

Micah Weinberg:

Starting out with two items of business, 1) appointing some new members of the HRTC consistent with your direction to be very intentional about the sectors that we're building. 2) Moving to final approval of the planning phase plan.

The action item in front of you today is to add Orange County Coastkeeper, the Sunrise Movement Orange County, Vital Link, UNITE HERE local 11, and then their Hospitality Training Academy that we think will be an excellent partners.

The Action item passes, all organizations on the agenda are added to the HRTC.

Item number two is the planning phase draft. We had some discussion about this in the previous meeting, and have made our best effort to incorporate your previous comments. The one thing I want to call out is that this timeline will probably end up having to be updated.

Austin Lynch:

The research also needs to be inclusive of research entities that have the worker perspective centered, and I think that my recommendation is that the UCI Labor Center be included in the as one of the entities doing the research.

Jesse Ben-Ron:

We are happy to send an amended copy of the planning phase plan to include them. We are happy to connect with the UCI Labor Center and see what's feasible with the research and what they're capable of doing.

Toni Symonds:

I had a couple technical comments relative to the overall draft. One of them was having in the timeline after the groups come back with stakeholder engagement to then have the opportunity to go back and get additional data What I'm also wondering is what's the process for going back and maybe tweaking some of these pieces in the next couple of weeks?

Micah Weinberg:

The research teams' engagement is not one and done and you'll have the ability to interact with them throughout the life of the process.

Vattana Peong:

Another piece that is so important is the outreach and engagement plan. I think the outreach and engagement needs to include strategies around intentional and meaningful engagement of the community in the process, because it is very important to reach out to those disinvested communities. It looks like the plan doesn't really have that piece in there more generally about the process, how to get there, but we haven't really seen the strategy of how to meaningfully engage in there. I would love to see something around at least mentioning about what kind of strategy or model we used to engage the community from the very beginning.

Micah Weinberg:

We didn't really specify this with a great deal of detail in this particular piece because we're really relying on the folks on the outreach and engagement subcommittee than versus being extremely prescriptive about how that should happen. We are supportive of everything that you want to do there and are really going to learn from you and work with you to make sure that we're doing the outreach and engagement in the way that it needs to be.

Micah Weinberg:

This is a quicker timeline than we would like, but within the constraints that were being provided from the state, we're going to work with you to make sure that we are doing maximally meaningful community engagement.

Iosefa Alofaituli:

What's the purpose of this plan that's being submitted? I'm just curious about the road forward with regards to this plan. It looks like it's an outline or a road map of what we're going to do, but is there an approval process and recommendations? The other question is regarding disinvested communities and the four definitions that are provided. Is that provided across all CERF regions dictated by all CERF regions or does each region dictate how they define disinvested communities?

Micah Weinberg:

This is something that the state requires us to have. It's something the state would approve. On the disinvesting communities piece the state does have some tools and direction in terms of what that means, but we also have the capacity to define this in a way that makes sense for Orange County and to put the focus on the particular communities that will really direct us in terms of the investments that that will be being made.

Luis Sarmiento:

I just want to echo the comments of Vattana and the need for giving that space and that priority to the input from disinvested communities. It's going to take a commitment from all of us and especially the partners around the table. I know that we want to submit this first, but beyond that, we're going to be prepared to engage with community folks in a good way.

Micah Weinberg:

This needs to build on the engagement that has already been done with the community. When we've done some of this work in other regions, they said how "they have already had this community meeting and they already told you what our priorities are.", which means that we need to make sure that we're not starting from scratch on this and we're leveraging the good outreach and engagement work that many of the organizations on this call have already done and can already bring to this group.

Linda DiMario:

I see this as a planning document as opposed to a strategy, so we're not locking ourselves in, we're just setting out a pathway and then we get to come back and develop those elements within the plan?

Micah Weinberg:

You're 100% accurate. I don't mean to say this isn't an important document and we shouldn't pay attention to it. We should, but it is a framework, not all the things that we're going to do in all these different areas.

Ana Urzua, question in the chat:

Would we be able to come back to edit this based on some of the further developments in the research and community engagement pieces? Can we include this revised plan in future agendas?

Answer: Yes.

Linda DiMario:

I'll move to accept the plan, understanding that it is the pathway to the developing some strategic plan that we all participate in.

The Action item passes, the planning phase plan will be submitted to the state.

