Santa Clara County Climate Collaborative Equity in Community Work Group Meeting (EiCWG)

County of Santa Clara Office of Sustainability

February 13, 2025

Wifi:
Sunnyvale-Guest

Equity in Community Work Group Agenda

Time	Topic
15 min	Introductions and Icebreaker Question
15 min	CBO Spotlight - San Jose Conservation Corps, Janeth Beltrain
55 min	Final Phase: EiCWG Needs Assessment - Voting exercise - Discussion on other parts of Action Plan
5 min	Wellness Break
15 min	Resilience Fund Update & Feedback, Coastal Quest
10 min	Gratitude, Closing, Next Steps

EiCWG Expectations for CBOs

CBO definition for this space: If you work directly with community members in Santa Clara County for majority of your work week

Step up, step back and make space for CBO partners to connect

EiCWG Group Norms

1. We treat each other with dignity and respect
2. We trust each other and maintain confidentiality
3. We assume positive intent throughout our interactions
4. We will honor our commitments to each other, the Collaborative and the communities we serve
5. We provide positive, constructive feedback to each other and the Collaborative as a whole
6. Others?
7. CBO vs non-CBO participation - step up, step back
8. Embrace the space to speak with emotion
9. Find joy!

Introductions and Icebreaker

Icebreaker

It is the season of love - what do you love to do that restores your soul?

CBO Spotlight:
Ileana Trejo,
San Jose Conservation Corps

SAN JOSE CONSERVATION CORPS+CHARTER SCHOOL

SAN JOSE CONSERVATION CORPS+CHARTER SCHOOL

San Jose Conservation Corps Charter School is an accredited, credit recovery high school that provides young adults aged 17 ½ to 27 a chance to earn their high school diploma.

The San Jose Conservation Corps is a job training program dedicated to empowering young adults (18 to 27 years old) to achieve economic mobility through education, environmental stewardship, and career preparation.

YB YOUTHBUILD
USA

AmeriCorps

FOCUSED LEARNING ENVIRONMENT

1.ROLLING ENROLLMENT & GRADUATION

Students enroll when they are ready and earn credits weekly towards their diploma.

SCHOOL YEAR 2024-2025 SJCCCS GRADUATION REQUIREMENTS 150 Credits + 1 Community Service Project

Subject	Requirements	Credits
English	40 credits of English	40
Social Science	30 credits, including 10 World History, 10 U.S. history, 5 economics, and 5 government	30
Math	20 credits of including 10 algebra credits, 10 other credits	20
Science	20 credits (combination of life and physical science)	20
Fine Arts	10 credits in arts or foreign language	10
PE	10 credits (completed through Edgenuity)	10
Electives	20 credits. (May include work experience)	20

FOCUSED LEARNING ENVIRONMENT

1.ROLLING ENROLLMENT & GRADUATION

2024-25 CREDITS FOR FULL-TIME STUDENTS

PERIOD	WEEKS IN SCHOOL	WEEK	WEEK	WEEK	WEEK	WEEK	WEEK 6	WEEK 7	WEEK
P-1		0.5	0.75	1	1.25	1.75	2.25	2.5	2.75
P-2	1	0.5	0.75	1.25	1.75	2	2.5	2.75	3
P-3		0.5	0.75	1.25	1.75	2	2.5	2.75	3
P-4		0.5	0.75	1.25	1.75	2	2.5	2.75	3
P-5		0.5	0.75	1.25	1.75	2	2.5	2.75	3
P-6		0.5	0.75	1.25	1.75	2	2.5	2.75	3
P-7		0.5	0.75	1.25	1.75	2	2.5	2.75	3
P-8		0.5	0.75	1	1.25	1.75	2.25	2.5	2.75
TOTAL CRS		4	6	9.5	13	15.5	19.5	21.5	23.5

2024-25 CREDITS FOR JOB TRAINING STUDENTS

Dual Enrolled

PERIOD	WEEKS IN SCHOOL	WEEK	WEEK	WEEK	WEEK	WEEK	WEEK 6	WEEK 7	WEEK
P-1	1	0.5	0.75	1	1.25	1.75	2.25	2.5	2.75
P-2		0.5	0.75	1.25	1.75	2 2	2.5	2.75	3 3
P-4		0.5	0.75	1.25	1.75	1.75	2.5	2.75	3
P-6		0.5	0.75	1.25	1.75	9.5	2.5	2.75	2.75
P-8		0.5	0.75	1	1.25		2.25	2.5	14.
TOTAL CRS		2.5	3.75	5.75	7.75		12	13.25	5

