# Appendix A Final Adopted Recommendations

Local Hire and Workforce Subcommittee Final Adopted Recommendations											
1. UCB and LBNL will sig	n a legally	binding agreement to ensure a minimum number of local and disadvant	taged workers are able to work o	n the construction of th	e BGC						
		Strategies/Programs	Partners	Beneficiaries	Expected Results	Performance Measures					
Recommendation		UCB/LBNL will:	In Partnership with:	For the Benefit of:	For these Results:	Measured by:	Notes:				
UCB and LBNL sign a legally binding agreement to ensure that construction employment opportunities for local and disadvantaged workers	A. B.	Residents of Richmond and North Richmond (Including unincorporated areas of North Richmond) will be given priority for jobs at the BGC. The second priority if the local goal cannot be met will be residents of San Pablo.  Local hire goal for construction jobs is 30% of total hours worked on a craft-by-craft basis.	Building Trades Richmond BUILD City of Richmond  Employment Development Department For Richmond UCB/LBNL	Local Residents  Workers with barriers to employment  Local Merchants	Increased employment of local residents on construction jobs at the BGC  Increased participation of local residents in the local building trades	Monthly reports based on payroll records showing total hours worked on a craft-by-craft-basis					
	C.	30% of apprentice hours for construction job on a craft-by-craft basis will be from local disadvantaged workers.	West Contra Costa Unified School District Richmond Chamber of Commerce Contra Costa College	Local Economy  City of Richmond	unions Increased employment of disadvantaged workers on construction jobs at	Monthly reports based on payroll records showing total hours worked on a craft-by-craft-basis					
	D.	Definition of disadvantaged are local residents as defined in Strategy A above who are Unemployed Veterans, Previously Incarcerated, Emancipated Foster youth, Homeless, those on extended unemployment, chronically unemployed.	Contra costa conege		the BGC  Increased participation of disadvantaged workers in the local building trades unions	Determination of status to be provided by the City of Richmond					
2. UCB and LBNL will en	ter into a	legally binding agreement with the community obligating them to the fo	llowing goals and conditions to e	ensure construction care	er pathways and employmo	ent					
Sub Recommendation		Strategies/Programs	Partners	Beneficiaries	Expected Results	Performance Measures					
Recommendation		UCB/LBNL will:	In Partnership with:	For the Benefit of:	For these Results:	Measured by:	Notes:				
To strengthen pathways between local construction training programs and pathways and construction jobs at the BGC		Designate a project manager to coordinate contractors, unions, city, community-based organizations, and educational partners to ensure construction career pathways.	contractors, unions, city, and community-based organizations  West Contra Costa Unified School District Contra Costa College	Local Residents  Contractors  City of Richmond  Local economy	enrollment into apprenticeship progra	Employment data					

3. UCB and LBNL should		construction of the BGC with the Contra Costa Building Council  GC operations and maintenance employment opportunities to Strategies/Programs	Trades Trades Employ	Council yers	entering the work	force employer provided health care and per and skill training for workers	time, on budget, wit ensions, significant employm	h
	C.	Fund supportive services for low-income and disadvanta workers, and residents seeking construction and non-co employment at BGC by paying at minimum \$1 million ar indexed to inflation into a supportive services fund.  Enter into Project Stabilization Agreement covering the	nstruction organize resider	g and services zations serving local nts Costa Building	low income worked disadvantaged look workers  residents seeking employment at Book Local residents	supportive service al Increased number local low income a disadvantaged res	of and idents	
			Counci 4 Richr Contra And ot good to placing	il	training programs RichmondBUILD  Richmond resider that meet the BGG disadvantaged wo criteria.	e.g.  An increase in the numbers of disadvantaged wo and men that are	sponsored workers of BGC Construction projects.  men  The numbers of disadvantaged wom and men that are prepared for, and se	en
	В.	Fund workforce training needs for construction and nor construction jobs related to the BGC by paying at minim million annually indexed to inflation into a job training for	um \$1 und. The Co	ondBUILD ontra Costa Building onstruction Trades	Richmond resider that have comple union apprentices or union recogniz	ed of Richmond resid		ind

Determination of

disadvantaged status by the City of Richmond

referral services

Unions representing

current UC workers

and disadvantaged

workers, and labor

families

standards that support

	C.	Workers at the new campus will be covered under the same collective bargaining agreements as workers doin comparable work at the main Berkeley campus.  UCB/LBNL will not contract or subcontract for any services that is customarily performed by employees of the University at its Berkeley campus. These services will be performed exclusively by employees who are directly employed by the UC who hold positions in the same time codes that perform such work at the Berkeley campus. These positions shall be placed in the same collective bargaining units that contain those respective title code at the Berkeley campus. Any contract, subcontract, lead purchase order, public private partnership or other agreement regarding development or operation of any building or service at the Berkeley Global Campus will specify that University employees shall perform these	contra Costa Labo Council rice e tle es se,	or	To ensure that workers athe Berkeley Global Campus enjoy the same protection benefits, and working conditions as oth UC workers performing t same work.	under existing collective ns, bargaining agreements.	These services include building maintenance, cleaning or custodial services, dining services, groundskeeping services, laborer services (non construction trade), mailroom services, parking or transportation services, security services
	D.	services.  Workers at BGC doing work comparable to work at UCB/LBNL at buildings that are owned by private entitivill be directly employed by UCB or LBNL.	es				
	E.	Workers at the new Global Campus will earn the same wages and benefits as UC workers performing comparable work at the main Berkeley campus. UCB/LBNL shall compensate its non-construction employees with a total compensation package, includi fringe benefits, valued on a per-employee basis, the valued of which is not less than the average per-employee valued of total compensation, including fringe benefits, for employees of the University of California who perform comparable work at the main Berkeley campus.	organizations providing job training and job referral services llue Unions represent current UC worke	ers	are the	(including fringe benefits) received by uns, workers at the Berkeley Global Campus compared to	
	F.	Wages at the new campus must be higher than both the Richmond Living Wage and the UC minimum wage. No construction employees at the BGC shall be compensated at no less than the amount that would be required for "Contractor" under the City of Richmond Living Wage Ordinance (Municipal Code, Chapter 2.60), or wage required of contractors with the University of Californi whichever is higher.	n- ted UC Office of the a President	Richmond residents a other individuals who are hi work at the Berkeley (Campus.	workers at the Berkeley ired to Global Campus.	r Wages received by workers at the Berkeley Global Campus.	S
4. UCB and LBNL wi	ill enter into	a legally binding agreement with the community obligating	them to the following go	oals and conditions to ensure	e non-construction career pathways a	nd employment	
		Strategies/Programs	Partners	Beneficiaries	Expected Results	Performance Measures	
Recommendation		UCB/LBNL will:	In Partnership with:	For the Benefit of:	For these Results:	Measured by: Notes:	
To strengthen pathways between local	A.	Designate a project manager to coordinate unions, city, community-based organizations, and educational partners to ensure non-construction career pathways.	unions, city, and community-based organizations	Local residents	An increase in numbers of Richmond residents that earn family sustaining wages.	The number of local residents that are employed at	

NON construction training programs and pathways and NON construction jobs at the BGC	non-construction jobs re	elated to the BGC by paying at ually indexed to inflation into a	City of Richmond Employment and Training Dept.  4 Richmond  Contra Costa College  UC unions  And other programs with a good track record of placing graduates and clients into non- construction jobs.	Local disadvan residents	taged	An increase in the numerical disadvantaged wome that are prepared for BGC.	n and men	the BGC.  The numbers of local disadvantaged women and mer that are prepare for, and secure work at the BGC	en ed
C.	construction and non-co	kers, and residents seeking Instruction employment at BGC I million annually indexed to	Training and services organizations serving local residents	low income wo disadvantaged workers residents seek employment a	l local	Increased capacity for services  Increased number of income and disadvant residents entering the BGC	local low taged		
D.	and partner with unions, organizations, education stakeholders if appropria	r, city, community-based hal partners and other hate to develop curriculum and hat supports training programs whent.	unions, city, community-based organizations, educational partners and other stakeholders if appropriate			Increased number of income and disadvantering the BGC	taged		
5. UCB and LBNL will Ensure	Fair Chance Employment poli	cies for both Construction and No	n-Construction such tha	at no applicant c	an be denied	a job simply because o	of prior criminal co	onviction	
Sub Recommendation	Strategies/Programs	Partners	Beneficiaries		Expected Re	sults	Performance Measures		
Recommendation	UCB/LBNL will:	In Partnership with:	For the Benefit of:		For these Re	esults:	Measured by:	Notes:	
To ensure employers, including contractors, at the BGC comply with policies ensuring fair chance employment such that no applicant denied a lich simple harmans.	Removal of any questions regarding prior criminal convictions from employment application forms, including options to self-report prior criminal convictions.  No inquiry into an applicant's conviction	City of Richmond  Unions  Community organizations and agencies working with people with criminal records  UCB/LBNL	People with crimina	al records	Increased endisadvantage A policy who	rriers to employment mployment of local ed residents ere E-verify is not ployment at the BGC	Numbers of disadvantaged workers employ at the BGC, especially those criminal record be reviewed exix months	e with	
job simply because an applicant has a	history, unless required by state or federal law.						e-verify is not required		

prior criminal		If a priminal background			
conviction.	C.	If a criminal background			
CONVICTION.		investigation is required			
		by state or federal law,			
		the background screening			
		shall be conducted after			
		the employer has			
		determined that the			
		applicant is otherwise			
		qualified, and the			
		employer has made a conditional offer of			
		employment.			
	D.	The employer's			
		consideration of a			
		conviction record will be			
		limited to a substantially			
		job-related conviction			
		and the employer must			
		consider time elapsed since the offense and any			
		evidence of rehabilitation			
		or other mitigating			
		circumstances.			
	E.	Prior to a potential			
	[ E.	adverse hiring decision			
		because of substantially			
		job-related conviction,			
		the applicant must be			
		provided with a written			
		notice of potential			
		rejection including how			
		the conviction may be			
		related to the job, and			
		given the opportunity to			
		correct any inaccuracies			
		in the conviction record			
		information and to offer			
		any other evidence of			
		rehabilitation or other			
		mitigating circumstances			
		prior to final employment			
		decision.			
	F.	There will be no inquiry			
		about or consideration of			
		arrests that have not led			
		to a conviction;			
		participation in or			
		completion of a diversion			
		or deferral of judgement			
		program; convictions that			
		have been judicially			
		dismissed, expunged,			
		voided, invalidated or			

	otherwise rendered		
	inoperative; convictions		
	or any other		
	determination or		
	adjudication in the		
	juvenile justice system;		
	convictions that are more		
	than seven years old from		
	sentencing date;		
	misdemeanor		
	convictions; or		
	information pertaining to		
	an offense other than a		
	felony or misdemeanor,		
	such as an infraction.		
G.	An applicant denied		
	employment due to a		
	prior criminal conviction		
	will be informed of the		
	opportunity to apply for a		
	different job.		
Н.	The BGC will not		
	participate in the E-verify		
	program or similar		
	employment verification		
	system.		
	Job applicants shall be		
''	provided notice of all fair		
	chance hiring policies,		
	including job applicant		
	right and employer		
	obligations, at the time of		
	initial application.		
J.	Employers shall provide		
3.	data to the City and a		
	complaints process to		
	applicants, to facilitate		
	enforcement of fair		
	chance policies.		
K.	The complaints process		
K.	will be administered by		
	the UCB/LBNL Review		
	Committee and include a		
	seat reserved for		
	representatives of the		
	community.		

#### HOUSING/ DISPLACEMENT SUBCOMMITTEE FINAL ADOPTED RECOMMENDATIONS

#### 1) Pay Housing Linkage Fee to City of Richmond

	Strategies/Programs	Lead Entity	Partners	Beneficiaries	Expected Results	Performance Measures	Source	Notes:
Recommendation:	UCB/LBNL will:	Lead Entity:	In Partnership with:	For the Benefit of:	For these Results:	Measured by:	Source of Recommendation:	Notes:
Pay impact fees to the City of Richmond to establish an Anti-Displacement Fund to be used to build and preserve affordable housing and to prevent displacement	A 1) Agree to pay impact fees to the City to establish an Anti-Displacement Fund to be used to build and preserve affordable housing and to prevent displacement. Impact fees are based on the construction of residential and non-residential space (office and commercial) in the City. 2) The Anti-Displacement Fund will be used to support a wide range of priority programs and initiatives, including renter/ homeowner assistance and protection programs, low interest loan programs, pre and post home ownership and foreclosure counseling, temporary/ short-term housing programs, first-time homebuyer programs and alternative housing models (e.g., CLTs, cooperatives, etc).	UCB/LBNL (paying the fee), City of Richmond (administering the programs)	Community partners and housing development organizations (e.g., CHDC, ACCE, Bay Area Legal Aid, Catholic Charities of the East Bay, SparkPoint)	Households that meet the affordable housing category requirements, with an emphasis on low and very lowincome households and special needs populations.  "Special needs' populations include large families, single-parent households, individuals with disabilities, developmentally disabled, homeless persons and families, re-entry populations" (from Housing Element)	1) Increase in # of new affordable housing units; 2) x # of affordable housing units preserved; (specific targets can be developed based on needs and establish priorities for how the funds should be used)	1) % increase in new affordable housing units (including multi-family units); 2) % increase in affordable housing units preserved; 3) % reduction in households paying more than 30% of income on housing (broken down by race and owner/renter status) 4) enhanced neighborhood stability as evidenced by key indicators (to be determined by subcommittee)	Consensus rec.	The impact fee amounts UCB/LBNL will voluntarily agree to pay to the City will be determined by a city-wide ordinance that establishes fees for the Richmond context and will evolve over the 30-40 live of BGC development.  These fees will be informed by the results of the Nexus study and research on median linkage fees of Bay Area cities. If the City does not adopt a commercial linkage fee, there will be a number generated by the Nexus Study and other economic factors that will determine the amount paid based on the the Richmond/regional context. Research on the median linkage fee charged by all comparable Bay Area cities will also inform the recommended amount. The SF Jobs-Housing Linkage is a model to examine for regarding formula.

2) Build Housing on Bo	passes a housing linkage fee for non-residential development, UC will pay the Bay Area median of \$15 per square foot for the linkage fee.	UCB/LBNL (paying the fee), City of Richmond (administering the programs)	Community partners and housing development organizations (e.g., CHDC, ACCE, Bay Area Legal Aid, Catholic Charities of the East Bay, SparkPoint)	Households that meet the affordable housing category requirements, with an emphasis on low and very lowincome households and special needs populations.  "Special needs' populations include large families, single-parent households, individuals with disabilities, developmentally disabled, homeless persons and families, re-entry populations" (from Housing Element)	1) Increase in # of new affordable housing units; 2) x # of affordable housing units preserved; (specific targets can be developed based on needs and establish priorities for how the funds should be used)	1) % increase in new affordable housing units (including multi-family units); 2) % increase in affordable housing units preserved; 3) % reduction in households paying more than 30% of income on housing (broken down by race and owner/renter status) 4) enhanced neighborhood stability as evidenced by key indicators (to be determined by subcommittee)	Minority opinion	At the November 30th Community Briefing and Open House, many community members indicated their support for establishing a linkage fee of \$15 per square foot (which is considered by some as the Bay Area median). Until the citywide ordinance that establishes impact fees based on the Nexus Study and other economic conditions is determined, some community members expressed that they would like to use the \$15 per sq. ft Bay Area median for Richmond.
2) Dana Housing on De		Lood Fatitus	Douteous	Donoficionico	Funcated Decults	Doute weep on Managemen	Carrage	Notes
	Strategies/Programs	Lead Entity	Partners	Beneficiaries	Expected Results	Performance Measures	Source	Notes:
Recommendation	UCB/LBNL will:	Lead Entity:	In Partnership with:	For the Benefit of:	For these Results:	Measured by:	Source of Recommendation:	Notes:
Build housing on BGC site	Build housing on BGC site for unique needs for workforce (including faculty) and students to avoid negative impact on existing and future residents and neighborhoods.	UCB/ LBNL	UCB Real Estate Division; private or non- profit affordable housing developers	BGC workforce employees, faculty and staff as well as students who live on site; Richmond residents who are at risk of displacement	Housing for UCB staff, faculty and students to avoid displacing existing residents	x # of workers/ students /faculty housed in UCB owned housing at BGC site; - x # of new housing units	Consensus rec.	At the November 30th Community Briefing and Open House, some community members indicated their concern that housing on the BGC site may isolate BGC workers, staff and faculty from the broader Richmond community. If housing is built on the BGC site, UCB and LBNL should use successful best practices and town/gown models to be sure that the BGC site is well-integrated into the broader Richmond community. UCB residential housing will be subject to the impact fee (unless it's considered affordable); students and faculty who choose to live in surrounding neighborhoods may place a greater strain on the community by driving rents up; consider building housing on City land versus UCB land.

3) Provide Afforda	3) Provide Affordable Housing Research and Data Support to Richmond Community										
		Strategies/Programs	Lead Entity	Partners	Beneficiaries	Expected Results	Performance Measures	Source	Notes:		
Recommendation		UCB/LBNL will:	Lead Entity:	In Partnership with:	For the Benefit of:	For these Results:	Measured by:	Source of Recommendation:	Notes:		
Provide research and data support related to affordable housing and displacement mitigation by offering expertise of relevant UCB departments, institutes, faculty and student engagement. This support can happen apart from and ahead of any BGC development.	A	1) Collaborate with the City to study the feasibility of non-traditional forms of affordable housing (like Community Land Trusts [CLTs], coops, tiny houses, etc); 2) identify preferred models to implement in Richmond; this study is independent of the impact fee and the Anti-Displacement Fund; 3) Identify relevant promising practices to preserve/develop affordable housing, as well as anti-displacement initiatives that have worked in the past 10 years in cities similar to Richmond.	UCB/LBNL; City of Richmond	Community Development Finance Institutions; non-profit developers, Local CLTs support organizations; community partners; UCB departments, institutes and faculty; Richmond community- based organizations	Households that meet the affordable housing category requirements, with an emphasis on low and very lowincome households and special needs populations.  "Special needs' populations include large families, single-parent households, individuals with disabilities, developmentally disabled, homeless persons and families, re-entry populations" (from Housing Element)	UCB-COR results: A program document that identifies the preferred alternative model for Richmond to develop permanently affordable housing units and that identifies funding opportunities; UCB-COR: Literature and analytic review of policies that have been successful in the last 10 years; COR results: Long term/permanent affordable housing;	The identification (UCB-COR) and implementation (COR) of a preferred alternative/non-traditional housing model for Richmond to develop permanently affordable housing; COR: x # of public land parcels and property transferred for non-traditional housing program; Long-term affordable housing solutions	Consensus rec	At the November 30th Community Briefing and Open House, many community members noted that Community Land Trusts create permanent affordable housing and help prevent displacement. What is ideal form of governance for Richmond? Coop? City managed? Private entity? (Housing Element: H: 1.3.4.) Community Land Trust Study: to study existing land trusts in Calif, to establish if feasible to create long-term housing; Extensive research needs to be done. Community Briefing input: the CLT was lifted up by community members as a permanent solution to affordable housing.		
	В	Identify, adopt and apply a consistent set of criteria to evaluate and measure a project's potential to displace residents using demographic/economic data, and other sources.	UCB/ LBNL	City, UCB, community partners	Current residents vulnerable to displacement	Set of defined criteria; A clear understanding of any displacement patterns	Successful identification of displacement potential	Consensus rec	We need models a number of affordable housing experts have reported that it is impossible to attribute displacement to any one development; as well, simply measuring displacement beyond anecdotal evidence can be challenging.		
	С	Consider approaches for the University and the City to establish place-based Initiatives to improve neighborhood amenities and services in low-income and very low- income areas (e.g., partnership research projects)	UCB/LBNL, City of Richmond	Community partners and nonprofits	Households that meet the affordable housing category requirements, with an emphasis on low and very lowincome households and special needs populations.	Targeted, place based community revitalization		Consensus rec			

THIS IS A DRAFT DOCUMENT The Richmond Community Working Group (CWG) is developing a set of draft recommendations for the Berkeley Global Campus to be submitted to UC Berkeley and Lawrence Berkeley National Laboratory (LBNL) in December 2015. Inclusion of draft recommendations in this document does not imply an agreement by UC Berkeley or LBNL. Upon receipt of the final CWG recommendations, UC Berkeley and LBNL will develop a draft Richmond Compact (agreement) that specifies the commitments and benefits the University and the Lab are prepared to provide to the Richmond community.

#### EDUCATION SUBCOMMITTEE FINAL ADOPTED RECOMMENDATIONS

#### College Exposure

UCB and LBNL shall partner with local and regional leaders to strengthen and expand career pathway strategies and programs in the following ways:

Sub Recommendation		Strategies/Programs	Partners	Lead Entity	Beneficiaries	Expected Results	Performance Measures	Outreach	Notes:	Source
Recommendation		UCB/LBNL will:	In Partnership with (include what department/who when possible):	With Leadership From	For the Benefit of:	For these Results:	Measured by:	[target audience? mechanism?]	Notes:	Submitted by
1. College Advising	A.	Expand Destination College Advising Corps (DCAC) by providing permanent funding for X college counselors in all Richmond High Schools.	UC Berkeley's Center for Educational Partnerships		All Richmond high school students	Increase college access and success for Richmond students, especially those facing significant socio- economic barriers.	X% increase in number of Richmond high school seniors who enroll in higher education after graduation.	Need baseline metrics for % of Richmond seniors now enrolling in higher education after graduation		Kate Spohr
	В.	Expand one on one college/cohort advising opportunities at Richmond High Schools (UC Berkeley Upward Bound, UCB Pre-College Trio Talent Search Program, UCB EAOP/DCAC, Bridges Multicultural Resource Center )	UC Berkeley Upward Bound, UCB Pre-College Trio Talent Search Program, UCB EAOP/DCAC, Bridges Multicultural Resource Center				First how many students currently served? and include X% increase in students served Upward Bound UC Berkeley (9th-11th Low-income 1st generation Approx. 15-20 students per site @ DeAnza, El Cerrito, Kennedy Richmond); UCB Pre-College Trio Talent Search Program (9th-11th Low-income 1st generation Approx. 15-20 students per site @ DeAnza, El Cerrito, Kennedy Richmond); UCB Pre-College Trio Talent Search Program (9th-12th Serves approx150-200 students per site @ DeAnza, El Cerrito & Pinole); UCB EAOP/ DCAC Fellowship Advisors (9th-12 <sup>th</sup> = Serves approx. 160 students per site @ each comprehensive high school Total= 960);			Gabino
	C.	Make Transcript Evaluation Service (TES) available to sophomores and juniors	UC Berkeley's Center for Educational Partnerships		All Richmond high school sophomores	Increase college access by making students aware of the coursework needed to apply to 2- year and four-year colleges.	X% increase in number of Richmond high school seniors who enroll in higher education after graduation.	Need baseline metrics for % of Richmond seniors now enrolling in higher education after graduation		Kate Spohr
	D.	Provide SAT/ACT preparation courses to juniors and seniors	UC Berkeley's Center for Educational Partnerships		All Richmond high school juniors and seniors	Increase college access by preparing students and giving them the tools they need to score higher on the SAT/ACT.	X% increase in number of Richmond high school seniors who enroll in higher education after graduation, with a focus on enrolling at a college of their choice.	Need baseline metrics for % of Richmond seniors now enrolling in higher education after graduation		Sumi Godfrey

2. Experiential Learning/Academic Preparation	E. A.	Actively participate and provide support and expertise to local Richmond high schools (De Anza, Kennedy, and Richmond) College and Career Centers  Facilitate partnerships that provide experiential learning opportunities for high school, community college, adult ed and afterschool students, to help build career pathways in STEAM fields	UC Berkeley Upward Bound, UCB Pre-College Trio Talent Search Program, UCB EAOP/DCAC, Bridges Multicultural Resource Center WCCUSD, CCC, local businesses [what department, which person/title?]	All Richmond high school students  HS, CC, adult and afterschool ed students as well as local businesses.	Increase exposure of Richmond youth to STEAM fields; increase exposure of STEAM professionals to	Number of exposures to: work- based learning opportunities, career pathway opps; internships and field trips.	This broad recommendation also fits other subjects in Career Exposure.	Gabino
	В.	School to Lab pipeline: Middle school>internship>job at Lab.		MS, HS students; lab employees	Richmond youth.  Increase exposure of Richmond youth to STEAM fields; increase exposure of STEAM professionals to Richmond youth; Increase employment of Richmond youth in STEAM fields	Number of MS students who enter pipeline; get internships; get job offers at LBNL or other STEAM employers.	(can we add UCB labs to this?)	
	С	Support academic and research opportunities for Richmond students and teachers with UC Berkeley (i.e. Y-PLAN)	Center for Cities and Schools		STEAIVI HEIUS	Y-PLAN has been active at Richmond High School in Collaboration with the City of Richmond. They are planning to expand to other WCCUSD school sites		
	D.	Concurrent/dual enrollment opportunities (WCCUSD Academies)						
	E.	Provide Scholarships and/or low cost Summer Learning opportunities to Richmond students from UC Berkeley's Academic Talent Development Program (ATDP Secondary, ATDP Elementary) or similar programs.	UC Berkeley School of Education			Elementary Program was held in Richmond at Washington Elementary School		Gabino
3. College Going Culture	A.	Partner with organizations to provide summer internships, youth camps and youth activities (school to lab pipeline)	WCCUSD, CCC, local youth organizations	Students, and in the case of internships, hiring organizations	More students will be exposed to activities during the summer	Number of students who participate in summer activities; demographics of participants	What grade levels? Pre-k to 14? Where are these internships? Where are the summer camps?	

