

# CAF Track 1: **Advancing Equitable Adaptation**

## Workshop #3: **Moving Slow + Fast: Resilience Strategies and Processes with Purpose**

Monday, September 27 • 10:00 AM - 12:00 PM

### [Main Session Recording](#)

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### Description

Balancing the need to move quickly to meet the demands of a changing climate with intentional, equitable processes can seem like an impossible task. In this session, participants will hear from three leaders about how they have structured processes for developing innovative resilience strategies to meet these twin goals for equity and expediency. The session will lift up concrete, emerging strategies for addressing climate adaptation, ideas for designing engagement activities for both in-person and virtual participation, and insight into simultaneously maintaining both trust and momentum in broader resilience work.

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### Track Facilitators

- **Hoi-Fei Mok** | Sustainability Manager, City of San Leandro
  - **Monica Palmeira** | Senior Analyst, California Public Utilities Commission
  - **Nick Tipon** | Member, Graton Rancheria, Board of Director, Point Blue Conservation Science
  - **Julia Kim** | Climate & Energy Program Director, Local Government Commission
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### Welcome

#### Code of Conduct and Group Norms

- Find the CAF Code of Conduct and Group Norms for Track 1 [here](#).

### Presentations

#### Kristin Baja, Programs Director, Climate Resilience, Urban Sustainability Directors Network

Kristin Baja ('Baja') is USDN's Climate Resilience Officer and is responsible for helping cities identify strategic ways to advance climate resilience planning and implementation and building their capacity to take proactive action. Baja calls herself the mycelium in the forest and strives to bring

resources and nutrients to communities while also decomposing old practices and helping to design and develop more human-centered processes and projects. Baja has over 10 years of experience working on Resilience Hubs and has supported several communities in activating Hubs. In 2016, she was recognized by the Obama Administration as a Champion of Change for her work on climate and equity.

- What are Resilience Hubs and why do they demand the moving fast and slow approach?
- The Traditional Approach: Response and Recovery.
  - How do we move away from an extractive approach and towards a respect-based approach focused on meeting the needs of communities?
  - We are certainly still in the process of breaking down this extractive model.
  - One method that has been developed is the rejection of traditional cookie cutter solutions. How do we provide support from a bottom-up approach? Instead of supplying disaster relief we must better equip communities to address and prevent these issues from the offset.
- Resilience for Hubs
  - Resilience hubs aim to cultivate a holistic version of resilience.
  - This version of resilience is based on equipping individuals and communities to better address disaster scenarios.
  - As professionals working in this field have not been taught and trained to consider the needs of the communities that we serve.
  - Resilience Hubs are generally non-traditional spaces as they must be areas that community members feel welcome and comfortable.
- Resilience Hubs
  - Resilience Hubs are community- serving facilities.
  - Often resilience hubs are not run by the government, as they are not meant to reinforce existing power dynamics. This is also oftentimes due to the existing distrust between the public and government.
  - Forming a framework for Resilience Hubs has taken a long time.
  - Everybody wants to make resilience hubs into power hubs and systems. If they are not rooted in the correct buildings by the right people, they will not be effective in distributing power to the correct groups of people.
- USDN Resilience Modes
  - These hubs have been organized into three Modes:
    - Everyday
    - Non Disruptive
      - Short-term
      - Long-term
    - Recovery
- Phasing in Over Time
  - Baseline
    - What elements are needed to meet the community's basic needs?

- Does the community know that through this Hub they will have reliable access to clean water, food, open and honest lines of communication?
  - Optional
    - What elements are needed to better equip the community to meet their needs?
    - Do they need access to mental health services, creative spaces, or other services that are valuable to the community?
  - Ideal
    - With unlimited resources, what services would the site provide? It is important to have goals to aim for over time.
- No two resilience Hubs are alike
  - Each resilience hub is constituted of different community members and is designed to provide community-specific services.
  - There is no perfect case study for Resilience Hubs as they must be specifically catered to the community that they serve.