Micah Weinberg:

Really appreciate your engagement, really appreciate everybody's patience, really appreciate the fact that this is moving more quickly than we would if we were designing it. I'm going to hand it over to Voice Media Ventures and Esri to talk about the Disinvested community maps.

Candice Mays:

I will be framing the disinvested communities map with additional information about Orange County's demographic landscape and my project manager, Alex Reed is also here with us today. As our primary mapmaker, she will also be discussing the map itself in tandem with the supplemental information.

This is the disinvested communities map and we're viewing it as the foundational spatialized visualization for orienting all of you on the HRTC committee to where communities of need specifically reside and their obstacles. On the left-hand side, you will see supplemental information about the Orange County communities which we use to inform and ground. A lot of the information that you'll see on the right hand side in the maps that we've developed, we leverage PolicyLink's report and equity profile of Orange County as an orienting guide throughout this presentation.

Orange County, among the 150 largest regions, is ranked 58th in terms of income inequality, and while the working poverty rate in the region was lower than the national average in 1980 and in 1990. It grew at a faster rate between 1990 and 2000 and is now on par with the national average. Racial and gender wage gaps persist in the labor market, and closing these gaps in economic opportunity and outcomes will likely be key to the region's future. People of color are driving the region's growth. You can see the increasing populations over the years in communities of color, and as a part of that, there is simultaneously a steady decrease in predominantly white populations. Alex, would you like to discuss this first layer of the map, which includes looking at the predominant populations of color in the county?

Alex Reed:

There will be 4 different layers that we go through on this. This first base layer that we're looking at right now is talking about the population by race in terms of spread and then predominant population across Orange County. There are three predominant populations, white, Hispanic, Latino or Asian. In white we

have our predominantly white areas, and then to really highlight the communities of color, we have Hispanic or Latino here in yellow and then Asian here in red. Additionally, there is information as to historically tribal lands in Orange County.

Candace Mays:

Predominantly Latino and Asian populations of color are largely concentrated in Northern Orange County. You will see the growth and the spread of communities of colors across Orange County, but also you will notice a pattern of those communities flowering around previously established communities of color, as people move to where they know people. You will see that communities of color are disproportionately represented in unemployment rates across racial groups. Specifically, employment is the biggest challenge for members of the AAPI community, as well as the Native American community. Now we arrive at our disadvantaged areas layer.

Alex Reed:

This map layer is specifically highlighted in blue. It's the predesignated disadvantaged areas. The CalEnviroScreen scheme was challenged to identify areas that were in need of very specific funding with regards to sustainability and pollution. Those areas highlighted in blue are predesignated disadvantaged areas.

Candace Mays:

We were asked to create an extended definition for Orange County of what disinvesting communities means and looks like. Areas of intersect outline in red, spotlight, high interest, high target, high need high risk communities because they are facing obstacles across all three major factors impacting both disadvantaged and disinvested communities, which are communities of color, low-income areas and disadvantaged areas. I want to point out that disinvested communities include any location with just one or more factors.

This map takes into consideration and identifies both census tract communities that meet all the criteria for qualifying as this invested communities alongside census tracts with only medium income as disadvantaged. This map will also be featured on the CERF website.

<https://storymaps.arcgis.com/stories/1f820103ed014015a36b22c140ca2d19>

Micah Weinberg:

Thank you so much, Candace. This presentation is essentially to show you folks that we care about this and we're taking it seriously. This is only the tip of the iceberg in terms of the amount of analysis and research and work that this team and the other teams are going to be working on. Again, we'll be having a deep dive for Q&A from 9:30 until 10. And of course, this isn't the only time that folks will have to interact with them. I really appreciate the depth and seriousness of your work, and I'm really glad that we have you and your team as a part of our broader team looking into this.

Micah Weinberg:

Now, I'd like to pass it along to University of California, Irvine, who will be doing a presentation on coastal erosion and beach loss.

Richard Matthew

My name is Richard Matthew and I'm a professor of urban planning and public policy at UCI and I also direct its new Climate and Urban sustainability program. I'm here to talk about Orange County's environmental challenges, which I think are inextricably linked to the prospects for economic resilience and economic prosperity here. We are facing a number of environmental challenges and all of them are trending in directions that we should be a little bit concerned about. Heat waves have basically tripled in intensity and duration, and last summer, was one of the worst years on record. Air pollution is a significant concern. Wildfires have been sort of stable in in Orange County, but wildfire season is extending. We've had three of the worst droughts on record in California in the past in this century in the past 23 years. All of these things have economic and health implications and so on.