	B.	Provide multiple opportunities for campus	UC Berkely Visitor							
		visits/field trips for students, parents and	Services, UC							
		teachers (guided tours, conferences, Cal	Berkeley Student							
		Day, Athletics, Museums, Kinder Caminata,	Organizations, City	/						
		etc.).	of Richmond							
			(Community							
			Services, Library-							
			LEAP), Bridges							
			Multicultural							
			Resource Center							
	С	Outreach to Students at early ages								
	D.	UC Berkeley departments alignment with WCCUSD Academies (curriculum support,								
		internships, mentoring, etc.)								
	E.	Provide multiple opportunities for the UC	School of Public							
		Berkeley Community to collaborate on	Health, Institute o	f						
		research opportunities and data analysis	Urban and							
		with Richmond schools, CBO's, and City	Regional							
		departments	Development, City	<i>'</i>						
			and Regional							
			Planning, Center							
			for Cities and							
			Schools, Division							
			of Equity &							
			Inclusion							
	F.	Provide multiple opportunities for the UC	Student Affairs,							
		Berkeley Community to volunteer with	City of Richmond							
		Richmond schools, CBO's, and City	ESC, WCCUSD							
		departments (service learning).								
4. Financial Aid	A.		UC Berkeley							
Support		throughout the year at schools and	Financial Aid							
		community sites, and highlight	Office, WCCUSD,							
		opportunities for low-income, first	Ed Fund, City of							
		generation, and students of color at UC	Richmond							
		Berkeley.								
	B.	UC Berkeley develops a formal partnership	UC Berkeley							Gabino
		with the Richmond Promise program. Work	Financial Aid							
		towards providing matching funding	Office, City of							
		opportunities for Richmond students.	Richmond							
	C.	Provide Richmond Scholars program in								Gabino
		which students from Richmond are								
		identified and supported with opportunities								
		including tutoring, work study, research								
		opportunities, and grants.								
Career Exposure									<u>'</u>	
UCB and LBNL shall	partn	er with local and regional leaders to strengthen	and expand career p	athway strateg	gies and programs in th	e following ways::				
Sub		Strategies/Programs	Partners	Lead Entity	Beneficiaries	Expected Results	Performance Measures	Outreach	Notes:	Source:
Recommendation										
				1				1		

Recommendation		UCB/LBNL will:	In Partnership with (include what department/who when possible):	With Leadership From	For the Benefit of:	For these Results:	Measured by:	[target audience? mechanism?]	Notes:	Submitted by:
1. Multi-partner Coordination	A.	Invest in the coordination of work-based learning partnerships across UC, LBNL, school and community partners that lead to new and expanded STEAM learning experiences for K-12 and adult education students.	WCCUSD, CCC, community-based WBL partners, STEAM employers		K-12, CC, adult and afterschool ed students, employers, providers of WBL programs	Strengthen pathways; improve experience of students on pathways; improved leveraging of public and private resources;	# of students participating; # of students and educators who report their experience was enriched by exposure to work- based learning experiences; # of college admits and job offers related to pathway experience;		Look into CEP programs	
	B.	Develop a strategic plan that aligns UCB and LBNL resources with K-14 work-based learning strategies to identify specific opportunities to start, scale and/or sustain career learning experiences across multiple pathways. These experiences may include, but are not limited to the following: internships, job shadows, crossindustry/school integrated projects, workplace tours, simulation labs, afterschool programs, and career fairs/showcases. The plan will articulate specific goals for reaching students across grade levels and pathways and will be updated and reported on at least annually.	WCCUSD, CCC, East Bay Career Pathway Partnership		K-14+ students within and outside of pathways	a comprehensive, coordinated system that leverages resources of multiple partners to maximize exposure and improve experiences that inspire academic success for K-14 students and adults	an annual strategic plan that is endorsed by multiple partners			
	C.	Ensure implementation of above referenced strategic plan through the commitment of necessary resources and partnerships.								
	D.	Invest in research, design and evaluation of WBL partnership programs for K-14 and adult education students to improve understanding of what's working, for whom, and ways to continually improve existing strategies.	LBNL, WCCUSD STEAM teachers; academies; afterschool programs; local STEAM programs		MS, HS students; lab employees	Increase exposure of Richmond youth to STEAM fields; increase exposure of STEAM professionals to Richmond youth; Increase employment of Richmond youth in STEAM fields	Number of MS students who enter pipeline; get internships; get job offers at LBNL or other STEAM employers.		(can we add UCB labs to this?)	

Recommendation	UCB/LBNL will:	In Partnership with (include what	With Leadership	For the Benefit of:	For these Results:	Measured by:	[target audience? mechanism?]	Notes:	Submitted by
Recommendation					, , , , , , , , , , , , , , , , , , , ,				
Sub	Strategies/Programs	Partners	Lead Entity	Beneficiaries	Expected Results	Performance Measures	Outreach	Notes:	Source
UCB and LBNL should	invest in and/or partner with Richmond strategie	s, programs and partners	hips that addr	ess:					
Teacher and Staff Pro	fessional Development								
					post HS or CC job offers				
					internships that result in				
					development; # of				
					academic/prof				
	·				affected their				
	mentorships				internships positively				
	experiences, student and teacher				report that these				
	alignment, work-based learning				number of students who				
	build out and strengthen K-14 career pathways through a focus on curricular				who finish internships; # of paid internships;				
	local employers to the table to continually				internships; # of students				
	E. Leverage partnerships to bring regional and				increase number of				

Sub Recommendation		Strategies/Programs	Partners	Lead Entity	Beneficiaries	Expected Results	Performance Measures	Outreach	Notes:	Source
Recommendation		UCB/LBNL will:	In Partnership with (include what department/who when possible):	With Leadership From	For the Benefit of:	For these Results:	Measured by:	[target audience? mechanism?]	Notes:	Submitted by
1.Externships	A.	Facilitate partnerships that provide opportunities for K-14 teachers to serve externships in businesses, STEM labs, and other professional workplaces, to better understand the skills their students need to develop.	UC departments, units; Community partner organizations; businesses		WCCUSD teachers; community college faculty; adult education teachers	Quantifiable targets across a range of businesses and STEM research labs and companies. Build up to a sustainable number of opportunities per year, across K-14 span.	# of students participating; # of students and educators who report their experience was enriched by exposure to work- based learning experiences; # of college admits and job offers related to pathway experience;			
2. Curriculum Development K-12	A.	Facilitate partnerships to support K-12 curriculum development and implementation; facilitate development and implementation of innovative STEM curriculum and learning opportunities	UC Berkeley departments and units, WCCUSD, CCC, local businesses, community partner organizations, local youth organizations		WCCUSD TK-12 educators (with students as ultimate beneficiaries)	Addressing priorities established by WCCUSD, Richmond promise, other initiatives aimed at improving K-12 education opportunities in Richmond	# of teachers participating; measures of change in teaching practice (such as implementation of new /improved curriculum); increased student outcomes (could include test scores, portfolios, participation in STEM events/competitions, enrollment in further courses, etc.)			

3. Teacher professional development K12	A.	Facilitate partnerships to support K-12 teacher professional development, including: STEM; subject area content support; pedagogy training and ongoing support; literacy pedagogy across disciplines	UC Berkeley departments and units, WCCUSD, CCC, local businesses, community partner organizations, local youth organizations	WCCUSD TK-12 educators, students at all levels; colleges and employers who benefit from Richmond students;	Strengthen existing K-12 professional learning opportunities; Provide teachers opportunities to learn in various formats including peer learning at site, summer intensives, research experience for educators, and more. Addressing priorities established by WCCSD, Richmond promise, other initiatives aimed at improving K-12 education.	# teachers participating; measures of change in teaching practice (time spent on STEM and/or other content covered in PD; increased teacher confidence; increase in teacher retention)	PLI, and School of Ed programs
	В.	Provide resources for teacher development/training, curriculum and equipment	UC Berkeley, LBNL, WCCUSD, community colleges, local universities, businesses, community partner organizations	WCCUSD TK-12 educators, students at all levels; colleges and employers who benefit from Richmond students;	Increase K-12 professional learning opportunities for educators. Addressing priorities established by WCCSD, Richmond promise, other initiatives aimed at improving K-12 education.		
	C.	Program Evaluation	UC Berkeley, LBNL, WCCUSD, community colleges, local universities, businesses, community partner organizations	WCCUSD TK-12 educators (with students as ultimate beneficiaries); researchers	Data useful for evaluating the effectiveness of professional development programs		
	D.	Stipends for teachers to take classes	WCCUSD, UC Berkeley, LBNL, National Grant making organizations, federal and state governments	WCCUSD TK-12 educators (with students as ultimate beneficiaries); researchers	Increase K-12 professional learning opportunities; stipends make it possible for more educators to participate in professional development outside of regular classroom teaching time.	# of teachers participating in professional development programs	
4. Curriculum/staff development support Community College	A.	Facilitate partnerships to support Community College curriculum and faculty development	UC departments, units; Community partner organizations (to be filled in prior to Nov 10)	Community college faculty and students; Richmond community; businesses who benefit from better prepared employees	Increased access to curriculum and training for community college teaching staff; increased collaborations to promote student success.		

Sub Recommendation	Strategies/Programs	Partners	Lead Entity	Beneficiaries	Expected Results	Performance Measures	Outreach	Notes:	Source:
Recommendation	UCB/LBNL will:	In Partnership with (include what department/who when possible):	With Leadership From	For the Benefit of:	For these Results:	Measured by:	[target audience? mechanism?]	Notes:	Submitted by:
Youth and Adult	A. Establish a \$3 million Youth and Adult	WCCUSD, CCC,		K-12, CC, adult and	Increased number of	# of students participating; # of		Source: Anchor	
Opportunity Fund	Opportunity Fund to seed and scale new and existing best practice programs that model university/lab/school and community partnerships and to address barriers students face in taking full advantage of career exposure opportunities. These barriers may include, but are not limited to, stipends, transportation, and materials.	Community-based Organizations, fund administrator TBD		afterschool ed students	work-based learning experiences in alignment with pathway curriculum; Increased number of students and adults participating in WBL experiences; improved experiences supporting academic success and persistence; improved sustainability of core programs	students and educators who report their experience was enriched by exposure to workbased learning experiences; persistence in pursuing higher education among participating students;		Richmond	

**Recreation Education Center** 

UCB and LBNL should invest in and/or partner with Richmond strategies, programs and partnerships that address:

Sub Recommendation		Strategies/Programs	Partners	Lead Entity	Beneficiaries	Goals	Results	Outreach	Notes	Source
Recommendation		UCB/LBNL will:	In Partnership with (include what department/who when possible):	With Leadership From	For the Benefit of:	For these Results:	Measured by:	[target audience? mechanism?]	Notes:	Submitted by:
An education center, museum and visitor center be established at the Global Campus.	Α.	Instruct its planners and architects to accommodate the center in their planning for the campus.	Architects, planners.	UCB	The general public, West Contra Costa County students, adult learners, tourists.	To provide sufficient space for the center, designed to satisfy the center's missions.	At no point in the planning and construction process is there a surprise or lack of preparation for the center. Also, so the costs of each stage can be determined in advance to facilitate fund-raising.			Josh Genser
	В.	Commit its fund-raising resources to work cooperatively with partners to raise funds for the planning and construction of the center.	Richmond Community Foundation, which will lead the fund- raising efforts.	UCB	The general public, West Contra Costa County students, adult learners, tourists.	To pay for the design and construction of the center.	Raising enough money at each stage of design and construction to pay the bills.			Josh Genser
	C.	Commit its existing museum expertise and resources to assist in the planning of the center.	Lawrence Hall of Science, Chabot Space and Science Center, Exploratorium, Tech Museum of Innovation.	UCB (see partners list)	The general public, West Contra Costa County students, adult learners, tourists.	So that the center is designed to satisfy its missions.	Designing a center to effectively deliver on the portions of its missions already being delivered by the various museums in and on the UCB campus.			Josh Genser
	D.	Commit its existing non-traditional teaching expertise to the planning of the center.	WCCUSD, Contra Costa College, Lawrence Hall of Science	UCB	The general public, West Contra Costa County students, adult learners, tourists.	So that the Center can deliver on its teaching missions.	Designing a center to effectively deliver on its classroom and laboratory educational missions.			Josh Genser
	E.	Commit its fund-raising resources to work cooperatively with partners to continuously raise the fund to operate the center.	Richmond Community Foundation	RCF-UCB	The general public, West Contra Costa County students, adult learners, tourists.	So that the center can operate.	Having a center with a sufficient budget.			Josh Genser
	F.	Encourage its researchers to satisfy their outreach obligations by contributing to or by participating in the activities at the center.	National Science Foundation, National Institute of Health, Centers for Disease Control, NASA, Department of Energy	UCB Office of Research	The general public, West Contra Costa County students, adult learners, tourists.	So that the center gets income from the community outreach setaside required by grantors, and so that the intellectual capital of the University and the Lab are committed to the center.	A large percentage of the professors, lecturers and students at the Campus participate in the center by teaching, demonstrating, building exhibits.			Josh Genser

G.	Operate or have a contractor operate a center for learning by both children and adults, and a visitor center and museum for casual visitors.	Lawrence Hall of Science, Chabot Space and Science Center, WCCUSD, Contra Costa College	UCB	The general public, West Contra Costa County students, adult learners, tourists.	To share the Global Campus' intellectual resources with children and adult learners, to engage the public with the Campus, to engage the public with the shoreline, to be an attraction for Richmond.	Broad public participation in the form of casual visitors, students delivered from and by WCCUSD and Contra Costa College and other nearby schools, participation in after school and weekend programs, summer day camps, science competitions.	Josh Genser
H.	Explore feasibility of mobile version of	UCB, Richmond	UCB,				Yuritzy; and
	museum/center	Main Street, City	Richmond				community
		of Richmond, LHS,	Main				member at
		etc.	Street				Oct 22

The Richmond Community Working Group (CWG) is developing a set of draft recommendations for the Berkeley Global Campus to be submitted to UC Berkeley and Lawrence Berkeley National Laboratory (LBNL) in December 2015. Inclusion of draft recommendations in this document does not imply an agreement by UC Berkeley or LBNL. Upon receipt of the final CWG recommendations, UC Berkeley and LBNL will develop a draft Richmond Compact (agreement) that specifies the commitments and benefits the University and the Lab are prepared to provide to the Richmond community.

#### PROCUREMENT SUBCOMMITTEE FINAL ADOPTED RECOMMENDATIONS

1. UCB and LBNL shall set a goal of 25% local spend and adopt policies for increasing procurement from Richmond businesses in design and construction and through regular procurement: Local Definition includes Richmond, North Richmond, and Unincorporated areas of North Richmond. Second Priority is San Pablo.

		Strategies/Programs	Partners	Beneficiaries	Expected Results	Performance Measures	Notes:
		UCB/LBNL will:	In Partnership with:	For the Benefit of:	For these Results:	Measured by:	Notes:
NON CONSTRUCTION	A	Set a goal for increasing NON CONSTRUCTION procurement from Richmond based businesses over five years, including incentivizing procurement officers to meet goals	City of Richmond Alameda County UCB/LBNL		An increase in number of awarded contracts to local Richmond based businesses  50% percentage increase from what is currently done through revenue growth, local hiring	An assessment of capacity of Richmond based companies  The percentage of contracts awarded to Richmond based companies  The total amount of value of contracts with local Richmond Companies  The percentage of value of total UCB spent with local Richmond Companies annually	A helpful tactic to achieve the strategy is to use Historically underutilized business (HUB) zone, as defined by the federal government.  From UCB Supply Chain: Federal Regulations and the State of CA Public Contract Code indicate that UC Berkeley must comply with open competition requirements which do not allow first priority to Richmond businesses.
DESIGN AND CONSTRUCTION (In the event that a third party developer is enlisted to build the BGC then the programs shall be part of the master construction contract)	B.	Ensure that Formal preferences for 25% local spend are integrated into subcontracts to produce legally binding results  Reserve a specific percentage of Set-aside direct contracts for local small business	Richmond Chamber, SBDC, Richmond BUILD Contractors Assistance Center, Richmond Main street, WCCBDS, Philanthropy	Richmond based companies within a specified area as specified in the LOCAL definition	25% local spend  The number of contracts for local businesses as referenced above	% of local spend  The number of set-aside contracts	Recommendation for local preference percentage mirrors the City of Richmond's goal. This percentage was also recommended by industry experts on committee.  From UCB Supply Chain: Federal Regulations and the State of CA Public Contract Code indicate that UC Berkeley must comply with open competition requirements which do not allow first priority to Richmond businesses

	D.	Incentivize procurement officers to meet goals		UCB, Richmond based companies	the number of contracts for local businesses per procurement division as referenced above	Reporting of results in relation to goals	From UCB Supply Chain: UCB cannot incentivize because SCM officers need to comply with federal and State of CA regulations to open competition; not favor specific communities.
	E.	Adopt prompt payment/invoicing policies that would require the prime contractors to pay subcontractors 30 days' maximum after invoice submission	General Contractors, subcontractors, any vendors	Richmond based companies, UCB	Prompt (bi-monthly) payments for contractors  Prompt payment/invoice agreement or policy for General Contractors and Subcontractors  Challenges to work reviewed by an independent party	Payment schedule implementation	CM/GCs could adopt this policy for certain smaller sub trades  From UCB Supply Chain: UC Berkeley SCM offers Net 30 payment terms and favorable terms to suppliers which have electronic Invoicing and e-payment systems. Real Estate has a separate system for procurement, so must also comment.
	F.	Operate a Bid Process that selects a bidder that offers the best value, and that limits and/or minimizes any change orders	Richmond Chamber, SBDC, Richmond BUILD Contractors Assistance Center, Richmond Main street, WCCBDS, Philanthropy	Richmond based companies within a specified area as specified in the LOCAL definition	Change order carries forward with same original requirements  Good faith effort means something in the selection criteria and eventual award  Clear proposal language	Number of contracts for local businesses  Reduced number of change orders whenever possible.	From UCB Supply Chain: UC Berkeley has limitations. Bids change with unforeseen circumstances. Not allowing change orders would hamper progress on projects.
GENERAL	G.	Apply procurement policies to other sectors beyond construction including but not limited to food, design projects and the solar industry.	Cal Dining, Richmond Food Policy Council, Urban Tilth, Richmond City Department of Health  Solar industry partners, Solar Richmond	Including architects, engineers, as well as contractors.	Apply all the above strategies listed in A-F above to procurement policies to other sectors beyond construction including food, design projects and the solar industry.	See above	
	Н.	Establish socially responsible contracting policies for any procurement contracts at the new campus that requires UCB to review potential bidders' history of labor, employment, environmental and workplace safety violations.  (With responsible contracting, contractors do not reward the lowest bidder but rather the most responsible firms as a means to maintain competition among firms that pay their workers higher wages and provide benefits. UCB would need to set a policy for living wages and benefits for contracted workers.)	City of Richmond, Richmond Chamber of Commerce	Richmond-based companies and workers, UBC, local economy	More sustainable workforce	Implementation of a questionnaire where bidders must disclose and explain past and pending litigation, past contract suspensions, and outstanding judgments. Firms must be assessed as a responsible contractor through the questionnaire before submitting a bid.	From UCB Supply Chain: UC Berkeley campus is going through major efforts to adopt requirements of Office of the President Minimum wage adoption, as well as State of CA prevailing wage requirements.

I.	Provide pathway for local farms to sell local produce on new campus at weekly farm stand and via CSA (community-supported agriculture) boxes.	Richmond Food Policy Council, Urban Tilth, Richmond City Department of Health	BGC students, faculty, and staff. Local farms and urban agricultural initiatives	Improving local food system and health benefits	Weekly spending on farm stand/CSA products	Work with other anchor institutions, such as Kaiser and the local school district, to leverage goals of food procurement policy (i.e. local and community-based, fair, ecologically sound, and humane).  Set food procurement policies that reflect those of Cal Dining, ensuring that food sources are local and community-based, fair, ecologically sound, and humane.  Prioritize food procurement from local sources in Richmond and Contra Costa County.
hould	d expand Outreach and Education on new construction and ongoin	g procurement				
	Strategies/Programs	Partners	Beneficiaries	Expected Results	Performance Measures	
F	Strategies/Programs  UCB/LBNL will:		Beneficiaries For the Benefit of:	Expected Results For these Results:		Notes:
A.	Strategies/Programs  UCB/LBNL will:  Assign dedicated staff to manage outreach and education activities.	In Partnership with:  Richmond Main Street, Richmond Chamber of Commerce, Renaissance, SBCD and		<u>'</u>	Performance Measures  Measured by:  Staff to participant ratio	Notes:  From UCB Supply Chain: Supply Chain Management would need to assign staff as it assesses their involvement is needed.
A.	UCB/LBNL will:  Assign dedicated staff to manage outreach and education	In Partnership with: Richmond Main Street, Richmond Chamber of Commerce,	For the Benefit of:	For these Results:  Dedicated staff assigned for	Measured by:	From UCB Supply Chain: Supply Chain Management would need to assign staff as it assesses their

D	Develop a Supplier mentor/protégé program that includes incentives for prime contractor participation.	Increase number of participants who include reference to matchmaking program in bids	Balanced mentor/protégé participation Tracking and highlighting of wins	Bidding and getting work is relationship based, bidding of subs often functions on "who you know"
				From UCB Supply Chain: UC Berkeley does not have the resources to develop/manage a mentor/protégé program. As the BGC project develops, Real Estate and Supply Chain Management will need to assess whether resources can be committed for specific aspects of the project. As previously suggested, SBDC and SCORE have excellent programs to assist suppliers in developing their business.
E.	Create a one-stop-shop on the BGC Campus for access to information about procurement bids.	Formation of a central location on new campus to receive information	Number of visitors and applications	

crease		UCB/LBNL will:	In Partnership with:	For the Benefit of:	For these Results:	Measured by:	Notes:
s to capital	Α.	Contributes to an established a program that awards grants	Richmond Community	Local businesses in the	Increase # of local business	Number of loans received vs.	City has a revolving loan fund,
		and funds loans for capital improvements, and additionally	Foundation, a CDFI,	geographic area specified	that receive a capital	repaid	CDFI more flexible, perhaps us
		contributes funds to expand the City of Richmond's Revolving	City of Richmond,		improvement loan.		both. Need different kinds of
		Loan Fund.	Richmond Main Street,			Number of people employed	money. CDFIs: Pacific
			Richmond Chamber of		Business ability to be		Community Ventures, LISC, LII
			Commerce,		sustainable for 3-5 years in	Performance of the business with	Low Income Investment Fund.
			Renaissance, SBCD and		general.	the UCB/LBNL	
			other Small Business				Grants have a benefit, don't
			Service Providers,		Increase in business/sales	# of business that secure contract	have to pay back.
			RichmondBUILD,		tax	with UCB/LBNL	
			Contractors Assistance				
			Center, Richmond		Growth of revolving loan	Value or % growth of fund on a	
			SCORE		fund	yearly basis	
	В.	Fund incentives that require coordination of the local small	City of Richmond,	_			Prioritized by Richmond
		business support system (incentive for partners).	companies,				Businesses that attended 8/4
			foundations, unions				business breakfast
			Primes and subs, UCB,				
			small business,				
			RichmondBUILD,				
			Contractors Assistance				
			Center, Richmond				
			SCORE				

	C.	Establish and/or contribute to a Collateral pool or guaranteed line of credit that serves as a \$5M set aside for small businesses.	Independent, City, UCB/LBNL, Master developers, Philanthropic organizations	The number of loans  Minimal defaults with gains in jobs  Letters of bondability for Richmond businesses	The Fund earns interest and continues to operate	Prioritized by Richmond Businesses that attended 8/4 business breakfast, facilitators. The \$5M figure is based on past experience using collateral funds. Example shared by Merriweather and Williams.
#4 address bonding challenges	D.	Work with local partners to improve bonding availability or couple with prime-sub contracts. Bonding types include: bid bonding, payment bonding, performance bonding.	Richmond BUILD, Contractor's Assistance Center, Richmond SCORE, SBDC	Growth in individual bonding capacity  Number of Richmond businesses that are bonded	Measure and report growth in individual bonding capacity and completed project size for local contractors  Job awards to small contractors	
	E.	Require primes to require wrap-around insurance policies as opposed to contractor default that covers prime only.		More Richmond businesses have access to insurance	Measure and report growth in individual insurance and completed project size for local contractors	
#5 build capacity of Richmond businesses to compete	F.	Work with local partners to increase the numbers of Richmond businesses that are certified by holding training sessions to teach local partners on certification application and by simplifying application process.	Prime Contractors, Business Development Centers, Richmond BUILD Contractor's Assistance Center, Richmond SCORE	The number of Richmond business that are certified with the federal system for award management or the state of CA department of general services	The number of training sessions and attendance	
	G	Provide, fund, and/or support a Blueprint room for construction contractors and/or dedicated center for use of contractors beyond construction (operated by Richmond BUILD or equivalent organization).		Number of Richmond business that make use of the Blueprint room.	number of people that access to the blueprint room	
	Н.	Create and/or support a new fund for launching and building capacity of small, locally and worker-owned businesses.		Increase in capacity of small, locally and worker-owned business	% of increase in small, locally and worker-owned businesses	Hold training sessions to teach local partners on certification application, possibly simplify the application.
	I.	Support and/or participate in capacity building workshops (including classes or other learning).		Increase in sub capacity	Points earned for capacity building Bids by small local businesses	Example of bidder's conference model is Contra Costa County. It can be convened by public or nonprofit entity.
	J.	Establish a "Certifications" Reciprocity agreement and common licensing agreements where one certification or license counts across various jurisdictions.	City of Richmond, and other anchor institutions	Streamline certification process  Numbers of vendors that are certified.	reduction in the need for duplicate certification	San Francisco and Oakland were cited as models

