DOC's External Facing
Racial-Equity Focused Community Engagement Plan
for 2022-2025

Overview

The CA Department of Conservation has significant internal and external efforts in progress that are focused on advancing racial equity as illustrated in the diagram below. This action plan is focused on external-facing efforts relating to the engagement of Californians through the lens of racial equity. This action plan has been developed in coordination with and is complementary to DOC's Diversity, Equity, Inclusion and Action (DEI-A) Plan led by the Department's EEO office. This external facing effort has seven goals and 18 objectives to be implemented over the three-year period 2022 – 2024.

DOC's Racial-Equity Focused Efforts

- Recruitment processes expanded
- Equity statement added to all DOC job postings
- Hiring Practices

Internal Facing: Diversity Equity Inclusion Action Plan

External Focused: Racial Equity Focused Community Engagement Plan

- Lead state in authentic engagement practices
- Establish model engagement process
- Require written programmatic commitment

○ Baseline Metrics ○ Training ○ Communication & Transparency ○ Measuring Results

Inception

In the fall of 2019, the CA Department of Conservation began to assemble participants for the 2020-2021 cohort of state government agencies to participate in the Government Alliance for Race and Equity's (GARE) "Capital Collaborative on Race and Equity," or CCORE. The DOC cohort, comprised of 16 individuals from across all 5 organization divisions, was initiated in January 2020. The cohort's planned kick-off in March 2020 was delayed due to COVID-19. Still, by May 2020, the cohort was off to a strong start. Over 18 months, the team participated in 14 sessions all leading toward this Racial Equity Community Engagement Plan. After considerable contemplation, the consensus was that

1

the initial iteration of DOC's external-facing racial equity efforts should be centered on community engagement.

Recent Progress

The DOC's progress towards a racially equitable culture will be an ongoing journey that no one expects will be smooth or quick. Progress from 2021 to early 2022 includes:

- Randella Tyler was hired in August of 2021 to be the EEO/DEI Specialist with a major focus on creating, managing, and implementing JEDI-related efforts.
- 16 Department staff from across DOC's five divisions participated in the year-one Capital Collaborative on Race and Equity (CCORE).
- Dr. Bryant T. Marks, PhD., founding Director of the National Training Institute on Race and Equity provided implicit bias and awareness training for all DOC supervisors and staff on September 29th and 30th of 2020.
- Dr. Mikael Villalobos from the University of California Davis, Office of Diversity, Equity & Inclusion began a series of 11 training classes from October 15, 2020, through February 2021, entitled "Diversity Consciousness towards Equity and Greater Inclusion."
- Eight trainings were provided for stakeholders around equity-focused virtual environmental engagement.
- A purchase order was established to begin work with the México Indígena Community Organizing Project (MICOP) to begin connecting with Mixteco-speaking Californians; particularly in the Santa Barbara and Ventura counties.
- The Division of Land Resource Protection's Sustainable Agricultural Lands Conservation Program held equity-focused listening sessions where Spanish language interpretation was provided for the first time.
- On January 31, 2022, the EEO/HR Office launched its first recruitment application redacting pilot program to minimize bias.
- On February 1, 2022, the EEO Office initiated a department-wide monthly Cultural/Heritage series.
- On March 15, 2022, the EEO Office initiated a DOC department-wide "rollout" of the Diversity-Equity-Inclusion-Action (DEI-A) Plan, institutionalizing a focus on diversity, equity, and inclusion into all the services the DOC provides.
- On March 29, 2022, a DEI-A committee was commenced and included committee members representing all DOC Divisions.
- The Public Affairs Office is in the process of hiring a new AGPA position with duties focused on equitable engagement and implementation of the Department's Racial Equity Action Plan.

2020-2021 DOC CCORE Learning Cohort

DOC was one of 18 state government entities participating in the Capitol Collaborative on Race and Equity cohort focused on learning about, planning for, and implementing activities that embed racial equity approaches into institutional culture, policies, and practices. The anticipated outcomes of participation in the cohort were:

- State government entities establish Racial Equity Community Engagement Action Plans and organizational leadership structures to implement their plans.

- State government increases transparency around racial equity commitments and progress.
- State government pursues proposals for resources to advance racial equity.
- State employees and leaders grow in their personal and interpersonal learnings about racial equity, strengthening their capacity and the implementation efficacy of institutional-level change strategies.
- Executives across the State enterprise are informed about progress and cultivate a policy environment receptive to action for racial equity.

At the CCORE Commencement held in October 2021, DOC's team shared the following initiative takeaways:

- This work is ongoing and takes time, resources, and dedication.
- Communicating about race at a staff level and departmental level can be difficult.
- We must acknowledge that our current way of doing things could be maintaining and/or reinforcing structural racism.
- Better engagement promotes "building momentum for racially equitable strategies."
- Taking time to use tools such as Results-Based Accountability, ACT, and the Racial Equity Tool ensure departments are developing meaningful strategies to bring to light and address structural racism and racial inequities.
- Other state agencies are a viable resource for us.

DOC's Racial Equity Focused Community Engagement Plan

DOC's external action plan was developed through methodical contemplation and an emphasis on realistic, structural change-focused goals. DOC's commitment to racial equity is illustrated through:

- Investment of staff, time, resources
- Committed leadership
- Data-driven efforts

At the end of this plan a vocabulary listing is found that may be especially helpful to those who are newer to racial equity related work.

Approach for RECEP Goals

As illustrated in the image on the right, the RECEP goals will support the organization in a journey toward a racially equitable culture.

Through clear goals, accountability measures, and a commitment to communicate progress, the department is on a path to structural and cultural change.
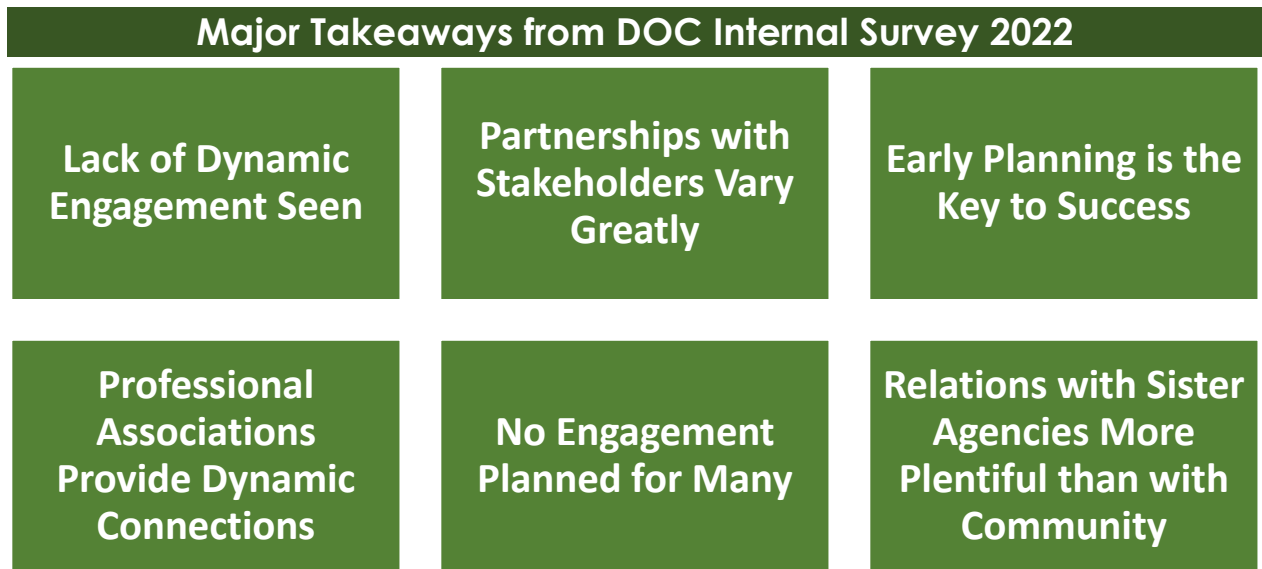