Sample Transcript Analysis

Prev. High School:

Student Name:

Total Credits Req.:	150	PROGRAM:
Total Credits Transferred:	110	SDWS STATUS:
Total Credits Remaining:	40	SSID:
		GRADE:

Subject	CREDITS REQ.	CREDITS TRANSFERRED	CREDITS REMAINING
English:	40	35	5
Life Science:	10	10	0
Physical Science:	10	0	10
Algebra :	10	10	0
General Math:	10	5	5
U.S History:	10	10	0
World History:	10	10	0
Government:	5	0	5
Economics:	5	0	5
PE:	10	10	0
Fine Arts:	10	0	10
Electives:	20	20	0

FOCUSED LEARNING ENVIRONMENT

2. SMALL SCHOOL

Smaller school environment creates a safe and supportive space with personalized attention.

3. STUDENT-CENTERED **LEARNING**

Students enter throughout the year and able to earn credits through credit recovery courses

COMPREHENSIVE SUPPORT

MULTI-TIERED SYSTEM OF SUPPORTS (MTSS)

Comprehensive team to ensuring students get the academic, social-emotional, and basic needs met.

ACADEMIC

- Specialized Learning Services
- College and Career Counseling
- AmeriCorps Educational Awards
- Independent Studies (upon approval)

SOCIAL-EMOTIONAL

- Positive Behavior Incentive Systems (PBIS)
- Mental Health Counselor

BASIC NEEDS

- Access to free food pantry
- Discounted transportation
- Support Services
- Health Van

COMPREHENSIVE SUPPORT

MULTI-TIERED SYSTEM OF SUPPORTS (MTSS)

Comprehensive team to ensuring students get the academic,

social-emotional, and basic needs met.

ACADEMIC

- Specialized Learning Services
  - Learning services & resources for students with IEPs, 504s, and RSP

- College and Career Counseling
  - FAFSA/CADAA
  - Application Support
  - Job/College Tours
  - Futures Fairs

- AmeriCorps Educational Awards
  - Utilized for college, trade/vocational schools, certifications, etc.

- Independent Studies
  - Provided for academically motivated students close to graduation

COMPREHENSIVE SUPPORT

MULTI-TIERED SYSTEM OF SUPPORTS (MTSS)

Comprehensive team to ensuring students get the academic, social-emotional, and basic needs met.

SOCIAL-EMOTIONAL

- Positive Behavior Incentive Systems (PBIS)
  - Connect with each student during their first orientation to gauge the level of support
  - Earn "Corps Cash" for student store

- Mental Health Conselor
  - On-Site Wellness Center
  - Extensive community partnerships
  - Unlimited sessions offered to students

COMPREHENSIVE SUPPORT

MULTI-TIERED SYSTEM OF SUPPORTS (MTSS)

Comprehensive team to ensuring students get the academic, social-emotional, and basic needs met.

BASIC NEEDS

- Access to free food pantry
  - Partnership with CCAC and Second Harvest Silicon Valley

- Discounted transportation
  - $84 VTA Voucher (valued $2K)
  - Needs basis - fee waived

- Support Services
  - Connecting students to essential resources outside the classroom

- Stanford Health Van
  - Free check-ups regardless of insurance

ENROLLMENT
PROCESS

ENROLLMENT STEPS

1. Complete Online Intent to Enroll Form

2. Attend intake meeting to complete enrollment packet and provide required documents

- Withdrawal Paperwork
- Transcript from the previous school & IEP (if applicable)
- Proof of address
- Photo Identification
- Vaccinations (minors ONLY)

3. Attend orientation

- Weekly Enrollment

POST-SECONDARY SUPPORT

WORKFORCE DEVELOPMENT PROGRAM

"Earn & Learn" model through co-enrollment in SJCC paid job training program.