I want to talk about one of these issues. It should affect our thinking about things like infrastructure investments. It's an issue that if we act quickly on, we can probably make tremendous progress at a reasonable cost. If we delay, we will start to lose beaches permanently and we will start to face incredibly expensive costs.

Our approach at UCI is to develop the very fine resolution models that we have now where we've reduced uncertainty and across a lot a lot of parameters, where we can start to peer into the future with much more certainty than we could 10 or 15 years ago.

I think that saving beaches in Orange County is a win for everyone. There are enormous economic implications, as beaches are the number one tourist destination on the planet, and it's part of our identity here.

The information that people use today, Littoral Cell concepts, sand budget concepts, seasonal concepts, aerial photos are good, but what's missing for a lot of people is very fine resolution site specific information on what's happening on their beach and what's likely to happen going forward in the next five years, 10 years, whatever, so we've developed a new sort of monitoring and prediction system. It brings in all sorts of information and tells us a great deal about beach dynamics.

An example we do is flood risk modeling, which is closely linked to beach and coastal health. What we discovered in our modeling is that the information that is used today for planning and development purposes, the freedom of flood zone maps, according to our calculations, are off by an enormous amount. They calculate 23,000 people at risk of a serious flood event. We calculate at least 247,000 people eight times as much property is really exposed.

We've discovered we can show you where we start to see beaches disappear where it becomes a crisis. When we model what the situation is today, we see hotspots across our county areas where beaches are disappearing very quickly and where we need to take quick and decisive action. We now have the capacity not just to show you these are the beaches that are that are problematic, but also say if you put a breakwater, if you build a sea wall or sand dunes, or if you restore wetland, here are the implications. Here are the ways in which this could be beneficial, here's what you could build on in the future as more information comes in, here's where you might box yourself into a corner, here's what the implications will be for your neighbors, and so on. What we need to do for our next step, is to build that interface that takes this a massive amount of information in practitioner friendly and intuitive ways. That's what

we're working on now. How do we take what we know about beach loss and coastal erosion and make it available to developers, planners, policymakers, lobbyists, nonprofits and so on.

Ana Urzua, in the chat:

It would be great to understand the drivers of climate change as well.

Vattana Peong, in the chat:

There are over 35 subgroups within API population, so data disaggregation is so important to paint a clear picture of disinvested community. Seeing the map/data, we need to make sure we have Vietnamese-serving, Korean-serving, and Middle Eastern and Northern Africa (MENA)-serving community organizations at this table as well (to be part of CERF).

Austin Lynch in the chat:

Agreed. Within Latinx community as well.

Iosefa Alofaituli:

Agree Vattana. Also, the Native Hawaiian and Pacific Islander disaggregation.

Micah Weinberg:

One of the reasons why we wanted to bring this in is that folks understand environmental concerns, environmental justice concerns are not subsidiary to the Community Economic Resilience Fund. This is explicitly a triple bottom line program in which we care about equity, and the environment, as well as the economy, and in fact one of the main drivers of creating the Community Economic Resilience Fund is the move towards a carbon neutral economy.

I want to turn it over to the team from SCAG to talk about their work.

Victor Negrete:

We really believe that our program is very much aligned in terms of the values of triple bottom line thinking in terms of economic growth

I'm Victor Negrette. I'm the manager of inclusive economic growth, a new department at the Southern California Association of Governments (SCAG). SCAG traditionally has led the development of the long range regional transportation plan for Southern California. More recently, we lead the development of what we call the Sustainable Community Strategy. It's all about having a vision for the future growth of our region that meets those climate goals, meets a number of other goals in terms of equity, and determining the housing we need to house our population around Southern California.

Our work where I think there's a lot of overlap with some of the CERF principles and goals is in 2021 coming out of the pandemic, and as we witnessed the immediate and still lingering economic impact of the pandemic and how the most disadvantaged communities were disproportionately affected, our leadership, really wanted us to put together a strategy of how do we ensure that the recovery from that pandemic and future growth is much more inclusive than it had been in the past.