Structure Sets Up Success
• Use of Engagement Framework
• Training at Appropriate Levels
• Piloting Innovations

Accountability
• Commitment to Engage
• Data Collection
• Transparency

Communicate Progress
• Internally
• Externally
• Focus on Structural Change

Overview of Seven RECEP Goals

The action plan has seven goals and 18 objectives.

| Establish Baseline Framework | Training at Appropriate Levels | Prioritize Language Access | Written Commitment to Engage | Capitalizing on Site Visits | Structural Change Accountability | Communicate Progress |

Informing the RECEP Goals: Internal Survey

As a step within our CCORE effort, the department conducted a survey around community engagement efforts and attitudes. The survey had two components, hour-long verbal interviews with 25 DOC manager leaders and an electronic survey open to the full organization. 48 staffers participated in the latter. Major takeaways are seen below and the summary of results are seen as Addendum 2.

Major Takeaways from DOC Internal Survey 2022		
Lack of Dynamic Engagement Seen	Partnerships with Stakeholders Vary Greatly	Early Planning is the Key to Success
Professional Associations Provide Dynamic Connections	No Engagement Planned for Many	Relations with Sister Agencies More Plentiful than with Community

RECEP Goals, Objectives, and Timeline

As seen in the table below, the seven goals and 18 objectives are delineated over the three years 2022-2025.

Racial Equity Community Engagement Plan Goals & Objectives	2022				2023				2024			
Goal Objective	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1. Implement the use of DOC's racial equity focused 25-step engagement framework "PICK" – the first of it's kind in CA state government												
1.1. Validate model with feedback from environmental and environmental justice advocates.	x	x										
1.2. Validate model with feedback from public engagement practitioners who prioritize racial equity as part of their practice.		x										
1.3. Refine model through staff beta test after revisions from previous two objectives are implemented			x									
1.4. Add information and resources on the model to DOC's Outreach and Engagement SharePoint page.			x	x		x		x		x		x
2. Create and implement tiered education, training and coaching opportunities for DOC staff to support and implement DOC's racial-equity focused community engagement efforts												
2.1. Delineate education, training and coaching offerings including descriptions, duration, expected frequency and target staff audience.			x	x	x							
2.2. Provide offerings on a regular schedule				x	x	x	x	x	x	x	x	x
2.3. Evaluate offerings				x	x	x	x	x	x	x	x	x

Goal	Objective	2022				2023				2024			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
3. Demonstrate that language access is a high priority at DOC through at least 2 pilot projects													
	3.1. Before March 2023 explore and implement one pilot project where individuals most comfortable in the indigenous language Mixteco are engaged and work with DOC to co-design a meeting structure they believe will be most conducive to a public meeting that makes local residents comfortable.					x							
	3.2. Through ongoing conversation with stakeholders seek out one pilot opportunity around language access to further DOC's efforts in this space by March 2024.									x			
4. Draft and adopt customized written commitments at the Department, division and program levels to racial-equity focused community engagement as a foundational component of program work													
	4.1. With an iterative approach and an understanding that various programs interact with the public in vastly different ways, all major programs within CGS, DMR, DLRP and CalGEM will adopt a statement affirming their commitment to racial-equity focused community engagement.					x	x	x	x				
	4.2. With an interactive approach, CGS, DLRP, DMR and CalGEM will adopt a statement affirming their commitment to racial-equity focused community engagement.						x	x	x	x			

Goal	Objective	2022				2023				2024			
5.sities and local groups. [This goal overlaps and compliments the DEI-A plan.]													
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
5. Capitalize on Site Visits													
	5.1. When any DOC program plans a site visit they will consider an additional talk or connection to locals with an emphasis on those who have historically been under included or have experienced higher pollution burden than other Californians to ensure they are aware of employment opportunities with the state. This may range from elementary schools to universities and local groups. [This goal overlaps and compliments the DEI-A plan.]			x	x	x	x	x	x	x	x	x	x
	5.2 When any DOC program plans a site visit they will consider an additional meeting, talk or connection to locals with an emphasis on those who have historically been under included or have experienced higher pollution burden than other Californians to ensure they are aware of all resources and tools the Department has to offer.			x	x	x	x	x	x	x	x	x	x
6. Create accountability mechanisms to track and transparently share racial-equity engagement related results													
	6.1. Using the ILG evaluation framework as a starting place, by Q3 Y1 create a criteria / matrix/ dashboard mechanism for tracking racial-equity progress, including within, but not exclusively the following categories: The appropriateness and effectiveness of the engagement process design and delivery; The impacts on public decisions, policies and actions; The changes to the capacity for participation by community residents; The changes to your agency's capacity to effectively develop and carry out other public engagement efforts.			x	x								
	6.2. Share results after two quarters of data have been gathered to receive initial feedback on usability of data. Plan to refine the mechanism after completing the first year of tracking as appropriate							x	x	x	x		

7. Communicate internally and externally about DOC's RECEP goals, efforts, and progress

7.1. Working in close collaboration with PAO ensure communication about goals, efforts and progress to a DOC all-staff audience will happen at least twice a year.

7.2. Work with Division leadership to ensure broader division wide audiences know about racial equity related efforts happening with the given division; specifically within six month of the completion of any major project

7.3 Work in close collaboration with EEO to ensure efforts and messaging align and integrate with DEIA plan

	1	2	3	4	5	6	7	8	9	10	11
7.1	x		x		x		x		x		x
7.2	x	x	x	x	x	x	x	x	x	x	x
7.3		x			x		x		x		x

Outcomes

The following outcomes are expected given our seven goals and 18 objectives detailed in the previous table.