K. Extend partnerships, especially beyond construction including	Prime Contractors,	Increase in sub capacity,	Establishment of one system to	From UCB Supply Chain: A clear
cleaning, HVAC maintenance, building controls systems	Business Development	continued coordinated	coordinate partnerships	definition of extended types of
maintenance.	Centers, Richmond	partnerships through one		partnerships beyond
	BUILD Contractor's	system		construction is requested.
L. Create and/or support a program that provides back office administrative support, including for example accounting, bid	Assistance Center, Richmond SCORE	An actual physical location providing the relevant	Actual Richmond businesses that benefit from it	
support, payroll services.		services	Seriem Homme	

### Appendix B Berkeley Global Campus Community Working Group





## JOINT STATEMENT OF COMMITMENT TO STRENGTHEN COMMUNITY PARTNERSHIPS BETWEEN UC BERKELEY, LAWRENCE BERKELEY NATIONAL LABORATORY, AND THE RICHMOND COMMUNITY

WHEREAS, the University of California, Berkeley (UC Berkeley) and the Regents of the University of California as manager and operator of Lawrence Berkeley National Laboratory (LBNL) are institutions committed to the advancement of higher education and profound discovery, and each is an important contributor to scientific research that stimulates economic growth; and

WHEREAS, on July 26, 2011, following the March proposal submissions from the City of Richmond and from UC Berkeley to locate the proposed LBNL second campus at UC Berkeley's Richmond properties, the City of Richmond and the greater Richmond Community showed significant public support for the development of a second campus for LBNL and UC Berkeley, with over 700 community members and local stakeholders attending a gathering at the Richmond Auditorium; and

WHEREAS, on January 23, 2012, UC Berkeley and LBNL announced the UC Berkeley Richmond properties as the preferred site to develop the Richmond Bay Campus in support of advanced research and development of cutting-edge technology and to accommodate future growth; and

WHEREAS, two of the goals of the Long Range Development Plan (LRDP) for the Richmond Bay Campus are to create a premiere research campus as a base for building partnerships on a physically attractive and open site supporting and complementing the teaching, research and public service programs of UC Berkeley and LBNL, and, to catalyze new discoveries, by facilitating inspiration along the full spectrum of the scientific research and development enterprise and fostering connectivity with the surrounding community; and

WHEREAS, UC Berkeley is currently a member of the Richmond community with one million square feet of development and approximately 300 employees at the Richmond Field Station and Regatta properties, and over the 40-year projected development horizon for the Richmond Bay Campus, the campus can grow to up to 5.4 million square feet with a potential employment of up to 10,000 people; and

WHEREAS, UC Berkeley and LBNL are significant local employers, committed to strengthening communities and creating an atmosphere that can expand and support innovation; and

WHEREAS, UC Berkeley and LBNL share the City of Richmond's vision of the Richmond Bay Campus as an economic engine for long-term economic revitalization, job creation and business development for the City and the region; and

WHEREAS, UC Berkeley and LBNL are active partners and stakeholders with the City of Richmond in the development of the South Shoreline Specific Plan, a plan designed to capture the stimulation and growth that is spurred from the Richmond Bay Campus, and the Richmond Transportation Connectivity Plan designed to assess the capacity of the local and regional transportation network and develop recommendations for improving multi-modal connectivity between the South Shoreline (including Richmond Bay Campus), Central Richmond neighborhoods, and neighboring cities; and

WHEREAS, the UC Berkeley, part of a statewide constitutional corporation and public trust, commits to 1) supporting the training, recruitment and employment of qualified local residents while legally prohibited from adopting mandatory workforce requirements based upon residency, 2) paying prevailing wages, 3) awarding construction projects pursuant to a transparent process, and 4) meeting federal and state regulations for employment and contracting; and

WHEREAS, the University of California system has campuses with regional projects of this scale that have voluntarily set goals to employ local residents; and

WHEREAS, UC Berkeley and LBNL, as public institutions, are committed to transparency and open communication regarding our research and safety; and the long-term growth of the proposed Richmond Bay Campus is enhanced by communication with the community about our plans as development evolves; and

WHEREAS, UC Berkeley and LBNL engaged in a two-year community process that entailed citywide meetings; neighborhood presentations; and meetings with community stakeholders and community-based organizations, during which recurring themes were a desire to strengthen partnerships and expand community programs in the areas of education, local employment, procurement and workforce training; and

WHEREAS, the City of Richmond, the West Contra Costa Unified School District in partnership with Contra Costa County, Contra Costa College, and community based organizations have been working to address income, health and education equity, and with 28% of Richmond children living in households under the poverty line, and approximately half the graduates from Richmond's three high schools not pursuing further education, UC Berkeley and LBNL have partnered to support education in Richmond with STEM education programs, engaged

scholarship and research, leadership development, public service, college advising, work-based learning, and life-long learning programs; and,

WHEREAS, the City of Richmond has a strong network of community based organizations, city programs, and active community stakeholders engaged in community planning who have expressed interest in participating in an ongoing engagement process with UC Berkeley and LBNL that is accountable to agreed-upon goals;

THEREFORE BE IT RESOLVED that UC Berkeley and LBNL will ensure on-going coordination and partnerships by establishing a Richmond community partnership Working Group to be cochaired and staffed by UC Berkeley and LBNL personnel. The Working Group will develop recommendations and proposals for inclusion in a Richmond Partnership Commitment within the defined scope of education, local employment, procurement and workforce training. Members of the Working Group will be representative of the Richmond community and organizations that are actively engaged in the above defined scope of work. UC Berkeley and LBNL will establish a selection process; members will be appointed to a minimum 2-year term by UC Berkeley and LBNL and the Working Group will establish protocols for evaluation and monitoring within the defined scope stated above. The Working Group will engage with the community immediately to develop recommendations and proposals for implementation plans with benchmarks, and when appropriate, recommendations for legally binding memoranda of understanding; and

BE IT FURTHER RESOLVED that UC Berkeley will work with WCCUSD, Contra Costa College, City of Richmond, and community-based organizations delivering early childhood education through adult education programs to strengthen partnerships in support of Richmond's educational goals including, but not limited to, support of early childhood education, WCCUSD Strategic Plan, Science, Technology, Engineering, Arts and Math (STEAM) education programs, engaged scholarship and research, leadership development, public service, college advising, work-based learning, internships, and life-long learning programs, and

BE IT FURTHER RESOLVED that LBNL will continue to designate Richmond as a core community for its educational resources, including K-8 programs, high school and community college internships; undergraduate research opportunities; and to target LBNL STEM education resources most effectively in Richmond; and

BE IT FURTHER RESOLVED that UC Berkeley and LBNL commit to helping to prepare Richmond residents-children, youth and adults- for college and careers by enhancing education and outreach programs with staff, faculty, students, in partnership with the Richmond community; and

BE IT FURTHER RESOLVED that UC Berkeley and LBNL will cooperate and collaborate with existing workforce training organizations community colleges and the City of Richmond — considering programs such as Richmond's Department of Employment & Training, Richmond BUILD, Contra Costa College in San Pablo, Richmond and Contra Costa County Workforce Development Boards, California approved joint labor management apprenticeship programs, Helmets to Hard Hats, local nonprofits, foundations, community based organizations, and others — to support training Richmond residents for meeting the ongoing and future employment needs of our two institutions.

BE IT FURTHER RESOLVED that UC Berkeley and LBNL, will provide economic opportunities to Richmond residents by taking the following steps to address local hiring and procurement:

- 1. Voluntarily set and monitor a local-hire goal, to be based on the UCSF local-hire model, for construction and infrastructure improvements, for non-DOE funded construction. This model will also consider local-hire practices within the City of Richmond; and
- 2. Require third party developers to pay prevailing wage for non-DOE funded construction contracts and meet UC Berkeley's local hire goals on buildings that will be substantially occupied by UC Berkeley; and
- 3. Work with the City of Richmond Department of Employment & Training to access contact and work-readiness information for qualified Richmond trades workers and apprentices; and
- 4. Work with community organizations, small business development programs, and workforce training programs to assist Richmond residents to respond effectively to opportunities at the main campuses and at the proposed Richmond Bay Campus; and
- 5. Develop best practices for proactive outreach and marketing of procurement and employment opportunities for Richmond residents for any Richmond Bay Campus-related development opportunity; and
- 6. Meet with community organizations in Richmond to develop strategies that assist women, minority, and veteran-owned small businesses to respond more effectively to currently available contract opportunities; and to report on these strategies to the Richmond Community Partnership working group; and

BE IT FURTHER RESOLVED that UC Berkeley and LBNL will establish a Richmond Community Partnership grant-making fund in Fiscal Year 2014-2015. UC Berkeley, which currently conducts research and operates programs at the Richmond Field Station, will seed this fund with an

initial contribution of \$50,000 per year. LBNL, will seed this fund with an initial contribution of \$25,000 per year. UC Berkeley and LBNL will increase contributions to the fund as the Richmond Bay Campus development expands to a sum not to exceed an annual contribution of \$300,000 per year upon full implementation of the Long Range Development Plan, and will seek, as appropriate, other private and philanthropic opportunities to match, leverage, and increase funds available to grow partnerships between Richmond community organizations, UC Berkeley and LBNL.

BE IT FURTHER RESOLVED that UC Berkeley, as the property manager, will collaborate with the City of Richmond per the *Framework and Memorandum of Understanding* on infrastructure, municipal and emergency services, and the balancing of employment generation resulting from the Richmond Bay Campus Project with the City's housing opportunities and policies in the South Shoreline Specific Plan and nearby areas.

BE IT FURTHER RESOLVED that LBNL's commitments to the above are subject to the Department of Energy rules, regulations, and the management contract between the Department of Energy and the Regents of the University of California and nothing herein shall be construed as a commitment of future funding from the Department of Energy

Therefore on this day 22 of April 2014, the University of California, Berkeley and Lawrence Berkeley National Laboratory hereby commit to pursue the above-referenced community partnership efforts, which will provide mutual benefits to the Richmond community, UC Berkeley, and Lawrence Berkeley National Laboratory.

Nicholas Dirks

A. Paul Alivisatos

Chancellor, UC Berkeley

Director, Lawrence Berkeley National Laboratory

### Appendix B-2

<u>Text in **Bold** indicates recommendations made by the Charter Working Group.</u>

<u>Text</u> <u>highlighted in yellow</u> <u>indicates items that are still to be determined by either the Charter Working</u>

Group or the Conveners.

#### **Berkeley Global Campus Working Group Proposed Charter**

#### **Mission and Vision**

UC Berkeley and Lawrence Berkeley National Laboratory share the City of Richmond's vision of the Berkeley Global Campus as an economic engine for long-term economic revitalization, job creation and business development for the City and the region.

Two of the goals of the Long Range Development Plan for the Berkeley Global Campus are to create a premiere research campus as a base for building partnerships on a physically attractive and open site supporting and complementing the teaching, research and public service programs of UC Berkeley and LBNL, and, to catalyze new discoveries, by facilitating inspiration along the full spectrum of the scientific research and development enterprise and fostering connectivity with the surrounding community.

#### **Purpose and Community Benefits**

In April 2014, the Chancellor of UC Berkeley (UCB) and the Director of Lawrence Berkeley National Lab (LBNL) issued a Joint Statement of Commitment delineating their institutional commitments to the Richmond community in four areas education, local hire, procurement & workforce training. The Joint Statement provides for the creation of a Working Group - to be coconvened and staffed by UCB and LBNL. The Joint Statement states that the purpose of the Working Group is:

"... to develop recommendations and proposals for implementation plans with benchmarks, and when appropriate, recommendations for legally binding memoranda of understanding."

#### The Charter Committee proposes that the purpose of the Working Group is:

To develop recommendations and proposals that will lead to binding, legally enforceable commitments to the Richmond community regarding benefits from the BGC in education, local employment, procurement, workforce training, and affordable housing/preservation/development.

#### 1. Composition and Roles of the Working Group

The Joint Statement provides that members of the Working Group (WG) will be representative of the Richmond community and organizations actively engaged in four areas defined as priorities by the Richmond community: Education, Local Employment, Procurement and Workforce Training. WG members must work or volunteer in Richmond in at least one of the four issue areas identified above. The Working Group shall have representatives from the City of Richmond, nonprofit, faith based business, labor, business, neighborhood, school district, Contra Costa College, youth, philanthropy, and staff from education programs at LBNL and UCB.

The Working Group's term is two years starting October 2014 ending September 31, 2016.

#### Responsibilities of WG members

- Serve for two year terms.
- Be available for regular meetings, monthly or as necessary, for the length of their twoyear terms.
- Honor the principles and comply with WG rules as spelled out in this Charter.
- Seek to nurture shared understanding and effective collaboration with other WG members.
- Share the WG's proposals with their respective constituencies and ensure any advice given is accounted for in the WG's recommendations.
- Build on existing assets and prioritize the needs of the Richmond community in RBC projects and initiatives that are proposed and developed.
- Make recommendations to Richmond-based public, community, and civic institutions to encourage adoption of enabling policies and/or investments.

#### 2. Composition and Roles of Co-Chairs

The Working Group will be staffed and co-chaired by one representative of UCB and one representative of LBNL (hereinafter "the Conveners").

In addition, the WG Charter Committee proposes that a "Community Co-Chair" be selected whose role would be to facilitate the communication of all partners at the meetings. The Community Co-Chair would work with the conveners to ensure WG process is constructive and effective. The Community Co-Chair would be accountable to the Working Group as a whole.

The process of nomination of the "Community Co-Chair," whether the "Community Co-Chair" would have a vote, need to be determined. Selection of the "Community Co-Chair" would be determined by UCB & LBNL.

#### The roles of the Conveners are to:

- Prepare for regular WG meetings through the development of agendas and relevant supporting materials, and manage meeting and process logistics that support WG participation and decision-making
- Facilitate and organize technical assistance for meetings, as needed
- Advise & provide guidance, background, and context to the WG
- Facilitate the timely, constructive, and effective engagement of UCB and LBNL administrators and program leaders as needed to ensure the success of the WG.
- Ensure that protocols and expectations around participation are appropriately followed.
- Serve as timekeepers, ensuring that agenda items are covered
- Ensure equal participation of all WG members

#### 3. Communication

WG meetings will be open to all and will be facilitated by the Co-Chairs. The Code of Conduct will ensure that all members who wish to have an opportunity to speak are afforded a chance to do so and speakers are not interrupted.

Accessible and transparent communication is critical for the success of the Working Group. The Conveners are responsible for record keeping and for setting up a communication system that meets the needs of the WG. The specific methods of communication will be further defined by the Conveners in consultation with the WG.

#### 4. Meeting Attendance, Use of Alternates and Replacement of Working Group members

WG members must attend all regularly scheduled meetings. A member who cannot attend must notify the Conveners in advance. If a member misses more than <u>two</u> regularly scheduled meetings in a calendar year, without being represented by an alternate, their seat will be deemed vacant, a replacement WG member will be selected from that constituency with the Chancellor and the Lab Director making the selection.

A WG member may name one individual to serve as an alternate to attend occasional meetings in the event that the WG member is unable to attend a meeting. The proposed alternate's name must be submitted in advance and in writing to the Conveners and must be approved by the Conveners. It is the responsibility of the WG member to ensure that the alternate is fully up to date and able to represent their constituency at the WG meetings.

In the event that an appointed WG member cannot complete his/her term, then the entity that that individual represents will be asked to recommend to UCB/LBNL one candidate to replace the member. The WG will be asked to submit two additional candidates from that constituency. In order to be considered, each candidate must submit an application to signify interest in serving. The Chancellor and the Lab Director will make the selection.

#### 5. Voting, Decision Making and Conflict Resolution

The WG is advisory to UCB and LBNL. The WG will work toward consensus recommendations and proposals whenever possible. If consensus is not possible, majority vote will prevail. Where consensus cannot be reached, minority opinions will be transmitted to decision makers in writing. WG recommendations and proposals will be directed to the appropriate leadership body at UCB and LBNL for final decision.

The voting mechanism shall be a quorum of at least two thirds of currently seated members, and in no case fewer than eleven. Alternates have voting privileges. Co-Chairs do not have voting privileges. (Note: Community Co-Chair voting is to be determined.)

For <u>content conflicts</u>, for example, in the case where the majority of the WG is in favor of making a recommendation to UCB/LBNL, dissenting members may submit a minority position recommendation to UCB/LBNL (see above).

<u>For process conflicts</u>, the WG may hire a consultant who is skilled in consensus-building and group facilitation to work with the full WG or adhoc committees to provide process facilitation technical assistance.

Implementation of handling process conflicts and hiring consultants is to be determined.

#### 6. Code of Conduct & Conflict of Interest

UCB, LBNL & Working Group Members agree to honor transparency, maintain a respectful stance towards all participants and to the public, and listen to other points of view with the goal of understanding others' perspectives.

The Charter Committee also proposes that a Code of Ethics and Conflict of Interest Statements be developed. To this end, we are proposing that UCB/LBNL provide a draft of these documents to the Charter committee to review and then make recommendations to the whole WG.

#### 7. Ad Hoc Committees

Adhoc committees will be established by the WG as needed. Their role is: to review best practices, enlist advice/expertise, and develop options/recommendations for the full working group to consider.

WG members are encouraged to develop, participate, and enlist resources in ad hoc committees to develop and refine WG recommendations.

#### **8. Working Group Timelines**

Updated and realistic timelines for the WG, subgroups, and the overall GBC development are critical for the success of the WG and will be maintained by the Conveners with input from the Working Group.

### Appendix B-3

Name	CWG and Richmond Community Members  Organization
Diane Aranda	The California Endowment
Gabino Arredondo	City of Richmond
Teresa Barnett	Community Resource for Science
Rebecca Cheung	UC Berkeley
Roberto	Richmond Leadership Public School
Joshua Genser	Genser and Watkins
Tammeil Gilkerson	Contra Costa College
Yuritz Gomez	Contra Costa Interfaith Supporting Community Organization
Lou Hexter	MIG, Facilitator
Donnell Jones	Contra Costa Interfaith Supporting Community Organization
Stanley A. Klein	UC Berkeley
Norma LaBat	Community Member
Lee Helena Lawrence	UUAA/CCISCO
Bill Lindsay	City of Richmond
Jen Loy	UC Berkeley, Staff
Joel Mackey	West Contra Costa Public Education Fund
Kate Spohr	UC Berkeley
Tamisha Walker	Safe Return Project
Marcus Walton	West Contra Costa Unified School District
Emerald A. Young	UC Berkeley
	Enlisted Partners
Sandra Bass	UC Berkeley
Liz Block	District Board Trustee
Susan Brady Wells	Lawrence Berkeley National Laboratory
Jessica Charles	UC Berkeley
Val Cuevas	District Board Trustee
Shasa Curl	City of Richmond
Carrie Donnovan	UC Berkeley
Randy Enos	District Board Trustee
Alan Fong	Community Member
Abigail Garcia	UC Berkeley
Sumi Godrey	UC Berkeley
Todd Groves	District Board Trustee
Bruce Harder	West Contra Costa County Unified School District
Marsha Jaeger	Center for Educational Partnerships
Amy Jarich	UC Berkeley
Quincy Jones	UC Berkeley
Madeline Kronenberg	District Board Trustee

Mara Lockowandt	East Bay Center for the Performing Arts
Enendina Mendoza	Community Member
Jenny Mulholland-Beahrs	UC Berkeley
Laura Peticolas	UC Berkeley
Katherine Reid	UC Berkeley
Jose Rivas	UC Berkeley
Don Woodrow	Richmond Neighborhood Coordinating Council
Dan Zevin	UC Berkeley

Housing and Displacement Subcommittee Roster:		
CWG and Richmond Community Members  Name Organization		
Diane Aranda	The California Endowment	
Theresa Carr	California Apartment Association	
Shasa Curl	City of Richmond	
Josh Genser	Genser and Watkins	
Peggy Jen	Bay Area LISC	
Donnell Jones	Contra Costa Interfaith Supporting Communities Organizing	
Jamillah Jordan	MIG, Facilitator	
Alex Knox	City of Richmond	
Norma LaBat	Community member	
Bill Lindsay	City of Richmond	
Ruben Lizardo	UC Berkeley	
Jen Loy	Staff, UC Berkeley	
Joel Mackey	West Contra Costa Public Education Fund	
Mashael Majid	Urban Habitat	
Emily Marthinsen	UC Berkeley	
Edith Pastrano	Alliance for Californians for Community Empowerment	
David Sharples	Alliance for Californians for Community Empowerment	
La Marla Stevens	HUD	
Lina Velasco	City of Richmond	
Tamisha Walker	Safe Return Team	
Melvin Willis	Alliance for Californians for Community Empowerment	
Jeff Wright	Business Owner	

Local Hire and Work Force Subcommittee Roster: CWG and Richmond Community Members		
Name	Organization	
Jim Becker	Richmond Community Foundation	
Jane Fischberg	Rubin	
Tammeil Gilkerson	Contra Costa College	
Margaret Hanlon-Gradie	Contra Costa Central Labor Counsel	
Aram Hodess	Plumbers 159	
Donnell Jones	CCISO	
Ruben Lizardo	UC Berkeley, Staff	
Noe Noyola	MIG, Facilitator	
Sal Vaca	Richmond Works	
Armando Viramontes	Lawrence Berkeley National Laboratory, Facilitator	
Tamisha Walker	Safe Return	
Kyra Worthy	4 Richmond	
Enlisted Partners		
Kelly Dugan		
Own Li	AFSCME 3299	
Eli Moore	Haas Institute for a Fair and Inclusive Society	
Jeff Oxendine	UC Berkeley	
Charlotte Yu-Ting Chang	UC Berkeley	

Procurement Subcommittee Roster:			
	CWG and Richmond Community Members		
Name	Organization		
Ofelia Alvarez	City of Richmond		
Nadia Barhoum	UC Berkeley		
Tracy Bartlett	NCE		
Roxanne Carrillo Garza	Healthy Richmond		
Oscar Dominguez	Contra Costa Small Business Development Center		
Steve Dubb			
Roesia Gerstein	UC Berkeley		
Jim Hammack	CCISCO & Nerd Crossings		
Hanh Kent	Lawrence Berkeley National Laboratory		
Ruben Lizardo	UC Berkeley, Staff		
Eli Moore			
Vernita Naylor	Jabez Enterprise Group		
Noe Noyola	MIG, Facilitator		
Alexandra Rudzinski			
Sal Vaca	Richmond Works		
Kyra Worhty	4 Richmond		
Dave Zuckerman	The Democracy Collaborative		
	Enlisted Partners		
Sharon Cornu	Opportunity Partners		
Darlene Drapkin	Urban Transformation		
Tara Marchant	Emerald Cities Collaborative		
Bernida Reagan	Merriwether & Williams		

### Appendix C Local Hire and Workforce

### Appendix C-1

HR Economic Revitalization Action Team Meeting January 27th, 2016



Health Career
Pathways for
West County
Youth

# Overarching Goal:

To create student-centered health career pathways for youth, including strategies for boys and young men of color, in grades 7 through 16, in BHC sites and regions.



- Individuals get jobs, rewarding career opportunities
- Employers meet priority workforce needs and have a stronger, more diverse workforce
- Educational institutions have greater excellence, efficiency and outcomes
- Communities benefit economically, educationally, and are healthier

### Health Pathway Program:

- Provides youth in grades K-16, recent graduates or opportunity youth with:
  - academic preparation and support
  - psychosocial support
  - college and career readiness
  - health career exposure and experience
  - work-based learning
  - parental engagement
  - mentorship
  - advocacy and leadership development

### Health Pathway System:

- A <u>coordinated</u>, <u>inter-connected set</u> of pathway programs <u>aligned</u> to:
  - provide area youth with support to succeed academically and gain entry into health careers
  - meet area health employer demand for a well prepared workforce in emerging priority professions
- Offers linked, sequential and continuous support <u>across all educational levels</u> and towards a <u>broad range of health careers</u>.

