process to conduct external engagement and receive public input. On November 21, 2022, Central Coast Water Board staff distributed a [Draft Racial Equity Resolution](#) and solicited written public comments.<sup>4</sup> On December 14, 2022, the Central Coast Water Board hosted a public listening session to discuss the Draft Racial Equity Resolution and provide an additional opportunity for the public to provide input. The Central Coast Water Board received five letters during the public comment period and incorporated public input into the Proposed Racial Equity Resolution in Attachment 1.

Informed by a robust internal and external engagement process, the Proposed Racial Equity Resolution acknowledges the effects of institutional racism that have systematically impacted Black, Indigenous, and people of color, which must be addressed by government agencies and provides an opportunity for the Board to memorialize racial equity as a top priority value that must be integrated into the decision making throughout all of our programs and their implementation. Approval of the

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<sup>1</sup> [https://www.waterboards.ca.gov/racial\\_equity/information-and-resources.html](https://www.waterboards.ca.gov/racial_equity/information-and-resources.html)

<sup>2</sup> [https://www.waterboards.ca.gov/centralcoast/board\\_info/agendas/2021/dec/item9\\_stfrpt](https://www.waterboards.ca.gov/centralcoast/board_info/agendas/2021/dec/item9_stfrpt)

<sup>3</sup> [https://www.waterboards.ca.gov/centralcoast/board\\_info/agendas/2022/apr/item3\\_stfrpt.pdf](https://www.waterboards.ca.gov/centralcoast/board_info/agendas/2022/apr/item3_stfrpt.pdf)

<sup>4</sup> [https://www.waterboards.ca.gov/centralcoast/press\\_room/press\\_releases/docs/draft-racial-equity-res](https://www.waterboards.ca.gov/centralcoast/press_room/press_releases/docs/draft-racial-equity-res)

Proposed Racial Equity Resolution also offers the Central Coast Water Board the opportunity to provide clear direction to staff and transparency to stakeholders regarding the priority to advance racial equity in the Central Coast Region.

While the focus of this agenda item is the Proposed Racial Equity Resolution, Attachment 2 provides a brief update on key environmental justice projects, including the Central Coast Drinking Water Well Testing Program, Regional Bottled Water Program for Central Coast Households, and the Central Coast Community-Based Water Quality Grants Program.

This summary, Attachment 1 – Proposed Racial Equity Resolution, and Attachment 2 – Update on Environmental Justices are also provided in Spanish. Interested persons may also request that the entire staff report be translated into Spanish, dependent upon available resources.

## DISCUSSION

### Background

In California, race is a predictor of access to, and the quality of, the governmental services a person receives, including access to safe, clean water for drinking and affordable services to support sanitation as well as wastewater collection, treatment, and reuse. In fact, race is the strongest predictor of water and sanitation access. The [California Environmental Protection Agency's 2021 Pollution and Prejudice StoryMap](#)<sup>5</sup> and the Office of Environmental Health Hazard and Assessment (OEHHA) [CalEnviroScreen](#)<sup>6</sup> data analyses demonstrate that historically redlined neighborhoods are “generally associated with worse environmental conditions and greater population vulnerability to the effects of pollution today.” In addition, Black, Indigenous, and people of color are overrepresented in the neighborhoods that are the most environmentally degraded.

In 2018, the California Environmental Protection Agency developed a Plan of Action for Racial Equity (PARE). The three main PARE Goals include the following: 1) Increase workforce equity in recruitment, hiring, retention, and promotion, 2) Enhance workforce capacity in formal and informal training, and 3) Expand language access to services and resources.