Goal 1:
Establish Baseline Framework

First of its kind racial-equity focused engagement model for CA state government employees validated and ready for use

OUTCOMES

- Year 1
  - Feedback from at least 6 environmental and environmental justice advocates incorporated into the model.
  - Convening with and feedback from at last 8 public engagement practitioners who prioritize racial equity as part of their practice incorporated.
  - Tested model and curriculum through second beta-training held with at least 12 participants.
  - Model and related resources available for all DOC staff on the internal SharePoint page.
- Year 2
  - Model and curriculum updated as appropriate.
- Year 3
  - Model and curriculum updated as appropriate.

Goal 2:
Training at Appropriate Levels

Comprehensive training catalogue created with regular racial-equity focused offerings for employees working at various levels of engagement or expertise

OUTCOMES

- Year 1
  - Education, training and coaching catalogue created, including descriptions, course duration, expected frequency and target staff audience.
  - At least one course offered for a minimum of three audience levels: interested but not necessarily engaging with community (low); some engagement, often reactionary (medium); engagement part of position or complementary to program work (high).
  - All courses evaluated; findings impact curriculum and training schedule.
- Year 2
  - Training offered on regular basis; updating curriculum as appropriate given evaluation feedback.
- Year 3
  - Training offered on regular basis; updating curriculum as appropriate given evaluation feedback.

Goal 3: Prioritize Language Access

Leading state government in piloting language access expansion in community engagement efforts

OUTCOMES

- Year 1
  - Work with contractor, the Mixteco/ Indigena Community Organizing Project to begin in-person communication with local residents to understand their interests in engaging with the Department.
- Year 2
  - Complete project where individuals most comfortable in the indigenous language Mixteco have worked with DOC to co-design a meeting structure they believe will be most conducive to a public meeting that makes local residents comfortable and feel heard. Best practices and lessons learned documented and shared.
  - Exploration of new pilot project for year 3.
- Year 3
  - Complete pilot project co-conceived and designed through conversation with stakeholders to build on DOC's language access efforts by June 2024. Lessons learned and best practices documented and shared.

Goal 4: Written Commitment to Engage

Written commitments to racial-equity focused engagement adopted by all major DOC programmatic divisions

OUTCOMES

- Year 1
  - Initiated in year two.
- Year 2
  - Receive statements from each division that affirm their commitment to the implementation of racial-equity-focused community engagement.
  - Assist divisions with their commitment needs in order to carry out and affirm their respective obligation statements.
- Year 3
  - Finalize and receive *all* commitment statements.

Goal 5: Capitalize on Site Visits

DOC to make conscious efforts of interacting with local communities upon site visits

OUTCOMES

- Year 1
  - Listing of locations and groups such as schools, community colleges, universities, and community-based organizations that were visited.
  - Listing includes notation of whether the degree to which the location or community is historically underrepresented or in a higher pollution burdened area.
  - Listing includes high level notation of focus of visit (ex. Employment opportunities with government, climate related tools, GIS or other resources).
- Year 2
  - Update listing created in year 1.
- Year 3
  - Update listing created in year 2.

Goal 6: Structural Change Accountability

Results-focused dashboard created to track accountability and structural change

OUTCOMES

- Year 1
  - Using the ILG evaluation framework, by Q3 we expect to have created a racial-equity "dashboard" that will allow us to track any progress made.
  - "Progress made" relates to the following criteria; The appropriateness and effectiveness of the engagement process design and delivery; The impacts on public decisions, policies and actions; The changes to the capacity for participation by community residents; The changes to your agency's capacity to effectively develop and carry out other public engagement efforts.
  - These criteria are not exclusive to the anticipated dashboard. Other aspects of racial-equity progress may be added along the way; showing with greater accuracy, the insights we expect to monitor.
- Year 2
  - Results of progress will be sent out after two quarters of data have been internalized, with hopes to receive feedback on the first iteration of the implemented mechanisms.
- Year 3
  - Refine dashboard as appropriate and continue to report results.

Goal 7: Communicate Progress

Transparency internally and externally with racial equity community engagement plan activity outcomes and shortfalls as well as cultural paradigm shift

OUTCOMES

- All three years (Internal)
  - Working closely with the Public Affairs Office (PAO) to report on (at minimum) a biannual basis to the DOC staff. These reports will include the status of goals, efforts, and progress.
  - We will be in close contact with Equal Employment Opportunity Office (EEO) to ensure that all efforts and major briefings within the department align with and integrate the stipulations promised within the DEIA Plan.
  - To support awareness within each division; completed projects with a racial equity component will be shared with the full staff of that division, through a summary of said effort within six months of project completion.
- All three years (External)
  - Working closely with the Public Affairs Office (PAO) to report on (at minimum) a biannual basis to the public.

Conclusion

The journey from inception to this Racial Equity Community Engagement Plan, late summer 2019 through March 2022 has provided an exciting opportunity for reflection and growth throughout the organization, across all DOC Divisions, with additional focused coordination with EEO. This plan is the Department's external facing racial-equity focused effort. The plan includes close connection and collaboration with DOC's internally focused Diversity, Equity, Inclusion and Action (DEIA) plan.

The CCORE Team has been grateful for the support received from team sponsors David Shabazian and Uduak Ntuk and the DOC Executive Team more broadly. Although the team does not expect the implementation of the goals and objectives outlined in this Plan to always go smoothly, all are committed to reaching all our desired outcomes.

Addendum 1:

Useful Terms

Racial Equity: occurs when race can no longer be used to predict life outcomes, and outcomes for all groups are improved. Because race intersects with many, if not all, other marginalized identities, prioritizing and addressing racial inequities improves outcomes for other marginalized communities.[1]

Internalized racism: The private racial beliefs held by and within individuals. The way we absorb social messages about race and adopt them as personal beliefs, biases and prejudices are all within the realm of internalized racism.[2]

Interpersonal racism: How our private beliefs about race become public when we interact with others. When we act upon our prejudices or unconscious bias — whether intentionally, visibly, verbally or not — we engage in interpersonal racism. Interpersonal racism also can be willful and overt, taking the form of bigotry, hate speech or racial violence.[2]

Institutional Racism: Racial inequity within institutions and systems of power, such as places of employment, government agencies and social services. It can take the form of unfair policies and practices, discriminatory treatment and inequitable opportunities and outcomes. [2]

Structural racism (or structural racialization): The racial bias across institutions and society. It describes the cumulative and compounding effects of an array of factors that systematically privilege white people and disadvantage people of color. Since the word "racism" often is understood as a conscious belief, "racialization" may be a better way to describe a process that does not require intentionality. [2]

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[1] State Water Resources Control Board. (2021, November 16). *Resolution No. 2021-0050*. Retrieved April 22, 2022, from https://www.waterboards.ca.gov/board_decisions/adopted_orders/resolutions/2021/rs2021_0050.pdf

[2] Annie E. Casey Foundation. (2015, January 8). *Race Equity and Inclusion Action Guide - Embracing Equity*. Retrieved April 22, 2022, from https://assets.aecf.org/m/resourcedoc/AECF_EmbracingEquity7Steps-2014.pdf

Department Community Engagement Survey Results

Part of DOC's Racial Equity Community Engagement Plan Development

California
Department of Conservation

Conducted during September and October of 2021

19 Verbal Interviews with Managers (20% of all managers)

48 Digital Survey Responses from Staff (6% of all staff)

Questions Asked…

1. How have communities been engaged by your team or program, generally in the past or during the pandemic?
2. Where do you see opportunities to expand engagement?
3. What community engagement/partnerships have been, or are currently underway at…?
4. What methods might you use to engage and build partnerships with those impacted by the issues you are working on, but are not necessarily targeted now?
5. Generally, what is your perception of how input received by our stakeholders is incorporated into policy, programs, products or formal rules?
6. What specific engagements do you have planned, or are likely to occur between now and June 2022?