### Key Stakeholders

- K-12 teachers and administrators
- Community colleges
- 4 year colleges and universities
- Health employers
- Health professions schools
- Workforce investment boards
- Advocates

- Career Pathways Trust partnerships
- Economic Development
- Community based organizations
- Youth
- Parents
- Foundations
- Government officials and agencies

### **Coordinating Coalition:**

- A formal coalition of employer, education and community stakeholders focused on coordinating actions to:
  - support local youth to achieve educational and health career goals
  - meet area health workforce and diversity needs
  - support and align individual health pathway programs
  - strengthen employer and education linkages
  - efficiently utilize resources and promote best practices
  - build the vision, plan and network for a health pathway system

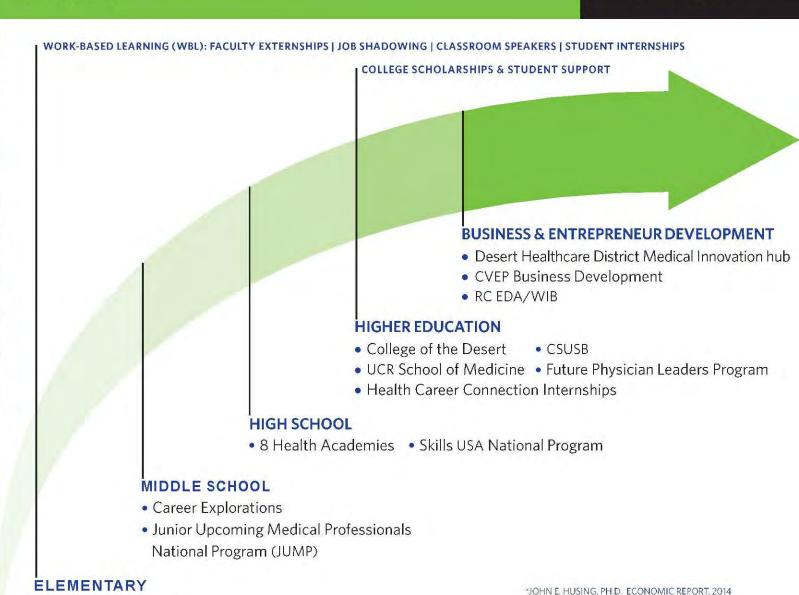
### Intermediary (backbone organization):

- An entity with dedicated staff and systems to plan, manage, and support a health career pathway program or system.
- Sufficient <u>capacity</u>, <u>expertise</u> and <u>credibility</u> to convene, develop shared vision and metrics, execute plans, strengthen linkages, secure funding and achieve measurable results.
- Intermediary services include:
  - Planning and process facilitation
  - Technology and communications support
  - Data collection and reporting
  - Logistical and administrative coordination
  - Evaluation and student tracking
  - Grant writing and administration; including from TCE
  - Program and project management



### Linking Education with Business: Healthcare





• Medical Magnet Schools

HEALING-INFORMED SUPPORTS (LA CULTURA CURA)



#### BOYS & MEN OF COLOR (BMoC) STRATEGY

#### SALINAS CITY SCHOOL DISTRICT

- Sherwood
- Loma Vista

#### **ALISAL UNION** SCHOOL DISTRICT

- Bardin
- · Frank Paul
- · Virginia Rocca Barton
- Cesar Chavez
- Fremont
- . Martin Luther King
- Tiburcio Vasquez
- · Oscar Loya
- Alisal Community

Math, science and language arts curriculum delivered via interactive whiteboard technology.

Professional development for teachers in instructional technology and leadership.

#### SALINAS UNION HIGH

MIDDLE SCHOOL + HIGH SCHOOL

- SCHOOL DISTRICT · El Sausal Middle School
- La Paz Middle School
- . Mt. Toro High School
- · La Paz Middle School
- · Everett Alvarez High School
- · Alisal High School
- Mission Trails ROP

Student leadership Clubs - Junior Upcoming Medical Professionals (JUMP) + Health Occupations Students of America (HOSA)

Hartnell College Steps to Success K-16 Bridge college transition support

Summer math workshops for middle school students

Academy for College Excellence teacher training

Dual enrollment/articulated credit Hartnell College courses for **Health Academy students** 

Nursing and Allied Health career fairs, speakers' panels and fieldtrips at local hospitals

ALTERNATIVE EDUCATION/ JUVENILE PROBATION

#### MONTEREY COUNTY OFFICE OF EDUCATION

- Rancho Cielo
- · Salinas Community School
- · Salinas Valley Education
- · Silver Star Resource Center
- Wellington Smith Juvenile Hall

Dual Enrollment Emergency Medical Responder (EMR) + Academy for College Excellence (ACE) program

Culturally-rooted healing support

(National Compadres Network - La Cultura Cura - Joven Noble)

SUMMER MATH **ACADEMY** 

HEALTH SCIENCE SUMMER BRIDGE PROGRAM

SUMMER HEALTH INSTITUTE

**FIRST** RESPONDER SUMMER BRIDGE **PROGRAM** 

2-YEAR COMMUNITY COLLEGE

Draft June 8, 2015

HARTNELL COLLEGE + HARTNELL **FOUNDATION** 

LVN, RN, RCP, Public Health

- · Academy for College
- Excellence
- · Nursing and Allied
- Health
- Nurse Residency
- · Health Career
- Connection
- Student Services
- MESA
- STEM
- TRIO Program
- Academic Affairs
- Hispanic Serving
- Institutions
- CSIT-in-3

UNIVERSITY **STANFORD** 

UNIVERSITY SCHOOL OF MEDICINE

Physician Assistant/Primary Care Associate Program

UNIVERSITY OF CALIFORNIA. BERKELEY

School of Public Health

#### SAN JOSE STATE UNIVERSITY

Bachelor of Science, Health Science > Master's Degree, Public Health

**UNIVERSITY OF** CALIFORNIA, SANTA CRUZ

Bachelor of Science, **Biomedical Sciences** 

**CALIFORNIA** STATE UNIVERSITY **MONTEREY BAY** 

Bachelor of Science, Nursing (BSN) Program **EMPLOYERS** 

#### HEALTH **EMPLOYERS**

- · Salinas Valley Memorial Hospital
- · Clinica de Salud
- · Natividad Medical
- Center
- · Dominican Hospital
- Sutter Health
- . Community Hospital of the Monterey Peninsula
- · Sierra Vista Regional

Medical Center

**HEALTH CAREER CONNECTION:** Paid summer real-world industry experience

# Rationale for Health Pathway Collaboration

- Align parallel efforts and address overlapping issues
- Strengthen linkages among employers, education, community and economic development
- Systematically address priority education and workforce barriers, needs and goals
- Single organized and efficient process
- Minimize duplication and costs
- Develop and share expertise, lessons learned and systems
- Leverage and increase resources and meet grant objectives
- Networking that benefits organizations and students
- Greater collective impact
- Build regional health pathway system

### Richmond Health Career Pathways – 2014-2015

### MIDDLE SCHOOL

• None

#### HIGH SCHOOL

- De Anza HS Health and Medical Academy\*
- Public Health Solutions Program
- Richmond HS Health Academy and Y PLAN
- Kaiser Summer Youth Employment
- Richmond WIB Summer Employment
- •Health Promoters Program
- YouthWORKS Summer Youth Employment Program

DVCE Contor\*

### COMMUNITY COLLEGE

- Contra Costa College
- Nursing and Allied
   Health Departments
- Health Promoters Program

#### 4-YEAR COLLEGE

- CSU East Bay Health Programs
- UC Berkeley Health Programs
- Touro University Health Programs
- Health Leads Program- Kaiser and CC County
- Health Career Connection (HCC)\*

POST-COLLEGE EMPLOYMENT and/or PROFESSIONAL TRAINING

- KP School of Allied Health
- Life Long Medical Internships\* and AmeriCorps
- Public Health

#### **COORDINATING COALITION & INTERMEDIARY**

- •None. Options:
- •Community Health and Wellness Element (CHWE) Richmond Healthy Equity Partnership
- Healthy Richmond\*
- East Bay Works
- Contra Costa Community Clinic Consortium

#### **KEY EMPLOYERS**

- Kaiser Permanente
- Doctors Medical Center
- Life Long Medical Center
- Contra Costa Medical Services
- Doctors Medical Center
- Contra Costa Dept. of Public Health

#### **OTHER FUNDERS**

- James Irvine Foundation
- Chevron Corporation
- Kaiser Permanente
- WCCUSD Career Pathway Trust
- SB1070
- Dept. of Labor, Trade Adjustment Act
- East Bay Works

#### **KEY GAPS & CHALLENGES**

- Lack of health employer engagement
- No health workforce intermediary nor clear candidates.
- Nursing and prerequisite courses at CCC are impacted.
- City of Richmond financial challenges.
- Limited collaboration among key stakeholders
- Closure of Doctors Medical Center

#### **THREE YEAR OUTCOMES**

- Enhance pathway programs
- Address pathway gaps
- Establish local & regional system
- · Increased opportunity and jobs for youth

#### **RECOMMENDATION HIGHLIGHTS**

#### **Pathway Program**

- Strengthen De Anza High School Health Academy and Contra Costa College Health Programs.
- •Enhance and expand Richmond High School Health Academy.
- •Expand Public Health Solutions Program
- Increase pathway support and internship opportunities for college students.
- Expand capacity of local health programs to engage more Richmond youth and offer health career exposure, experience and employment.
- Increase health career training and employment opportunities for Richmond youth not currently college bound nor in school.
- Engage City of Richmond in expanded health pathway development. Leverage Richmond WIB Summer youth employment funding.

**CLASSIFICATION:** Level 2 - there is need and interest felt by some key stakeholders and potential for program and pathway development. There are programs in place that can be expanded and coordinated.



# Highlights and Recommendations from Health Pathway Assessment

Many strengths and assets:

- o Priority focus on health
- Investments from multiple sources
- Long-standing commitment across key systems
- Extensive work done with health academies and connection to community college
- Several promising and proven programs
- Motivated champions in the region and locally



# Highlights and Recommendations from Health Pathway Assessment

#### Challenges:

- WBL need relative to capacity
- Employer engagement and leadership
- Coordination, alignment
- Sustainability
- Defining Success and Documenting Impact

#### Gaps:

- Focus on BMOC
- Middle school
- WBL Coordination
- Coordinated Employer Engagement
- Comprehensive Student Supports



# Highlights and Recommendations from Health Pathway Assessment

### Opportunities:

- CPT, other significant investments
- Regional infrastructure to support pathways
- Berkeley Global Campus Community Compact
- LCFF at K-12 level, Richmond Promise
- New partnerships and greater alignment across programs and systems
- Engagement of CBOs as core partners



## What Does Success Look Like for West County?

- More young people especially young men of color from health academies graduating college and career ready
- Increases in # of West County youth pursuing health-related careers through higher education
- Enhanced college completion and success
- Increases in the # of residents securing health related jobs
- Increased availability of responsive student supports, including socialemotional support, mentoring, and logistical
- Comprehensive and coordinated WBL system for health pathway students in place
- Shared commitment, leadership and understanding across K-12, higher ed, employers, funders, civic partners and CBOs
- Realistic plan for sustainability



# Health Pathway Program and System Developments

### **TCE Investments for West County**

- > CA School Based Health Alliance
- ➤ UCB Center for Cities and Schools YPLAN
- Contra Costa Health Services Public Health Solutions
- Contra Costa College
- ➤ Health Career Connections (HCC)



### Regional Health Pathway Update

### **East Bay Health Workforce Partnership**

- 1. Increase the pool of qualified, diverse health workers who complete health training and secure jobs to meet the regional demand in priority health professions
- 2. Increase the alignment of health care education and training with employer needs especially regarding shifting competencies, demand, and new models for delivering care
- 3. Systematically increase work based learning opportunities in health care for K-16 and health professions students
- 4. Build a data-driven rationale for systems change, infrastructure development and sustaining health care workforce initiatives



### For Consideration...

- ✓ Quarterly meetings
- ✓ Develop Updated Map of Local Efforts
- ✓ Determine Collective Goal(s) and Priority Focus Areas
- ✓ Identify and Move on Quick Wins
- ✓ Launch a Coordinating Coalition for West County that connects to Regional Tables

### **Appendix C-2**

#### Workforce & Business Development

Berkeley Global Campus Construction Phase Berkeley Global Campus Operation

#### **Construction Skills Training**

- -RichmondBUILD
- -Contra Costa Building Trades
- -Contra Costa College

#### Employment Opportunities – BGC Build Out

Construction
Contracting/Procurement
Opportunities

#### **Business Assistance**

- -RichmondWORKS
- -Contractor Resource Center
- -Chamber of Commerce
- -Renaissance Center
- -CC Business Development Center
- -Richmond Main Street

### Existing Employment Opportunities – UC & LBNL Campus

Laboratory Technician
IT Technician
Research Assistance
Machinist
Entry Level Engineering
Administrative Support

Service & Procurement Contracts

### Employment Opportunities – BGC

Laboratory Technician

Research Assistant IT Technician Research Assistant Machinist

Engineering Administrative Support

#### **Career Pathways**

- -One Stop Career Centers
- -Contra Costa College
- -WCCUSD Career Academies
- -Stride Center
- -RichmondTECH
- -LEAP
- -Rubicon

### Appendix D Housing and Displacement

### Appendix D-1

# **Housing/ Displacement Subcommittee Presentation**

Community Working Group September 24, 2015



Berkeley Global Campus

T RIGHTMOND BAY

# City of Richmond Affordable Housing Policies

Bill Lindsay, City Manager





# Existing Partnerships - UC Berkeley Studio: Affordable Housing Competition (CP 238/ARCH 100C)

Project: Richmond, California

Interdisciplinary Studio that engages students from architecture, city and regional planning and landscape architecture as well as other real estate disciplines, to consider all aspects of the development and design of a comprehensive affordable housing project.

As a means to address deep affordable housing needs in this community, student teams will assist the City of Richmond by assessing several city-owned and privately held lands. Through thoughtful community analysis, project design and an understanding of their development's overall social and financial feasibility, it is hoped that teams will demonstrate viable affordable housing opportunities in the City of Richmond through their work on this competition.





# **Increasing Housing Supply: In-Progress**

- <u>Richmond Bay Specific Plan</u>
   (formerly known as the <u>South</u>
   <u>Shoreline Specific Plan</u>) may
   accommodate:
  - 4,080 housing units
  - 5.6 million SF of business/Service/R&D
  - 720K SF retail
  - ~140 acres of open space
- Richmond Livable Corridors
   Form-Based Code (FBC)





# **Funding Studies: In-Progress**

- Preparation of a Nexus Study to support establishment of an affordable housing linkage fee for rental housing and non-residential development
- Fees collected will be used for the provision of new or rehabilitation of affordable housing units



Miraflores Senior Apartments



**Harbour View Senior Apartments** 

# Housing Element Goals (Adopted May 19, 2015)

A Balanced Supply of Housing

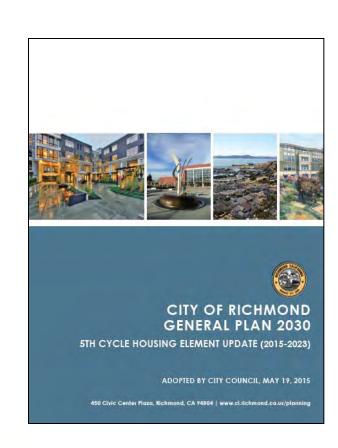
Better Neighborhood and Quality of Life

**Expanded Housing Opportunities for Special Needs Groups** 

**Equal Housing Access for All** 

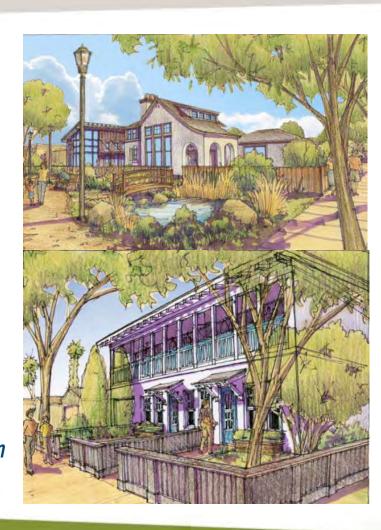
# Richmond <u>Housing Element</u> Programs

- H-1.2.3: Residential Site inventory
- H-1.2.4: Residential Sites Marketing
- H-1.3.1: Inclusionary Housing Ordinance
- H-1.3.2: Inclusionary Housing Ordinance Study
- H-1.3.3: Inclusionary Housing Ordinance Performance
- H-1.3.4: Community Land Trust Study
- H-1.3.5: Affordable Housing Incentives



# Richmond Housing Element Programs Cont'd

- H-1.4.1: Variety of Housing Types
- H-1.4.2: Single-Room Occupancy Unit Inventory
- H-1.4.3: Second Dwelling Unit Production
- H-1.4.4: Garage Conversions
- H-1.4.5: Alternate Housing Types
- H-1.6.1: Low Moderate Income Housing Assets Fund
- H-1.6.2: State and Federal Housing Funds
- H-1.6.3: Shared Equity Program Study
- H-2.5.8: Home Improvement Loan Program



# Richmond Housing Element Programs Cont'd

- H-2.5.11: Rental Rehabilitation Loan Program
- H-2.5.12: Richmond Housing Rehabilitation Loan Program (Social Impact Bonds)
- H-4.2.1: Enforcement of Just Cause for Eviction Ordinance
- H-4.2.2: Expansion of Just Cause for Eviction Ordinance
- H-4.2.3: Rent Control Ordinance Study
- H-4.2.4: Counseling Service Referral for Foreclosures, Landlord-Tenant Disputes, Unlawful Evictions, and Housing Discrimination
- H-4.3.1: Housing Access and Discrimination Study

## Rent Control and Just Cause for Eviction Update

- Rent Control and Just Cause for Eviction Ordinance was adopted on August 5, 2015.
- The effective date of the Ordinance was originally September 4, 2015; however, proponents of a referendum on the Ordinance timely submitted to the City Clerk enough signatures to suspend the effective date of the Ordinance (see Elections Code 9237).
- The petitions were delivered to the County Elections Office for verification of the signatures. The County has 30 working days to complete the verification and certify the results. If certified, the matter will go to the City Council to either repeal the ordinance or place it on the ballot.

Download the Rent Control and Just Cause for Eviction fact sheet at <a href="https://www.ci.richmond.ca.us/housingupdate">www.ci.richmond.ca.us/housingupdate</a>

# Richmond Comprehensive Zoning Update

- Housing Element Implementation Community Workshop as part of Zoning Ordinance Update
- Assists in Implementing Housing Element Programs
  - Encourage Second Dwelling Unit construction
  - Reduce motor vehicle trips with development of a Parking and Transportation Demand Management Standards

Bicycle Facilities Network (2030+)

## **Next Steps and Key Dates**

- Richmond Bay Specific Plan Planning Commission Study Session – October 15, 2015
- Richmond Bay Specific Plan City Council Study Session - October 27, 2015
- City Council Hearings for Livable Corridors Form-Based Code October/November 2015
- Community Meeting for Nexus Study –
   October/November 2015

# Office of Mayor Tom Butt – Affordable Housing

- Mayor's Affordable Housing Task Force
  - Research/review path forward on increasing Affordable Housing in Richmond
  - Non-profit Developers, Housing, Planning and Policy experts
  - September 29<sup>th</sup> City Council Study Session
    - Challenges, opportunities and policies to consider
- National Resource Network (Strong Cities Strong Communities)
  - Direct assistance: Budget modeling & HUD compliance
- Contact: Alex Knox Dir. Community Relations, (510) 621-1302





# Maintaining Housing Affordability In Richmond

- The University will address concerns about the affordability of housing in Richmond with binding commitments and with action.
- When the City has determined its priorities and overall strategy UC Berkeley expects to make appropriate legally binding commitments to the City.
- University is specifically prepared to consider, for example:
  - the ideas of private developer contributions to a City-operated Housing Trust Fund;
  - support for City- planned inclusionary housing, and;
  - development of workforce housing to specifically serve the Global Campus.

Source: Open letter to the Richmond community from UC Berkeley Chancellor Nicholas Dirks: An update on the Berkeley Global Campus May 28, 2015

## Recommendations to UCB (Received to Date)

### **Richmond City Council**

 Invest in an Anti-Displacement Fund to subsidize the development of affordable housing units and protect low income tenants. This should be equivalent to a Housing Mitigation Fee, comparable to the median of other housing mitigation fees in the region. (City Council Resolution adopted 11/18/2015)

### **Raise Up Richmond Coalition:**

• Invest in an Anti-Displacement Fund that guarantees affordable housing and protects longtime residents from eviction as a result of project development.

## Recommendations to UCB (Received to Date)

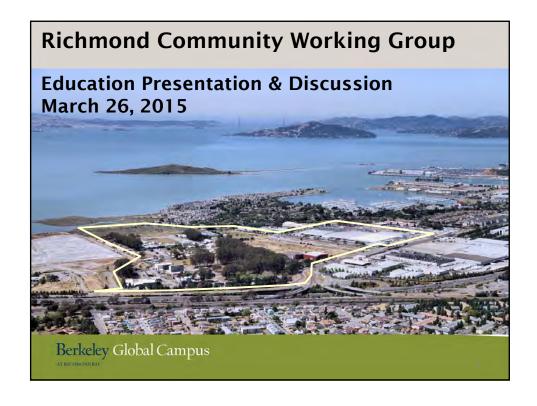
#### Raise Up Richmond Coalition (cont'd):

- The University of California shall pay to the City of Richmond an amount equivalent to the amount that would be required under the City of San Francisco's Jobs-Housing Linkage Program, or under any program adopted by the Richmond City Council prior to execution of the CBA and requiring payment of impact fees to the City to be used for affordable housing based on construction of non-residential space in the City. The City shall hold such funds in trust, and expend such funds only for development of affordable housing units within the City, for housing assistance programs provided to City residents, and for establishment of a local-nonprofit-owned land trust to advance these purposes. The target population for these funds will be households defined as "very low income" pursuant to City law. The City shall explore the potential to create a local-nonprofit-owned land trust with these funds. (submitted by David Sharples for Raise Up Richmond Coalition on 9/22/2015)
- Fund a rental assistance program for low-income housing cost burdened renters (Haas Institute).
- Support local rent control and renter protections (Haas Institute).
- Invest in the creation of a Community Land Trust, a strategy that can ensure a long-term stock of affordable housing. (Haas Institute)
- Expand participation in the Homeownership Voucher Program to facilitate Section 8 tenants reallocating their payments toward homeownership (Haas Institute)



# Appendix E Education

# Appendix E-1

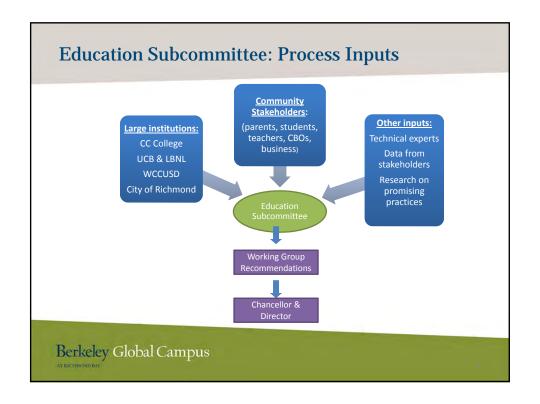


### **Overview of Presentation**

- Baseline data & assets to leverage (what is, what can we build on)
- Stakeholder voice: students, parents, community organizations (who is doing the work)
- UCB and LBNL overview (where we are now )
- Group discussion
- Next steps

### **Objectives**

- In response to Working Group (WG) request, provide overview and highlight assets to be leveraged
- 2. Discussion
- 3. Launch work of education ad hoc subcommittee



#### <u>April 2014</u> Joint Statement of Commitment to Strengthen Community Partnerships Between UC Berkeley, Lawrence Berkeley National Laboratory and the Richmond Community

BE IT FURTHER RESOLVED that UC Berkeley will work with WCCUSD, Contra Costa College, City of Richmond, and community-based organizations delivering early childhood education through adult education programs to strengthen partnerships in support of Richmond's educational goals including, but not limited to, support of early childhood education, WCCUSD Strategic Plan, Science, Technology, Engineering, Arts and Math (STEAM) education programs, engaged scholarship and research, leadership development, public service, college advising, work-based learning, internships, and life-long learning programs, and

BE IT FURTHER RESOLVED that LBNL will continue to designate Richmond as a core community for its educational resources, including K-8 programs, high school and community college internships; undergraduate research opportunities; and to target LBNL STEM education resources most effectively in Richmond; and

BE IT FURTHER RESOLVED that UC Berkeley and LBNL commit to helping to prepare Richmond residents-children, youth and adults- for college and careers by enhancing education and outreach programs with staff, faculty, students, in partnership with the Richmond community; and

Berkeley Global Campus

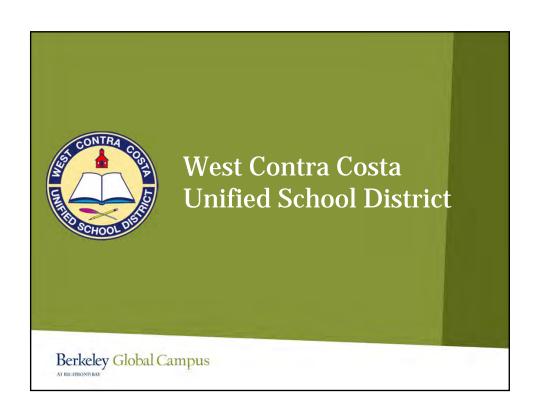
#### Sampling of Education Recommendations

- Invest annually in career awareness & exploration, providing K-14 curriculum support & faculty training, field trips, & mentoring interactions for high school academy students
- · Invest annually to support teachers with training, curricula planning, & equipment
- Invest annually to provide internships & experiential learning opportunities for 100 high school & community college students to help build career pathways in relevant fields
- · Build & maintain an BGCRB educational lab for use by students & job training participants
- Invest in a Youth Opportunity & Education Fund for Pre K-12 & community college students to help build career pathways
- Improve alignment, more targeted outreach; diversify access; share successes

Sources: Anchor Richmond Report, MoveOn.org petition, UCB/LBNL Community Forum

#### **Framework Definitions**

- <u>Pipeline</u>: Bolstering institutional and student success at key transitions from elementary school to middle school to high school; from high school into college; and from college admission to completion of a degree.
- <u>Pathways</u>: Providing *clear connections* from middle school to college and career opportunities for all students. Ensuring ongoing support throughout.
- <u>Partnerships</u>: Leveraging and coordinating efforts of educational providers across the community to address gaps, improve accessibility, and avoid duplication.