In fall 2020, the State Water Board convened a Water Boards Racial Equity Team to advance racial equity for the communities that the Water Boards serve, and internally within the organization. The Water Boards' Racial Equity Team comprises staff representing various divisions, offices, and regions from all levels of the organization. The team was tasked with three major priorities: 1) establish a foundation of internal and external engagement that values listening and collaboration to drive action; 2) draft a resolution on racial equity to be considered for adoption by the State Water Board and leveraged by the nine Regional Water Quality Control Boards (Regional Water Boards)

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<sup>5</sup> <https://storymaps.arcgis.com/stories/f167b251809c43778a2f9f040f43d2f5>

<sup>6</sup> <https://oehha.ca.gov/calenviroscreen/report/calenviroscreen-40>

to adopt their own resolutions; and 3) develop racial equity strategies and action plans to drive efforts for the coming years.

On November 16, 2021, the State Water Resources Control Board (State Water Board) adopted Resolution No. 2021-0050, Condemning Racism, Xenophobia, Bigotry, and Racial Injustice and Strengthening Commitment to Racial Equity, Diversity, Inclusion, Access, and Anti-Racism (State Water Board Resolution). The State Water Board Resolution acknowledged the role racism has played in creating inequities in affordability and access to clean and safe water; committed to advancing racial equity within the State Water Board and the communities it serves; directed its staff to develop a racial equity action plan; and encouraged the nine Regional Water Quality Control Boards to adopt similar resolutions. On January 18, 2023, State Water Board staff presented an informational item to the State Water Board on their Racial Equity Action Plan. The State Water Board's Racial Equity Action Plan does not expand or modify the Water Boards' existing authorities, but rather it is a compilation of actions intended to advance the State Water Board's efforts to create a future where we equitably preserve, enhance, and restore California's water resources and drinking water for all Californians, regardless of race, and where race is not a predictor of professional outcomes for Water Boards employees. The Racial Equity Action Plan sets goals for the State Water Board to address racial inequities and identifies metrics to measure progress.

#### Central Coast Water Board Racial Equity Working Group

In fall 2021, the Central Coast Water Board convened a regional Racial Equity Working Group to conduct internal and external engagement to identify and prioritize opportunities to 1) integrate racial equity into the Central Coast Water Board's programs and practices, and 2) develop a region-specific Racial Equity Resolution. The Racial Equity Working Group is entirely staff-led and members have all participated in racial equity training and volunteered to participate in the group and completed tasks through a discretionary resource effort above and beyond their normal assignments and responsibilities.

#### Internal Engagement

From December 2021 through February 2022, the Racial Equity Working Group sought internal engagement through General Staff Meeting presentations, anonymous surveys, and program-specific discussions. The goal of this effort was to provide a variety of opportunities for all employees to give meaningful input regarding racial equity at the Central Coast Water Board.

The Racial Equity Working Group provided updates to the Board at the December 2021 and April 2022 Central Coast Water Board Meetings, including the results of initial internal and external engagement activities conducted from December 2021 through April 2022.

### External Engagement

At the April 2022 Central Coast Water Board Meeting, the Racial Equity Working Group presented the Preliminary Draft Racial Equity Resolution to the Board and began the process to conduct external engagement and receive public input.

From July to November 2022, the Racial Equity Working Group provided the opportunity for interested persons, community groups, and tribal representatives to discuss racial equity and provide comments on the Preliminary Draft Racial Equity Resolution. During this time, the Racial Equity Working Group met with representatives from the following community groups and organizations:

- Monterey Waterkeepers
- Community Water Center
- Central Coast Water Quality Preservation, Inc.
- Integrated Regional Water Management Roundtable of Regions
- Central Coast Climate Justice Network
- Visión y Compromiso
- Fernandéño Tataviam Band of Mission Indians
- Santa Ynez Band of Chumash Indians

The goal of the external engagement meetings was to provide an informal venue for Central Coast Water Board staff to meet individually with interested persons, community groups, and tribal representatives to affirm the Central Coast Water Board's commitment to advancing racial equity, to discuss the Preliminary Draft Racial Equity Resolution and next steps, and most importantly to listen and learn and receive feedback. Feedback received from the external engagement meetings focused on the following areas:

