

BayCAN Equity Work Group and Equity Program

BayCAN's Equity Program is dedicated to building capacity for equitable resilience across the Bay Area. The program does so by supporting peer-to-peer learning, offering one on one consultation, developing region-specific resources, and working across sectors to shift the adaptation field towards a culture of equity.

In addition to these programmatic activities, BayCAN convenes the Equity Work Group on a quarterly basis. Launched in partnership with West Oakland Environmental Indicators Project and EcoEquity Consulting, the Equity Work Group serves as a "Community of Practice" for members to help one another embed equity within their own adaptation work, as well as a space for members to collaboratively determine how to further advance equity as a network and a region.

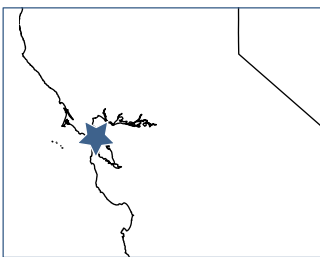
Regional Collaborative



Stakeholders Involved

- * Members of the BayCAN Network
- * Local and regional government adaptation practitioners
- * Community-based resilience leaders
- * Equity consultants

Location



San Francisco Bay Area

Climate Impacts Covered



Resources

- * [Website](#)
- * [Equity Resource Guide](#)
- * [Equitable Adaptation Training](#)
- * [BayCAN Equity Definition](#)
- * [Work Group Foundational Document](#)

Scale of Action



Network: Network Structure and Composition

Engagement Process

The program found its beginnings through the formation of the Equity Work Group, which was a collaborative, community-engaged process by its very nature. An in-depth engagement and landscape research phase lead program founders to the conclusion that the best way to begin centering equity work in the network would be to form a collaboratively-held work group. A planning team then interviewed and hired two community-based equity leaders to guide and co-lead the formation process, including outreach to the network and wider community to join the work group itself. These Co-leads were paid consultant hourly rates, and community-based work group members were paid stipends to adequately compensate them for their participation.

Once the work group formed and began convening, BayCAN engaged in collaborative planning processes to determine the scope, areas of focus, and activities. After two years of running the workgroup, the co-leads -- via the guidance of the membership -- worked to expand it into an entire Equity Program for the BayCAN Network, including workgroup meetings, trainings, consultations, and resource development.

Data, Tools and Resources Utilized

The resources, trainings and consultation strategies were developed based on emerging best practices as found in a host of resources for equitable adaptation which are compiled in BayCAN's Equity Resource Guide (a curation of the best equity resources for adaptation practitioners in the Bay Area). Many program offerings were also developed by simply leveraging network expertise to build a community of practice that offers trainings, peer-to-peer learning opportunities, presentations on best practices, and more.

Funding

BayCAN, is membership-driven with an annual budget that is 100% supported by member dues. Paying members include local governments, non-profits, and adaptation-focused private sector entities. Community-based and/or equity-focused organizations do not pay dues and are paid stipends to attend and participate in BayCAN meetings.

Challenges

A core challenge became identifying BayCAN's role and identity as an equity-focused collaborative made up of mostly local governments. The concern was how to create a safe, relevant, and valuable space for CBO members to join, learn and take positions of leadership, while still working with the local government members -- BayCAN's primary membership-base -- to help them advance their work. Reckoning with the two very different worlds, and learning how to work together in productive and relevant ways to both parties, was perhaps the Equity Work Group's greatest challenge.

Project Outcomes

After 3.5 years of doing this work, BayCAN has built widespread capacity amongst work group members and the BayCAN membership as a whole, to prioritize and engage in equitable adaptation planning. BayCAN's equity work has supported a notable shift in the adaptation field in the Bay Area towards one that centers equity as a baseline within all adaptation projects, as demonstrated by the great number of plans, guidebooks, and strategies that have been produced in recent years that all center equity as a focal point. Supporting the development of this widespread "culture of equity," alongside so many other notable organizations is perhaps the program's greatest achievement.

Project Drivers

A demonstrated and expressed need to build capacity for equitable adaptation amongst the BayCAN membership.

Replicable Aspects

- * Building collaborative co-learning spaces for equity to scale up impact with few resources.
- * Model for peer to peer learning and capacity building.
- * Platforms for regional collaboration and culture-building through trainings, resource production, and consultation based on a set of key principles arrived at through collective learning and best-practice development.