#### West Contra Costa Unified School District

#### Mission

We provide the highest quality education to enable all students to make positive life choices, strengthen our community, and successfully participate in a diverse and global society.

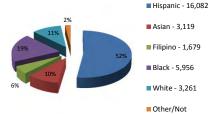
We provide excellent learning and teaching experiences; safe, student-centered learning environments; and support for all students and employees. We develop and maintain productive community partnerships and individual and collective accountability.

#### **Equity Statement**

The belief that all students can achieve at high levels of proficiency and that the effects of institutionalized racism can be mitigated is central to how equity is viewed in West Contra Costa Unified School District (WCCUSD).

Berkeley Global Campus

### **WCCUSD Demographics**

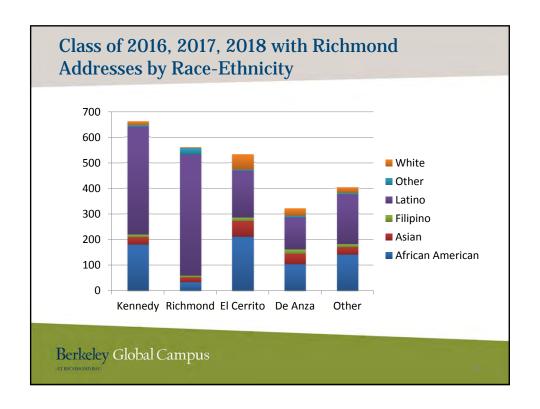


Reported - 623

- 30,277 students served from Pre K thru 12<sup>th</sup> grade
- 54 schools: 37 Elementary; 6 Middle; 7 High and 4 Alternative
- 75% of all students are Low-Income, English Language Learners and/or Foster Youth

### **High School Students**

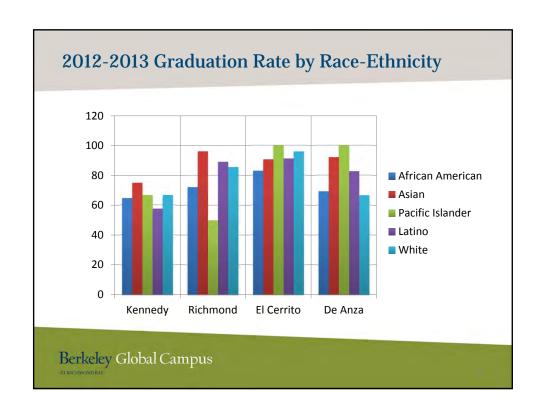
- The District's 9 high schools (6 comprehensive and three alternative) have 7,665 students.
- There are approximately 2,491 freshman, sophomores and juniors with Richmond addresses attending high school in WCCUSD.
- 83.5% attend either Kennedy (663), Richmond (562), El Cerrito (534), or De Anza (322) high schools



#### 2012-2013 Graduation Rates

Overall cohort graduation rate for the class of 2013 was 79.9% (n=1584), an increase of 4.2% from the class of 2012

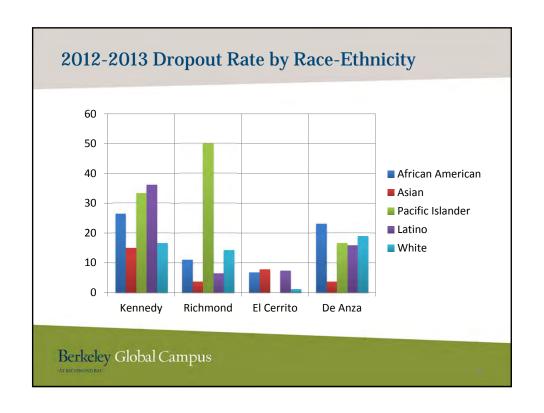
- Rates by school:
  - Kennedy 62.9% (n=124)
  - De Anza 77.3% (n=153)
  - Richmond 88.7% (n=307)
  - El Cerrito 89.8% (n=274)



#### 2012-2013 Dropout Rates

Overall cohort dropout rate for the class of 2013 was 13.3% (n=263)

- Rates by school:
  - Kennedy 29.4% (n=58)
  - De Anza 17.2% (n=34)
  - Richmond 6.9% (n=24)
  - El Cerrito 5.9% (n=18)



# 2012-2013 Graduates with UC/CSU Required Coursework

- 45.4% of graduates from El Cerrito HS also completed the required coursework for UC/CSU, compared with approximately 31% at both Richmond and Kennedy
- In a 2014 survey of seniors with Richmond addresses, 55% indicated plans to continue their education at a community college, 21% at a CSU and 11% at a UC campus
- Nearly half of students planning to continue at a community college had not completed an application for admission prior to the end of senior survey administered in May 2014

Berkeley Global Campus

#### **College and Career Readiness**

WCCUSD's vision is to ensure that all graduates of WCCUSD are college and career ready through teacher collaboration, professional development, systems support, and leadership, as well as through the creation of *partnerships* with *industry professionals and the community*.

- WCC is one of 9 districts in the Irvine Foundation's CA Linked Learning District Initiative, which launched in 2009.
- Linked Learning transforms students' high school experience by bringing together strong academics, demanding technical education, and real world experience to help students gain an advantage in high school, postsecondary education, and careers.
- 17 career academy pathways in place at all six comprehensive high schools

#### **Linked Learning Pathways**

#### De Anza High School

- Health Sports Medicine
- Information Technology & Communications
- Law

#### El Cerrito High School

- Information Technology
- Media

#### Hercules High School

Academy of Hospitality
 & International Tourism

#### Kennedy High School

Information and Technology

#### Pinole Valley High School

- Environmental Studies
- Health
- · Law and Justice
- · Visual and Performing Arts

#### Richmond High School

- · Creative and Performing Arts
- Engineering Partnership Academy
- · Health Science
- Law
- · Multimedia Communications

Berkeley Global Campus

### **College Partnerships**

- College Access Initiative: Ed Fund and the West County College Access Network
- UC Berkeley Upward Bound
- UC Berkeley TRIO Talent Search
- UC Berkeley EAOP/Destination College
- Rising Scholars Program:
- Writer Coach Connection
- · The RYSE Center
- Mills College Upward Bound
- Young Scholars Program
- Gooden College Connection
- College is Real
- · PACT, Inc.
- Academy of Art Pre-College Summer Program
- Contra Costa College

### **West County Full Service Community Schools**

A community school is a place and a set of partnerships connecting a school, the families of students, and the surrounding community. A community school is distinguished by an integrated focus on academics, youth development, family support, health and social services, and community development.

(Center for American Progress)

 A multi-year collaborative effort between WCCUSD and the larger community, which includes the county, local cities, community-based organizations, and local residents to develop integrated, comprehensive, coordinated services and supports for students, families and communities.

Berkeley Global Campus

### **Community Engagement on District Priorities**

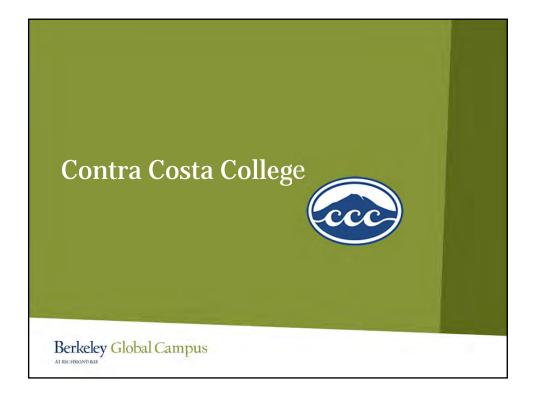
### Strategic Plan: Whole Child, Whole Community

- 50 one-on-one interviews
- · 31 focus groups
- 11 town hall meetings
- Paper, online surveys
- Input from 2,500 stakeholders

#### Local Control Accountability Plan

- · Six community meetings
- Five District committees
- Two public hearings
- 1,300 comments, questions

All input and information located at www.wccusd.net/LCAP



#### **Mission & Values**

#### Mission

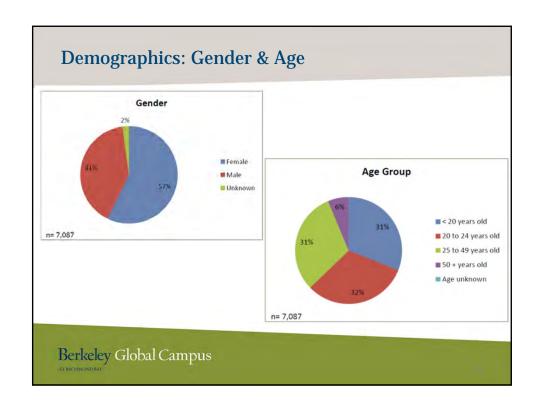
Contra Costa College is a public community college serving the diverse communities of West Contra Costa County and all others seeking a quality education. The college equitably commits its resources using inclusive and integrated decision-making processes to foster a transformative educational experience and responsive student services that ensure institutional excellence and effective student learning

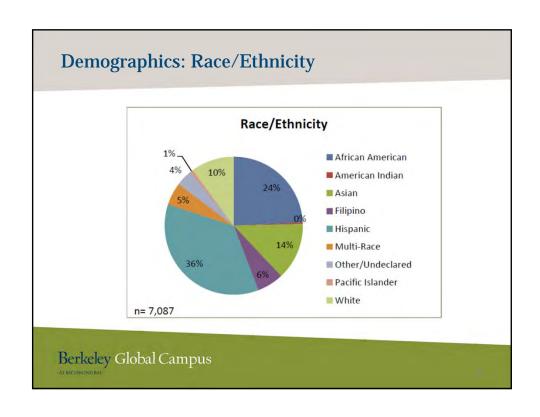
#### Values

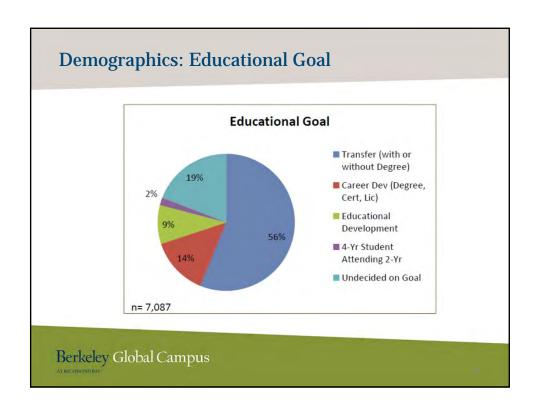
- **COMMITMENT** to helping students learn and to improving the economic and social vitality of communities through education;
- RESPONSIVENESS to the varied and changing learning needs of those we serve;
- DIVERSITY of opinions, ideas and peoples;
- FREEDOM to pursue and fulfill educational goals in an environment that is safe and respectful for all students, all faculty, all classified staff, and all managers alike; and
- INTEGRITY in all facets of our college interactions and operations.

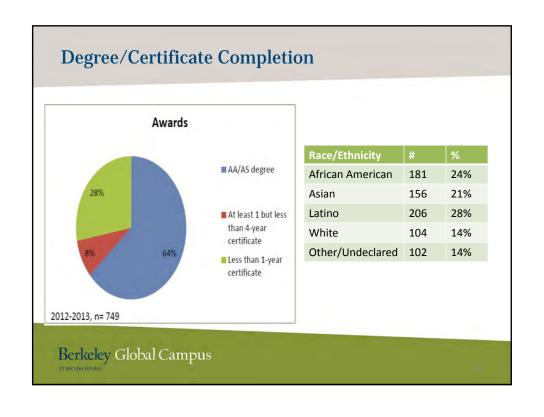
Berkeley Global Campus

24









#### **Transfer to 4-Year Public Institutions**

	2012-2013	2013-2014
University of California	77	70
California State University	209	231
Total	286	301

#### **Transfer Agreements**

- CSU East Bay
- UC Davis, Irvine, Merced, Riverside, San Diego, Santa Barbara, Santa Cruz

Berkeley Global Campus

### Richmond Residents @ Contra Costa College

	2008 Fall	2009 Fall	2010 Fall	2011 Fall	2012 Fall	2013 Fall
Number of Students	2,288	2,591	2,586	2,516	2,277	2,359
% Receiving Financial Aid	46%	51%	56%	58%	57%	57%
Success Rate	67%	65%	66%	64%	66%	64%
Retention Rate	85%	84%	85%	82%	84%	83%
Fall-to-Spring Persistence	70%	68%	71%	67%	69%	66%
Fall-to-Fall Persistence	55%	52%	49%	49%	50%	

In Fall 2013 Richmond Residents made up 33% of all students enrolled

### Richmond Residents at Contra Costa College

Race/Ethnicity	Head Count	Course Success Rate
African American	673	54%
Asian	336	76%
Latino	1056	67%
White	122	74%
Other/Undecided	172	60%
Total	2359	64%

College Overall Course Success Rate: 66%

Berkeley Global Campus

### Feeder High School Graduate Capture Summary

Top Feeder High Schools	High School Graduates 2012-13 Cohort	Number from 2012-13 Enrolled at CCC 2013-14	Percent of 2012-13 Cohort Enrolled at CCC 2013-14
De Anza Senior High	151	53	35%
El Cerrito High	280	22	8%
Hercules High	225	34	15%
Kennedy High	129	25	19%
Pinole Valley High	274	47	17%
Richmond High	310	67	22%
Total West County	1,844	273	15%

### Feeder High School Assessment & Placement

Top Feeder High Schools	2013-14	English Assessed	Basic Skills	1 Level Below	College	Math Assessed	Basic Skills	1 Level Below	College
De Anza Senior High	53	12	75%	8%	17%	12	92%	0%	8%
El Cerrito High	22	10	60%	20%	20%	8	100%	0%	0%
Hercules High	34	11	9%	36%	55%	13	62%	23%	15%
Kennedy High	25	12	50%	17%	33%	14	93%	0%	7%
Pinole Valley High	47	13	46%	15%	38%	13	100%	0%	0%
Richmond High	67	12	50%	17%	33%	14	93%	0%	7%

Berkeley Global Campus

### Feeder High School Assessment & Placement

Top Feeder High Schools	2013-14	Annual Successful Course Completion	%6	Fall to Spring Persistence	3%
De Anza Senior High	53	67%	ts 6	84%	ts 6
El Cerrito High	22	59%	Students 69%	94%	den
Hercules High	34	82%		91%	Stu
Kennedy High	25	65%	SSS	85%	All CCC Students 63%
Pinole Valley High	47	65%	₽	75%	₽
Richmond High	67	65%		75%	

#### **Concurrent Enrollment & Course Success Rates**

#### **Concurrent/Dual Enrollment**

Provides high school students with an early college experience and allows them to earn college credit while still in high school. In some instances, students can also receive high school credit if approved by the school.

Top Feeder High Schools	2013-14	Success Rate
De Anza Senior High	76	62%
El Cerrito High	87	70%
Hercules High	51	68%
Kennedy High	15	62%
Pinole Valley High	148	77%
Richmond High	92	56%

Berkeley Global Campus

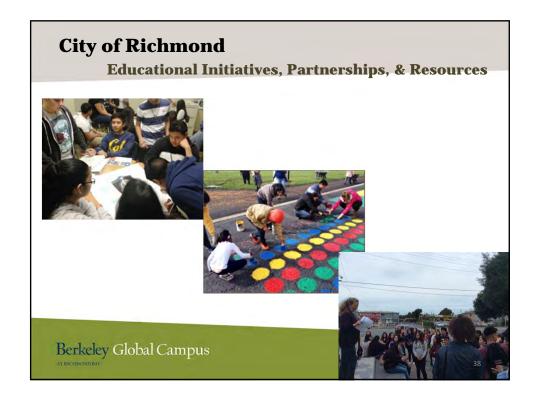
### Middle College High School & Gateway to College

- · Started in 1989
- Targeted for students identified as having high ability but were not reaching their potential
- Students grades 9-12 achieve HS diploma and meet university entrance requirements
- Internship opportunities on and off campus
- Approximately 300 students with 25% Richmond residents

- · Started in
- Designed for young adults 16-20 who have dropped out of HS or are significantly behind in credits and unlikely to graduate
- Enables students to complete their HS diploma while earning college credit toward a certificate or degree
- Small learning communities and one-on-one advising, support services and mentors are provided
- Approximately 109 students with 12% Richmond residents

## Linked Learning & Career Pathways with WCCUSD

- Working directly with high school academies to provide pathway programs and concurrent enrollment in biotechnology, health (CNA/EMED), Administration of Justice/Law
- Providing career exploration courses in middle schools, career exploration days, and parent/student presentations
- Joint partners in regional and local work around building career pathways with a focus on:
  - K-14 curricular alignment
  - work-based learning & engaging employer partners
  - creating more seamless transitions from K-12 to college and then to employment
  - Four high-wage, high-demand industry sectors: Information Communication Technology (ICT) and Digital Media; Health and Biosciences; Advanced Manufacturing and Engineering; Public Services & Law



## **Richmond Background**

- 103,700 Residents
- · Majority community of color
- 32 miles of shoreline
- 292.6 acres of parkland
- 17 miles of the SF bay trail
- Most solar watts installed per capita for large Bay Area cities
- Mayor Tom Butt
- · Seven member City Council
- · City Manager Bill Lindsay

Berkeley Global Campus





#### **General Plan**

### **Education and Human Services Element**



## Community Vision Richmond, California in 2030

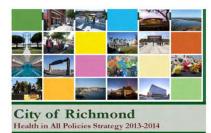
Richmond nurtures a culture of lifelong learning. The City collaborates with public, private and nonprofit sectors to increase educational opportunities. Services are affordable and conveniently located.

Richmond's elementary, middle and high schools are regionally competitive and offer comprehensive, diverse and high-caliber programs. Daycare and preschool opportunities are numerous, accessible and affordable. The City is known for its numerous and intimate neighborhood schools.

Richmond partners with local and regional employers to offer relevant classes, programs and internships that are aligned with local and regional employment trends.

## Health in All Policies (HiAP) Strategy & Ordinance

 Education has broad impacts on standards of living and social interactions, with consequences for the health of individuals and communities



#### **Examples**

Accessible built environments that promote health and safety, including improved pedestrian, bicycle, and automobile safety, parks and green space, and healthy school siting

- Action 2D: Support WCCUSD integration of Full Service Community Schools (FSCS) by supporting parent & community involvement
- Action 21: Expand current literacy and GED programs provided at the City of Richmond to after hours classes at local schools and include computer literacy classes.

Berkeley Global Campus

## **Adopted Policy Synergies**





- City Council Education Ad Hoc committee
- Full Service Community Schools (FSCS)
- Joint Use Agreements
- Nystrom United Revitalization Effort (NURVE)
- Health Food Access at School Sites
- Prevent School Closures
- School Facility Upgrades in Richmond

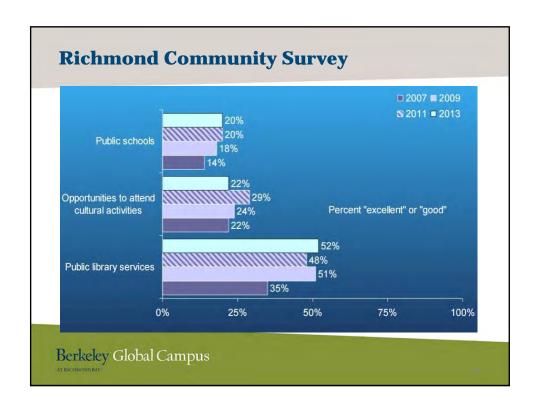
Berkeley Global Campus

12

### **Data Resources**

- Richmond Community Survey Results
- Program Specific by City Departments (LEAP, ONS, Library, Recreation, Police – SRO's, YouthWorks)
- CCHS Health Equity Data Report

Service	% of respondents that rated the following services as poor			% that rated the service as excellent or good		
	2009	2011	2013	2009	2011	2013
Street repair	61%	54%	60%	14%	16%	14%
Public schools	54%	47%	40%	18%	20%	14%
Code enforcement (weeds, abandoned buildings, etc.)	58%	44%	38%	11%	18%	12%
Sidewalk maintenance	33%	37%	30%	24%	18%	29%



## **UC Berkeley Center for Cities and Schools Y-PLAN and PLUS**



Y-PLAN at Richmond High School informing the development of the Richmond Climate Action Plan



Berkeley Global Campus

## **Employment and Training**



#### Youth works:

- Summer Employment
- Richmond Build
- One Stop
- Health Career Pathways
- Youth Council

## **Community Services**



51 Public Parks & Facilities 10 Community Centers

- Office of Neighborhood Safety
- Recreation Fitness Programs
- Summer ACHIEVE Program
- Access to WCCUSD Food Program
- Office of Neighborhood Safety
- Cultural Events
- Aquatics
- Youth Sports & Activities
- Partnerships

Berkeley Global Campus

## **Built Environment Improvements**





Improvements Around School Sites

- Be Smarter Drink Water
- Park Rebuild Projects
- Safe Routes to School –Road Diets
- Community Gardens
- Access to direct information from City Staff
- LED Street Lights
- Solar installations at Adjacent Homes
- Love Your Block



## Educational Focused Community Based Organizations (CBOs)

#### **CBOs Focused on Education in the Following Categories**

- · Extended Learning
- College Access, Persistence, Mentoring, etc.
- · Collaborative Builder
- · Early Childhood
- · Advocacy and Policy
- Funding

### **Extended Learning Focused CBOs**

- · Bay Area Community Resources
- Bloom Educational Enrichment
- Boys & Girls Club of El Sobrante
- Building Educated Leaders for Life (BELL) Richmond Police Activities League (RPAL)
- Contra Costa Housing Authority
- · Destiny Arts
- · Earth Team
- East Bay Parks
- Kensington After School
- Latina Center
- · Leading 2 Play
- Lego Robotics
- Love Learn Success
- · Making Waves

- · Mindful Life Project
- · Oakland Youth Chorus
- · Richmond Art Center
- RYSE Center
- Tech Futures
- · The A Games
- · The Berkeley Chess School
- The Ed Fund
- · The Rock Lighthouse
- Toolbox Project
- YMCA
- · Youth Enrichment Strategies (YES)
- · Watershed Project
- zSharp

Berkeley Global Campus

## **College Access Focused CBOs**

- 10,000 Degrees
- Bay Area Community Resources
- Be a Mentor
- Boys & Girls Club of El Sobrante
- College Bound Brotherhood
- College is Real
- Girl's Inc.
- Ivy League Connection

- Nia Imani Academy
- RWR Scholarship **Foundation**
- Students Rising Above
- Summer Search
- Study Smart Tutors
- The A Games
- The College Place
- The Ed Fund
- Whittier Education Fund

## Collaborative Building Focused CBOs

### Early Childhood Focused CBOs

- Building Blocks for Kids (BBK)
- The Ed Fund
- Healthy Richmond Schools and Neighborhood Action Team
- First Five
- · Early Childhood Mental Health

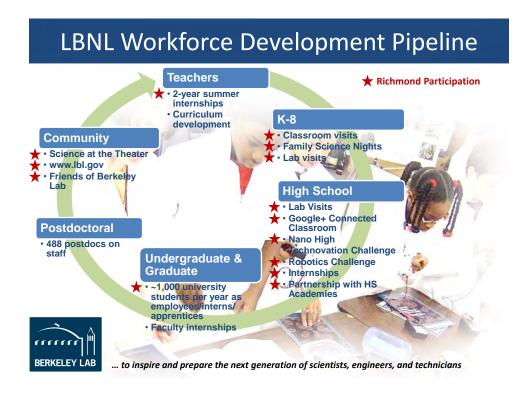
Berkeley Global Campus

## Advocacy and Policy Focused CBOs

- California School Based Health Alliance
- Contra Costa Interfaith Supporting Community (CCISCO)
- Healthy Richmond Schools and Neighborhood Action Team
- Richmond Chamber of Commerce
  - · Education Committee
- · Youth Together

### **Funders**

- Chevron Foundation
- Ed Fund
- · Irene Scully Foundation
- J.T. Long's Foundation
- · Lesher Foundation
- Richmond Community Foundation



## LBNL and Richmond

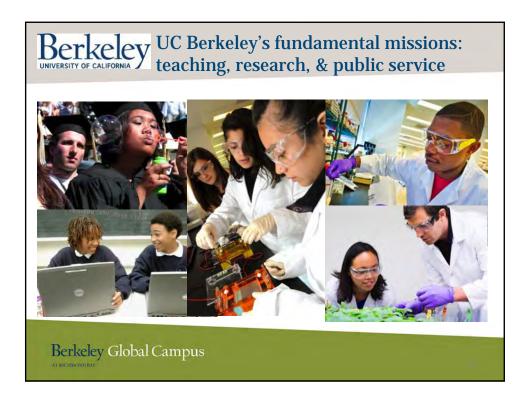
#### Current

- Partnership with Richmond HS and Kennedy HS
- Serve over 1200 K-12 Richmond students and families annually
- Demographics reflect Richmond population
- Partnership with Contra Costa College for 10 summer internships
- Partnership with East Bay Career Pathways Trust, Richmond OST

#### **Proposed**

- Expand 5th grade program to all Richmond students
- Faculty from Contra Costa College for summer Visiting Faculty Program
- DOL Ready to Work grant for apprenticeships for technical workforce
- DOE semester internship program for Contra Costa College students



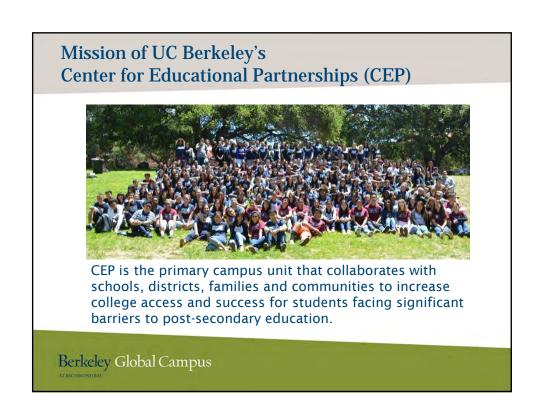


## Berkeley The Community Speaks—Laying the Groundwork\*

- Coordinated approach/strategy (aligned with WCCUSD, CCC, COR);
- Streamlined communication/coordination;
- Reduced barriers to access;
- Commitment to serving all, including youth who are at-risk and underserved;
- The ability to track results.