Lack of Dynamic Engagement Seen

Partnerships with Stakeholders Vary Greatly

Early Planning is the Key to Success

Professional Associations Provide Dynamic Connections

No Engagement Planned for Many

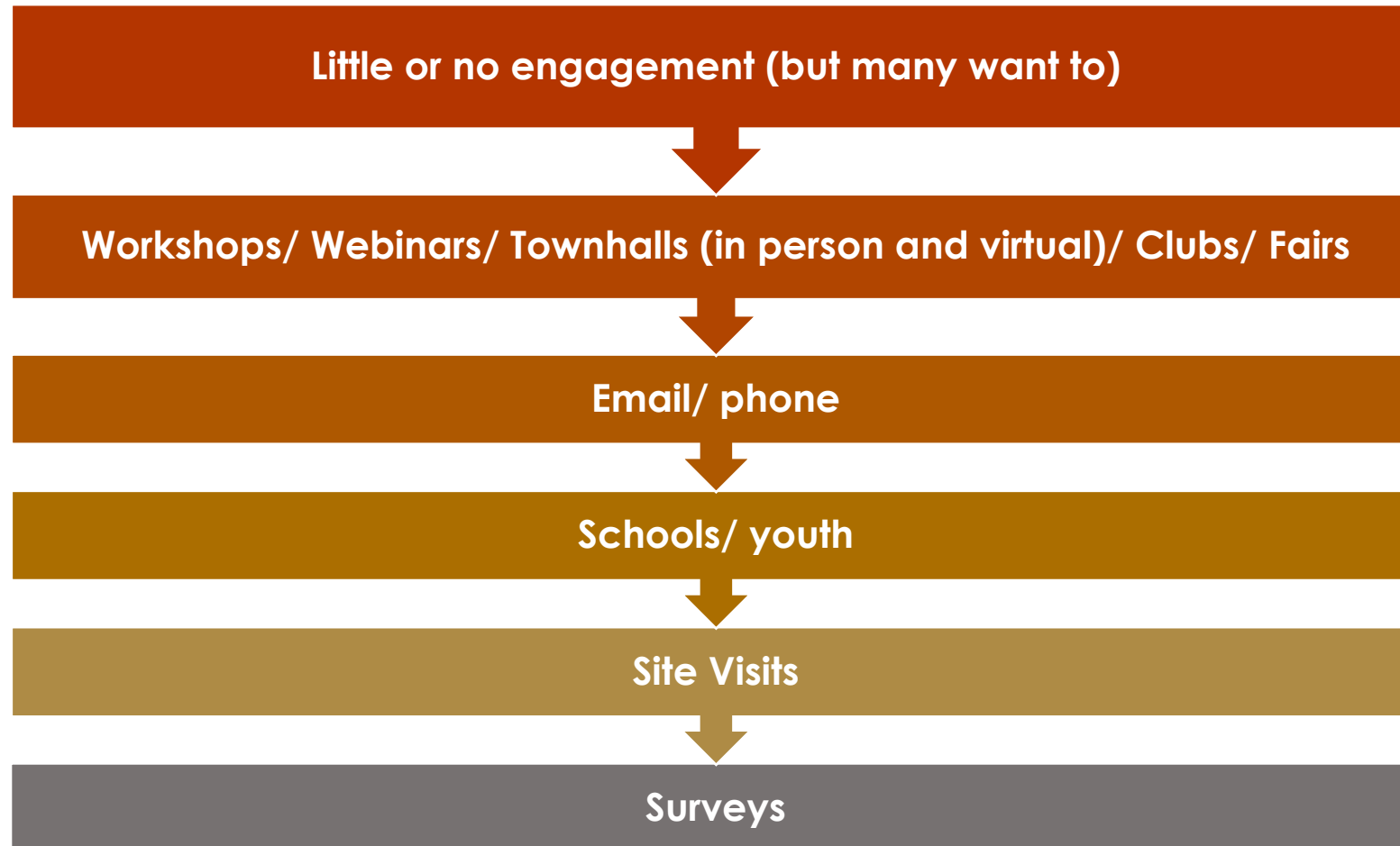Relations with Sister Agencies More Plentiful than with Community

These results have informed DOC's Racial Equity Community Engagement Plan (RECEP)

February 2022

DOC CCORE Survey Results

Staff Contacts: Sarah Rubin & Tiffany Taylor

Context

Survey Conducted to Inform RECEP
- In the fall of 2021, the CCORE Team conducted a racial equity focused community engagement survey to inform the Department's Racial Equity Community Action Plan.

19 DOC Managers Verbal Interviews
- In September and October 2021, the team interviewed 19 DOC leaders in hour long verbal interviews.

48 DOC Staff Electronic Survey
- In December, a digital version of the survey was distributed to all DOC staff. 48 individuals responded.

6 Questions
- Six questions to understand existing efforts and what folks would like to see in the future.

Major Take-Aways From Internal Survey

Lack of Dynamic Engagement Seen

Partnerships with Stakeholders Vary Greatly

Early Planning is the Key to Success

Professional Associations Provide Dynamic Connections

No Engagement Planned for Many

Relations with Sister Agencies More Plentiful than with Community

Q1. How have communities been engaged by your team or program, generally in the past or during the pandemic?

- **Interestingly, pre-pandemic and during the pandemic respondents' interactions with community members did not vary.**

- **Almost 60% of phone respondents (managers) provided or participated in workshops or webinars. In comparison, only 28% of electronic respondents provided or participated in workshops or webinars.**

- **One-third of both phone and electronic respondents had little or no interaction with community.**

Q1. Specific Examples - **How have communities been engaged ?** (results in descending order)

Little or no engagement (but many want to)

Workshops/ Webinars/ Townhalls (in person and virtual)/ Clubs/ Fairs

Email/ phone

Schools/ youth

Site Visits

Surveys

Q2. Where do you see opportunities to expand engagement?

