

**Richmond Bay Campus and  
Richmond Community Partnership Discussion  
Meeting #2, March 6, 2014  
Gallery walk notes**

On Thursday, March 6, UC Berkeley (UCB) and the Lawrence Berkeley National Lab (LBNL) hosted the second community partnership meeting to discuss elements of a community partnership commitment, which could serve as a road map for ongoing UCB/LBNL collaboration with the Richmond community.

Community members were asked to review and respond to proposed guiding principles and proposed short, medium and long-term commitments in a gallery-walk style exercise. As during the previous community meeting on February 26, proposed principles and commitments were organized according to four community priority areas that have been drawn from recent community engagement in Richmond by UCB/LBNL. Community members' written and verbal comments were recorded. These comments are below. This document will be available online here: <http://chancellor.berkeley.edu/gcr/local-community/programs-initiatives#RBC>

## Contents

Education .....	2
Workforce Training .....	5
Local Hire and Procurement .....	8
Ongoing Community Engagement .....	11

For more information about the Richmond Bay Campus, visit [richmondbaycampus.lbl.gov](http://richmondbaycampus.lbl.gov).

## Education

Following are the proposed guidelines and related short, medium and long-term proposed commitments from March 6, 2014. Community comments to these proposed guidelines and commitments were written on the document or on Post-its. These comments appear below and are numbered.

### **I. Proposed Guiding Principle for UCB/LBNL: Support educational achievement of Richmond students by partnering with School District, Community College, Community-based organizations and City of Richmond.**

Comments in response to this proposed guiding principle:

1. Add Richmond Works

**Short-term commitment:** Continue to identify and map campus and Lab staff/faculty/centers that support education and outreach efforts to identify opportunities for partnership

**Medium-term commitment:** Explore strategies to align campus/lab research/programs/services to WCCUSD Strategic Plan and Health Equity Partnership, Education Element etc.;

**Long-term commitment:** Coordination among future research programs at the RBC and the local community for outreach and education

**Short-term commitment:** Work with WCCUSD, CCC on college and career pathways through advising, workplace learning, and subject matter expertise;

Comments in response to this short-term commitment :

1. Training for public school teachers
2. Linked learning academics
3. More internship opportunities for our youth
4. Creates opportunity for hands-on demonstration for local high school students

**Medium-term commitment:** Identify key "navigators" on campus and LBNL to team with navigators in COR, WCCUSD and CCC to better facilitate and coordinate efforts and program; partner on fundraising to expand, strengthen joint programs;

Comments in response to this medium-term commitment :

5. Provide/ create campus capacity to [illegible] mediate between faculty and students and community
6. Make certain that curricular and educational pathways in h.s. and community college lead to career and job placements for local students as they mature

**II. Proposed Guiding Principle for UCB/LBNL: Establish strong communication and marketing efforts that increase knowledge and access of Campus/Lab programs for Richmond community.**

Comments in response to this proposed guiding principle:

1. And vice versa -- community can strengthen campus/its programs

**Short-term commitment:** Reach out to Richmond community for upcoming summer academic and internship program offerings ;

**Medium-term commitment:** Work with WCCUSD to inform the parent/guardian community of the Campus/Lab programs offered at their schools.

Comments in response to this medium-term commitment:

1. Add CCC Library System
2. Help with college counseling in hs for students w science aptitude math and to direct them as to where are scholarships

**Long-term commitment:** Coordination between UCB/LBNL and WCCUSD and CCC to widely promote and provide more equitable access to education programs.

**Short-term commitment:** LBNL will designate Richmond as a core community for education resources for high school and community college internships and programming.

**III. Proposed Guiding Principle for UCB/LBNL: Explore partnerships with community-based organizations working with children and youth (education, sciences, arts, etc.)**

**Short-term commitment:** Explore grant proposals for community-based STEAM (Science, Technology, Engineering, Arts and Math) programs.

