

## Staff Summary for April 17-18, 2024

**2A. Commission Executive Director's Report****Today's Item**Information Action 

Receive updates from the executive director and staff on items of note since the previous Commission meeting (February 14-15, 2024).

**Summary of Previous/Future Actions (N/A)****Background**

The Commission employs an executive director to assist in conducting the Commission's operations and ensuring that its wide range of responsibilities and authorities are fulfilled daily. To ensure the ability to maintain functionality in all its capacities, the Commission has delegated various authorities to its executive director, who "...shall report to the Commission at each regular meeting on important delegated actions."

Today's report covers five topics:

- [Justice, equity, diversity and inclusion \(JEDI\) awareness and planning](#)
- [Service-based budgeting](#)
- [Staffing](#)
- [Bagley-Keene Open Meeting Act](#)
- [California Environmental Quality Act](#)

***JEDI Awareness and Planning***

As part of developing the Commission's JEDI plan, staff has been including JEDI activities and information in staff and Commission meetings. Today, there are four highlights: The California Natural Resources Agency's *Equity Year in Review 2024*, a Commission stakeholder engagement survey, Earth Day, and National Arab American Heritage Month.

***Equity Year in Review 2024***

The California Natural Resources Agency released its first-ever "Equity Year in Review." This report highlights the efforts of its departments, boards and commissions to advance equity, environmental justice, and tribal affairs while working to protect and conserve California's natural resources, and to expand access to the outdoors and nature for all Californians. For Commission highlights, see page 41 of Exhibit 1.

***JEDI Survey – April 2024***

The Commission is developing a stakeholder engagement plan as part of its broader effort to develop a JEDI plan. Public input is essential in this process, and to gather valuable insights, KH Consulting Group (KH) – the independent, third-party consultant retained by the Commission to assist with its JEDI planning efforts– will distribute a survey in the coming weeks. The survey aims to better understand the perspectives and experiences of current and potential stakeholders and partners, and identify areas where the Commission can strengthen its

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stakeholder engagement and commitment to JEDI principles. All responses to the survey will be kept confidential, and KH will only share tabulated results with the Commission.

### *Earth Day – April 22*

The first Earth Day was celebrated in 1970 and is often cited as the birth of the modern environmental movement. Today, Earth Day has evolved into the largest global civic event, where billions of people in nearly 200 countries take part in planting trees and repairing urban tree canopies, collecting trash along roadways and waterways, talking with legislators and other decision-makers, teaching others about how we can reduce our environmental impacts, connecting farmers to increase sustainable agriculture practices, and much, much more.

The global theme for Earth Day 2024 is *Planet vs. Plastics*. EarthDay.org has created a 60x40 initiative and, by creating public awareness of the damage done by plastic to human, animal and all biodiversity's health, is seeking a 60% reduction in the production of all plastics by 2040. For example, EarthDay.org indicates that more than 500 billion plastic bags—one million bags per minute—were produced worldwide last year. Many plastic bags have a working life of a few minutes, yet take centuries to break down. Even after plastics disintegrate, they remain as microplastics, minute particles permeating every niche of life on the planet. In the United States, nearly 95% of all plastics will not be recycled, at all.

Earth Day is intended to promote protecting the environment and advocate for sustainable living. The day serves as an important reminder of the importance of environmental conservation and sustainability, encouraging us to come together and take action for a healthier planet and brighter future. Let's celebrate and take action together!

### *Arab American Heritage Month*



President Biden first declared the month of April as National Arab American Heritage Month in 2021 to recognize Arab Americans that exemplify “so much of what our country stands for: hard work, resilience, compassion, and generosity.” In March 2024, President Biden issued a proclamation to honor the “rich heritage, history, and hopes of the more than 3.5 million Arab Americans across our country who have helped write the American story and move our Nation ever forward embodying the truth that diversity has been and always will be our country’s greatest strength.”

While Arab American Heritage Month is a relatively young celebration, it is significant and celebrates the accomplishments of Arab Americans, from scientists and engineers to artists and entrepreneurs. In 2022, Congress, the U.S. Department of State, and 45 state governors (including Governor Newsom), issued proclamations commemorating the initiative. Several states have passed permanent legislation to designate the month of April as Arab American Heritage Month. California’s 2022 resolution is at [Assembly Concurrent Resolution 185, Arab American Heritage Month](#).

In March, ahead of April’s Arab American Heritage Month, Governor Newsom sent an open letter to our Muslim, Palestinian American, and Arab American neighbors and friends who contribute so much to our state’s sense of faith and belonging, stating that California is a better place because they are here. He acknowledged the ways their communities are suffering,

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bearing the weight of lost family and friends abroad while facing a rise in discrimination and hate here at home. He closed by saying, “To every Muslim, Palestinian American, and Arab American who calls California home: please know that you belong here.”