- Improve workforce diversity to better represent communities served (staff, management, and board members);
- Prioritize underrepresented communities impacted by pollution (e.g., reduce exposure, minimize financial burdens, prioritize disaster relief);
- Prioritize activities to reduce costs (direct and administrative burden) for underrepresented communities and entities regulated by the Water Board (e.g., simplify requirements, support compliance assistance, minimize permit fees);
- Improve accessibility to decision-making processes by incorporating the following strategies:
  - Increase outreach and engagement to underrepresented communities.
  - Provide flexibility for the time and place of public meetings.
  - Engage communities where they are (e.g., Attend community pláticas and house meetings to listen and learn about the community).
  - Make it easier and less costly to provide input.
- Ensure that all staff are trained on tribal history and culture. Tribes are separate entities with governments and must be addressed specifically.
- Pursue additional resources for racial equity and environmental justice work.

Informed by feedback from internal and external engagement, Central Coast Water Board staff developed a Draft Racial Equity Resolution and released it on November 21, 2022, for a 57-day public comment period.

### Tribal Consultation

On November 21, 2022, the Central Coast Water Board also invited California Native American tribal contacts in the Central Coast Region to engage in consultations on the Draft Racial Equity Resolution, and on December 12, 2022, staff participated in a tribal consultation with the Santa Ynez Band of Chumash Indians. During the consultation, tribal representatives expressed their support of the Draft Racial Equity Resolution and requested that the Central Coast Water Board prioritize the addition of the following Tribal beneficial uses to the Water Quality Control Plan for the Central Coastal Basin (Basin Plan): Tribal Tradition and Culture (CUL), Tribal Subsistence Fishing (T-SUB), and Subsistence Fishing (SUB).

### Racial Equity Listening Session

On December 14, 2022, the Racial Equity Working Group held a virtual listening session to gather public input on the Draft Racial Equity Resolution. The listening session was attended by Board Chair Jane Gray, Board Member Dr. Monica Hunter, Executive Officer Matthew Keeling, staff, and members of the public.

Public participants expressed their overall support for the Draft Racial Equity Resolution and their hope that the resolution translates into restorative solutions that address the historical roots and contexts of inequity in the Central Coast Region. Participants emphasized the importance of the Central Coast Water Board's Racial Equity Action Plan and requested that staff develop a community-based public process to draft the plan. Participants shared specific water quality challenges faced by community members they work with, including pollution and safe drinking water, language and technological barriers to accessing information and participating in government, and knowledge gaps. Participants engaged in a discussion on how to tackle these barriers, including best practices for engagement and outreach with disadvantaged communities, relationship-building, and messaging strategies.

### **Public Comments and Responses**

On November 21, 2022, staff issued a [public notice](#)<sup>7</sup> for the Draft Racial Equity Resolution, distributed it to interested persons and tribal communities in English and Spanish, and provided a 57-day public comment period. The public comment period ended on January 16, 2023, and the Central Coast Water Board received written comments from the following groups and individuals. A summary of the comments received, and associated responses are provided in the section below. Copies of the individual comment letters received during the public comment period are available

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<sup>7</sup> [https://www.waterboards.ca.gov/centralcoast/press\\_room/press\\_releases/docs/notice-racial-equity-res.pdf](https://www.waterboards.ca.gov/centralcoast/press_room/press_releases/docs/notice-racial-equity-res.pdf)

upon request. Note that specific changes made to the Proposed Racial Equity Resolution in response to public comments are highlighted in Attachment 1.

