

Oakland Waterfront Ballpark Project at Howard Terminal
Community Benefit Agreements (CBA) Steering Committee Information Meeting
West Oakland Senior Center

December 7, 2019

Summary Notes

On December 7, 2019, the City of Oakland, in partnership with the Oakland A's and the Port of Oakland held its second Community Benefits Agreement (CBA) Steering Committee Information Meeting.

Surlene Grant, principal of Envirocom and the (CBA) facilitator/consultant, welcomed attendees, and explained at the purpose of this meeting. Many in the room had also attended previous Oakland A's and City meetings about the ballpark or the CBA process.

Someone asked about the advertising and noticing for the meeting. He said that he and others had not seen any announcements or flyers which, for him, raised questions about meeting organizers' interest in community involvement. He also challenged this process to address the impact of the ballpark on traffic and its inadequate response regarding homelessness and African Americans in Oakland. He noted that the increase of black people sleeping under freeway passages while others are buying up properties in West Oakland.

Ms. Grant acknowledged the concerns and shared that the planning team for this meeting had circulated announcements through multiple channels, including the City's website and local community-based organizations. Ms. Grant requested attendees follow a few ground rules to ensure a productive meeting. She went on to say that there would be time for questions and discussion later in the meeting. There was some resistance, but most of the room agreed to the request.

Like the first CBA Steering Committee Information Meeting, Ms. Grant stepped through the meeting's objectives, noting that this meeting would answer two questions- What is a CBA and how do we create it for the Howard Terminal Project?

CBA's History and Background:

Veronica Cummings, City Stakeholder Engagement Coordinator, gave an overview of CBA's. Ms. Cummings surveyed attendees to understand their familiarity with other CBA's. Several attendees talked about the Army Base Project, Navy Base and the Kaiser building. Ms. Cummings acknowledged those effort, and added that past CBA's typically are negotiated privately, but this proposed process would be different.

Ms. Cummings shared that the CBA is a legal tool between the developer, community and others to address community issues. She mentioned that it will be a part of the overall project approval process for the ballpark. She acknowledged the value of CBAs, referencing the strong jobs policy of the Army Base CBA because it offered protections for those who had traditionally been shut out of job opportunities.

Ms. Cummings explained that this CBA process will be equity-centered. Ms. Cummings had done some research on CBA and in Oakland created the indicators report that analyzed racial inequities across issue areas and geography. Based on the research it was her assessment that earlier versions of CBAs worked in a backdoor way to make decisions while more recent CBAs made tacit references to race. She cited the Army Base CBA's decision to add "ban the box" to address the overrepresentation of Latinx and African Americans in prisons. She noted that the Howard Terminal Project will explicitly address racial disparities in the targeted areas. Ms. Cummings discussed income disparities between African Americans and Whites, citing that Whites income was \$91K compared to \$28K for African American, respectively. One attendee commented that there's no way to measure homeless income. Ms. Cummings acknowledged the point, but reemphasized that this process would figure out how to address that disparity as well.

Lastly, Veronica stepped through the CBA's framework and guiding principles, explaining that this process would be: 1) transparent to avoid backdoor/backroom dealing; 2) inclusive and collaborative, so all are welcome to participate; and 3) solution seeking so that we work on finding answers to the problems. Ms. Cummings also noted that the process will take a topical approach to ensure manageability. Topics may include housing, environment, jobs and employment and health.

Following Ms. Cummings presentation, an attendee expressed frustration in the lack of transparency to date. He commented that the Oakland A's and others have neglected to share the history of the ballpark's approval process and that there had been many backroom deals that need to be revealed to establish a collective understanding. Ms. Grant acknowledged the political dynamics of past CBAs and their history of exclusion; however, she stressed her commitment, as facilitator and creators of this process, to bring integrity to this process to counter attendees past experiences. She also pointed out that this was a shared commitment among the City of Oakland, the Oakland A's and the Port of Oakland. Lydia Tan, Managing Director of Real Estate, Oakland A's and Laura Arreola, Manager of Community Relations, Port of Oakland expressed validation to Ms. Grant's statement.

Howard Terminal CBA Process

Surlene explained the steps for creating the Howard Terminal CBA would include:

- Activating a topic structure cohort which would serve as the body to address specific issue areas
- Forming a Steering Committee which would be the ultimate decision-making body for the CBA
- Recommending a CBA for City Council approval

Ms. Grant discussed the topic cohort participation and process. She shared that the Topic Cohorts would be informed by attendees. Those interested could self-select which topic cohort they worked on and that topic cohorts would organize facilitated discussions and fact finding to make recommendations to the Steering Committee for the CBA.