### Laura Garcia, CARE Coordinator, Communities for a Better Environment

Laura began at CBE as Richmond Youth Organizer and developed the Richmond branch of CBE's Youth EJ Program, where CBE's youth members are fighting environmental injustices and moving towards a Just Transition. Laura brings deep organizing experience to her new role as the Coordinator for CBE's Climate Adaptation Resiliency Enhancement (CARE) program. Laura also serves on the Richmond Progressive Alliance's Steering Committee, where she focuses on youth engagement and environmental justice.

- [CBE CARE Manual](#)
- When working towards mitigating the effects of climate change we must also consider the communities that we serve.
- We must be pushing for a Just Transition. How do we dismantle all aspects of an extractive economy (including reliance on fossil fuels, patriarchy, and worker exploitation) and move towards a regenerative economy based on care, social justice, and sacredness of resources?
- Last year CBE did not know how to serve its community members properly even though it was supplying resources to community members in the form of food and knowledge on how to stay safe during COVID.
- CBE ended up doing a lot of mutual aid work throughout the pandemic.
- Throughout the pandemic and the fire season of 2020 CBE did a lot of external work in the form of supplying masks and air filters.
  - This all harkens back to one question: What does it mean to be resilient?
  - Individuals were having trouble accessing CBE programs so steps had to be taken to engage with community members and build those connections.
- CBE needed to take a step back as an organization and realize/ acknowledge how it embodies aspects of a White Supremacist and Anti-Black workplace.

- Additional Project Updates
  - CBE has worked to ensure that community members have access to the necessary materials to make it through a bad air day or other climate impacts
  - CBE has also been building community resiliency through supplying community members with emergency preparedness guidelines.
- Community Involvement:
  - Social Media: Even though social media is not always accessible to all community members (especially during the time of a blackout) meaningful
  - Cooling Centers: These centers were identified as a need after listening sessions and meetings with community members. While these were successful in part, many challenges were met due to limited staff capacity, limited hours of operation, and a general lack of funds.
- When larger organizations are partnering with other organizations such as CBE it is important to interact with the community members on the ground and learn what exactly it is that they need. Engagement is often limited due to capacity restraints from staff.

### Manuel Oliva, CEO, Point Blue Conservation Science

Manuel Oliva (“Manny”) has over twenty-five years of experience working on a broad range of climate change and natural resource conservation issues across different sectors (e.g., agriculture, energy, urban, rural), and in collaboration with diverse global partners (e.g., local and national governments, private sector, local communities). Manuel has served in leadership positions for such organizations as the Foreign Agricultural Service of the U.S. Department of Agriculture, the U.S. Environmental Protection Agency, Conservation International and the city of Washington D.C.

- Point Blue Conservation Science
  - Works towards developing nature-based solutions to climate change while protecting the ecosystems that sustain healthy communities
  - The theme of moving fast and slow is echoed in the work that PBCS does.
- We are all aware of the need to make immediate and drastic efforts to mitigate and reverse the effects of climate change. As a result we need to readdress our approach to climate mitigation strategies.
- How do we address the dual pressures of climate change? These impacts will surely exacerbate existing inequalities.
- When we think of mitigation and resilience strategies they have to be developed in partnership. Not only because of the necessary equity lens, but also because these communities will be able to offer new and innovative solutions.
- Sea level rise:
  - PBCS developed a tool that will show how sea level rise will impact coastal communities over the coming decades.
  - This tool shows how nature-based solutions will be able to be utilized to properly build equitable outcomes for the communities that inhabit them.

- Agriculture:
  - The Department of Agriculture has asked PBCS to conduct soil analysis. PBCS is currently exploring ways in which we can utilize soils to trap carbon?
  - During this process how do we ensure that soils maintain their ability to produce healthy food?
  - Through the placement of community-sourced Partner Biologists PBCS is currently working with the department of agriculture to ensure that under-represented and underserved farmers and ranchers have access to the necessary resources to develop these necessary solutions.
  - PBCS also works with other NGOs to establish and explore ways in which private capital may be utilized to bridge the gaps that appear as a result of utilizing public funding exclusively.
- Education:
  - As an academic institution PBCS has a history of working with early career scientists.
  - As we look towards the future PBCS has realized that climate solutions need to naturally include an equity lens.

