

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

November 21, 2019

Summary Notes

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On November 21, 2019, the City of Oakland, in partnership with the Port of Oakland and Oakland A's, held the first of two information sessions about the Community Benefits Agreement (CBA) process at the West Oakland Senior Center. *(The second meeting is scheduled for Saturday, December 7)*

Surlene Grant, Principal of Envirocom Communications Strategies, LLC and the facilitator/consultant for the CBA process, welcomed attendees and offered an overview for the evening's meeting. The purpose of the meeting was to explain the collaborative process to ultimately develop the Ballpark's Community Benefits Agreement. Further, she explained that the meeting has three objectives: to define a CBA; to delineate the way to create it; and to outline who is involved in creating and implementing it.

Ms. Grant provided additional context for the meeting, explaining that this CBA process would use an equity lens; as such it would look at and use research and data to inform discussions and decisions about community benefits.

Ms. Grant invited the project sponsor team to introduce themselves. Those present included Veronica Cummings, City of Oakland Stakeholder Engagement Lead staff; Lydia Tan, Managing Director of Real Estate and Taj Tashombe, Vice President of Government Affairs for the Oakland A's; Laura Arreola, Community Relations Manager and Amy Tharpe, Director of Social Responsibility for the Port of Oakland and Tamara Moore, Envirocom consultant.

Following introductions, Ms. Grant asked attendees for agreement to the ground rules to support the discussion, including:

- Listening to One Another
- Criticism is ok, but personal attacks are not
- Be Present

Ms. Grant solicited other ground rules. None were offered so it was assumed that the existing ones were sufficient.

Following introductions and context setting, the rest of the meeting was primarily organized into four broad categories: CBA History and Background; Community Inquiry and Updates; CBA Involvement and Process and Comments, Questions and Answers. Consequently, the notes below reflect the discussion under those categories.

**CBA's History and Background:**

Veronica Cummings provided background and overview of CBAs. She shared that the CBA is a legal tool between the developer, community and others to address community issues. The CBA be a part of the overall project approval process for the ballpark.

As an opening, she asked attendees about their knowledge of community benefits agreements. Several attendees were familiar and shared their experiences. A few mentioned specific organizations like the Community Coalition for Equitable Development that successfully advocated for tripling affordable housing. Others mentioned specific benefits like community parks, jobs creation, etc. However, one attendee expressed concern that with one CBA that he was aware of, 99% of the promised jobs never materialized. He commented that often the community is left out of the process.

Ms. Cummings noted that CBAs started in the 2000's. The initial CBA happened in Los Angeles following a period of civil unrest. She also mentioned the Oakland Army Base CBA and its use of "Ban the Box", a strategy to address bias against ex-offenders in the hiring process.

Ms. Cummings commented that CBAs do not work if there are not adequate enforcement and community involvement, but this process will use a different approach and data from the City's Race and Equity Baseline Report to inform the CBA. The focus on the CBA will be the use of equity to close the disparities.

Ms. Cummings lifted up guiding principles including transparency, inclusivity, collaborative and solution seeking. Finally, she shared a few topics that might be included in the CBA such as housing, environment, jobs and recreation.

### **Community Inquiry**

Ms. Grant emphasized the application of an equity framework for the CBA process. She highlighted that this process intended to align community resources with what people need. She made the distinction between equity and equality. Darlene Flynn, City of Oakland's Director of the Department of Race and Equity, was invited to an upcoming meeting to provide a more comprehensive understanding of equity to support this CBA process.

Ms. Grant organized six breakout discussions to surface community interests and concerns. Each breakout group shared their discussion with the full group (see breakout group notes for more details). Finally, Ms. Grant explained that the information gleaned from the breakout discussions on November 21 and December 7 would ultimately inform the topic cohorts/subcommittees.