\*Online survey, Haas Institute Education Report, Community meetings.





## **Principles Guiding Long-Standing Partnership** with WCCUSD

### **COLLEGE**

- · Students prepared for college AND career
- Students and families receive the support they need to succeed in the college going and career awareness process
- Work in partnership with WCCUSD and Contra Costa Community College, as well as other college access programs
- Encourage students to look at all post-secondary options
- Facilitate resources directed to WCCUSD towards meeting these goals

Berkeley Global Campus

## CEP's Powerful Programs Work in Middle and High Schools

Three programs in six comprehensive high schools:

- DCAC-Destination College Advising Corps (new expanded partnership with WCCUSD)
- EAOP-Early Academic Outreach Program (part of new expanded partnership)
- TES-Transcript Evaluation Service

#### Pre College TRIO

· Talent Search: 3 HS & 3 MS

• Upward Bound: 3 HS





## College Readiness Has Increased in WCCUSD

#### Transcript Evaluation Service: Data from De Anza and Richmond HS

Graduates completing the "a-g" curriculum with a grade of "C" or better, making them eligible for California public colleges and universities:

School	2009-10	2013-14
De Anza	21%	32%
Richmond	16%	34%

Although there have been increases, there is much work to do to ensure that all students are able to have the option of a four-year public college education.

CEP negotiated for WCCUSD to have TES available for the next three years, without cost to the district or schools

Berkeley Global Campus

## **Increasing College Information and Access**

2013-14							
K-12 students CEP served at WCCUSD (prior to expanded partnership)	800	18% African American 24% Asian 40% Latino					
2014-15							
K-12 students CEP served at WCCUSD	1100 (for first six months under expanded partnership)	In process of recruiting, expect to serve a approximately 1,500 students in this first year of our new partnership					
College acceptance : 2013-14							
Number seniors served by CEP	Four-year College	Four- & Two-year College					
288	174 (60%)	274 (95%)					

## Transfer Preparation Programs serving Contra Costa College

#### **Community College Transfer Center (CCTC)**

Offers transfer assistance and workshops for all potential UC transfer students.

#### **Transfer Alliance Project (TAP)**

Enrolls a cohort of low-income, first generation students who receive intensive and on-going one-on-one advising. Over the past three years, a total of 65 TAP students applied to UC Berkeley, and 55 (85%) were admitted and 54 enrolled.

#### **Puente Project**

Provides a program of rigorous instruction, focused academic counseling, and mentoring by community members to prepare students for transfer and success in completing a four-year college degree. Over half (53%) of Puente students who entered CCCC in 2008-9 transferred by 2013-14 compared with 28% of all CCCC students.

## Berkeley Global Campus

## Much More Work To Do: Expanding and Strengthening our Partnership

#### **Destination College Advising Corps (DCAC)**

Expansion of trained recent college grads working full time at each of the six comprehensive high schools

#### **Transcript Evaluation Service (TES)**

All six WCC comprehensive high schools awarded free TES sponsorship for the next three year by UC Office of the President

#### Pre-College Academy (PCA)

Academic growth shown by students participating in EAOP's PCA summer courses on UCB campus leads to a new WCCUSD and CEP partnership increasing number of district students participating in PCA (from 33 to 120 students)

#### **CAL Prep**

Charter school founded in 2005 by UCB and Aspire Public Schools is moving to Hilltop Mall with oversight from WCCUSD



## EBAYS -

### East Bay Academy for Young Scientists

- 2013 to the Present Over 400 Students Served in Richmond and other West Contra Costa County Cities
- School day, after school and summer programming in numerous elementary, middle and high schools
- After school programs at community centers (e.g., the Boys and Girls Clubs)

All EBAYS work includes engaging students in a combination of STEM content learning activities and community-based environmental quality research investigations. Evaluation efforts thus far have yielded credible evidence that supports the broadscale use of the EBAYS model



Berkeley Global Campus

## Lawrence Hall of Science - Early Childhood

## Brookside &Balboa Head Start centers in Richmond in 2014 and 2015 $\,$

East Bay Community Foundation funding supported outreach where 220 preschoolers experienced exciting hands-on science workshops delivered by Hall educators in each year.

- > Students were introduced to life science concepts.
- Students observed and touched gentle animals from the Hall's Animal Discovery Room.
- Workshops emphasized language and vocabulary development along with science.

Science is an important domain in early childhood, serving not only to build a basis for future scientific understanding, but also to build important skills and attitudes for learning and to develop school readiness skills.

### Lawrence Hall of Science – Community Programs

#### Provide Access · Promote Awareness · Support Advocacy

Early Childhood
Professional Development & Programs

Community Programs

For Families

Richmond Library•RAC•Lawrence Hall Summer Camp collaboration 2013

**Out of School Time Collaborative Support •** Professional Development Sessions and AfterSchool KidzScience Kit Lending

Library "Mobile Inventor's Lab" Engineering- Spring and Summer 2015

Berkeley Global Campus

## Lawrence Hall of Science connecting with WCCUSD students

WCCUSD students attend an average of 40 Hall programs annually

#### Including:

Field Trips to the Hall

Van Outreach Programs from the Hall

Science Workshops at the school for a grade level

Science Shows in an Assembly

Festival - The "Mobile Museum" Experience

### **ESCAPE**

## **Exploring Science Collaboration at Pinole-Family Elementary Schools**











West Contra Costa Unified

Berkeley Global Campus

### WCCUSD Extended Learning Summer School Summer 2014

- ➤ 22 hour Science PD training for 60 WCCUSD teachers
  - FOSS Science Curriculum
  - Embedded ELL/ELA strategies
  - ( speaking& listening, reading and writing)
- > 5000 WCCUSD students participated 1st\_8th grade
- All students rotated through 1.5 hrs. of math, science and ELA classes each day for 19 days







## **Teacher Education**

#### DTE

The **Developmental Teacher Education Program (DTE)** is dedicated to improving the quality of classroom learning by educating elementary teachers to create equitable classrooms for linguistically and culturally diverse learners in urban settings.

#### **MACSME**

The Masters and Credential in Science and Mathematics Education (MACSME) is designed for talented individuals with solid preparation in mathematics or science who are dedicated to the improvement of mathematics and science education at the secondary level.

#### MUSE

The **Multicultural Urban Secondary English (MUSE)** program develops middle high school teachers that are able to effectively respond to the complex context of urban schools.

## **Leadership Preparation**

#### PLI

The **Principal Leadership Institute** is a 14-month program that prepares educators for leadership in a K-12 setting. Participants examine real-world challenges and use research to inform practice, enabling school leaders to identify assets in their communities in order to make high-quality learning accessible to all students. Over 40 **PLI** graduates now work in WCCUSD.

#### **LSP**

The **Leadership Support Program (LSP)** is a Commission-Approved Professional Preparation Program for the Administrative Services Credential - Clear (Tier II) and Induction program designed to build on the work that candidates complete in the Principal Leadership Institute (PLI).

#### **LEEP**

The Leadership for Educational Equity Program (LEEP) is a doctoral program that prepares education professionals for leadership roles in school districts and other organizations committed to the success of students in urban environments.

Berkeley Global Campus

## School Psychology and School Social Work

#### **School Psychology**

The **School Psychology Program** is a Ph.D. program within the Area of Cognition and Development prepares students for employment in public schools, universities, mental health clinics, and a variety of work settings.

#### **School Social Work**

The **School Social Work Program** educates master's level social workers to assist public schools in achieving their educational and developmental missions.

## **Bay Area Writing Project**

The Bay Area Writing Project (BAWP), based at the University of California, Berkeley, is an organization of, by, and for teachers of writing at all grade levels and in all disciplines, dedicated to improving the teaching and uses of writing through a variety of programs—both on the university campus and in the schools of the Bay Area.



Berkeley Global Campus

## **Academic Talent Development Program**

- UC Berkeley's Academic Talent Development Program (ATDP) offers challenging summer classes for highly motivated young scholars.
- Elementary courses are held at Washington Elementary in Point Richmond.



### **Next Steps & Proposed Timeline for Recommendations**

- · Spring 2015 Ad hoc committees formed or expanded
- Feb-June 2015: Initial presentations to BGCRB Working Group (WG)
- Summer 2015: Ad hoc committees undertake additional planning to develop recommendations to full WG
- Fall 2015: WG develops recommendations for submission to UCB & LBNL
- Beginning November 2015: WG submits recommendations

## Appendix E-2



## **Berkeley Global Campus – Education Committee**



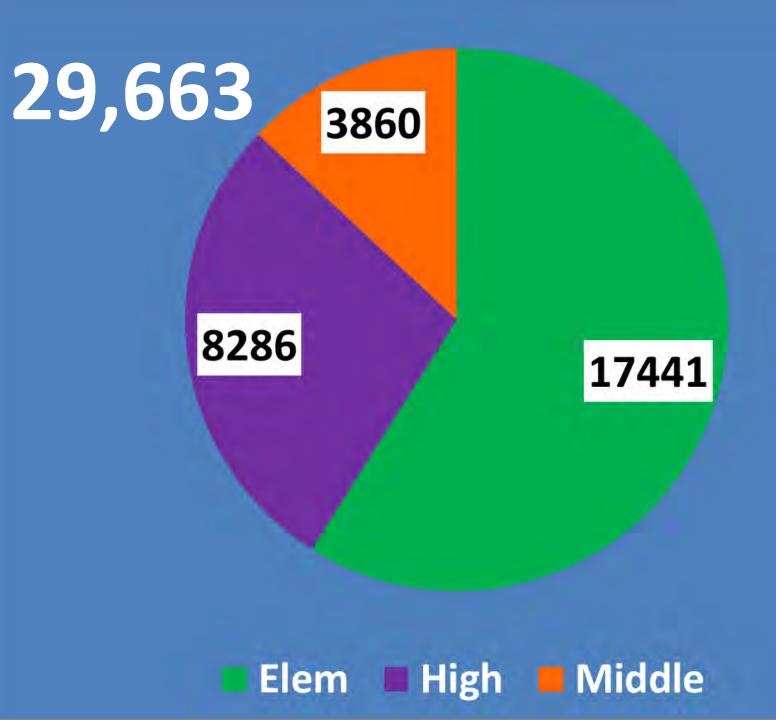
# **Creating Futures**

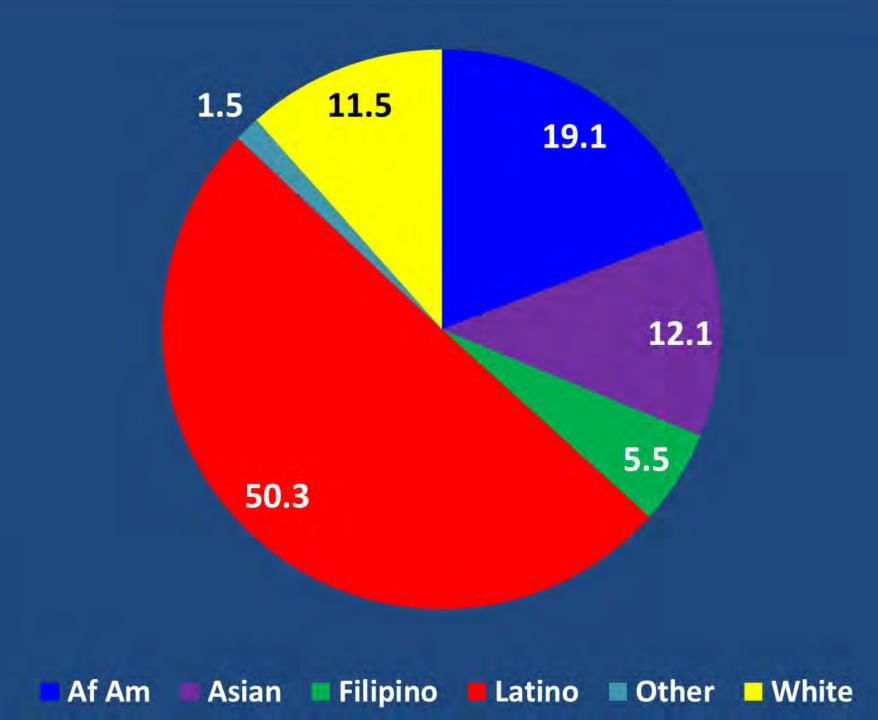


That Won't Happen Without Us

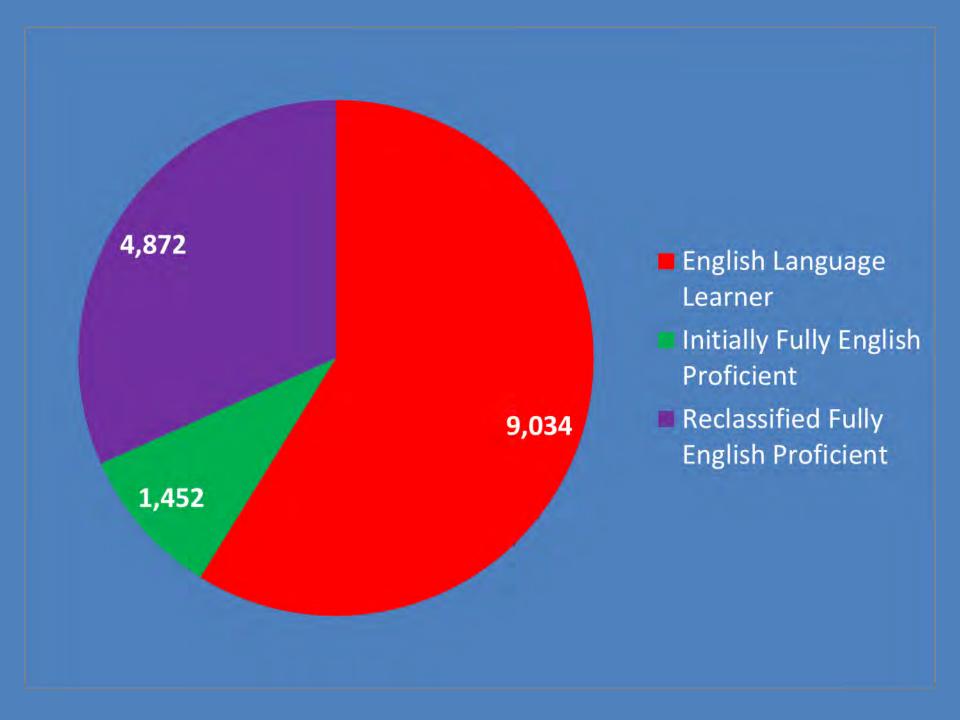


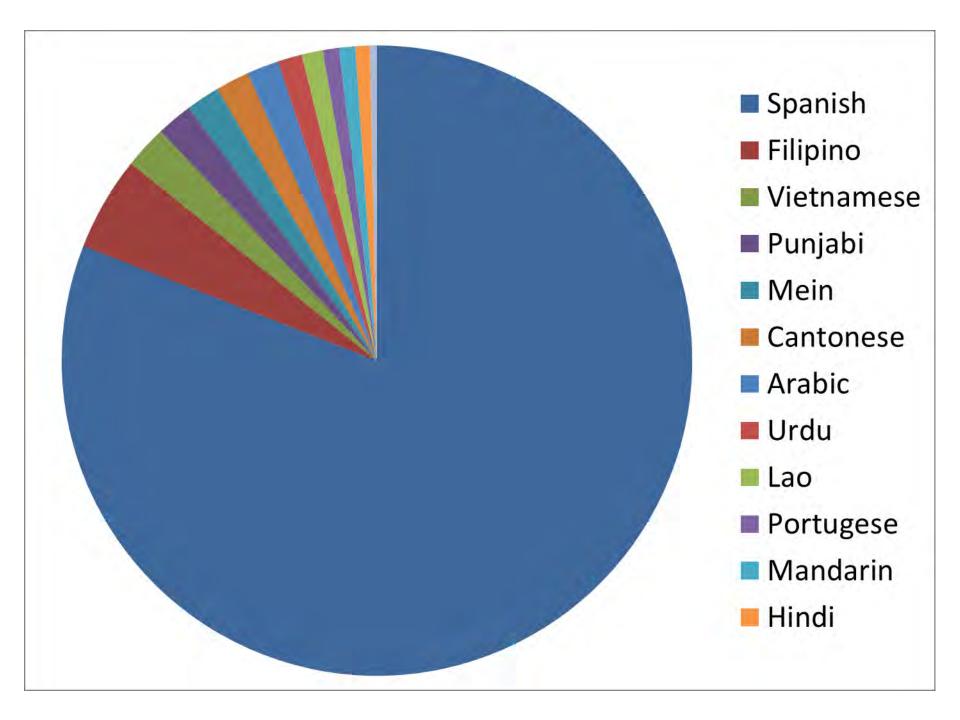


















## **WCCUSD Dashboards**



### **Demographics**

Includes Enrollment by Ethnicity, Student Groups, and City



#### Student Achievement

Includes the following test results: Advanced Placement (AP), CAHSEE, CELDT and Reclassification, Early Assessment Program (EAP), PSAT, ReadiStep, and UC/CSU Completion



### Student Engagement

Includes School Attendance Rates, Graduation Rates, Drop Out Rates, Senior Survey



#### School Climate

Includes California Healthy Kids Survey (CHKS), Student Survey, School Based Health Centers, and Staff Survey



#### Parent & Community Engagement

Includes California School Parent Survey (CSPS)



#### Basic Services

Includes Teacher Retention, Textbook Access, Facility Ratings, Average Teacher Salaries



#### LCAP

Includes LCAP Measures At-a-Glance and LCAP Town Hall Voting



#### Other Data

Includes College Enrollment Intention, Financial Aid Completion, CSU Enrollment & Proficiency, and UC Enrollment & Proficiency

# **Local Control Funding Formula**



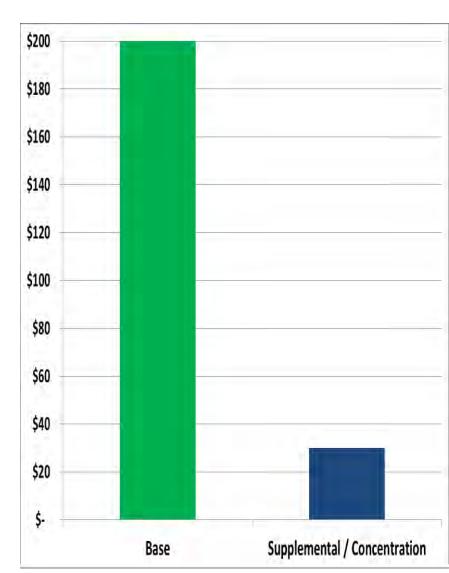
Costs more to educate some students than others LCAP funding dedicated to improve outcomes for English Language Learners (EL), Low Income (LI) and Foster Youth (FY)

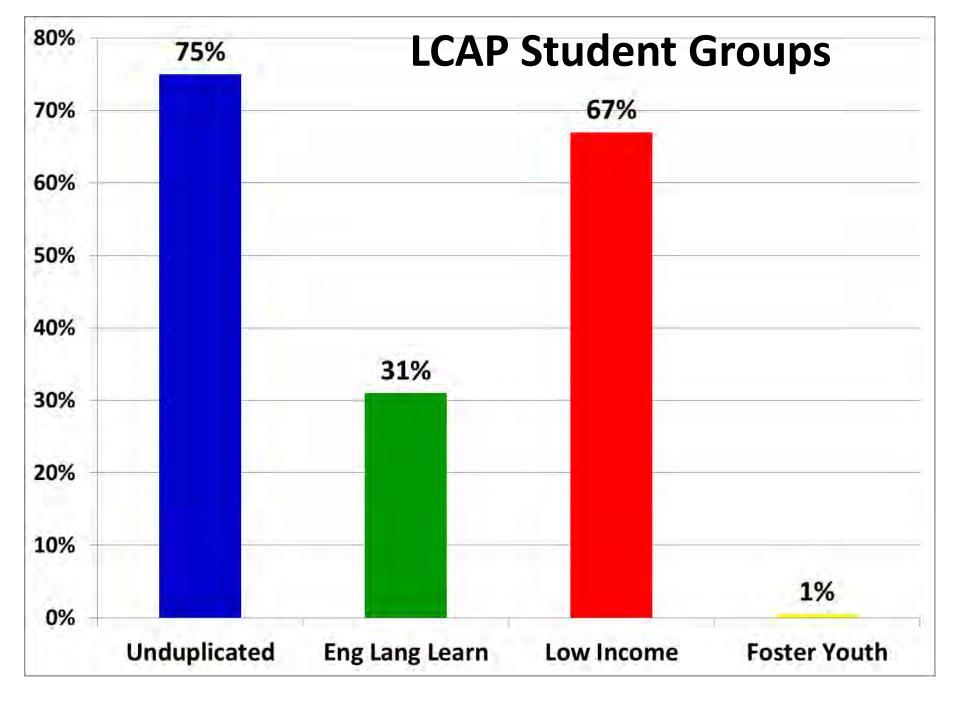
# **Local Control Funding Formula**

**Base** – equal per pupil funding

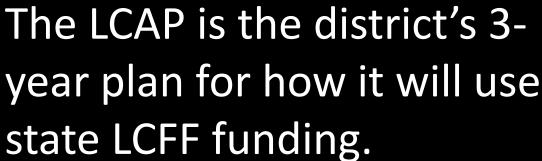
Supplemental – funding on % of EL, LI, & FY

Concentration – per pupil when EL, LI & FY is over 55%







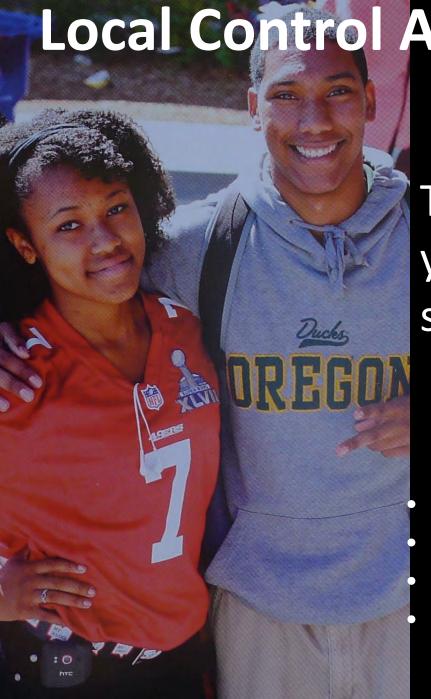


**Strategic Plan Development in 2013** 

**Community Meetings in early 2015** 

**District LCAP Committee (DLCAP)** 

**Community Process & Public Hearing** 



# **LCAP Goals**

5 Goals – from Strategic Plan, aligned to State Priorities



- Accelerate increases for EL, LI & FY
- Increase parent involvement
- Retain top teachers & principals
- College & Career Ready