HANDS-ON EXPERIENCE

Gaining project experience in a crew-based model

- Urban Greenery
- Wildfire Resiliency
- Zero Waste Initiatives

TRAINING & CERTIFICATIONS

- Environmental Stewardship
  - Nature-based learning
  - Classroom-based learning
- Industry-recognized certifications
  - Over $2K in training and certifications

PROFESSIONAL DEVELOPMENT

Corps Futures Team provides support for:

- Resume/Cover Letter
- Mock Interviews
- Career Exploration
- College/Job Applications

San Jose Conservation Corps + Charter School

Final Phase:
EiCWG Member Needs Assessment

Review of EiCWG Needs Assessment (Thus Far)

EiCWG Objectives

Create a space for nonprofits, CBOs and other cross-jurisdictional partners to connect

Share best practices, successes and challenges in equitable approaches

Develop a Work Group Needs Assessment that yields tangible priorities and projects unique to this work group

SCC Climate Collaborative: Equity in Community Working Group (EiCWG)

Facilitated by: Violet Saena, Founder and Executive Director of Climate Resilient Communities (CRC) and team

Supported by SCC Office of Sustainability and Farallon Strategies

In community with Community-based partners, nonprofits and other cross-sector organizations

Seed Funding from Resource Legacy Fund and Silicon Valley Community Foundation

EICWG Community Needs Assessment

Community Needs Assessment to inform Action Planning for EiCWG

Because it takes time, intentional thought and respect of all work group members

Goal: Draft Action Plan for EiCWG review in May 2024

- Objective 1: In depth Community Needs Assessment of EiCWG member CBOs
- Objective 2: Addressing urgent needs and supporting Action Plan concurrently
- Objective 3: Listen closely to support CBO where they are at now and where we want to be as a work group

Voting and Priorities Activity

Scaffolding the strategic projects/initiatives within our EiCWG Action Plan in May 2025

Category 1: **Resource and Skill Gaps**	Topic 2: **Collaboration and Networking**	Topic 3: **Equity Priorities**
Topic 4: **Capacity Building**	Topic 5: **Community Engagement**	Topic 6: **Improving the EiCWG**

Directions:
Round 1 - Develop solutions that fit within the category along with EiCWG's role.
Round 2 - Vote using sticker dots to reflect your priorities
Discussion - What solutions are missing/need to be addressed?

Other Pieces of EiCWG Action Plan

Other Components of EiCWG Action Plan

Because of conversations in evaluating the strategic plan, we want to include these components into the EiCWG Action Plan

Priority 1: Onboarding and Orientation of EiCWG	Priority 2: Updating the EiCWG Action Plan	Priority 3: Best Practices of Community Partnerships
Progress: We have a system in place to onboard new CBOs that include 1:1 orientation meetings and CBO spotlights at meetings. This will be captured in the Action Plan.	Progress: Community Needs Assessment will help form the vision for this group and inform how we can grow it. This will be captured in the Action Plan.	Progress: Discussion today will result in a section of the Action Plan that includes an appendix that we share as a guide for working with CBO partners in EiCWG

Priority 1: EiCWG Onboarding and Orientation

- **Current process:** We have a system in place to onboard new CBOs that include 1:1 orientation meetings and CBO spotlights at meetings. This will be captured in the Action Plan.
- **Limitations exist** in budget to pay community-based organizations for their time spent in the EiCWG

Request for Feedback:
- What is the member role in onboarding and orientation?
- What do you think is most supportive from your experience onboarding and orienting yourself to the EiCWG?
- What else do you want to see reflected in the action plan regarding onboarding and orientation?

Priority 2: Updating the EiCWG Action Plan

- **Current process:** We are developing the Action Plan for the first time
- **Leadership priority** to ensure that the Action Plan is iterative, responsive and done in collaboration with all EiCWG members reguarly

Request for Feedback:
- What is the member role in updating the EiCWG Action Plan?
- How often should we update the Action Plan?
- What else might prompt an update?
- What else do you want to see reflected in the action plan regarding updating the plan over time?

Priority 3: Best Practices for Community Partnerships (Appendix)

- **Emergent Idea:** Leadership is noticing lots of insight and feedback on community partnerships from Needs Assessment and ongoing conversations
- **There is an opportunity** to create a resource that reflects CBO knowledge and experience in community partnerships that can be shared within and outside of SC4

Request for Feedback:
- What is the member role in creating/verifying the appendix resource?
- Would this resource help you in your role/organization?
- What else do you want to see reflected in the Best Practices for Community Partnerships appendix?

Moving Forward: Community Needs Assessment

- CRC and the County will review what was shared today in detail
- Draft EiCWG Action Plan will be shared prior to May 2025 EiCWG meeting and reviewed in detail at the session

Home stretch, woohoo!