1. Santa Ynez Band of Chumash Indians, Sam Cohen, Government Affairs and Legal Officer
2. Monterey Waterkeepers, Chelsea Hsin-Feng Tu, Executive Director and San Jerardo Cooperative, Ileana Miranda, General Manager
3. Community Water Center, Mayra Hernandez, Community Solutions Advocate and Monterey Waterkeeper, Chelsea Hsin-Feng Tu, Executive Director
4. Individual Commenter, Dan Kessler
5. Individual Commenter, Mark D. Braun

### Santa Ynez Band of Chumash Indians

The Santa Ynez Band of the Chumash Indians (Tribe) submitted two comment letters, one dated November 23, 2022, and a second dated January 17, 2023. In both comment letters, the Tribe express support for the Draft Racial Equity Resolution. In their first letter, the Tribe requests that the Central Coast Water Board add three new beneficial use definitions to the Draft Racial Equity Resolution, and ultimately to the Basin Plan. These beneficial uses include Tribal Tradition and Culture (CUL), Tribal Subsistence Fishing (T-SUB), and Subsistence Fishing (SUB).

In their second letter, the Tribe provides comments to ensure that the Central Coast Water Board and staff better understand California Native American culture, communities, history, and their role in protecting and maintaining the region's waterways; as well as suggestions to improve partnerships and opportunities for collaboration with diverse organizations and communities throughout the Central Coast Water Board's programs. They further outline internal structural changes that the Central Coast Water Board should consider taking to ensure a diverse, inclusive, and welcoming work environment for all. Some examples include improving workforce access to diversity trainings, hiring a diverse workforce and leadership, and assessing internal processes that may perpetuate inequities and racism.

#### *Summary Response to Comments:*

Staff recognizes the importance of adding Tribal beneficial uses to the Basin Plan and in response to this request, staff updated Resolve #12 in the Proposed Racial Equity Resolution to prioritize adding specific Tribal beneficial uses to the Basin Plan (also see Findings #34-35). Staff appreciates the Tribe's commitment to Tribal culture, history, and needs, and their willingness to share their wisdom on land and water stewardship. In response, staff revised Findings #13 and #15. In general, the Proposed Racial Equity Resolution reflects many of the Tribe's comments regarding the internal structural changes and staff will consider specific improvements that may be included in the Central Coast Water Board's Racial Equity Action Plan.

Monterey Waterkeepers and San Jerardo Cooperative

In their comment letter, Monterey Waterkeeper and San Jerardo Cooperative express their support for the Draft Racial Equity Resolution and provide written questions and recommendations to help clarify and strengthen the resolution. The comment letter notes that the Draft Racial Equity Resolution underscores the connection between racial and environmental inequities, and they request that both be addressed in the resolution. Comments recommend that the Central Coast Water Board strengthen and clarify its definition of environmental justice to include considerations for other socioeconomic factors in addition to race that also contribute to inequity in environmental and health protection, such as income status. Other comments suggest adding more specific language for the restoration of beneficial uses and the prioritization of pollution prevention. The letter further emphasizes the need to include qualitative and quantitative data and project deadlines to strengthen the Action Plan. They also recommend that in addition to racial equity, the Action Plan be broadened to address environmental justice.

*Summary Response to Comments:*

Staff agrees with the comments regarding the strong connection between racial equity and environmental justice. The Proposed Racial Equity Resolution relies on the definitions and descriptions of racial equity and environmental justice included in the State Water Board Racial Equity Resolution and incorporates the relevant findings by reference (see Proposed Racial Equity Resolution Findings #2 and #5). In response to comments, staff revised the Proposed Racial Equity Resolution to include the suggested language for the restoration of beneficial uses and the prioritization of pollution prevention (see Proposed Racial Equity Resolution Finding #41(e)) and the suggested language to better connect racial equity and environmental justice (see Resolve #13 and #16). Additionally, staff is committed to improving our use of qualitative and quantitative data to better understand environmental inequities and to inform the Central Coast Water Board on progress towards achieving racial equity and environmental justice. These strategies will be considered in detail in the Racial Equity Action Plan. Staff will prioritize the development of the Racial Equity Action Plan, depending on available resources, and report on progress one year after the Central Coast Water Board adopts the Racial Equity Resolution, and will report on implementation progress annually thereafter.

