

DRAFT WORK PLAN – IRWM EQUITY INITIATIVE¹

The Work Plan contemplates a two-phase work effort:

Phase 1 would address defining Equitable outcomes and identifying preliminary measures, tasks, and options for IRWM regions to address the issues associated with achieving equitable outcomes at a local level.

Phase 2 would engage the same issue, leveraging off the outcomes of Phase 1, but would be focused on a state level and would seek to engage a state-funded, longer term, multi-stakeholder effort.

Phase 1 – Collaboratively-Developed Definition of Equitable Outcomes:

1. Establish a small (5 -9 member) ‘sun set’ Equity Work Team
 - a. This Team could be built through (a) intentional and targeted recruitment or (b) through a ‘call for volunteers’. There would also be an Advisory Committee formed to support the work of the core Team. It is assumed that, at minimum, the Team will also partner with groups/organizations that are already engaged in equity work.
 - b. Design and launch the initial Work Team process (with SFBA IRWM and their recommended co-thinkers)
 - i. One possible collaboration is with the Alliance of Regional Collaboratives for Climate Adaptation - RCA – NORTH COAST – who is working on a proposal for \$425,000 which will convene seven IRWMs to collaborate on the equity issue (from a climate change perspective)
 - c. This portion of the effort will include initial recruitment efforts and refinement of the work plan, as new voices and perspectives are engaged
2. The Team will listen to the 2018 Key Speaker tape from the Tahoe conference
 - a. This will help to establish a cohesive foundation for the work moving forward
3. Meetings of Team to review and refine/develop a draft work plan/process:

The main focus of this Team will be to define “equitable outcome” and develop a process by which IRWMs across California may address some of the obstacles to equity. This may result in a list of strategies, or a “Guidance Menu”, that each IRWM can utilize to develop a region-specific strategy for addressing the issue. A second focus of this Team would be development of a Phase 2 Work Plan for funding by DWR and other identified funding sources.
4. In general, the process would include the seven primary components: (a) recruitment of the Team members/participants and (if deemed necessary, an Advisory Committee), (b) development of the Team process, (c) finalize the proposed Work Plan, (d) initiate completion of the Work Plan, (e) presentation of draft results to the RTOR for review, comment and refinement, (f) finalization of the document for submittal to the full Roundtable of Regions for approval and adoption, and (g) development of a scope of work and Work Plan for the Phase 2 work effort.

¹ FOR REVIEW AND COMMENT – NOT FOR PUBLIC DISTRIBUTION

Phase 2 – State-wide Process

Tasks 1-7, while meaningful, will not fully empower the IRWM to make the necessary strides for institutional change. Societal and Cultural work is beyond the scope of the Round Table of Regions at this time. The expectation is that by working with DWR, multiple IRWMs and other agencies involved in equitable efforts across California, the push for statewide equity in the water world may be better furthered.

The work Plan for the Phase 2 effort will be developed by the initial Team, reviewed and approved by the Advisory Committee and the full Roundtable of Regions, and then submitted to DWR for funding (most likely though Prop 1 funds). The discussions with DWR as to the Phase 2 work plan should be initiated in the first quarter of 2021.