We got a onetime grant from the state of California to implement work around about seven or eight strategies. We're developing a job quality index, were we're looking at the economic impacts of inequity. What are the racial and gender pay gaps in Orange County costing the regional economy every year? We're developing procurement toolkits to help our cities to remove or address any unintentional barriers that are preventing small, diverse businesses from accessing those public contracts that are so key to small business growth. We're developing job plans to expand the number of, and access to, living wage jobs in your CERF region, and we're going to be looking at apprenticeships and how to expand on the different models that are out there and really promote them as a more inclusive pathway to good jobs. Then we're developing a report that looks at some of the intersectional barriers such as childcare and access to transportation, housing instability, and we're going to be convening working groups of subject matter experts to develop some strategies. The first deliverable that I'll share about this is currently being developed is a job quality index. It measures the types of jobs that are growing in the region, but also looking beyond just the simple pay metric, but other factors like benefits, flexibility, access to professional development opportunities and mobility.

We're studying the economic impacts of racial and gender inequity in each of our counties. We're producing some software models to imagine what the economy would look like if we addressed those, and we are expecting to have some of that research completed this summer. Just this month, we launched a project to understand what is preventing small business from accessing public contracts.

SCAG has partnered with the Community College Centers of Excellence to look at the occupations available in each county, specifically living wage jobs. We're hoping to be consistent with the goals of each CERF region, and depending on the sectors that are a priority in each region, we want to make sure that the living wage jobs have educational pathways, and that we can identifying gaps and opportunities to improve these with the community colleges are consistent with local priorities. The community colleges have hundreds of pathways and we're going to focus on about 20 to 25 pathways that that are really of importance to the local community.

We are working to develop just a report on best practices essentially for the growth of apprenticeships and also project labor agreements in construction projects.

Even if there was an unlimited share of new jobs and free training, there's still going to be barriers that keep people from accessing that training or those employment opportunities, such as lack of childcare, lack of access to transportation, housing instability, all these things. In this a region wide report where we're going to look at those common barriers that residents are experiencing and do a real deep dive into strategies and recommendations, with a focus on low income and communities of color are facing.

Bruce DD MacRae:

I'm at UPS now going on 45 years started as an unloader, and worked my way up to Senior vice President at a company. What I've always stated is bringing back shop classes, allowing people to have opportunities to do something, then just go out and get a college degree when they're so good with their hands. We've brought our children down so they don't even know how to change oil in their own vehicles. They can't even change their own tire without calling somebody to do that. and it all comes down the storm drains.

Austin Lynch:

The factor that decides if a job is a living wage job is whether it's Union, union or not. And I don't think that was stated clearly enough in the strategy report, so I'd like to see that. We just organized the workers at the Google cafeteria. They were making \$18.00, then a couple months later they're making 25. It's not the job. They didn't get more education. They unionized. There are also apprenticeships in food and beverage through the Hospitality Training Academy. Apprenticeships are so effective. There are a lot of environmental factors that affect disinvested communities ahead of saving beaches, and I think we need to make sure and include them. Regarding the maps, I think that from a certain view a lot of OC's disinvested communities are outside OC. I mean the people, primarily people of color who drive three hours from Lake Elsinore, Apple Valley, Riverside. All these places they're experiencing environmental racism by having to be on the road for a 3–4-hour, so I don't know how that gets factored in.

Answer:

OCBC will have monthly calls with the other SoCal CERF Regional Conveners to discuss how our regions should coordinate where we can for the people who are impacted across county lines.

Ana Urzua, in the chat:

I agree with Austin, it's so important to not fall to the bootstrap mentality of if only people got educated. Education and training access will be key, AND there are so many work standards that could be raised through responsible employers, through collective bargaining, a say in the workplace, and I would add worker ownership. Additionally, barriers to employment include immigration status, and again worker ownership of businesses can be an important strategy for those populations.

Micah Weinberg:

One of the reasons why I believe OCBC brought us in as a statewide organization that's working across a variety of regions, working very closely with the folks in LA, Inland Empire, San Diego and Imperial is that these strategies cannot pretend like county borders are not permeable, and they need to make sure to be integrated and I think that's one of the great reasons why we'll have a great partner in SCAG which does research across the broader region.