GEOGRAPHICALLY
(Read from left to right)

- Santa Barbara County
- Ventura County
- Kern County
- Los Angeles County
- Riverside County
- Imperial County
- San Bernardino County
- Inland Empire
- Central Valley
- Sierra County
- Lost Hills
- Joshua Tree
- Entire Coastline
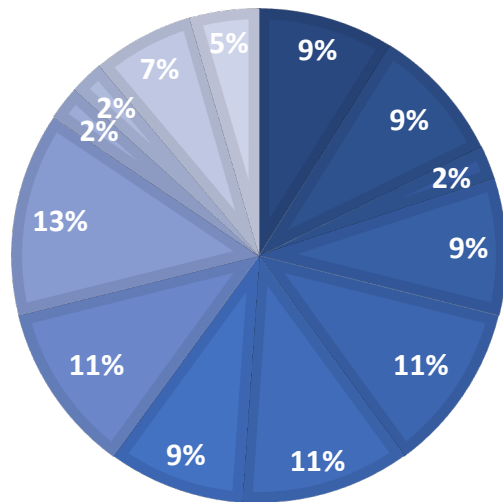
COMMUNITY SPECIFIC
(Read in descending order)

- RFFC Program
- Geological Survey of America
- CGS
- Tribes
- Williamson Act Education
- Local Gov./Lead Agency
- Local Communities
- TCC Program, Disadvantaged Communities
- Need more diverse staff
- Schools
- General Public
- Other
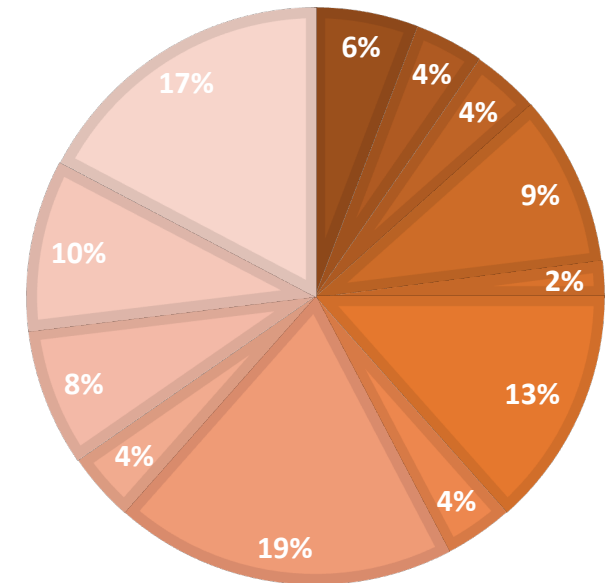
Q2. Where do you see opportunities to expand engagement? Overall…

Respondents gave a range of answers; highlighting geographic areas and community specific areas.
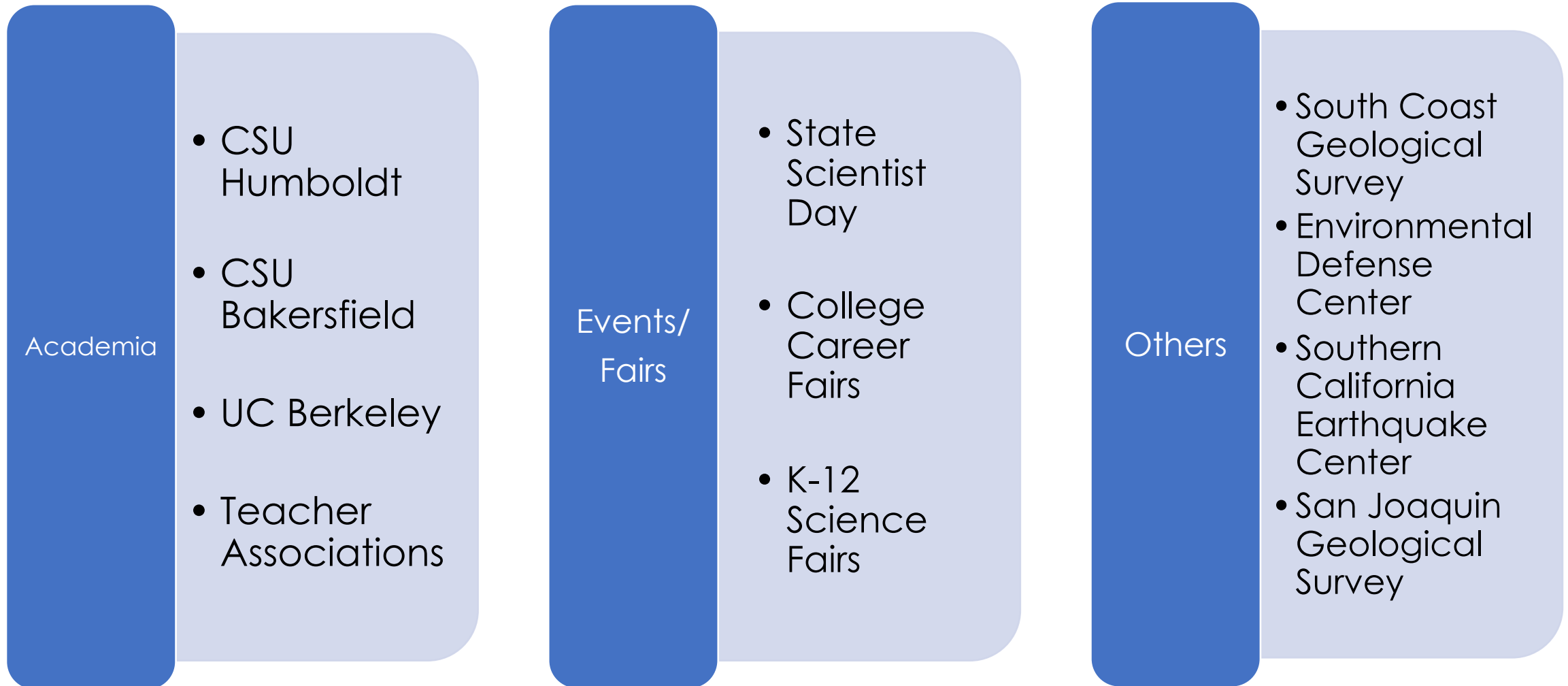
16% of all participants failed to answer.

Between both phone and electronic groups, the greatest opportunities to expand were seen with disadvantaged communities, local government and lead agencies, and engaging with SoCal Counties.