Ms. Grant also shared that the stakeholders represented on the Steering Committee would include:

- 2 representatives from each Topic Cohort (up to 8 Topic Cohorts);
- 1 representative from the four targeted areas (West Oakland, Jack London, Old Oakland and Chinatown);
- Representation from the Port of Oakland, the City of Oakland and the Oakland A's

Ms. Grant announced the upcoming January 11, 2020 meeting. The meeting is mandatory for anyone interested in serving on the Steering Committee. At the meeting, a main component will be equity training.

There were several concerns expressed about Oakland A's work to date, and that decisions had already been made about Howard Terminal without their knowledge or involvement. Ms. Grant invited Lydia Tan, Oakland A's staff to offer remarks to help address some of the issues raised. Ms. Tan acknowledged and thanked both Surlene and Veronica for guiding the CBA process. She also emphasized the value of this CBA process as one that could make a significant impact and do a lot of good for this community. She spoke about the challenge and messiness of a process like this, but reiterated the Oakland A's commitment to staying the course. She also thanked attendees for their candor and openness, and she encouraged more. Finally, she shared details about Senator Skinner's SB293. She explained that the bill allows the Oakland City council to keep property tax revenue local as opposed to sending it to the State of California. Specifically, the monies can be invested in local infrastructure. There's an idea being vetted that if this CBA process identifies infrastructure, those SB293 monies can be used to invest in projects beyond the Howard Terminal. Mandela Station and other infrastructure projects are being suggested.

Following the large group discussion, attendees divided into small groups for table-top discussions. The discussions centered around "what makes for a strong CBA?" (The responses are reported at the end of these notes).

Comments, Questions and Answers

The following questions and comments were made throughout the meeting:

1. Do the City and other partners, including the Oakland A's and the Port participate in mandatory equity training?

Response: The City has participated in the mandatory equity training and the other partners will participate in the meeting on Dec. 14.

2. Can this process include more community participation on the Steering Committee so that those who are most impacted are represented? What's currently proposed for under-represented communities?

Response: We will take a closer look at that. (Surlene)

3. What kind of community input has been involved in this process to get at transparency and democracy?

Response: We are trying to get to a reasonable number of people on the Steering Committee. We've also worked with 4 Community-based Organizations to come up with this structure. (Surlene)

4. How will decisions be made and who votes?

Response: We have not formalized the decision making or voting process, but we will use consensus building models for most agreements. The Steering Committee still needs to figure this out. (Surlene)

5. Has a study been conducted to assess the number of (Port) jobs lost due to this project?

Response: This process may need to do that, but there has been a shipping forecast done. Part of the process and agenda will be to lift up some of the studies that have been done on specific issues. Come to Jan. 11 meeting to learn more about the process. (Surlene)

6. Is there a flyer for the Jan. 11 meeting?

Response: We don't have the flyer here today, but we will get it out soon. (Surlene)

7. Will voting and decision making be decided before the Jan. 11 meeting?

Response: We will use models of consensus building; gradients of agreement and you will decide what we use. We will talk about and make decisions about these things together. (Surlene)

8. Can folks be involved in the cohort if they are unable to attend the meeting on Jan. 11?

Response: Yes, but they will not be able to serve on the Steering Committee because they must participate in the equity training. (Surlene)

9. What's your plan to let people know about these meetings?

Response: We are enhancing our communications by getting out press releases in Oakland Post and thru CBO's. (Surlene)

Veronica Cummings asked if there were suggestions to enhance communications. It was suggested that Michal Free, a local black communication's expert, be hired to support the outreach efforts. His contact information is micalangelo@gmail.com/510-682-4204

10. Who will select Steering Committee members?

Response: We will take you through a facilitated exercise to elevate your leads and you will figure out who they will be. (Surlene)

11. Would the City Council determine how SB293 funds would be used, and would the City council determine the funding district/boundaries for SB293

Response: Correct. (Lydia)

12. What's the Oakland A's perspective in drawing the funding district for the SB293? Would you propose keeping the money in west Oakland?

Response: This could be lifted up as a component within the CBA. (Surlene)

13. How frequently will the cohort and steering committee meet?

Response: Steering Committee will meet monthly while the Topic cohorts may meet twice per month. (Surlene)

14. Has money been set aside for fact finding?

Response: No money has been decided right now, but what we've done a scope of work with the city and when we need new things, it gets added to the contract.