Community Water Center and Monterey Waterkeepers

Comments from the Community Water Center and Monterey Waterkeepers indicate their support for the Draft Racial Equity Resolution. They support the Draft Racial Equity Resolution because it recognizes past injustices and disparities faced today by low-income communities of color in accessing safe and affordable drinking water. Their comments also emphasize the importance of measurable improvements in addressing disparities. Their comments also express support for the Racial Equity Action Plan and stressed the importance of including communities and community-based organizations throughout its development.



*Summary Response to Comments:*

Staff will take these comments into consideration during the development and implementation of the Racial Equity Action Plan.

Individual Commenters

Two individuals submitted written comments expressing concerns that the Draft Racial Equity Resolution addresses social concerns and this is not relevant to the Central Coast Water Board's mission of protecting water quality.

*Summary Response to Comments:*

Racial equity is a Water Board priority. While the Water Boards' core regulatory mandate and associated mission are focused on protecting and restoring water quality, the Water Boards' mission is strengthened by a commitment to racial equity and environmental justice. Furthermore, [Executive Order N-16-22](#)<sup>8</sup> requires all State agencies to include practices to advance racial equity, and the California Water Code mandates that social and economic factors be taken into consideration, including the human right to water.

**Human Right to Water**

California Water Code section 106.3, subdivision (a) states that it is the policy of the State of California "that every human being has the right to safe, clean, affordable, and accessible water adequate for human consumption, cooking, and sanitation purposes." On January 26, 2017, the Central Coast Water Board adopted Resolution No. R3-2017-0004, which affirms the realization of the human right to water and the protection of human health as the Central Coast Water Board's top priorities. The Proposed Racial Equity Resolution recognizes that individuals from Black, Indigenous, and people of color communities are disproportionately affected by lack of safe, clean, and affordable drinking water, and reaffirms our commitment to prioritize and uphold California's human right to water for every human being in California (see Findings #1, #20, #25-33, #35, and Resolves #7, #16).

**Environmental Justice**

The Water Boards' mission is strengthened by a commitment to racial equity and environmental justice, and racial equity and environmental justice are closely connected. Environmental Justice principles call for the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income in the development, adoption, implementation, and enforcement of all environmental laws, regulations, and policies that affect every community's natural resources and the places people live, work, play, and learn. Racial equity occurs when race can no longer be used to predict life outcomes, and outcomes for all groups are improved. The Central Coast Water Board's Proposed Racial Equity Resolution is in alignment with the Central Coast Water Board's historical actions focused on environmental justice and engaging with underrepresented communities.

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<sup>8</sup> <https://www.gov.ca.gov/wp-content/uploads/2022/09/9.13.22-EO-N-16-22-Equity.pdf?emrc=c11513>

The Central Coast Water Board strives to implement regulatory activities and water quality projects in a manner that ensures the fair treatment of all people, including underrepresented communities. Underrepresented communities include but are not limited to disadvantaged communities (DACs), severely disadvantaged communities (SDACs), economically distressed areas (EDAs), Tribes, environmentally disadvantaged communities (EnvDACs), and members of fringe communities.<sup>9</sup> Furthermore, the Central Coast Water Board is committed to providing all stakeholders the opportunity to participate in the public process and provide meaningful input to decisions that affect their communities.

## Climate Change

The Central Coast Region faces the threat and the effects of climate change for the foreseeable and distant future. The Central Coast Water Board recognizes that the effects of climate change and associated extreme hydrologic conditions and sea level rise has a disproportionate negative impact on Black, Indigenous, and people of color communities. To proactively prepare and respond, the Central Coast Water Board is implementing the Central Coast Water Board's Climate Action Initiative, which identifies how the Central Coast Water Board's work relates to climate change and prioritizes actions that improve water supply resiliency through water conservation and wastewater reuse and recycling; mitigate for and adapt to sea level rise and increased flooding; improve energy efficiency; and reduce greenhouse gas production. The Climate Action Initiative is consistent with the [Governor's Executive Order B-30-15](#)<sup>10</sup> and the State Water Board's [Comprehensive Response to Climate Change Resolution No. 2017-0012](#)<sup>11</sup>. The Proposed Racial Equity Resolution includes Findings #22 and #36 to describe climate change impacts and support needed for underrepresented