Comments in response to this short-term commitment

1. Prioritize economically challenged youth services
2. Coordinated pursuit of funding for STEAM programs
3. Participate in Read Aloud programs reading [?-illegible] Elementary school kids 1 per week
4. Sciences: create a "science" read aloud model [?-illegible] in k-2

**Long-term commitment:** Coordinated pursuit of funding for STEAM programs

### General comments in response to Education

*These comments did not appear to be in direct response to specific proposed principles or commitments. They have been loosely organized based on theme.*

#### Training and Internships

1. Experiential Learning programs for local public schools k-12 [repeated]
2. Programs in HS help students get internships that lead to careers
3. Year-long offered internship (long-term and short term) 9 -12)
4. Support summer work experience programs

#### Access to UCB academics and more

5. Commit to full scholarships for Richmond students
6. Yes! [pertaining to full scholarships for Richmond students]
7. Full scholarships for Richmond resident who attends a WCCUSD school from K-12 (only)
8. Cross enrollment with university

#### On the RBC Campus

9. Have Lawrence Hall of Science satellite
10. A museum for people to visit and do hands-on stuff
11. A dedicated lab for supervised research for science students and their teachers
12. Transportation to improve access to site

#### Programs to explore with WCCUSD

15. Develop corps of grad student and researcher volunteers + a structure for them to volunteer in classrooms
16. School to lab pipeline: Program that starts in middle school and will lead to an internship at the lab that would lead to a full time job
17. Universal preschool education
18. Anti-drop out program like Boston - 10% dropouts lowered to 2% dropouts thru support, group tutoring, etc.
19. K-14 site (UCLA Seeds/ USC NAI)

#### Funding

20. Coordinated pursuit of funding for STEAM programs
21. Funding our education

#### More general

22. Timeline? [pertaining to all categories, short, medium long]
23. Create community focus WITHIN campus plan

## Workforce Training

Following are the proposed guidelines and related short, medium and long-term proposed commitments from March 6, 2014. Community comments to these proposed guidelines and commitments were written on the document or on Post-its. These comments appear below and are numbered.

### I. Proposed Guiding Principle for UCB/LBNL: Support workforce training to prepare Richmond residents for current and future employment needs

Comment in response to this proposed guiding principle

1. [suggested edit] "Invest in," replaces "Support"
2. [suggested edit] "Establish" to replace "Support"
3. Workforce training for disadvantaged Richmond workers

**Short-term commitment:** Work with existing training programs (City, College, CBOs, Labor) to identify skills and knowledge needs for campus and lab employment opportunities.

Comment in response to this short-term commitment

1. [suggested edit] "Establish" to replace "Work"

**Short-term commitment:** Explore models of apprenticeship programs that will prepare the unique, local population for quality jobs

Comments in response to this short-term commitment

1. Support for grant/funding/resource development partner
2. Needs to specify training for disadvantaged unemployed -- formerly incarcerated, disadvantaged, vets, disabled, public assistance recipients, etc

**Medium-term commitment:** Explore partnerships for targeted employment training programs (i.e. bio-tech, admin, pre-apprenticeship); support coordinated communication and marketing efforts to increase knowledge and access to trainings with relevant and compatible ongoing and future employment needs.

**Long-term commitment:** Partner with workforce training and pre-apprentice programs that will prepare residents to be competitive for RBC future employment needs.

Comments in response to this long-term commitment

1. Regional
2. (Richmond 1st) -- then regional living wage
3. Hire summer teens in training programs
4. Living Wage Jobs for all jobs on campus
5. UCSF EXCEL internship program
6. Provide opps for undocumented population
7. Internships leading to permanent JOBS!
8. Workforce training for disadvantaged workers to prepared for permanent jobs at RBC

**Medium-term commitment:** Work with partners to develop apprenticeships that will prepare the unique, local population for quality jobs

**II. Proposed Guiding Principle for UCB/LBNL: Support Richmond students in becoming college and career ready**

**Short-term commitment:** Continue focused work with Richmond high schools with college counseling, transfer programs, internships and workplace learning (BLISS, Y-PLAN, Destination College); Identify Career Academies in STEM at High Schools and Community Colleges to develop transfer pathways.