Comments:

- The first part of this meeting and the process overall has not been transparent. The project site is on Tideland Trust land. State Legislators (Bonta and Skinner) worked behind the scenes to get the ballpark passed. That said, whatever this CBA process comes up with should be 100% acceptable. If not, there will be pushback.

Ms. Grant shared that she can only take responsibility for this process, nothing that has come before.

Suggestions were made for a historical overlay that does more to share the backstory and current reality of residents in the targeted areas. Produce materials inform people about jobs lost, number of homeless in West Oakland, previous meetings and decisions that been made. Some attendees encouraged the meeting organizers to hire black small businesses to help produce collateral materials to provide the historical context.

- The approval process at City Council around SB293 and that of the CBA are on two different timelines. Community members cannot miss the opportunity to influence how the district for the revenue is drawn.
- This CBA process must come up with a better participation ratio so that the majority of the Steering Committee members are community members.
- Community must stay engaged so that it's not about the Oakland A's just saying that the community is involved.

Results from the small group discussions:

Group 1

What make a good CBA?

- Inclusivity – including people who don't come to these meetings yet whose voices matter.
- Learn how to actually engage, perform outreach
- Addresses local impact (i.e. money, jobs)
- Looking at specific measures so they (CBA, Developers, etc.) can be held accountable
- Implementation and enforcement (i.e. designating specific agencies or people to monitor the CBA's enforcement so that it doesn't face away.
- One that has a larger community ratio or participants

Group 2

What makes for a good CBA?

- Executive Summary of all meetings, not long documents
 - Review other CBA's to see what works and does not work. Copies of previous CBAs. List of what works.
 - Community agreements around facilitation of meeting. Step up. Move up. Helps balance community voices.
 - Most people who will be impacted are not in this meeting.
 - -residents tried to get word out
 - -outreach
 - (star) port reps – bad idea to move to Howard Terminal
 - Concerned about democratic process
 - Community org engagement to hold A's responsible through the process
 - Need buy-in of people
 - Procedural concerns
 - -outreach – structure of committees
 - Community should have lead approving rights
 - City enforcement
 - Buy in from regional agencies – especially for BART
- Look at 2 outcomes
1. What happens if this process “flops”
 2. If process succeeds, how do we guarantee “asies”???

Group 3

We Want

- BART Station at Jack London
- Trees – planting, maintenance
- Jobs – 401k, benefits, not just minimum wage jobs
- Enforcement of CBA

Tell us:

- What is the monetary package?
- Community benefits= discuss \$200 million
- Mayor promised to Raiders and A's
- Transportation & Parking re-enforcement

One person strongly opposed. No benefits worth move

Group 4

- Lots of Trees
- Support the No More Killing Music Festival, June 7th 2020
- Public meeting on December 28
- Establish special workshop for Black and Hispanic Small Business inclusion
- Explore mono-rail link with BART to ball park to reduce drive alone cars on game days.
- Cyber trans would reduce traffic and parking issues

- Establish inclusion in project labor agreement for minority and women owned business participation

Group 5

1. Organize ideas by checklist. Identify value / who benefits to existing community
2. Make sure community benefits / how does project benefit beyond the property line
3. Prioritize tax increment money
4. Nationwide model center on mitigating historical / racial disparity
5. Jobs created go local – zip code, tenure, former residents that was displaced
6. Affordable housing
7. Entrepreneurs / small biz
8. Build Equity for the community
9. Project mitigation versus past history impacts
10. Access to capital / Technical assistance
 - Investing in businesses
 - Promote ownership
 - Professional services
 - Construction
 - Biz Start ups
11. Community Meeting Spaces
12. Education tie / youth
13. Scholarships ->Education

Group 6

- Infrastructure
 - Community parks
 - A's revitalize ball fields also tickets for students and kids
- Community outreach
 - Canvassing
 - Mailing – flyers, newsletters
- Highlight and support those who are already doing the work
- Funds mental health programs for modeless – job training services
 - Also training for students in the community
- Support small local businesses ??? status, mandate spaces for local Oakland and people of color
- Traffic issues
- Organizations to include local students
- A's for stadium
 - Art local artists
 - Free days for locals, involve youth
- Support for homeless:
 - Alternatives to shelters and transitional programs
 - Storage for ???, access to electricity, sanitary space for toiletries

- Provide opportunities for short term work for community – for example: on-demand parking, ????
- Look at current and future impact on East Oakland
- Community Policing – restorative justice
- Local security – grassroots run housing, OPD???
- A’s need to offer long-term multi-year benefits and programs to the community, prioritize over one-time issues
- Profit sharing