### ***Service Based Budgeting***

In 2019, the Department launched a Service Based Budgeting (SBB) Initiative to identify tasks needed to accomplish its statutory responsibilities and fulfill its mission (“mission-level” data); the data collected would, in part, help inform future budget discussions and requests. As a sister agency whose budget is a line item within the Department’s, the Commission was included in the 2019 exercise. Initial efforts concentrated on identifying three key elements: all tasks necessary to accomplish the Commission’s mission, the appropriate types of staff skills (“classifications”) for each task, and the estimated time commitment from staff to complete each task. The effort resulted in a comprehensive break-down categorizing hundreds of tasks, their corresponding personnel classifications, and the number of staff-dedicated hours needed for completion.

Since completing the mission-level assessment, SBB has annually required a complete accounting of staff time allocated to each of the tasks. As staff engaged in and analyzed each annual reporting, it became clear that the list of tasks specified in the mission level information was incomplete and, in at least one case, a full personnel year was being incorrectly attributed to annual Commission work.

This spring marked five years since SBB commenced, and has offered the first opportunity to analyze the outcome of efforts, reevaluate included tasks, update the mission-level information, and correct inaccuracies or incomplete information. Staff has been engaging with the Department in the intensive mission level data “refresh” since early March as subject matter experts, with the goal of providing an accurate portrayal of the task-based staffing and funding needs for the Commission. The project is an important opportunity to identify gaps at the Commission between the resources necessary to meet its statutory responsibilities and fulfill its mission, as opposed to the reality of the resources currently available.

### ***Staffing***

For each Commission meeting, staff provides an update on its workload and activities of the previous two months; a few highlights are provided here, with additional details in Exhibit 2.

*Regulatory Analyst:* In February, *Regulatory Analyst Maurene Trotter*, also our records management expert, accepted a promotion to a managerial position at the California Department of General Services. Her absence has been felt strongly, though staff is excited for her significant promotion and wish her the very best. Recruitment efforts for her replacement began immediately; the last date to apply for the position, either as a staff services analyst or associate governmental program analyst (either classification can be used) is April 29.

*Deputy Executive Director:* After a robust recruitment process, staff is pleased to announce that *Commission Program Manager David Thesell* successfully competed for and was offered the deputy executive director position and began in his new role earlier this month. David joined the staff in 2017 as part of the executive leadership team, overseeing general administrative functions and managing the Commission’s statewide regulatory program. He

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brings a variety of experience and a wealth of state administrative knowledge, as well as a proven dedication to the Commission mission and vision. Recruitment to fill the vacant regulatory program manager position will begin soon.

*Staff Vacancy Rate:* Overall, the Commission has experienced a 25% staff vacancy rate since the beginning of January — including the project lead for policy reviews. Recruitment and onboarding efforts are underway to fill the gap. While one position was filled in February (executive analyst), three vacancies remain. One recruitment is underway, and two more will begin shortly. These vacancies have resulted in a heavier workload for the other staff, who are diligently juggling additional tasks from vacant positions on top of their own responsibilities. The pressure is compounded by the Commission’s deadline-driven environment, a larger than normal assemblage of rulemakings and projects, and the need for cross-training backups for critical tasks. As a result, some tasks are inevitably delayed until vacant positions are filled and new staff onboarded.

### ***Bagley-Keene Open Meeting Act***

The Bagley-Keene Open Meeting Act requires, with specified exceptions, that all meetings of a state body — such as the Commission — be open and public, and all persons be permitted to attend any meeting of a state body. The act includes provisions for holding different types of meetings, each subject to specified requirements. Through most of the COVID-19 pandemic, a number of exceptions were allowed via executive order and/or temporary statutory changes; all the exceptions to the act have expired, the most recent on December 31, 2023.

Changes to the Bagley-Keene Open Meeting Act were enacted through Senate Bill 544 (Statutes of 2023, Chapter 216) to establish an alternative set of provisions under which a state body may hold a meeting by teleconference, including when a member may participate remotely; most of the provisions became effective January 1, 2024 and will be repealed on January 1, 2026 unless further legislative action is taken. However, there are significant limitations to when the provisions may be used, so are generally not expected to have an impact on Commission or committee meetings.

The act contains numerous other provisions; see Exhibit 3 for California Government Code sections 11120-11132 for meeting requirements under the Bagley-Keene Open Meeting Act.