Lydia Tan offered updates. Specifically, she informed attendees that the Environmental Impact Report (EIR) process is underway. The EIR will look at the environmental impacts of the proposed ballpark and ancillary projects. She also commented that the CBA process may interact with the EIR process by taking some of the items identified and determine responsive strategies through the CBA process.

### **CBA Involvement and Process**

Ms. Grant explained that the CBAs will be developed through a collaborative decision-making process. Specifically, the process will be: transparent; interest-based; empowering (diversity of stakeholders and diversity of thought); open dialogue; joint fact-finding and problem solving with policy and technical expertise. The work will happen on a spectrum with intention to educate and inform; develop organizational agreements; gather resources and information; seek resolution by narrowing down and prioritizing; and enforcement to ensure the viability and sustainably of the CBA

Ms. Grant shared a diagram of the Steering Committee and Topic Cohorts/Subcommittees, noting that this would be the structure for participation and decision making. All interested are welcome to participate in a subcommittee/cohort on a topic of interest. There may be up to 8 subcommittees/cohorts based upon what participants determine makes sense. Topic Cohorts will offer participants an opportunity to fact-find and discuss

programs, services and supports that may be included in the CBA. Two leaders with subject matter expertise and activist experience will be selected to represent the subcommittee/cohort on the Steering Committee. In addition, the Steering Committee will have representation from the three stakeholder groups (Oakland A's, the Port and the City) and community members from geographic areas impacted by the Ballpark project. The Steering Committee is responsible for crafting the CBA, including enforcement.

It is suggested that two local community-based organizations to join a planning group to support agenda setting, outreach and logistical support for this CBA process.

An upcoming Steering Committee Orientation meeting is planned for on December 14, 2019 (*Later changed to January 11, 2020*). Location to be determined. (West Side Church was volunteered). The meeting is a mandatory meeting for anyone interested in joining the Steering Committee. The agenda would cover an equity framework for the CBA, review topic areas and provide process overview.

### **Comments, Questions and Answers:**

1. What is the purpose of this process and what will the CBA be worth other than a piece of paper? We are being moved out of West Oakland every day. The Port has never done anything for West Oakland. The focus and attention are usually on Jack London and we need to focus on West Oakland. Before I invest time, I need to know what all of this will really mean for West Oakland. (Elaine Brown)

Response: CBA will be legally binding, and we must figure out how to enforce it. (Surlene)

2. How can we learn from the challenges of past CBAs, such as with San Francisco and San Jose ballparks so that we avoid them with this process?

Response: We're taking notes and will ensure this is in the conversation. (Surlene)

3. African Americans don't have the same opportunities as whites or Latinos, so how will we ensure that we uplift all people of color in this process? If we uplift black folk, we uplift everyone.

Response: same as above.

4. Will cohort members be on the Steering Committee?

Response: Yes

5. How many people will be on the Steering Committee?

Response: Still to be determined but no more than 25-26 participants

6. If you will be selecting experts and others to fill the gap on the Steering Committee, how will you ensure that there's equity, representation of those communities? There should be more seats from the West Oakland community versus those covered by the City, Oakland A's or the Port?

Response: We will take that up for discussion and come back to you with a decision. (Surlene) Representatives from the 4 neighborhoods will be on the Steering Committee. (Lydia and Veronica)

7. Can East Oakland be included in this CBA process regardless if there's a CBA for the Coliseum site?

Response: Oakland A's are committed to the Coliseum site and intends for a CBA to apply there too. The Oakland A's are working with the County to get control of the land, but the Oakland A's cannot do anything until the City or County makes a decision about what they are going to do. We need community help on this (Lydia).