Comments in response to this short-term commitment

1. Support out-of-school academic support programs, primarily Contra Costa College
2. Offer on-going internships for high school (linked learning) and CCollege students who live in Richmond and West County
3. More programs to help high school students to prepare for college

**Medium-term commitment:** Be more intentional in leveraging campus and lab resources in coordination with industry and education program priorities (i.e. pathway work/Linked Learning)

Comments in response to this medium-term commitment

1. What does this mean [arrow pointing to "intentional"]
2. Participation on Advisory Councils of WCCUSD Career Academies (Linked Learning) in relevant fields

**Long-term commitment:** On-going

Comments in response to this long-term commitment

1. Offer high school students the opportunity to work for a scholarship w/o an application process
2. Scale Up program to have major, measureable impact on grad rates and UC acceptance rates
3. Offer high school students the opportunity to work for a scholarship w/o an application process

**III. Proposed Guiding Principle for UCB/LBNL: Explore pre-apprenticeship and apprenticeship programs to assist in preparing the community for future construction jobs at the RBC**

Comment in response to this proposed guiding principle

1. [suggested edit] "Create" replaces "Explore"

**Short-term commitment:** Work with Richmond BUILD, and other pre-apprenticeship programs

to support training for Richmond community.

Comments in response to this short-term commitment

1. Select local contractors for remedial/abatement programs; support for access to training in abatement
2. Start working w CCC to establish a plan for training programs
3. Hire Richmond workers

**Medium-term commitment:** Work in partnership with programs to prepare for construction timeline and potential jobs. Explore policies for local recruitment from pre-apprenticeship programs and local hiring halls.

Comment in response to this medium-term commitment

1. Replicate RB model for other employment needs

**Long-term commitment:** Trigger implementation when projects come on line.

**General community comments in response to Workforce Training**

*These comments did not appear to be in direct response to specific proposed principles or commitment. They have been loosely organized by theme.*

Focus on disadvantaged workers

1. Workforce training for disadvantaged workers to be prepared for permanent jobs at RBC

Union jobs

1. Project labor agreement to ensure union representation of workers
2. Substantial percentage of construction and other contracted jobs just be local and/or disadvantaged workers

More general

3. Assure that people who work here live here, prevent displacement
4. Local Hire!
5. Job center that serves as Richmond hub

## Local Hire and Procurement

Following are the proposed guidelines and related short, medium and long-term proposed commitments from March 6, 2014. Community comments to these proposed guidelines and commitments were written on the document or on Post-its. These comments appear below and are numbered.

<b>I. Proposed Guiding Principle for UCB/LBNL: Create and promote opportunities for local procurement and employment</b>
<p><b>Short-term commitment:</b> Co-host meetings with City of Richmond economic development department, small business development centers, chambers, and local business associations to orient them to the UCB and LBNL procurement policies</p> <p><u>Comment in response to this short-term commitment:</u></p> <ol style="list-style-type: none"><li>1. Discussion with UC ways to maximize and/or mandate local hire.</li><li>2) Ditto" local procurement</li></ol> <p><b>Medium-term commitment:</b> Implement proactive outreach strategy that prepares small and medium size businesses to bid for agency contracts; Develop a communication mechanism to report on federally mandated procurement goals</p> <p><b>Long-term commitment:</b> Implement a model</p> <p><u>Comment in response to this long-term commitment:</u></p> <ol style="list-style-type: none"><li>1. Strategic plan for RBC procurement from small, minority, women and worker owned businesses</li><li>2. Commit to giving preference points in procurement to: worker-owned, local, women, people of color-owned businesses</li></ol>
<p><b>Short-term:</b> Work with UCB and LBNL Human Resources Department; COR, Workforce Investment Board and other associations to announce current and upcoming job postings and provide orientation on the application process;</p> <p><b>Medium-term commitment:</b> Explore UCSF model of monitoring and publicizing voluntary local-employment goals and refine outreach and communication strategy.</p> <p><b>Long-term commitment:</b> Implement a model</p> <p><u>Comment in response to this long-term commitment:</u></p> <ol style="list-style-type: none"><li>1. Measure impact on employment rates, job training program placement and retention rates</li></ol>
<p><b>Short-term commitment:</b> Explore and develop protocols and framework implementing and monitoring voluntary local hire goals, apprenticeships and other construction related employment practices</p>