Q3. What community engagement/partnerships have been, or are currently underway at...?
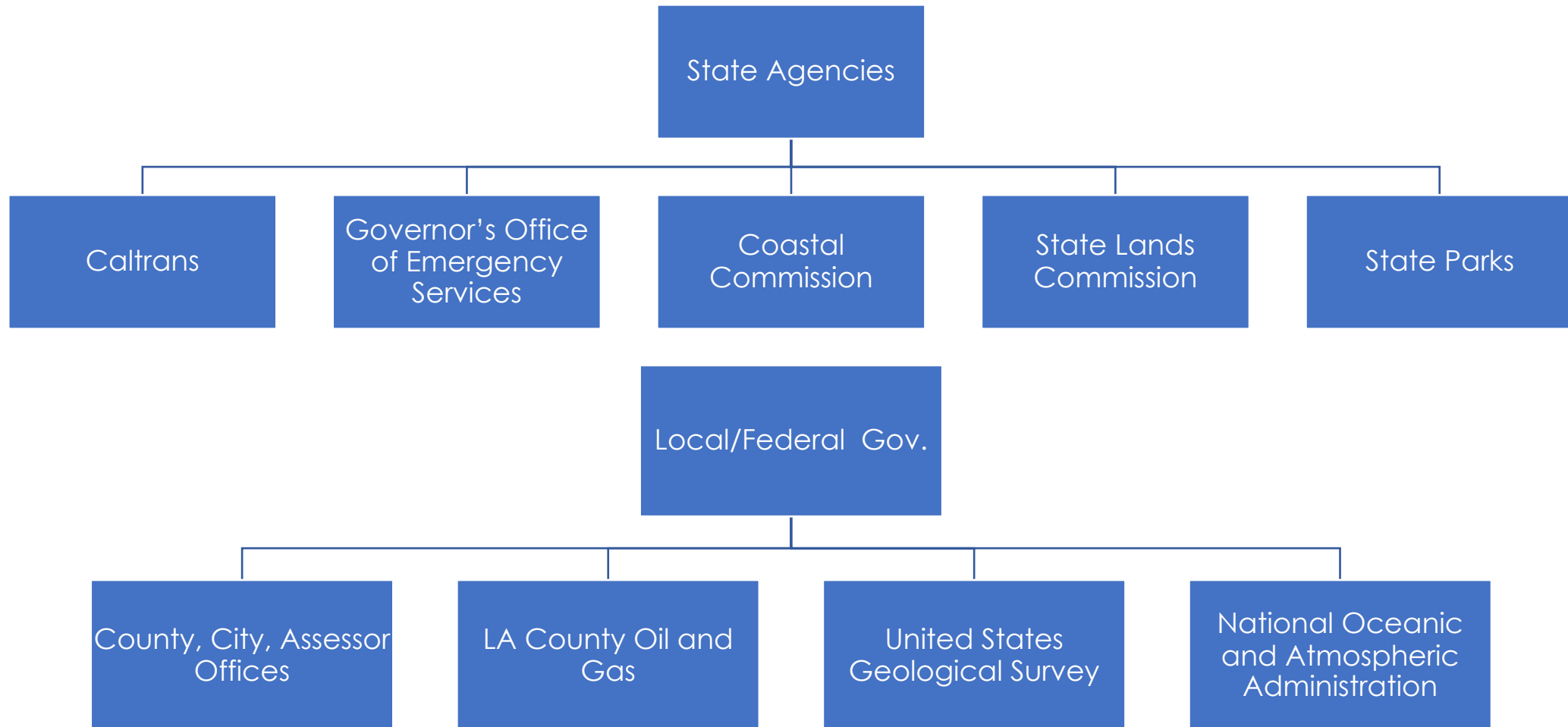
Q3. What community engagement/partnerships have been, or are currently underway at…? Continued…

Academia
- CSU Humboldt
- CSU Bakersfield
- UC Berkeley
- Teacher Associations

Events/ Fairs
- State Scientist Day
- College Career Fairs
- K-12 Science Fairs

Others
- South Coast Geological Survey
- Environmental Defense Center
- Southern California Earthquake Center
- San Joaquin Geological Survey

Q3. What community engagement/partnerships have been, or are currently underway at...?

Key Takeaways

All divisions have some type of engagement with sister state agencies.

Many respondents reported participating with professional associations (engineers, geologists, etc).
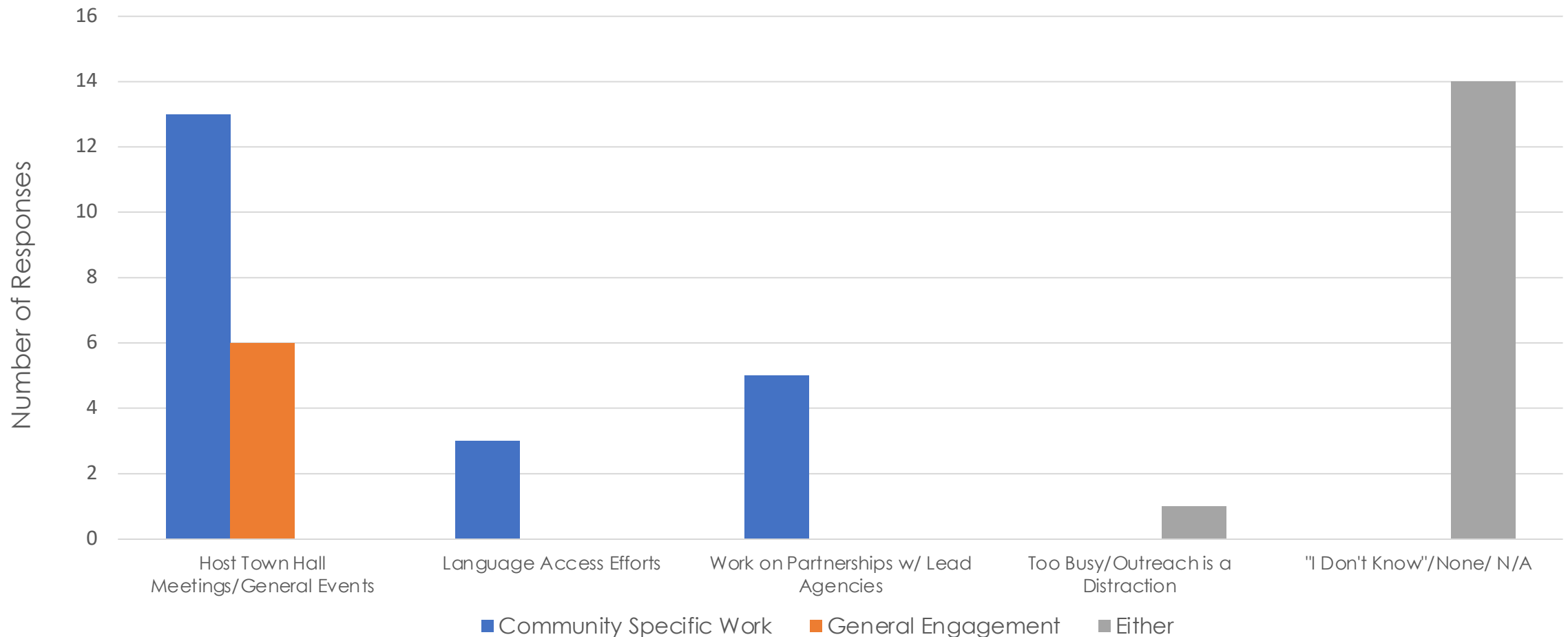
Many reported partnerships with county offices and regional agencies.