Comments:

- Representative for Local 6 ILWU opposes anything that takes away from maritime and takes away from local businesses at the Port. They are against housing at a working port and claim that any housing there will not serve poor people. They are interested in the Oakland A's building at the Coliseum site.
- There's interest in having East Oakland represented in this CBA process
- Affordable housing, not just luxury housing needs to be addressed

**Table Top Breakout Discussion Notes**

*Attached are the notes from the breakout table top discussions. Participants were asked to discuss and share "what do you want to see in a Community Benefits Agreement and why?"*

**GROUP 1**

- Transportation Justice -> Parking, Public Transportation
- Parks and open space
- More Housing
- Investment in Anti-displacement
- Increase wealth for the most marginalized
- Local Jobs open to all community members
- *Question from Group 1: what will the EIR provide versus the CBA (re- transportation)*
- Small Business Development and Partnership
- Local Focus -> define the area
- No Local costs to fall on the community
- Connection to existing Specific Plans (DOSPs, WOSPs, etc.)
- Deep Affordable Housing

**GROUP 2**

*Good outcome from CBA and Why?*

- Local Hire/ Job Opportunities
  - Immigrants
  - Limited English Speaking
  - Youth
  - Formerly incarcerated
  - Job training / workforce development
  - Stable, predictable work
- New Open Space AND Reinvestment in Existing open space
  - Need Support for maintenance
- Air Quality: Chinatown (Traffic)  
West Oakland (Trucks)  
*Where will Diesel Trucks go?*
  - Outcome: Good clean air for everyone
- Accountability -> hold CBA
  - Monitor

- Affordable Housing
  - New Housing (80% affordable)
  - Family Oriented
  - Preservation
  - Tenant Protections / Rights/ Counseling
- Investments in Education (Ages 0 -16) -> Not just sports oriented
  - Day care
  - School
  - Vocational training
  - College
- Partner with Community Colleges
- Lots of Trees / Ambitious planting program and include youth
- Community Advisory Committee -> Retail Space
- Other toxic constituents
  - (Protect Public)
- Clean Energy
- Green Infrastructure
- CBA should apply to all of Howard Terminal, not just the ballpark
- Carbon Neutrality
  - (Local credits)
- Local Businesses/ Entrepreneurs
  - Support Oakland-based businesses
  - Affordable Retail Space (with % Below Market Rate)
  - Encourage Patrons to shop in neighborhood districts

### GROUP 3

- **Low Income** (not affordable) housing -> prioritizing formerly incarcerated people
- Set mandatory 30% or greater of the work goes to Oakland-based businesses and workers. Consider having the concessions be local
- Review CBA of Chase Center in SF and what worked
- Community oversight group or post who enforces the CBA
- Work Training and development
- Linking Chinatown to Jack London Square via Webster Green

### GROUP 4

- Community Benefits – We Want to See
- **No Parking** in the Community
- We want housing? NO displacement of existing residents
- AFFORDABLE FOR THE WORKING POOR
- Oakland A's pay for the infrastructure
- No higher taxes to the existing property(ies)
- Don't sell the Coliseum to the Oakland A's -> lease it
- We want permanent, full-time, 401K match, training, benefits = jobs
- Decent childcare
- Union jobs

- What is the effect on the maritime industry? Maintain / sustain this economic resource?
- “ditto mark” (what is the effect on labor?)

#### GROUP 5

- In West Oakland restoration of Historical Inequity re: BART / Eminent Domain / “P.O” (post office?)
  - Jobs (\*racial, income inequality, diverse, accessible jobs for all levels)
  - Housing & services (especially for homeless)
  - \*Cultural corridor (Seventh Street)
  - Contractors / racial hire policy (B-O-B)
  - (incentivize black ownership, legally)
  - Environmental impacts (GHG transit)
- **\*EAST OAKLAND TOO!**

Questions:

  - How to reach the needs of community / data?
  - How to remove barriers, especially for those most marginalized (black) first, legally?

#### GROUP 6

- Housing
- Zoning Changes in city
- Transportation
- Fully privately funded
- Jobs with upward mobility – union
- Funding to education and non-profits
- Subsidize rent increases
- Space for community organizations and educations and local businesses
- 100% of profit returned to the community