<p><b>Medium-term commitment:</b> Explore and develop policies for local recruitment from community, pre-apprenticeship programs and local hiring halls. When possible, have a project timeline. Develop outreach strategy</p> <p><b>Long-term commitment:</b> Trigger when development occurs</p>
<p><b>Short-term commitment:</b> UCB/LBNL participates in job and procurement fairs and develops training tools to access future local hire and procurement opportunities</p> <p><b>Medium-term commitment:</b> Ongoing</p> <p><b>Long-term commitment:</b> Ongoing</p>
<p><b>Short-term commitment:</b> Remove barrier to employment by seeking to remove prior conviction question from application.</p> <p><b>Medium-term:</b> Secure decision on application</p>

<p><b>II. Proposed Guiding Principle for UCB/LBNL: Work with community partners to assist in capacity building of women, minority, veteran-owned small businesses so they can more effectively respond to contract opportunities available now</b></p> <p><u>Comments in response to this proposed guiding principle:</u></p> <ol style="list-style-type: none"><li>1. Identify "green" business opportunities</li><li>2. Include "worker-owned" businesses and local businesses</li></ol>
<p><b>Short-term commitment:</b> Identify community organizations to meet with and begin to develop capacity building strategies that will enhance the programs that already exist in Richmond;</p> <p><b>Medium-term commitment:</b> Work in collaboration with community to seek funding to help build small business capacity to compete for contracts. Market possible projects to campus consulting groups (i.e. Haas)</p> <p><u>Comments in response to this medium-term commitment</u></p> <ol style="list-style-type: none"><li>1. Substantial percentage of construction and other contracted jobs must be local and/or disadvantaged workers</li><li>2. Training programs for high school seniors for summer hire - hire them but offer training during school year for LBNL entry-level jobs.</li></ol> <p><b>Long-term commitment:</b> ongoing</p> <p><u>Comments in response to this long-term commitment</u></p> <ol style="list-style-type: none"><li>1. Incubation of small, minority, women and worker owned businesses</li></ol>
<p><b>Short-term commitment:</b> identify campus resources who can participate in this process</p>

### **General comments in response to Local Hire and Procurement**

*These comments did not appear to be in direct response to specific proposed principles or commitment. They have been loosely organized by theme.*

#### Regional/Richmond

1. Start with Richmond but also look at Pittsburgh, Antioch, Oakland for people who are priced from Richmond
2. My cousin went to high school in Richmond, but found little job opps so he lives elsewhere/ that continues to happen/ our cities all over the East Bay are pricing minority [? Illegible] further inland. Yet they still have little economic opportunity. Can we focus on making sure these people have good jobs?
3. Richmond First!
4. I've been attending lately all meetings but I haven't heard, about a plan for City of San Pablo?
5. Paid jobs on the campus for locals in Richmond.
6. Richmond First!

#### Disadvantaged

7. Hiring Goals need to specify local and disadvantaged workers
8. Regional disadvantaged, tiered, policy work

#### Union jobs

9. Labor agreement -- workers should be unionized
10. No contracting out jobs -- we would like to preserve Union Jobs in the new campus

#### Incubators

11. Provide support for community-driven incubators
12. Incubation of small, minority women and worker-owned businesses
13. Invest in incubation program and capitalization of small, minority, and worker owned local businesses to compete for contracts
14. Incubation of small, minority, women and worker owned businesses

#### Other

15. Retirement plans or programs to assist retirement plans for older folks.
16. Work with community based orgs to outreach and for local leads

## Ongoing Community Engagement

*Following are the proposed guidelines and related short, medium and long-term proposed commitments from March 6, 2014. Community comments to these proposed guidelines and commitments were written on the document or on Post-its. These comments appear below and are numbered.*

### **I. Proposed Guiding Principle for UCB/LBNL: Engage the community in developing, monitoring and evaluating, substantive Campus/LBNL/Community partnerships for education, workforce training, local employment and procurement. Community Partnership Committee, co-chaired by UCB and LBNL.**

**Short-term commitment:** Clarify purpose, recruitment and selection process for the Chancellor and Director to establish a UCB/LBNL Richmond Community Partnership Working Group. The Committee will be representative of the stakeholders and develop recommendations and proposals for inclusion in a Richmond Partnership Commitment in education, local employment, procurement, and workforce training and to establish protocols for evaluation and monitoring.