Interestingly, 27% of **electronic respondents** were not sure if there were ANY partnerships in their division.

Q4. What methods might you use to engage and build partnerships with those impacted by the issues you are working on, but are not necessarily targeted now?

Q4 Results (Relevant)

Q4. What methods might you use to engage and build partnerships with those impacted by the issues you are working on, but are not necessarily targeted now?

Q4 Results (Other)
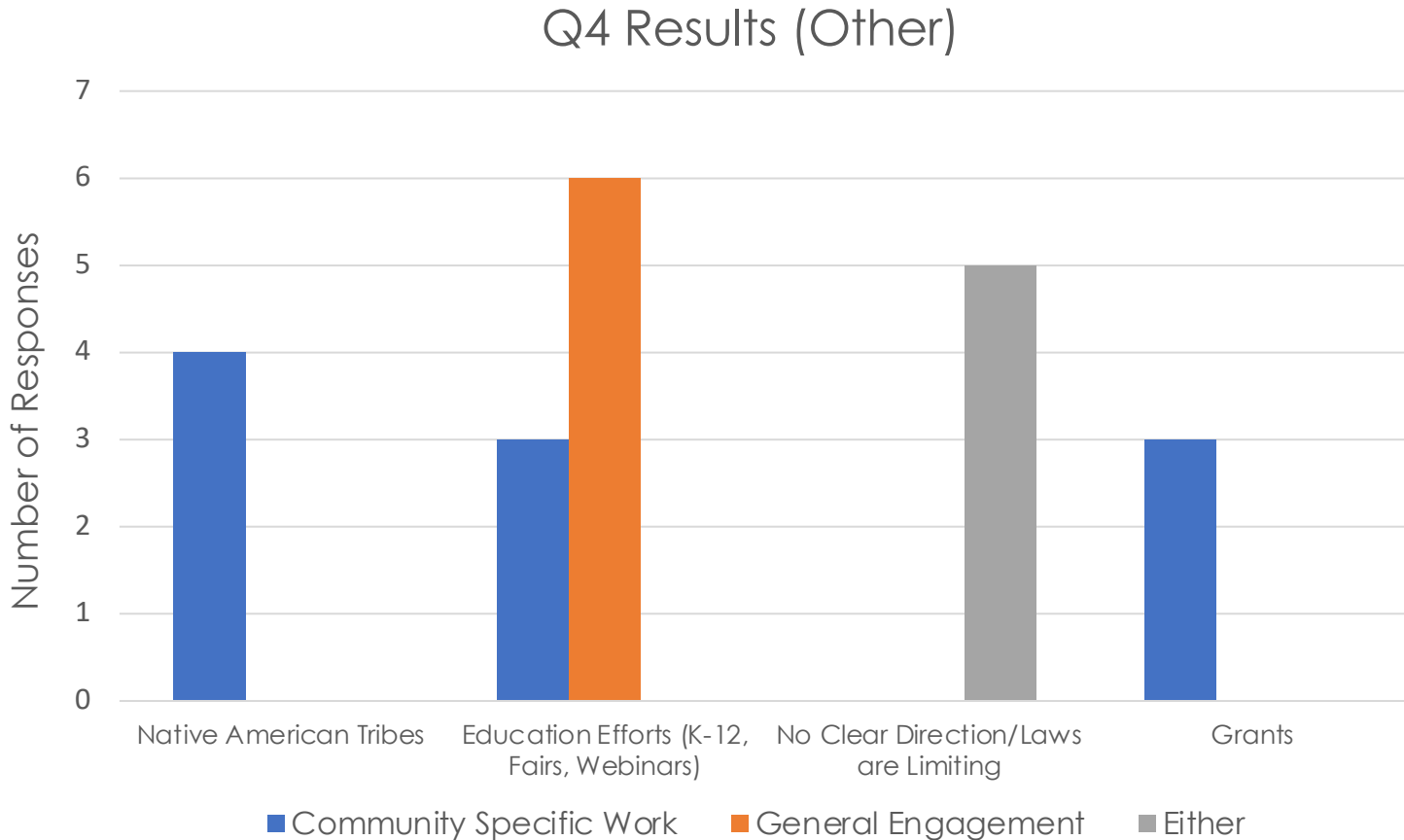
These responses were given by those who failed to accurately understand the question.

We have recognized that the question asked could've have been improved in its construction.

In total, we received 63 responses out of 67 participants. Y-axis is defined by number of responses not in terms of percentages.

Q4. What methods might you use to engage and build partnerships with those impacted by the issues you are working on, but are not necessarily targeted now?

Other Details…

33% of electronic respondents said more events were needed.

20% of electronic respondents did not know or have any ideas of methods to build partnerships.

Respondents called for the use of third-party contractors (public affairs firms, etc.).

Language access to be in all methods of engagement with written materials specifically noted, improved web-pages, social media, and videos.

Q5. Generally, what is your perception of how input received by our stakeholders is incorporated into policy, programs, products or formal rules?

Local Governments	• Equally split between "excellent" reception of feedback and "changes are made as needed." • Listen to their own constituents (lack of enthusiasm with DOC).
Sister Agencies	• Input and consequence relations are more streamlined (compared to local governments). • Not enough initiatives and projects that promote cross-pollination between agencies.
Community Groups	• Varied answers from "excellent" to "non-existent." • Incorporate stakeholders early on within respective projects. • Staff would like to increase relations with community groups.