Jasmine Pachnanda:

This overlaps with a lot of work that we're planning on doing. I noticed that you very specifically called out construction apprenticeships. Is that just as an example because there's an opportunity for apprenticeships across a number of different industries that align to middle and higher paying jobs? Is it all about construction or will you, based on the data, recommend other apprenticeship opportunities?

Victor Negrete:

It's both. We do intend to produce a report that best practices the expansion of the apprenticeship model into new industries. If you're an organization that's doing something new and innovative in this way we want we want to lift that up and highlight that. On the construction side, we're aiming to really have something a little more focused on that since we know that one of the barriers to meeting our state, our housing goals is the lack of skilled labor, so we want to talk about expanding the pipeline of skilled labor into those trades to help us meet our housing goals.

Jasmine Pachnanda:

There's an opportunity for a lot of pathways that don't necessarily have to go through Community College, with the expansion of micro credentials, boot camps, and every industry specialty has their own credentials. How you're thinking about that the pathways copays besides just Community College or university?

Edmund Velasco:

I'm the president of the Musicians Union in Orange County. One of the issues that that we aren't covering is Southern California, and California in general, is that one of the largest economic drivers is the entertainment industry and the arts. Coming through COVID, the industry was devastated with a lot of musicians and actors and stagehands all suffering. Most of the people who are the stagehands are good union jobs that make a good living for those people who do it. The artists themselves are not. We are limited at how we can bargain with our partners, and I think that we should be addressing those components as well in the in the economic plan.

Ernesto Medrano:

We pretty much hold the gold standard with joint labor management apprenticeship in the construction sector. In terms of the residential sector, we've made a lot of inroads up in LA County. The industry has embraced that you need apprenticeship standards in the skilled and trained workforce, just like in the energy industry. They had low wage, low skilled work, and we were able to elevate that standard by codifying an apprenticeship standard, and so we're more than glad to sit down with anybody here in the group to educate you on what apprenticeships are, how they operate. I'd like to throw the invite to tour the ironworkers facility in Orange County, and we'd like to host anyone that is interested in doing tours of that apprenticeship training center including engaging with the apprentices.

Katharyn Muniz:

We just started a carpenters training program. They are learning to build tiny homes in our warehouse, so I would love to reach out to both of you and have you come and take a look at it and see what we can do to expand. We have a lot of young people who would love to do this.

Professor Matthew, I've been working with Professor Gould from UCI, so we along with Senator Newman, ran an Ocean Corp legislation last year and it was widely accepted through the legislature, except the governor vetoed it. We don't want to give up on the concept of the ocean core, which is bringing young people workforce development to the issues of the of our coastline, so we're trying to get through a planning grant through the integrated climate adaptation program and I'd love to talk to you more about especially all of your data and research that you're doing.

Doug Magione, in the chat:

IBEW electricians' apprenticeship is in Santa Ana, our students go to school at night. Brand new facility. We have been in Santa Ana since 1928, leaders in renewables.

Jill Katevas:

We've been aggressively pursuing a lot of funding to support career education throughout the region and we recently received an \$18 million grant to build pipelines between high school, Community College, Four year college and into career and getting students into pathways.

Jill Katevas, via the chat:

Here's a link to the career pathway projects (high school to workplace) that are currently being funded by a grant. <https://ocpathways.com/k-16-projects-2/>

Brian McNamara:

What we're doing is creating a data hub and open data portal, so we'll be gathering different data streams and putting them all in one location. Right now, we're focusing on equity and inclusiveness, with COVID recovery, sustainable environmental justice and demographics are up there as well. As we continue the process, we'll be bringing in more climate data. We're really getting all those different data tools, environmental justice data in one spot where you can look at it and analyze the impacts in Orange County specifically.

Bruce DD MacRae:

Especially for youth trying to get jobs, yes, it is about living wages, but what about their pension, medical insurance, tuition reimbursement? And we have to look at companies that that are truly doing those type of things too, and union jobs that do that, and there are other companies that are doing it that are non-union.

Luis Sarmiento:

I remember seeing folks from OCCORD and from Kennedy Commission in past years share a graphic where they demonstrate the types of jobs that are growing in Orange County and mostly showing low paying jobs are the ones that have seen most growth in past decades, and then I remember this graphic, where there's also a dotted line that shows the average cost of housing, far above the you know the income levels of the types of jobs that are that are mostly available. I think there's a lot of ways to curate this data in ways that will be helpful to have these conversations with community folks.