#### Comments in response to this short-term commitment:

1. Define community
2. Formulate w community input
3. CO-CHAired with community groups
4. Develop concrete proposals for project outcomes
5. Involve community reps in decision making on community engagement process as it evolves
6. Ongoing talks with union groups from campus and local councils
7. [Monitoring and evaluating are circled] Let community reps have input on how this working group is established, and give space for meaningful participation
8. Needs to be community implementation body measuring % jobs

**Medium-term commitment:** Working Group may engage with the community quarterly; Provide regular report on activities

#### Comment in response to this medium-term commitment

1. Mentors for youth in schools and community

**Long-term commitment:** on-going

#### Comment in response to this long-term commitment

1. Physical design--get community input

### **II. Proposed Guiding Principle for UCB/LBNL: Explore mechanisms to measure collective impact of partnerships**

**Medium term commitment:** Ideas include: A strategic, targeted, coordinated effort to increase access to and awareness of current and future programs, projects and partnerships; Explore tracking and reporting mechanisms that provide measurement and evaluation of the impact of programs, specific populations being reached, and effectiveness;

Comment in response to this medium-term commitment

1. Develop partnership w/ COR to improve local neighborhoods et lighting, trees, pedestrian safety
2. CBA! (legally binding)

### III. Proposed Guiding Principle for UCB/LBNL: Create tools that better facilitate Campus/Lab/community coordination for programs, engaged scholarship and public/community service

**Short-term commitment:** Coordinate Richmond community efforts to develop data base of initiatives with campus effort to develop a centralized database of engaged scholarship and service. Richmond community partners and campus entities to develop scope

**Medium-term commitment:** Provide guidance to UCB/LBNL/RBC to align engagement impact goals with community priorities and existing documents/values (eg., City's general plan); Provide regular report on activities

Comment in response to this medium-term commitment

1. Define community
2. Commitment to working with community to address concerns to meet their needs as project moves forward
3. Fund to assist local low income renters in affording rent increase and/or purchasing a home -- Fund to assist local low income renters in affording rent increase and/or purchasing a home [yes, a duplicate of previous comment]

**Long-term commitment:** Maintain a campus-facing and community facing community engagement database that better matches campus resources with Richmond community needs/priorities (and vice versa). Provide regular report on activities

**Short-term commitment:** Explore mechanisms to improve communication and outreach of current and future engagement

### General comments in response to Ongoing Community Engagement

*These comments did not appear to be in direct response to specific proposed principles or commitment. They have been loosely organized by theme.*

#### Engagement in community/schools

1. Mentors for youth in schools and community
2. Mentors for youth in schools and community
3. The creation of a community implementation committee with the authority to request and receive info from and meet with UCB and LBNL
4. Fund and support for local organizations offering training and education to local residents

Legally binding agreement

5. CBA: community benefits agreement; legally binding contract
6. A legally binding community benefits agreement signed by community organizations and LBNL and UCB
7. A legally binding community benefits agreement signed/looked over and agreed to by parties including community orgs, UCB, and LBNL. Make a public commitment to working with the community
8. Make a public announcement when there is a commitment to a community benefits agreement please.
9. legally binding: Columbia University Plan
10. A legally binding community benefits agreement signed by community organizations and LBNL and UCB [repeated]

Housing/displacement

11. Prevent displacement
12. Establish a fund to assist low-income renters and first-time home buyers
13. Establish a fund to assist low-income renters (rental assistance) and/or first-time home buyers [yes, a duplication of previous comment]

More general

14. Adjust based on outcomes