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<sup>9</sup> Disadvantaged Community: a community with an annual median household income that is less than 80% of the statewide annual median household income (Public Resources Code section 80002(e)); Severely Disadvantaged Community: a community with a median household income of less than 60% of the statewide average. (Public Resources Code section 80002(n)); Economically Distressed Area: a municipality with a population of 20,000 persons or less, a rural county, or a reasonably isolated and divisible segment of a larger municipality where the segment of the population is 20,000 persons or less with an annual median household income that is less than 85% of the statewide median household income and with one or more of the following conditions as determined by the department: (1) financial hardship, (2) unemployment rate at least 2% higher than the statewide average, or (3) low population density. (Water Code section 79702(k)); Tribes: federally recognized Indian Tribes and California State Indian Tribes listed on the Native American Heritage Commission's California Tribal Consultation List; EnvDACs: CalEPA designates the top 25 percent scoring census tracts as DACs. Census tracts that score the highest five percent of pollution burden scores but do not have an overall CalEnviroScreen score because of unreliable socioeconomic or health data are also designated as DACs (refer to the CalEnviroScreen 3.0 Mapping Tool or Results Excel Sheet); Fringe Community: communities that do not meet the established DAC, SDAC, and EDA definitions but can show that they score in the top 25 percent of either the Pollution Burden or Population Characteristics score using the CalEnviroScreen 3.0.

<sup>10</sup> <https://www.library.ca.gov/wp-content/uploads/GovernmentPublications/executive-order-proclamation/39-B-30-15.pdf>

<sup>11</sup> [https://www.waterboards.ca.gov/board\\_decisions/adopted\\_orders/resolutions/2017/rs2017\\_0012.pdf](https://www.waterboards.ca.gov/board_decisions/adopted_orders/resolutions/2017/rs2017_0012.pdf)

communities and Resolve #9 states the Central Coast Water Board's commitment to implementation of climate change initiative projects.

### **Next Steps and Racial Equity Action Plan**

The next step is to develop a Racial Equity Action Plan that sets goals for the Central Coast Water Board to address racial inequities and that identifies metrics to measure progress. We aim to develop the Racial Equity Action Plan in collaboration with tribes, stakeholders, and the communities most impacted by racial inequities. Staff intends to consider the State Water Board's Racial Equity Action Plan as a starting point and develop a process to seek out and incorporate community input. In addition, staff will also consider input provided in public comments on the Draft Racial Equity Resolution related to the Racial Equity Action Plan. Staff will prioritize and schedule the development of the Racial Equity Action Plan, depending on available resources, and report on progress one year after the Central Coast Water Board adopts the Racial Equity Resolution, and will report on implementation progress annually thereafter.

### **CONCLUSION**

Central Coast Water Board staff are committed to furthering racial equity and environmental justice as part of our ongoing activities to implement our water quality mission in coordination with our statewide Water Board counterparts, environmental justice partners, tribes, and the community members and regulated entities we serve. The adoption of the Central Coast Water Board Racial Equity Resolution is an important step towards demonstrating this commitment, to be followed by an implementable and measurable Racial Equity Action Plan. Moving forward, the Central Coast Water Board will implement a stepwise iterative and transparent approach in response to both challenges and opportunities until racial equity is effectively integrated as part of our water quality mission and organizational culture.

### **RECOMMENDATION**

Staff recommends the Central Coast Water Board adopt Racial Equity Resolution No. R3-2023-0002, as proposed.

### **ATTACHMENTS**

1. Proposed Resolution No. R3-2023-0002 (clean version with changes highlighted relative to the draft resolution)
2. Update on Environmental Justice Projects in the Central Coast Region