Wellness Break

Comeback at 2:30pm

Resilience Fund Update

SCC Resilience Fund: Funding Mechanism to Support Climate Resilience

- **Leverage public commitments** to attract public, philanthropic and private sector funding

- **Galvanize political will** to coordinate climate action

- **Develop and formalize partnerships** to coordinate and fund programs and projects

- *Thanks to the David and Lucile Packard Foundation for the seed planning funds!*

State and Federal

Local Govt

Community

Private Sector

Philan-thropy

Santa Clara County
Climate Collaborative

Purpose of a "Resilience Fund"

- Support Strategic Plan "Impact Area" outcomes

- Secure sustainable financing

- Pool funds and execute grant-making

- Coordinate and convene resources

- Build and increase Collaborative members capacity, especially community organizations to achieve "Impact Area" outcomes

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Phase 1 Resilience Fund: Planning Timeline

Nov 2024 –
Jan 2025

We Are Here

Task 1: Kick-off Resilience Fund Planning Process and Establish Advisory Committee

Dec 2025 –
July 2025

Task 2: Research and Outreach and Engagement

April 2025 –
Dec 2025

Task 3: Co-Designing the Fund with the Equity and Community Work Group & Fund Advisory Committee

Phase 2:
Dec 2025- 2026

Task 4: Capacity Building, Pilot Fund Concept, Adaptative Management and Scaling, Sharing

Straw Proposal: FAC Selection Criteria

4-6 FAC Members from EiCWG

- Eligibility Criteria

  - SC4 Member

  - Individual/CBO in an MOU agreement to be paid for time at EiCWG Meetings

  - Have time to commit about 50 hours for participating in this process

  - Demonstrate intention to collaborate and work towards planning a RF that incorporates the diversity of needs within SC4

- Prioritization Criteria

  - Historical Attendance at EiCWG Meetings

  - Would like to gain experience and or knowledge of funding/financing/governance

  - CBO serves a community in need of environmental or climate justice in Santa Clara County

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Climate Collaborative

Straw Proposal: FAC Selection Criteria

4-6 Other FAC Members from SC4

- Eligibility Criteria

  - SC 4 Member

  - Have time to commit about 50 hours for participating in this process

  - Demonstrate intention to collaborate and work towards planning a RF that incorporates the diversity of needs within SC4

- Prioritization Criteria

  - Work on issues in the County related to the Impact Areas of the Strategic Plan

  - Have experience or knowledge about funding, financing, and governance

- Other Considerations:

  - If applicable; 2 people from the Public Sector; 2 people from the Private Sector.

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October 2024 Breakout Group Findings

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Question 1: What are your initial reactions to the Santa Clara County Climate Collaborative Resilience Fund?

Major Themes

- ➢ Attendees at 9/12 tables **hoped the fund will make funds "more accessible" and "easy to manage"**. Highlights include:
  - "...How will the resilience fund create easy access to funds on the ground level?"
  - "...Will the funds sit in the County? Concerned how quickly funds can be shared..."

- ➢ Attendees at 8/12 tables offered **strong positive reactions to the fund**. Highlights include:
  - "...Humbled and inspired..."
  - "...Innovative to include private and public funding..."
  - "...Good idea to have a sustainable funding source..."
  - "...Exciting and revolutionary..."

- ➢ Attendees at 8/12 tables mentioned **the need to ensure community interests are always at the forefront.** Quotes include:
  - "...Focus on the highest needs... Make it [the fund] noncompetitive, based on per capita and % population that is low income; the community could get an allocation and decide how to use it."
  - "...Diversity of panel [Fund AG Group] to bring different perspectives on priorities for funding..."

Question 1: What are your initial reactions to the Santa Clara County Climate Collaborative Resilience Fund?

Other Themes and Questions

- ➢ **Grant Application Process**
  - • "How do you apply for the fund?"

- ➢ **Roles and Responsibilities**
  - • "What is the governance structure of the fund?"
  - • "Who is doing what? We need clarity and transparency around roles..."

- ➢ **Clear Eligibility Requirements**
  - • "...Help knowing which grants I can actually apply for so I don't spin my wheels..."

- ➢ **Transparent Funding Allocations**
  - • "...Is there going to be a hub we can log into to see where funds are?"

Question 2: What are things the Collaborative should be considering as they start the Resilience Fund planning process?