### Panel Discussion/ Q&A

How is the engagement and conversation structured with community members to help inform your models and understanding of what is needed at resiliency hubs?

**Baja:** We do not consider them engagement opportunities, instead we look at how we can effectively engage with long term partners. There is no one size fits all, instead we look to provide individuals with what they need and what is helpful to them

**Manny:** This is an ongoing issue. We are constantly looking for new ways to engage in this way. We have recently been looking towards partner biologists. Having these scientists be community members provides trust building that, hopefully, allows for stronger community engagement in the future.

**Laura:** I have been encouraged to challenge the process. How do we ensure that we are taking a step back and ensuring that community members are being allowed to take leadership roles. Los Angeles is currently undergoing a community fund and it is incredibly inaccessible. Recently CBE has worked with students and has gone as far as to make a game in order to make this work more accessible to youth.

How do you compensate community members?

**Laura:** CBE does provide stipends. CBE also engages in community budgeting and identifies the needs of these community members.

**Baja:** Not all community members want stipends, but every individual is offered something in exchange for their time. Whether this is direct monetary compensation, access to information, access to networks, or access to funding. It is important that everyone receives something in exchange for their labor and time.

**Manny:** it is important to make the effort to provide the resources that individuals want/ need to participate.

How do you think you will navigate a future that will likely consist of a hybrid virtual and in person combination?

**Manny:** Normally students will be taken out into the field. While PBSC was not able to do this during the past year, being forced into an online platform made the projects more accessible to youths of different communities.

**Baja:** There is often a generational gap between those who prefer/ are okay with using a virtual platform and those who are not. We have tried to build events with dual components so that individuals who do prefer virtual still have that option.

**Laura:** Events have still been almost entirely virtual. It is important to remind the public that efforts are being made to keep staff safe and healthy. Some technical issues have also been experienced, specifically Chromebooks not having a sufficient translation program.

How do you balance centering the community's needs and looking to the community to drive the adaptation process while also not placing additional work on communities and making that process more equitable?

**Baja:** It is essential to include these measures in the initial planning process of these projects.

**Manny:** This needs to start earlier in the process. There is a lot of work to be done in the process of community engagement.

**Laura:** Establishing a direction for funding in advance is incredibly important and this is where you would allocate funding to supporting these communities.

### Report Outs from Breakout Session

Notes captured collaboratively in the Jamboard [here](#).

- **Group 1:** How do we engage tribes around prescribed burnings? There are certainly pros and cons of remote engagement opportunities. While remote events do allow for flexibility there is certainly still a need for in-person engagement.
- **Group 2:** How do we connect virtual events and in-person events as they continue to become more common? The technological requirements to host hybrid events will be a big hurdle for many organizations.
- **Group 3:** Fundamentally this is largely about relationship building. In terms of funding, it is always important to have predetermined funding allocations.
- **Group 4:** Archaic forms of outreach and engagement were already proving to be less effective pre-COVID. COVID has pushed for a transition to more accessible (and effective) virtual means of engagement. It is important to provide stable sources of funding to these projects. Funding through grants is often less reliable and enforces timelines that are oftentimes unrealistic.

- **Group 5:** There are many upcoming opportunities for hybrid community engagement. One example that came up was the Elephant Builder Platform which allows for team collaboration. Small grant funding also has the potential to provide funding for these projects.

### Closing Remarks and Next Steps:

- This was the final workshop in this track! We have covered some massive topics in this track including how to dismantle White Supremacy in the workplace and effectively integrate racial equity into the work that we do everyday. Thank you for participating in these workshops with us!
- The Outcomes Webinar for this track will be on October 18, 2:00 - 3:30pm