# Key Measures of Success

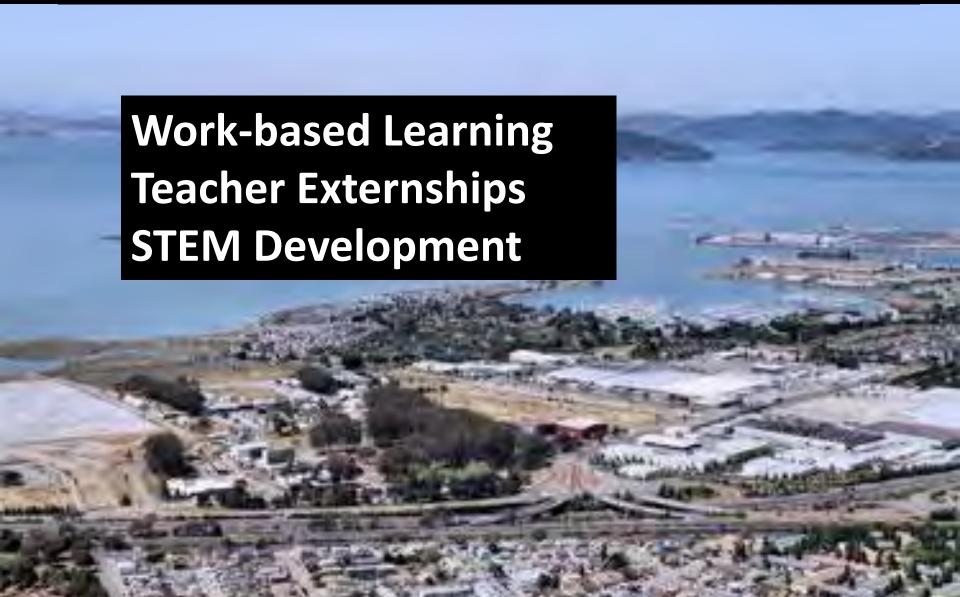


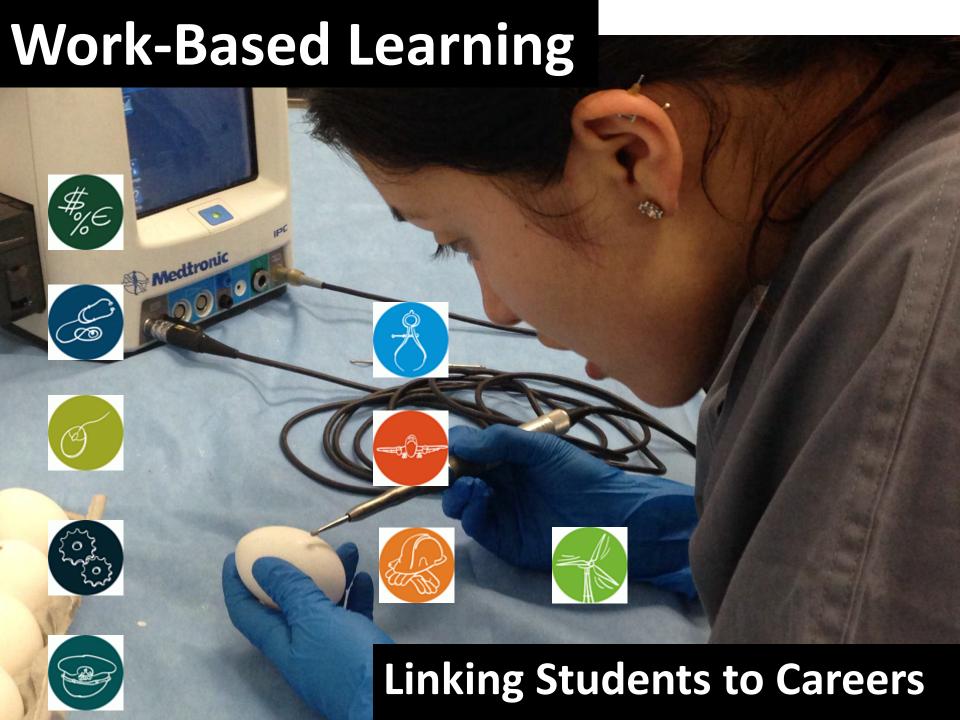
Reduce achievement gap while improving learning / conditions for all

Graduation Rate
ELL Reclassification
AP Pass Rate
Discipline

Attendance
New teacher retention
Prep for College
School Climate

# Partnership-Global Bay Campus







# Science – Technology – Engineering - Math



**Umbrella Agreement / MOU** 



Annual Updates — including specific supports / services



**Alignment with Local Control Accountability Plan** 



### Appendix E-3

## BGC Community Working Group Education Subcommittee, August 11 Meeting: Prioritization Exercise of Community Recommendations to Date

			Source (Red text added at	
		8/11/15	8/11/15 Ed Sub-committee	
ID	Type/description	votes	meeting)	Grouping
18-1	Universal preschool education for WCCUSD	9	3/2014 community gallery walk	Preschool program
3-1	Summer internships, summer camps, youth activities (school to lab pipelines)	8	Scribe notes from working group	After school time program
	Clear, visible, consistent investment on part of UCB/LBNL. Consistent dialogue about how LNL can continue &			
	improve their contribution to educational outcomes for Richmond youth (add CBOs: Extended learning, college			
17-1	access, persistence; mentoring, collaborative builder; early childhood; advocacy & policy; funding)	8	Scribe notes from working group	Partnerships
				College advising/college
	College advising, college knowledge	7	8/11/15 Ed Sub-Group Meeting	knowledge
	Provide K-14 curriculum support & faculty training, field trips, & mentoring interactions for high school academy		March 26,2015 Presentation &	Teacher professional
	students.		Discussion & public meeting	development
10-6	Build an education center on site	6	email recommendation	Education Labs
			March 26,2015 Presentation &	
			Discussion & public meeting	
	Working with high school academics to provide pathway programs & concurrent enrollment in biotechnology, health		(Red text added at 8/11/15 Ed	
5-2	(CNA/EMED), Administration of Justice/Law, & art.	5	Sub-committee meeting)	Career Pathways
	Provide internships & experiential learning opportunities for high school & community college students to help build			
21-4	career pathways in STEM fields - STEAM, & arts	5	Anchor Richmond	STEM/STEAM
	Partner with regional & local work to build career pathways: K-14 curricular alignment, work-base learning &			
	engaging employer partners, create seamless transitions from K-12 to college & then to employment, Four high-		March 26,2015 Presentation &	
6-3	wage, high-demand industry sectors	4	Discussion & public meeting	Career awareness program
	Provide internships & experiential learning opportunities for high school & community college students to help build			Internships & Work Opportunities
14-5	career pathways in STEM fields	4	Anchor Richmond	in STEM
				Teacher professional
23-3	Resources for teacher development/training, curriculum & equipment	4	Anchor Richmond & Scribe notes	development
				Analysis of Richmond School
new	eg Better, more teachers, etc.	3	8/11/15 Ed Sub-Group Meeting	District Needs
				Pathway program (ie elementary
			March 26,2015 Presentation &	to middle, high school
15-1	Provide K-14 curriculum support & faculty training, field trips, & mentoring interactions for HS academy students	3	Discussion & public meeting	tocommunity college, etc.)
	Transportation improvements & funding for public transportation are needed. Jen mentioned that without improved			
	transportation options & funding to use public transportation, UCB students from BUILD & other programs can't		Notes from Rec's from 2nd	
24-2	access most school site or CBOs	3	Education Subcommittee (6/9)	Transportation
			Notes from February, 2015 break	
1-2	Support for student & teachers: more tutoring	2	out session	Academic tutoring
1-5	UCB/LBNL partner with community to develop tutors & science in the Hood through LHS	2	Scribe notes from working group	Academic tutoring

			Notes from Rec's from 2nd	
5-5	Invest in Youth Opportunity & Education Fund for Pre K-12 & cmty college students to help build career pathways	2	Education Subcommittee (6/9)	Career Pathways
	Provide K-14 curriculum support & faculty training, field trips, & mentoring interactions for high school academy		March 26,2015 Presentation &	Caroor Familiayo
5-6	students	2	Discussion & public meeting	Career Pathways
	Working with high school academics to provide pathway programs & concurrent enrollment in biotechnology, health		March 26,2015 Presentation &	
6-1	(CNA/EMED), Administration of Justice/Law.	2	Discussion & public meeting	Career awareness program
		_	Notes from February, 2015 break	
10-4	Opportunities to visit lab [and RBC, & UC] more meaningful, beyond a 1 touch	2	out session, Scribe notes	Education Labs
	pportamition to viole has faint 1650, at 50] more meaningral, soyona at 1 touch		out decidin, define fieted	Internships & Work Opportunities
14-6	Internships & jobs: connect with city	2	Scribe notes from working group	in STEM
			33 1	Pathway program (i.e. elementary
				to middle, high school to
15-3	concurrent/dual enrollment	2	March 26, 2015 power point	community college, etc.)
			List of education asks &	
			· ·	Pathway program (i.e. elementary
1,- ,			text added at 8/11/15 Ed Sub-	to middle, high school to
15-4	Grad students to work in Richmond school & City Hall	2	committee meeting)	community college, etc.)
22.6	School to lab pipeline: Program that starts in middle school & will lead to an internship at the lab that would lead to a	_	2/2014 community gallens walk	Student internship or
22-6	full time job	2	3/2014 community gallery walk  Notes from February, 2015 break	apprenticeship Teacher professional
23.2	Deeper support for youth-serving program/orgs teacher support & internships	2	out session	development
4-1	Perform an in-depth analysis of number of people served & the experience available to each affected person	1	Katie Krolikowski letter	Analysis of LBNL Programs
9-1	Coordinate pursuit of funding for STEAM programs	1	3/2014 community gallery walk	Education Fund
9-2	Funding our education	1	3/2014 community gallery walk	Education Fund
<b>—</b>	·	- 1		
12-2	Travel to different counties to science in different cultures, contexts	1	Scribe notes from working group	Field Trips Formerly incarcerated education
12 1	Programs for formarly incorporated community members	1	8/11/15 Ed Sub-Group Meeting	
13-1	Programs for formerly incarcerated community members			Pathway program (i.e. elementary
				to middle, high school to
15-2	Middle College High School & Gateway to College	1	March 26, 2015 power point	community college, etc.)
	Early outreach	1	March 26, 2015 public meeting	Outreach
1	. ,	-	Notes from February, 2015 break	
16-5	Researchers/Scientist interact with students increase engagement	1	out session	Outreach
	Destination College Advising Corps (DCAC): Expansion of trained recent college grads working full time at each of			
17-4	the six comprehensive high schools	1	CEEP Slides	Partnerships
24.6	develop (evanort computer esignes, developing, environmental esignes (design/nublic relie)	4	Cariba natas from working group	CTENA/CTE A NA
21-0	develop/support computer science, dev design: environmental science/design/public policy	I	Scribe notes from working group	STEM/STEAM
21-7	Cal students - service learning (STEM, tutoring)	1	Scribe notes from working group	STEM/STEAM
			Notes from February, 2015 break	Student internship or
22-7	Deeper support for youth-serving program/orgs teacher support & internships	1	out session	apprenticeship
	Targeted outreach by coaching staff/instructors/LBNL scientists in delivery of effective messages. To view from the			Teacher professional
23-7	audience perspective	1	March 26, 2015 public meeting	development

### Appendix E-4

### RESOLUTION OF THE BOARD OF EDUCATION OF WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT

#### RESOLUTION NO. 46-1516

RESOLUTION IN SUPPORT OF A PARTNERSHIP WITH UNIVERSITY OF CALIFORNIA,
BERKELEY, LAWRENCE BERKELEY NATIONAL LABORATORY AND THE CITY OF
RICHMOND IN THE DEVELOPMENT OF THE BERKELEY GLOBAL CAMPUS AT
RICHMOND BAY

WHEREAS, West Contra Costa Unified School District is the leading provider of K-12 education in the City of Richmond; and

WHEREAS, WCCUSD underwent a significant community engagement effort around its Strategic Plan and Local Control Accountability Plan, engaging more than 2,500 stakeholders in the development of these guiding documents, and prioritizing the needs and desires of the community in the area of Pre-K to Adult education; and

WHEREAS, University of California, Berkeley and Lawrence Berkeley National Laboratory announced the UC Berkeley Richmond properties as the preferred site to develop the Berkeley Global Campus at Richmond Bay in support of advanced research and development of cuttingedge technology and to accommodate future growth; and

WHEREAS, WCCUSD partnerships with the UC Berkeley and LBNL have brought significant academic enrichment and professional development opportunities to its students and educators; and

WHEREAS, WCCUSD is actively engaged in the Richmond Community Working Group to develop recommendations and proposals for inclusion in a Community Benefits Agreement within the defined scope of education, local employment, procurement, and workforce training to ensure the needs of the local community are met before, during and after the development of the Berkeley Global Campus; and

WHEREAS, UC Berkeley and LBNL have agreed to work with WCCUSD to strengthen partnerships in support of the District's educational goals including, but not limited to, support of early childhood education, the Strategic Plan, Science, Technology, Engineering, and Math (STEM) education programs, engaged scholarship and research, leadership development, public service, college advising, work-based learning, internships, and life-long learning programs; and

WHEREAS, UC Berkeley and LBNL have committed to helping prepare Richmond residents—children, youth and adults—for college and careers by enhancing education and outreach programs with staff, faculty, students, in partnership with the Richmond community; and

WHEREAS, UC Berkeley Chancellor Nicholas Dirks and LBNL Director A. Paul Alivisatos have stated in their Statement of Commitment their commitment to educational partnerships and community engagement; and

WHEREAS, the Berkeley Global Campus can be a hub of educational innovation and opportunity; and

NOW THEREFORE BE IT RESOLVED, the WCCUSD Board of Education calls on UC Berkeley and LBNL to continue its investment in the educational goals prioritized by the Strategic Plan and Local Control Accountability Plan adopted by the WCCUSD Board of Education;

BE IT FURTHER RESOLVED, the WCCUSD Board of Education encourages the Richmond Community Working Group to make education recommendations to any partnership agreement with UC Berkeley and LBNL that are consistent with the priorities outlined in the Strategic Plan and Local Control Accountability Plan adopted by the WCCUSD Board of Education.

BE IT FURTHER RESOLVED, the WCCUSD Board of Education urges the Richmond Community Working Group to recommend that UC Berkeley and LBNL support the following broad program areas:

- 1. Work-Based Learning
- 2. Teacher Externships
- 3. STEM Development

4. Expanded Learning Opportunities for Adults

BE IT FURTHER RESOLVED, the WCCUSD Board of Education encourages the Richmond

Community Working Group to develop a Memorandum of Understanding with UC Berkeley and

LBNL that will be updated on an annual basis and include specific supports and services that are

aligned with the District's Local Control Accountability Plan.

PASSED AND ADOPTED by the Governing Board of Education of the West Contra Costa

Unified School District, this 21<sup>st</sup> day of October, 2015 by the following vote:

AYES:

NOES:

ABSTAINED:

ABSENT:

I HEREBY CERTIFY that the foregoing resolution was duly introduced, passed, and adopted

by the Board of Education at a meeting held on October 21, 2015.

President of the Board of Education

### Appendix E-5

#### **BGC Youth and Education Fund Cost Proposal**

Edited by: Yuritzy Gomez (CCISCO), Katherine Reid (Math for America Program at UCB)

Document date: 1/26/16

The <u>BGC</u> Education subcommittee <u>faces</u> unique challenges when compared with the tasks of the other subcommittees. There are many facets and complexities of Pre-K to Post-Secondary education that were impossible to consider in the limited amount of time allotted for the subcommittees. As mentioned during Education Subcommittee meetings, participants are interested in identifying programs and services that are vetted and proven to accomplish the goals identified by multiple community stakeholders. While the subcommittee was able to arrive at four key recommendations, there is a concern that <u>without</u> concrete funding attached to them, these recommendations could easily be watered and scaled down, limiting the number of students served or the quality of programs, amidst a situation of broad need.

Providing vague recommendations with no real benchmarks would be a betrayal of our obligation to the community of Richmond. Moreover, one of the primary goals of the education committee is to expand <u>successful</u> education programs that are already <u>in place</u>. While more detail is needed, given this goal, it is possible and necessary to estimate prospective costs by looking at the budgets of <u>existing</u> programs, and scaling them up.

It was made clear in the recommendations that the Richmond Educational Partnership would be making the final proposal for programs and services to be implemented. Below are examples of well-established programs from UC Berkeley that align with the priorities outlined in the Richmond Educational Partnership:

- College Exposure & Preparation -
  - Linked Learning Health Academy at John F. Kennedy High School
  - Berkeley United in Literacy Development (BUILD)
  - UC Berkeley Destination College Advising Corps
  - Experience Berkeley
  - Summer Math And Science Honors (through Level Playing Field Institute)
  - Sage Mentorship
- Career Exposure & Readiness -
  - The Introductory College Level Experience in Microbiology (iCLEM)
  - Bay Area Scientists in School
- Teacher and Staff Professional Development
  - Berkeley Engineering Research Experience for Teachers Plus Computing Lawrence Hall of Science - established and customized programs

#### Math for America Berkeley

Based on current costs of these programs, we can <u>derive a rough estimate</u> <u>of the</u> cost of scaling them up. Below, we look at the cost of serving the entire target population, one-half of the target population, and 20 percent of the target population.

Program Type	Total demand/need in Richmond	Number of participants annually supported	Cost per participant	Cost annually
1.) College	1,204			
Exposure &	Richmond			
Preparation	Sophomores			
	and Juniors	1204	\$9,000	\$10,836,000
2.) Career	1,204			
Exposure &	Richmond			
Readiness	Sophomores			
	and Juniors	1204	\$2,000	\$2,408,000
3.) Teacher				
Professional				
Development	701 Teachers	701	\$2,000	\$1,402,000
TOTAL				\$14,646,000

#### Cost of Programs to Serve ½ of Corresponding Population

Program Type	Total demand/need in Richmond	Number of participants annually supported	Cost per participant	Cost annually
1.) College	1,204			
Exposure &	Richmond			
Preparation	Sophomores			
	and Juniors	602	\$9,000	\$5,418,000
2.) Career	1,204			
Exposure &	Richmond			
Readiness	Sophomores			
	and Juniors	602	\$2,000	\$1,204,000
3.) Teacher				
Professional				
Development	701 Teachers	351	\$2,000	\$702,000
TOTAL				\$7,324,000

#### Cost of Programs to Serve 20% of Corresponding Population

Program Type	Total demand/need in Richmond	Number of participants annually supported	Cost per participant	Cost annually
1.) College	1,204			
Exposure &	Richmond			
Preparation	Sophomores			
	and Juniors	241	\$9,000	\$2,169,000
2.) Career	1,204			
Exposure &	Richmond			
Readiness	Sophomores			
	and Juniors	241	\$2,000	\$482,000
3.) Teacher				
Professional	701 Teachers	140	\$2,000	\$280,000

Development	
TOTAL	\$2,931,000

#### Conclusion

It is clear that the educational needs of the Richmond community are great. It is also clear from our analysis of these small programs that there are proven strategies for addressing these needs, but they are currently only available to a small percentage of teachers and students in our community. While it may not be financially feasible to serve the entire needs of the community, it is clear that a \$3 million annual budget, serving just 20% of the corresponding population, would make a substantive impact. Therefore the education subcommittee recommends the UCB provide the following:

- 1. \$3 million Youth and Adult Opportunity Fund minimum annually to support:
  - a. College Exposure & Preparation programs for Richmond students;
  - b. Career Exposure & Readiness programs for Richmond students; and
  - c. Professional Development for teachers serving Richmond students;
- Participate as a partner to help a local foundation (determined by the Richmond Educational Partnership) sustain programs and services beyond the 40-year Long Range Development Plan; and
- 3. Provide in-kind expertise and support for fundraising.

The details of the foundation and fundraising support should be developed in collaboration with the Richmond Education<u>al</u> Partnership.

### Appendix E-6

Community Working Group Education Subcommittee *Minority Opinion* 

Email from Lee Lawrence, CCISCO Member and Education Subcommittee attendee. 1 UC Berkeley and 1 Berkeley community member voiced their agreement via email.

Subject: Fw: BGC Education Subcommittee Meeting: recommendations regarding pre-school

On Tue, Jan 12, 2016 at 12:34 PM, Lee Lawrence < <a href="leehelenalawrence@yahoo.com">leehelenalawrence@yahoo.com</a> wrote: I'm hoping we can add a more fleshed out recommendation re pre-school. As we know, children growing up in poverty (75% of Richmond children) arrive at kindergarten one to two years behind. Pre-school dramatically increases the likelihood of high school graduation, significantly less contact with criminal justice, and greater stability in adulthood.

I am hoping we can recommend establishing a preschool and daycare center at the Berkeley Global Campus, both of which would be available to children in the community and to children of employees of BGC. The preschool would be linked to Contra Costa College and to UC Berkeley and provide a model for best practices and evidence based education. UC Prof. Bruce Fuller (currently on sabbatical) has expertise in this area, and Contra Costa College currently has a pre-school. We could also work with First Five Contra Costa. There is a successful model of such collaboration with UCLA, Rand, and Santa Monica College.

I think funding universal preschool is really the responsibility of the state; unfortunately the bill that passed the CA Legislature last year was vetoed by the Governor in October 2015. However having an evidence based best practices pre-school and day care could provide a model in Richmond when universal preschool becomes available in the future.

It would also provide a focus for community-campus collaboration and the development of cooperative relationships among parents.

I look forward to seeing you all this afternoon!

cheers,

Lee Lawrence board member, CCISCO

### Appendix F Procurement

### Appendix F-1









In cooperation with University of California at Berkeley

Why are we here today?



- -Creating a stronger, more resilient local economy
- Overcoming decades of disinvestment
- Learning about long-term opportunity
- Advising Working Group on best policies, programs specifically for small business



# What is proposed?

- Berkeley Global Campus at Richmond Bay (BGC)
- Multi-year planning and development on 152 acres
- Partners are UC Berkeley, LBNL Lab, overseas universities
- Research and projects on climate change, big data, world health, global governance



How soon will will be done?

- If "it" means recommendations about community benefits ... Year End 2015

- If "it" means the campus, research and programs...3-5 Years

 Our goal today is to advise on draft recommendations to support local business



# BGC Ad Hoc Procurement Committee

#### **Community Working Group Members**

**Richmond Main Street Initiative** - Amanda Elliott **4 Richmond / Chamber of Commerce** - Kyra Worthy

#### **Partners**

Healthy Richmond - Roxanne Carrillo Garza
City of Richmond - Ofelia Alvarez
Haas Institute - Nadia Barhoum & Eli Moore
CCISCO and Nerd Crossings - Jim Hammack
WCC Business Development Center - Alex Gomez
Richmond Chamber of Commerce - Jacqueline Majors
Contra Costa County SBDC - Oscar Dominguez
Jabez Enterprise Group — Vernita Naylor

#### **UCB & LBNL**

Roesia Gerstein, Supply Chain Manager Rubén Lizardo, Chancellor's Office Hahn Kent, LBNL Small Business Development Manager

Meetings: 3:00pm, 1st Mondays, Richmond Main Street Initiative

Draft
Recommendations
by Ad Hoc
Procurement
Committee

**Expand outreach and education** on new construction and ongoing procurement (immediate and happening now)

UCB should set a specific goal for increasing procurement from Richmond businesses in construction and through regular procurement

**UCB should invest in and/or partner** with Richmond strategies, programs and or partnerships that:

- Address bonding challenges
- Increase access to capital
- Build capacity of Richmond businesses to compete

UCB should commit to regularly assess and address policies and protocols that create barriers for local, small and micro enterprises to access UCB and LBNL procurement opportunities



What kinds of policies or programs are tested and proven?



- •<u>Pennsylvania</u>: University set aggressive targets for purchasing; required partnerships; incentivized purchasers to reach goals; provided technical assistance via incubator
- •<u>Detroit</u>: Health System, University found a business incubator; set active goals; paid vendors in advance; used purchasing power to encourage them to move back to city
- <u>Cleveland</u>: combined laundry contracts to create green coop; energy companies
- <u>Chicago</u>: target purchasing in specific categories; training and strategy
- Cincinnati: below market loans thru consortium
- •Los Angeles: business capacity builder
- Minnesota: recognize departments and staff that meet goals; capacity builder

# Ideas for Procurement or Purchasing Policies



- Formal preferences for 25% local spend
- Partner large and small vendors
- First priority to Richmond businesses
- Set-aside contracts
- Vendor outreach events
- Preconstruction matching workshops
- Dedicated staff to meet with working group
- Incentivize procurement officers to meet goals
- Structure contracts and bidding process to encourage inclusion of small, minority and worker-owned businesses
- Blueprint room for contractors

# Access to Bonding, Capital and Insurance



- Grants for capital improvements
- Prompt (bi-monthly) payments for contractors
- Expand City's Revolving Loan Fund
- New fund for launching and building capacity of small, locally and workerowned businesses
- Wrap-around insurance policies
- Review insurance requirements so they are not onerous
- Improve bonding availability or couple with prime-sub contracts

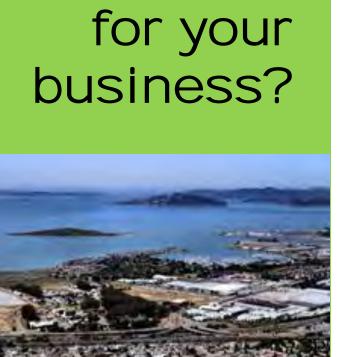
# Building Business Capacity



- Technical assistance including bid preparation, compliance, systems
- Restructure contracts so smaller firms can compete
- Supplier mentor/protégé program
- Incubator or dedicated center
- Increase certified supplier pool



What would make a difference for your business?



#### Table 1

Bonding, Insurance, Capital. Host: Bernida Reagan

## Table 2

Business Capacity Builder. *Host:* Oscar Dominguez

### Table 3

Micro-Business and Social Enterprise. Host: Alex Gomez

### **Table 4**

Outreach Programs. Host: Vernita Naylor

### Table 5

Anchor Institutions. Host: Mahvish Jafri

## Table 6

Programas para sus negocios. Host: Darlene Rios Drapkin

Let us hear from you!



Use your dots to show your preferences!

Take our survey at www.bit.ly/RichmondBusinessSurvey













# Appendix F-2









In cooperation with University of California at Berkeley

What are the right policies and programs to support small and local business?





Anchor institutions like universities and hospitals across the country are improving their business practices and local economies with policies and programs that open procurement opportunities for small and local businesses. As the Berkeley Global Campus at Richmond Bay prepares to develop 152 acres for 10,000 potential students and faculty, what programs and policies will impact Richmond businesses?