Q5. Takeaways

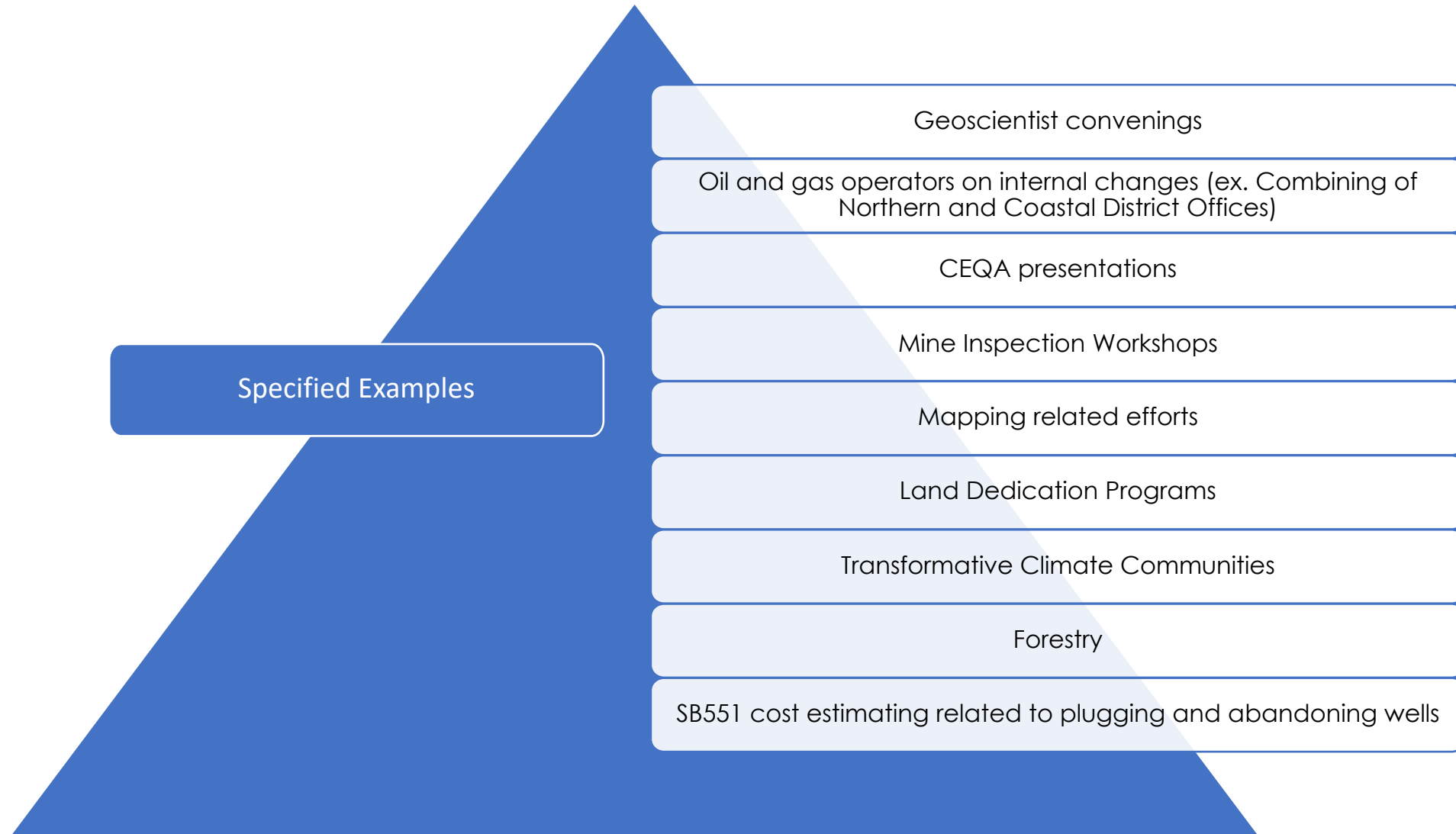Perception that DOC Incorporates Feedback (Electronic Respondents)
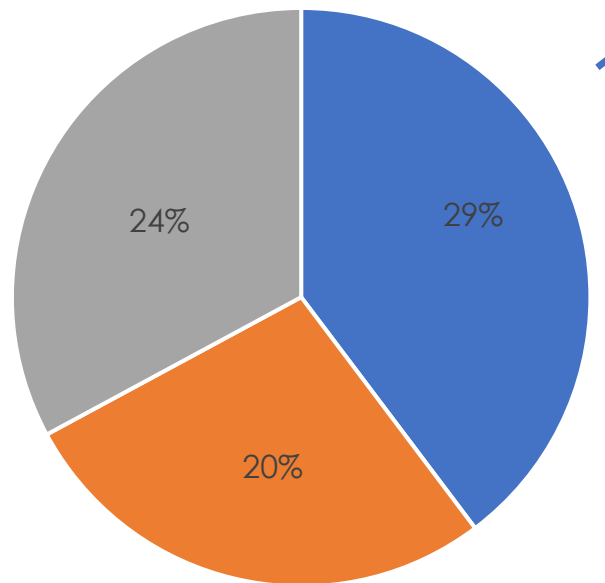
- Very Well
- Not Well
- Don't Know

Noted by those who are having success is the necessity to involve stakeholders early and make them part of the visioning or planning process.

- For local government, there was equal response of "excellent" and "changes are made as needed." But also, that local governments naturally listen to their own constituents and not necessarily DOC.

- Two themes regarding Sister Agencies:
  1. Relations with sister state agencies are much more plentiful, dialogue-oriented and collegial than those with local community groups.
  2. Respondents noted that there must be a shared project or forced issue in order to come together with sister state agencies – as informal communication is rare.

Q6. What specific engagements do you have planned, or are likely to occur between now and June 2022?

Specified Examples

- Geoscientist convenings
- Oil and gas operators on internal changes (ex. Combining of Northern and Coastal District Offices)
- CEQA presentations
- Mine Inspection Workshops
- Mapping related efforts
- Land Dedication Programs
- Transformative Climate Communities
- Forestry
- SB551 cost estimating related to plugging and abandoning wells

Q6. What specific engagements do you have planned, or are likely to occur between now and June 2022? Continued...

Specified Examples

Issues related to decommissioning other wells and equipment	Williamson Act	RFFC Program	Significant increase in LARA reviews	All NWL Pillars related meetings
	Possible Bio-Char Project that benefits growth in Plumas County	Grants (workshops or meetings - from any Division)	Tribal Gatherings	State Scientists Day in May 2022

Q6. What specific engagements do you have planned, or are likely to occur between now and June 2022?

Findings…

Respondents noted that education and training events provide a good opportunity to add-in or reinforce Natural and Working Lands Framework related messaging.

Many would like to see Director Shabazian in the public eye more.

Plurality of online respondents (42%) had no type of engagement planned for 2022.

Wrapping Up… Big Takeaways

Lack of Dynamic Engagement Seen

- Pre-pandemic and mid-pandemic respondents' interactions with community members did not vary much.

Partnerships with Stakeholders Vary Greatly

- 27% of electronic respondents were not sure if there were any partnerships within their division.

Early Planning is the Key to Success

- Noted by those who are having success is the necessity to involve stakeholders early and make them part of the visioning or planning process.

Professional Associations Provide Dynamic Connection

- Many respondents reported participating with professional associations (engineers, geologists, etc.)

No Engagement Planned for Many

Although many specific engagement efforts were reported, 42% of all online respondents had no type of engagement planned for 2022.

Government Agencies Are More Typical Partners

- Multiple points on next slide.

Big Takeaways re: Other Gov't Agencies

Sister State Agencies:

- Relations with sister state agencies are much more plentiful, dialogue-oriented, and collegial than those with local community groups.
- Respondents noted that there must be a shared project or in order to come together with sister state agencies – as informal communication is rare.

Government Agency Relations:

- Connections with other agencies exceeds those with communities.
- All divisions have some type of engagement with sister state agencies.
- Many reported partnerships with county offices and regional agencies.

What's Next?

THESE FINDING HAVE BEEN INCORPORATED INTO THE RECEP.

WE WILL BE SHARING THESE FINDINGS TO THE ENTIRE DOC STAFF.