Major Themes

- Attendees at 8/12 tables brought up the need to **make the [funding] process transparent.**
  Highlights include:
    - "…Develop a list of organizations not served and clarify reasons, fostering transparency…"
    - "…We need transparency and reporting…"
    - "…Should bring regulatory agencies into the discussion…"
    - "…Conduct information gatherings with the communities"

- Attendees at 8/12 tables **again brought up the need for "accessible" and "easy to manage" grants**.
- Highlights include:
    - "…Make it easy to access money and apply to it…"
    - "…Simplify grant applications to remove barriers for organizations with limited capacity…"
    - "…Reuse proposals…"

- Attendees at 7/12 tables mentioned the need for **prioritization criteria**. Highlights include:
    - "…Prioritize CBOs [for funding]…"
    - "…Ongoing leadership of this fund needs to promote equity…"
    - "…Sector specific or hazard specific needs… Will there be prioritization criteria?"

Question 2: What are things the Collaborative should be considering as they start the Resilience Fund planning process?

Other Themes and Questions

➢ **Funding Target**
  • "...What would the target number be for the resilience fund? Is it $5 million, $10 million?

➢ **Funding Allocation Strategy**
  • "...Can cities share a pot of money and collaborate with one another and surrounding cities?"
  • "...Make the money flexible to use..."

➢ **Engage Diverse Perspectives**
  • "Engage organizations beyond the climate sector, incorporate diverse perspectives for impact."

Question 3: Any priorities you would like to identify as the Collaborative designs, launches, and pilots the resilience fund?

Major Themes

- ➢ Attendees at 8/12 tables discussed the need to **streamline the application process**. Highlights include:
    - "...Lowering the burden to applicants. State department of social services has a simple application..."
    - "...Acting as a matchmaker..."
    - "...Provide the money first... People don't have the capital to pay up front..."
    - "...Cut red tape... Have 5 years to use funding"

- ➢ Attendees at 6/12 tables mentioned the need to **center frontline and historically underserved communities.** Highlights include:
    - "...Percentage of funding allocated to disadvantaged communities, Tribes, etc...."
    - "...Bring [funds] to frontline communities. Uplift voices from frontline communities..."
    - "...Prioritize equitable investment, discontinuing funding in areas that do not serve community needs."

- ➢ Attendees at 5/12 tables brought up **additional prioritization criteria focused on climate and/or environment** including:
    - Broad climate themes were explored such as climate education (5 different types mentioned such as nature education, climate and safety education, climate education for parents), mitigation, adaptation, and Nature Based Solutions such as waterwise landscapes.

Question 3: Any priorities you would like to identify as the Collaborative designs, launches, and pilots the resilience fund?

Other Themes and Questions

➢ **Matching Funds**
  - "...What if the resilience fund could help agencies and organizations with matching funds? The fund could be the initial seed money..."

➢ **Cross-jurisdictional Collaboration**
  - "...Having the fund prioritize [crossing] jurisdictional lines... Really do need a collaborative support...

  Prioritize the types of projects and connections so that the benefit is felt across the entire County."

➢ **Approach**
  - "...Emphasize a multi-benefit approach, integrating diverse initiatives for broader impact.... Aim for systems change at multiple levels, addressing both programs and policy..."

Resilience Fund
Discussion and Q&A

Collaboration with the EiCWG

- **Project Team to present at Regular EiCWG Meetings** to offer updates on planning process throughout 2025.

- **EiCWG Members** to serve on Fund Advisory Committee.

- **Surveys and Interviews** to be conducted in the Spring/Summer of 2025.

- **Focus Group** to be scheduled in Summer 2025 to offer input on the planning process.

- **Workshop** to be scheduled Summer 2025 to offer input on DRAFT Plan.