On August 4, we asked 50 local businesses about their bottom line



They talked with table facilitators to learn and then voted

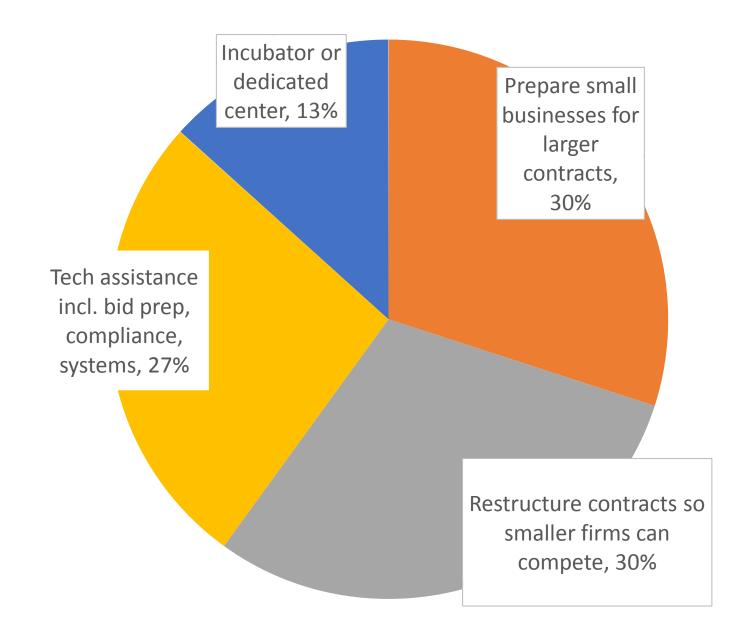




## BREAKFAST RESPONSES

Here is what they said works





# Ideas for Procurement Purchasing Policies

#### BREAKFAST RESPONSES

Structure contracts/bidding process to encourage small business

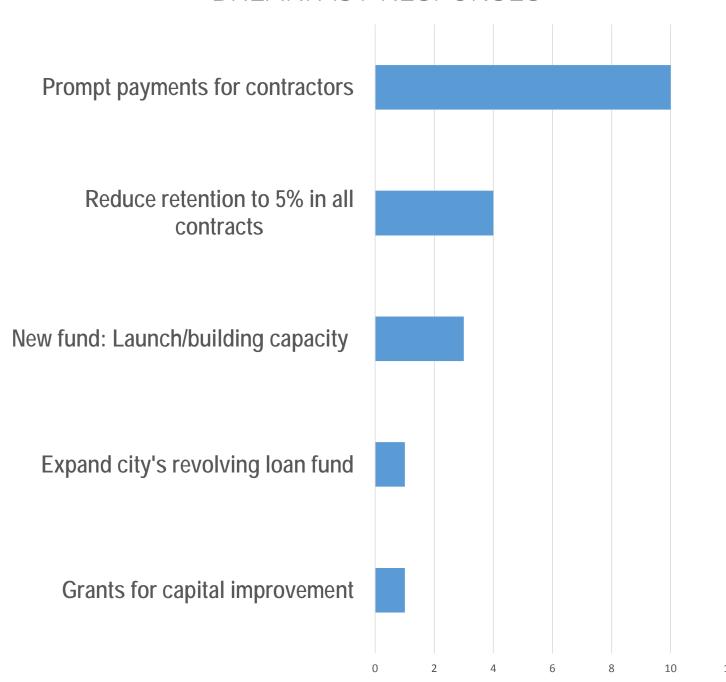
Formal preferences for 25% local spend



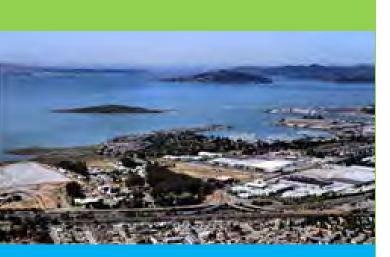
# Access to Bonding, Capital and Insurance

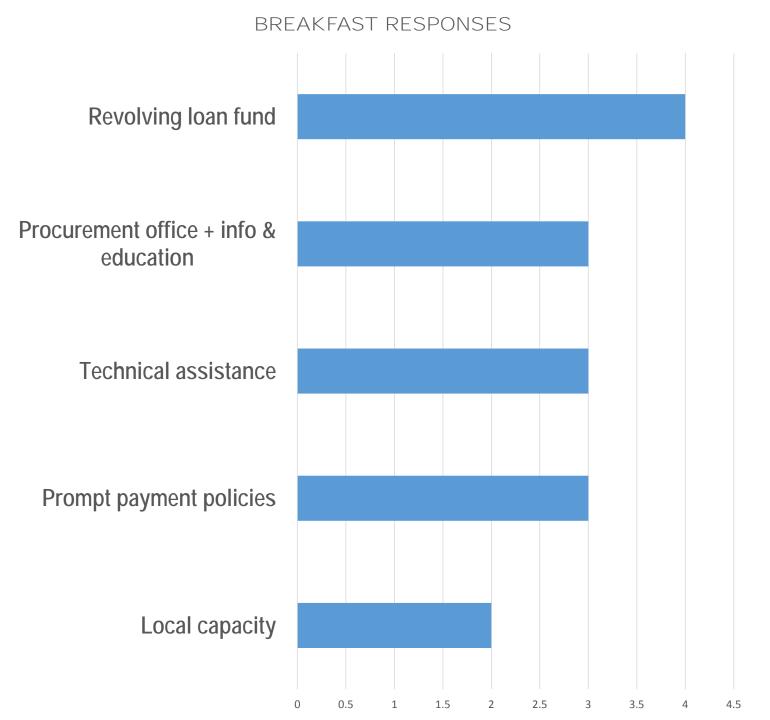


#### **BREAKFAST RESPONSES**



Micro-Business and Social Enterprise

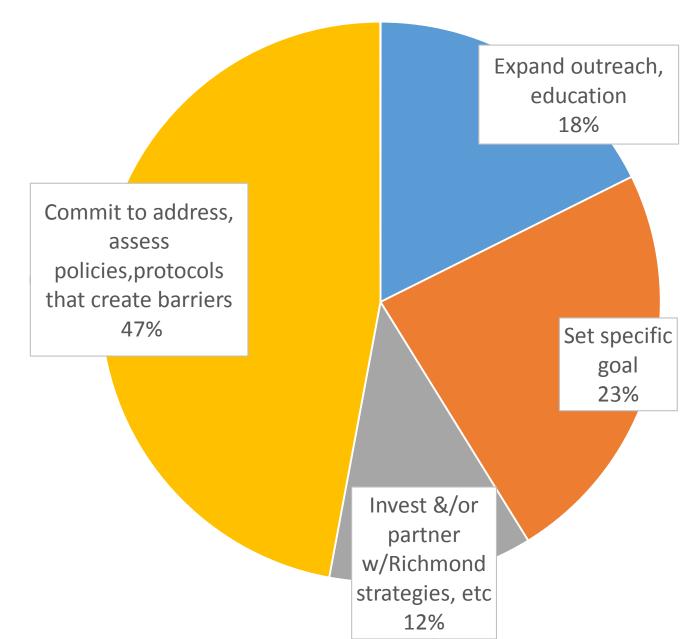




#### BREAKFAST RESPONSES

UC's proposals thru
Community
Working
Group





Draft
Recommendations
by Ad Hoc
Procurement
Committee

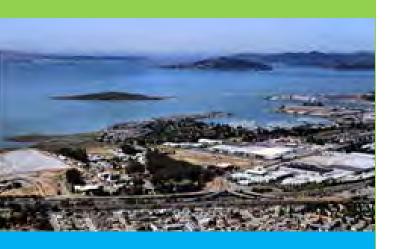
**Expand outreach and education** on new construction and ongoing procurement (immediate and happening now)

UCB should set a specific goal for increasing procurement from Richmond businesses in construction and through regular procurement

UCB should invest in and/or partner with Richmond strategies, programs and or partnerships that:

- Address bonding challenges
- Increase access to capital
- Build capacity of Richmond businesses to compete

UCB should commit to regularly assess and address policies and protocols that create barriers for local, small and micro enterprises to access UCB and LBNL procurement opportunities

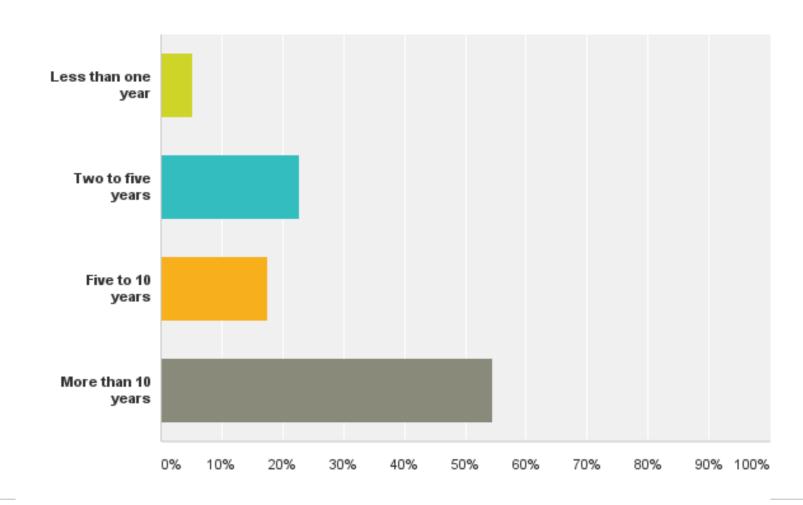


# On-line Business Survey 58 responses

August 25, 2015

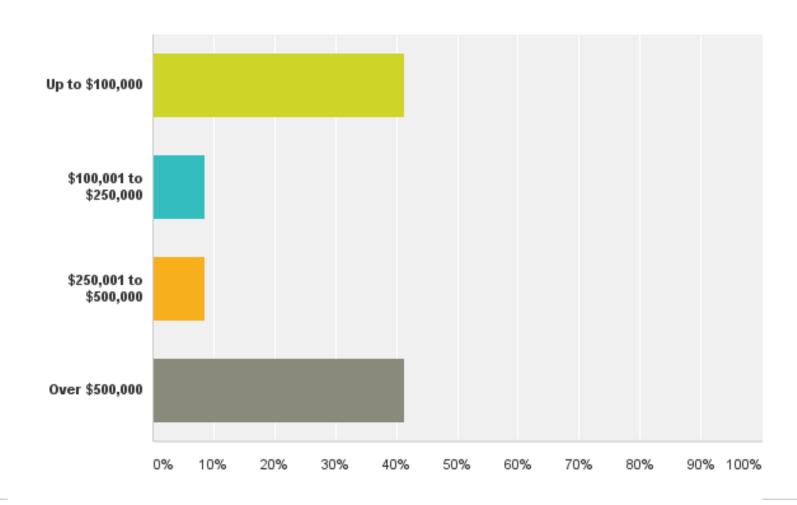
# Q1: How long have you been in business in Richmond?

Answered: 57 Skipped: 1



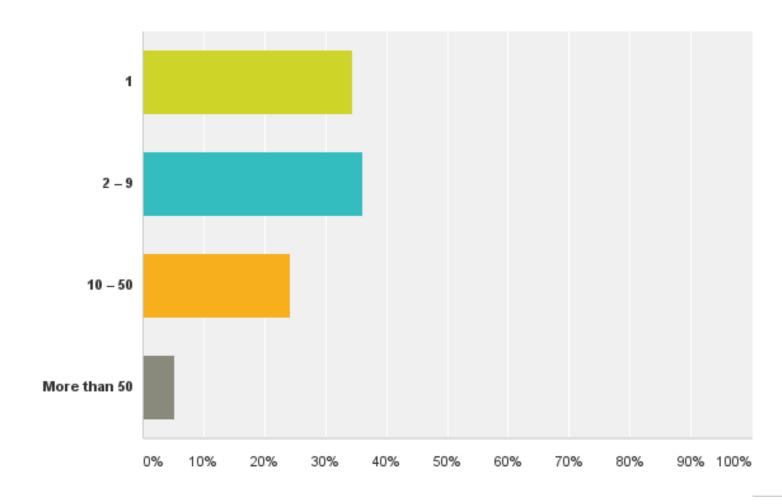
# Q2: What is your business' annual revenue?

Answered: 58 Skipped: 0



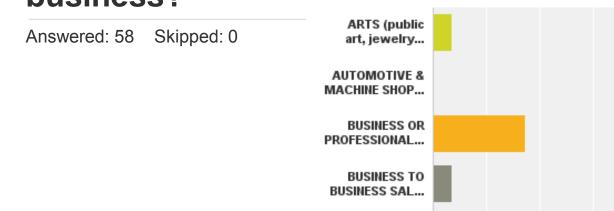
# Q3: How many employees do you have?

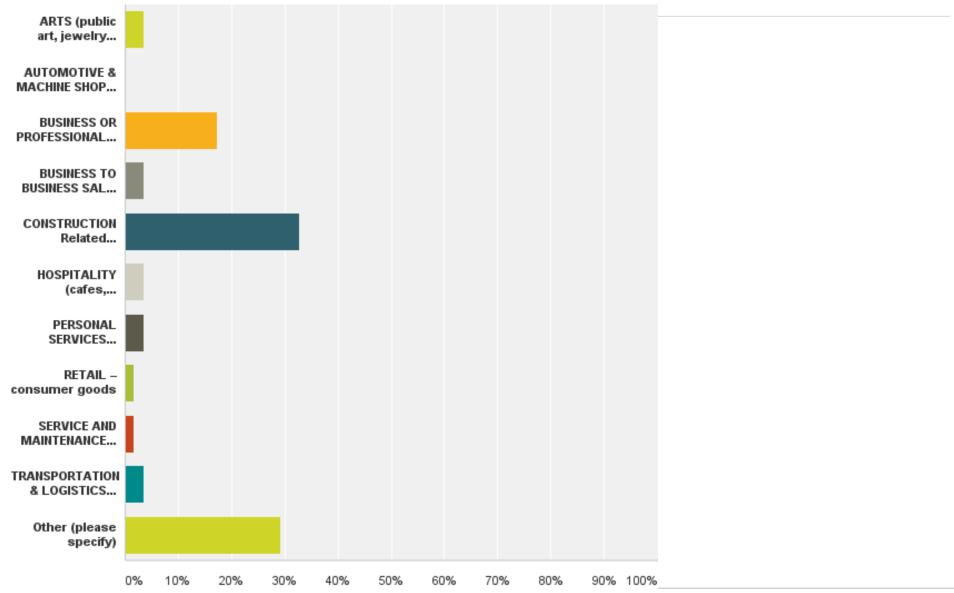
Answered: 58 Skipped: 0



Q4: ABOUT YOUR BUSINESS: Which industry best describes your

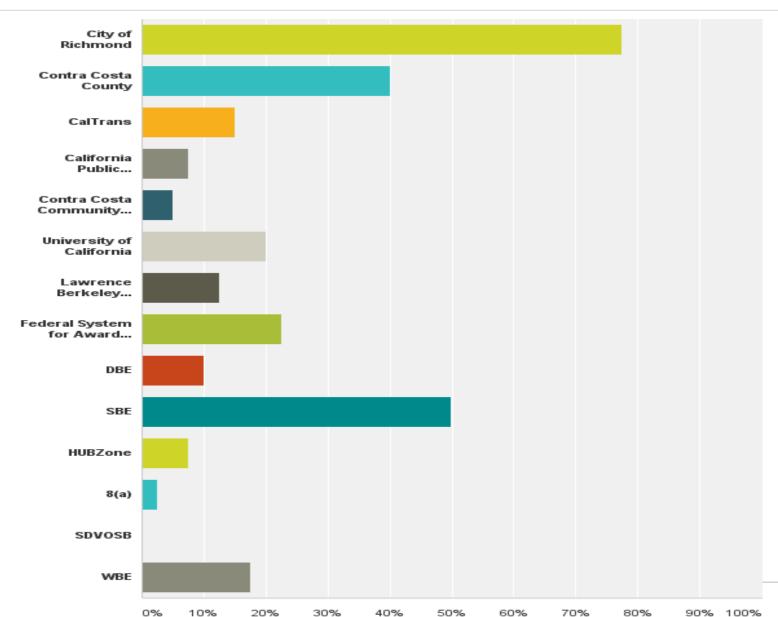
business?



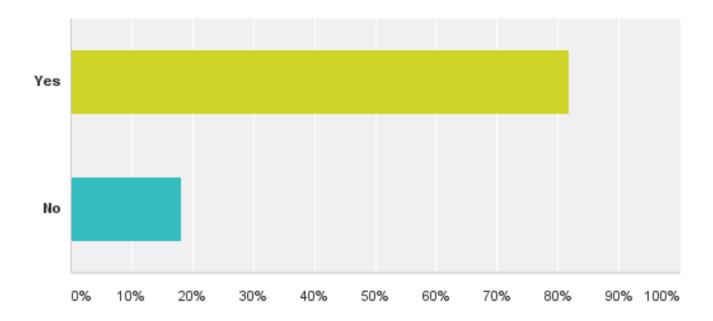


# Q5: Do you currently have these certifications or have you worked with these agencies for certification?

Answered: 40 Skipped: 18



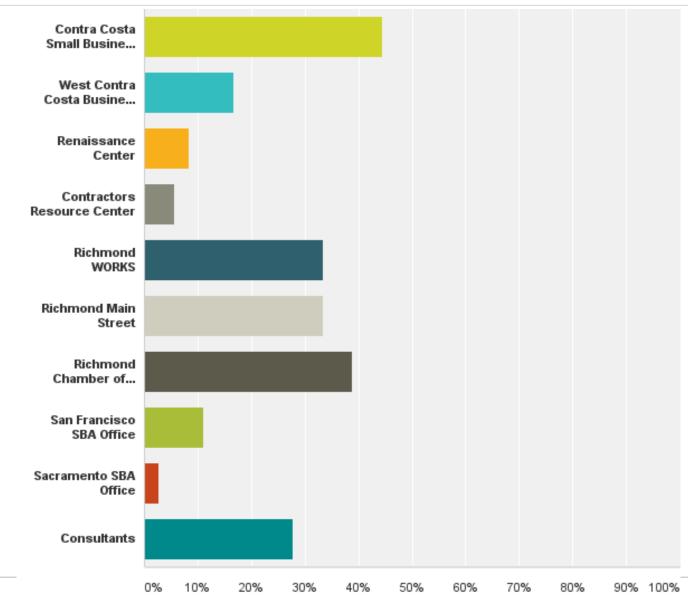
# Q6: Thinking about large purchasers like Universities, Hospitals, Government, and Corporations, does your business have customers, contacts or likely prospects among these kinds of organizations?



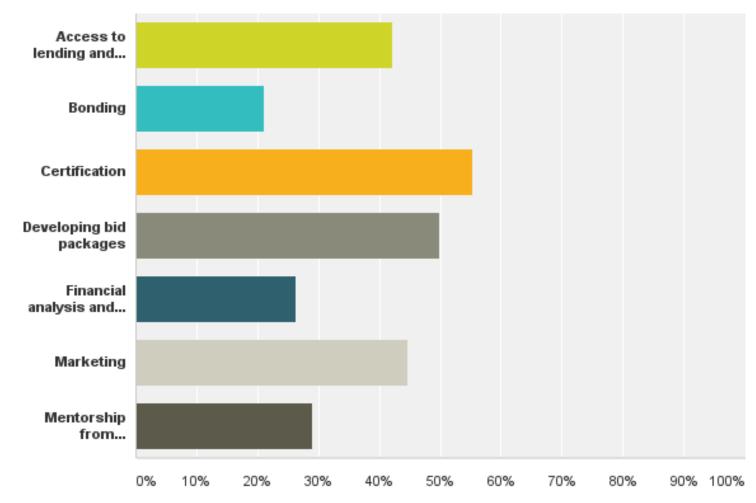
Answered: 55 Skipped: 3

# Q10: Has your business used classes or services from the following:

Answered: 36 Skipped: 22



# Q11: If the Global Campus partnered with a local Business Capacity Builder program to support local businesses, what services would you be most likely to use?



Answered: 38 Skipped: 20

What would make a difference for your business?





#### RICHMOND BUSINESS BREAKFAST, August 4, 2015

- Presentations by Oscar Dominguez, Alex Gomez, Mahvish Jafri,
   Vernita Naylor, Bernida Reagan, Darlene Rios Drapkin, Amanda Elliott,
   Roxanne Carrillo Garza.
- **Photography by** Katherine Rife, Healthy Richmond.
- **Report** by Sharon Cornu, Opportunity Partners.

# Appendix G Next Steps

# Appendix G-1

#### law office of julian gross

#### memorandum

to: Richmond Community Working Group for Berkeley Global Campus

from: Julian Gross

date: December 10, 2015

re: Community Benefits Agreement for Berkeley Global Campus

I am providing legal assistance to the Raise Up Richmond Coalition, regarding discussions of the University of California's community benefits approach for the buildout of the Berkeley Global Campus (BGC). The Raise Up Richmond Coalition includes the Richmond ACCE; the Contra Costa Interfaith Steering Committee; the American Federation of State, County, and Municipal Employees, Local 3299; and other local stakeholders, including several members of the Richmond Community Working Group.

This memorandum sets forth the Raise Up Richmond Coalition's core principles regarding structure and enforceability of a community benefits agreement (CBA) for the BGC buildout. On this subject, I have reviewed U.C. Chancellor Nicholas Dirks' open letter of May 28, 2015, and have spoken with Ruben Lizardo, U.C. Berkeley's Director of Local Government and Community Relations. We appreciate U.C. Berkeley providing information on this topic in the Chancellor's letter and in conversations.

In general, a CBA is a legally enforceable contract between community-based organizations and the developers or sponsors of a large development project. Under a CBA, a project proponent agrees to certain commitments regarding community benefits to be delivered if the project moves forward, and community-based organizations withdraw any legal and administrative opposition to the project, in light of the project's legally-binding community benefits commitments. CBAs supplement, but do not displace, the role of local government in negotiation over development projects. In the best circumstances, CBAs constitute a true partnership between a community and proponents of a development project, setting the groundwork for a long-term collaborative effort to ensure a thriving project and maximum community benefit and support.

As you know, the Raise Up Richmond Coalition has long advocated for a CBA for the BGC buildout, as a cornerstone of a sustainable partnership between U.C. Berkeley and the Richmond community. In order to be effective in this regard, a CBA will need to have several attributes:

- (1) The CBA should be legally binding, and entered into by U.C. Richmond and a range of stakeholder organizations in Richmond.
- (2) The CBA should be enforceable by all parties.
- (3) The CBA should apply both to U.C. Berkeley's operations at the BGC, and to operations of private contractors and to developers that participate in the project over time.
- (4) The CBA should be specific regarding operational and financial commitments required of project participants.
- (5) The CBA should require implementation and compliance information regarding community benefits to be public information, and require U.C. Berkeley to release semi-annual reports on community benefits implementation.

After review of the Chancellor's letter and my conversation with Ruben Lizardo, it appears that U.C. Berkeley is in agreement with numbers (1)-(3), above. However, the prospective CBA has been referred to as a "Compact." More important than the name of the document are its contents and legal attributes. Any document that does not meet the criteria set forth above does not constitute a meaningful commitment by U.C. Berkeley, would not receive the support of the Raise Up Richmond Coalition, and should not receive the support of the Richmond Community Working Group.

The Chancellor's letter indicates that implementation of the CBA will require supplemental agreements in the future, entered into by U.C. Berkeley and other stakeholders and project participants. Implementation through future agreements is not a problem in and of itself, and is routinely part of CBA implementation. However, the need for future implementation agreements cannot be an impediment to specific commitments that can be entered into at the outset of a project, such as workable local hiring requirements for certain types of jobs, or an overall living wage requirement.

The Raise Up Richmond Coalition supports the Richmond Community Working Group's call for a legally binding CBA meeting the five criteria set forth above. Such an agreement will position U.C. Berkeley and the Richmond community for a long-term, successful partnership to maximize the community benefits from the BGC buildout. We commend the Richmond Community Working Group for its hard work on these issues.

# Appendix G-2

#### Recommendations from Berkeley Global Campus Working Group to UC Berkeley

Proposed recommendation regarding legal enforceability of community benefits commitments

#### New section:

#### **Community Benefits Agreement and Legal Enforceability**

The BGC Working Group strongly recommends that UC Berkeley enter into a legally-binding Community Benefits Agreement ("CBA") with community stakeholders and the City of Richmond. A CBA will cement a true partnership between the Richmond community and UC Berkeley, setting the groundwork for a long-term collaborative effort to ensure a thriving project and maximum community benefit and support.

By formalizing community benefits commitments in a CBA, UC Berkeley can ensure all parties that its community benefits commitments are meaningful and durable. In order to be effective in this regard, a CBA will need to have several attributes:

- (1) The CBA should be legally binding, and entered into by U.C. Berkeley, a range of Richmond-based stakeholder organizations, and the City of Richmond.
- (2) The CBA should be enforceable by all parties.
- (3) The CBA's commitments should apply both to U.C. Berkeley's operations at the BGC, and to operations of private contractors and to developers that participate in the project over time.
- (4) The CBA should be specific regarding operational and financial commitments required of project participants.
- (5) The CBA should require implementation and compliance information regarding community benefits to be public information, and require U.C. Berkeley to release semi-annual reports on community benefits implementation.

The BGC Working Group believes that through a CBA meeting the above criteria UC Berkeley can set a new standard for town-gown relations, and show a new way forward for Richmond and for the University of California's continued engagement with the communities it serves.