### ***California Environmental Quality Act (CEQA) Actions***

The Commission has delegated authority to its executive director to take actions necessary to comply with CEQA, guidelines generally implementing CEQA, and the Commission’s certified regulatory program approved under CEQA, including conducting — or causing to be conducted — initial studies and deciding whether to prepare draft environmental impact reports, negative declarations, mitigated negative declarations, or determinations of exemption. Since the February 2024 Commission meeting, your executive director determined multiple regulatory actions were exempt from CEQA, including:

- Department lands
- Recreational California halibut
- Recreational groundfish

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- Klamath River Basin dam removal sport fish
- Recreational sea urchin limit exemption
- Use of hoop nets for Dungeness crab fishing under California's Experimental Fishing Permit Program

**Significant Public Comments (N/A)**

**Recommendation (N/A)**

**Exhibits**

1. [California Natural Resources Agency's Equity Year in Review 2024](#)
2. [Staff Time Allocation and Activities, dated April 12, 2024](#)
3. [California Government Code Article 9, sections 11120-11132](#)

**Motion (N/A)**

# EQUITY

YEAR IN REVIEW 2023



Advancing Equity, Environmental Justice, and Tribal Affairs in California's Natural Resources



CALIFORNIA  
NATURAL  
RESOURCES  
AGENCY



*Photo by Timothy Wong, from the California Coastal Commission's annual Ocean & Coastal Amateur Photography Contest*



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## MESSAGE FROM WADE

Welcome to our first annual “Equity Year in Review,” which highlights the critical work of our departments, boards and commissions to improve our organizations and better serve all Californians.

Governor Newsom has established **California for All** as a core pillar of state government. This means creating opportunities for *all* Californians to live healthy, safe, and fulfilling lives. To achieve this vision, he has directed state agencies to take strong, durable actions to embed equity into our mission, investments, policies, and programs.

At the Natural Resources Agency, we are responsible for safeguarding precious resources, including water, land, wildlife, parks, energy and our coast and ocean. We know that many Californians lack equal access to these resources and their benefits, and that many residents suffer disproportionate environmental burdens. We have a responsibility to confront these realities and reshape the work we do to better serve these Californians.

To do so, we are listening and learning from tribal and community partners to chart our path forward. For me personally, the best part of my job has been getting out of Sacramento to visit people across the state, from the Imperial Valley to the Klamath Basin. I’ve learned more from these visits than I could imagine, both about the daily struggles Californians face to the tremendous opportunities we have to help make things better.

Now across our agency, we are working to expand access to the outdoors and nature for all Californians, provide funding to communities and groups excluded in the past, build resilience in communities most vulnerable to climate change, broaden meaningful participation in government decision making, and much more.

We’re making real progress across our agency, as I hope you will see in this Year In Review. I’m thankful to leaders across the agency for making this work a clear priority.

While we are proud of our progress, we know that much more work lies ahead. And we are more committed than ever to build a California for All in true partnership with tribes and communities. The time is now and there’s no time to waste.

Onward,



**Wade Crowfoot**

*California Natural Resources Secretary*



## ENVIRONMENTAL JUSTICE AND EQUITY LEADS ACROSS CNRA

### **Noaki Schwartz**

*Deputy Secretary for Equity and Environmental Justice, California Natural Resources Agency*

### **Julie Alvis**

*Deputy Executive Officer, Sierra Nevada Conservancy*

### **Erin Aquino-Carhart**

*Senior Environmental Scientist, Wildlife Conservation Board*

### **Phoenix Armenta**

*Senior Manager for Climate Equity and Community Engagement, San Francisco Bay Conservation and Development Commission*

### **Mona Badie**

*Public Advisor, California Energy Commission*

### **Kathryn Baines**

*Chief of Administration, Central Valley Flood Protection Board*

### **Rachel Ballanti**

*Deputy Executive Director, California Fish and Game Commission*

### **Karen Buhr**

*Deputy Executive Officer, Delta Conservancy  
Interim Executive Officer, San Joaquin River Conservancy*

### **Sandy Cooney**

*Chief, Communications and External Affairs,  
Office of Energy Infrastructure Safety (Energy Safety)*

### **Nicole Cropper,**

*Deputy Director of Equity, Environmental Justice, and Tribal Affairs, California Department of Fish and Wildlife*

### **Jamie Fong**

*Outreach and Engagement Analyst,  
California Department of Conservation*

### **Salian Garcia**

*Budgets & Administration Officer, San Gabriel & Lower Los Angeles Rivers and Mountains Conservancy*

### **Dustin Harrison**

*Senior Environmental Scientist (Specialist),  
San Diego River Conservancy*

### **Raymond C. Hitchcock**

*Executive Secretary, Native American Heritage Commission*

### **Monique Hudson**

*SR Vice President, Government Affairs & Chief Diversity Officer, California Science Center Foundation*