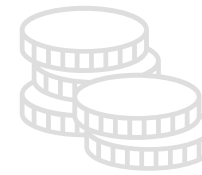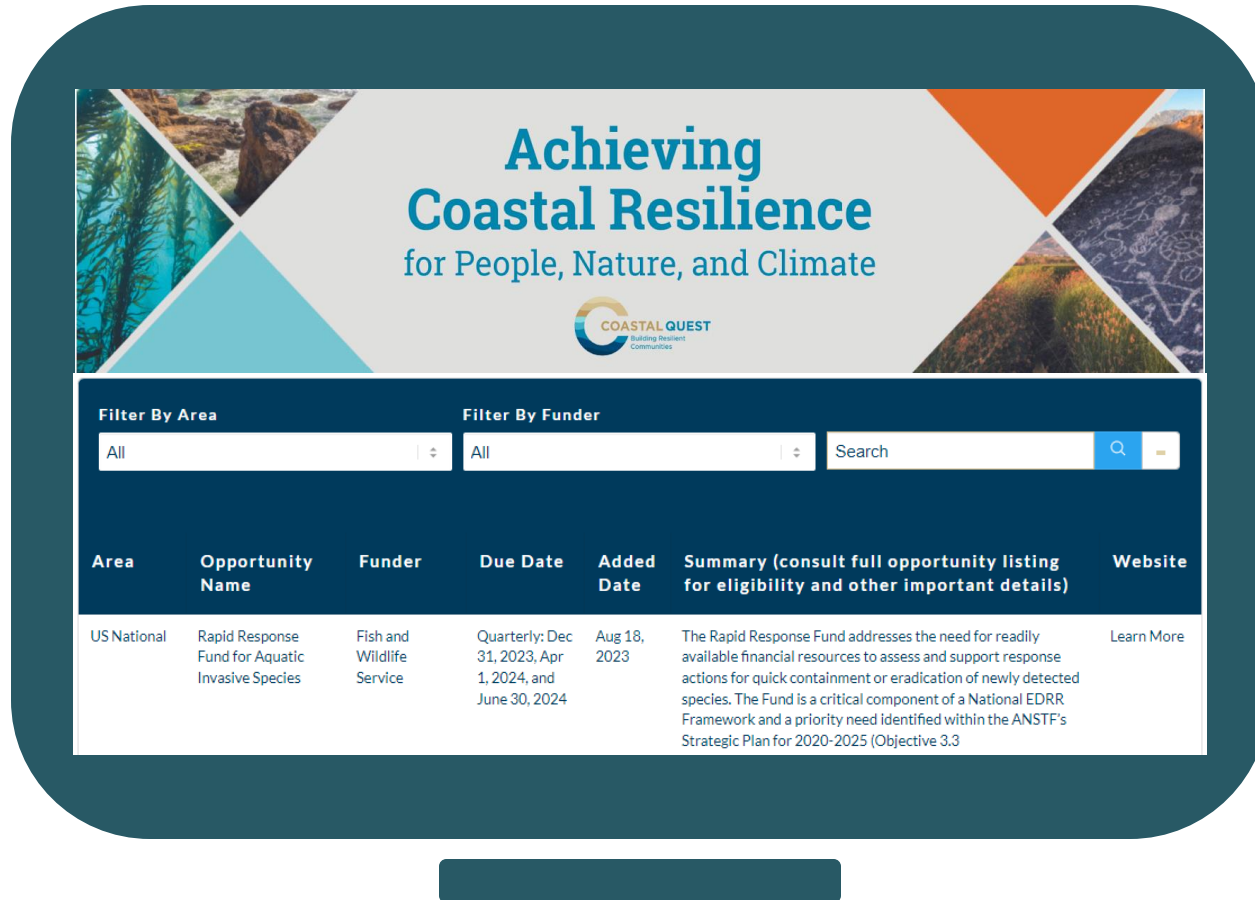Santa Clara County
Climate Collaborative

Coastal Funding Database

Coastal Quest maintains a database of funding opportunities supporting coastal resilience programs and projects benefiting people, nature, and climate.

Coastal Funding Database

Approx. **5** new opportunities added each week

Email updates sent every other week – **sign up for our mailing list!**

Thank you

Contact us:

✉

emma.koeze@coastal-quest.org

Gratitude for EiCWG Members

Next Steps and Conclusion

Member Announcements

2025 EiCWG & SC4 Meeting Schedule

EiCWG Meeting Schedule:
- Always in person, lunch provided at 12pm
- Locations TBD for 2025

  - May 8, 2025, 1-3:30pm
  - August 14, 2025, 1-3:30pm
  - December 11, 2025, 1-3:30pm

EiCWG Exit Ticket

Please complete the EiCWG February 2025 Exit Ticket before leaving today.

*Kamille will print out and distribute the survey linked here

Closing, Next Steps

- **FOLLOW UP:** Kamille Lang will send you an email with key takeaways from this meeting

- **INVITE:** We are looking for more CBOs like yours to join the EiCWG and the SCC Climate Collaborative. Please recommend!

- **MORE:** Applying Community Needs Assessment feedback into EiCWG Action Plan draft in May 2025

Equity in Community Work Group (EiCWG) February 2025 Meeting

Violet Wulf-Saena,
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Kamille Lang,
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