### **Alfred Konuwa**

*Equal Employment Officer and Training Program Manager,  
California Science Center*

### **Emely Lopez**

*Tribal and Equity Liaison, State Coastal Conservancy*

### **Sara Lopez**

*Staff Attorney, Tahoe Conservancy*

### **Liz McGuirk**

*Chief Deputy Director,  
California Department of Parks and Recreation*

### **David McNeill**

*Executive Officer,  
Baldwin Hills and Urban Watersheds Conservancy*

### **Kristina Ordanza**

*Environmental Justice, Equity, Diversity & Inclusion Coordinator, California Conservation Corps*

### **Serena Ortega**

*Deputy Director, Equal Employment/Diversity, Equity, Inclusion, California Department of Forestry and Fire Protection (CAL FIRE)*

### **Javier Padilla Reyes**

*Environmental Justice Manager,  
California Coastal Commission*

### **Yessica Ramirez**

*Environmental Justice and Tribal Liaison,  
California State Lands Commission*

### **Shana Rapoport**

*Environmental Program Manager,  
Colorado River Board of California*

### **Maria Rodriguez**

*Climate and Environmental Justice Program Manager,  
Ocean Protection Council*

### **Diana Rosas**

*Associate Director, Coachella Valley Mountains Conservancy*

### **Sarah Rubin**

*Outreach and Engagement Advisor,  
California Department of Conservation*

### **Bianca Sievers**

*Deputy Director of Special Initiatives,  
Department of Water Resources*

### **Rorie Skei**

*Chief Deputy Director, Santa Monica Mountains Conservancy*

### **Ryan Stanbra**

*Chief Deputy Executive Officer, Delta Stewardship Council*

### **Randella Tyler**

*DEI/EEO Specialist,  
California Department of Conservation*

### **Debra Waltman**

*Assistant Executive Director, Delta Protection Commission*

### **Joe Yun**

*Executive Officer, California Water Commission*



## CELEBRATING CULTURAL DIVERSITY

For more than a year, staff from departments across CNRA have come together to organize public panel discussions, hikes, social events and other activities that celebrate and uplift our diversity. In 2023 we organized a staff safe space discussion for Black History Month, toured Angel Island for Asian American & Pacific Islander Month, walked in the Sacramento Pride march with our CalEPA colleagues, organized a record 10 events for Latino Heritage Month, held a public film screening for Native American History Month and so much more. These months have filled us with cultural pride, helped us learn so we can better support colleagues, and continue to be an important way for all us to contribute to a more inclusive California.



# ASIAN AMERICAN & PACIFIC ISLANDER HERITAGE MONTH

JOIN US FOR THESE SPECIAL VIRTUAL EVENTS



### CAREER PATHWAYS FOR AAPI IN STATE SERVICE

WED, MAY 3, 2023, NOON-1:30 P.M.  
VIRTUAL ON ZOOM

There are meaningful careers across all the departments, conservancies and boards that make up the Natural Resources Agency. Hear from Asian American and Pacific Islander employees on how they came to work for the state and advice they have on careers in public service.

REGISTER VIA ZOOM



### REVISITING THE PAST TO REIMAGINE THE FUTURE

THU, MAY 11, 2023, 1-2:30 P.M.  
VIRTUAL ON ZOOM

In this panel discussion, Asian American and Pacific Islander (AAPI) leaders talk about the significant historical events that have shaped the Asian American experience in California. The panelists will also discuss their plans, hopes and calls to action for the future.

REGISTER VIA ZOOM



### SECRETARY SPEAKER SERIES ON AAPI LEADERS AND THE FUTURE OF NATURAL RESOURCE STEWARDS

THU, MAY 25, 2023, NOON-1 P.M.  
VIRTUAL ON ZOOM

Join CNRA Secretary Wade Crowfoot for a special Secretary Speaker Series event. This panel will feature AAPI environmental leaders from across the state, who will share their perspectives and priorities on the natural resource and conservation movement.

REGISTER VIA ZOOM



The California Natural Resources Agency (CNRA) and its supporting departments invite you to celebrate Asian American and Pacific Islander Heritage Month, honoring Asian leaders in the environmental field who work to protect the environment for current and future generations.



[resources.ca.gov/AAPIHeritageMonth](https://resources.ca.gov/AAPIHeritageMonth)

## CELEBRATING CULTURAL DIVERSITY

For each cultural heritage month, a committee from across CNRA collaborated to create a monthlong series of meaningful events for staff and members of the public, like this for Asian American & Pacific Islander Month.





The California Natural Resources Agency (CNRA) oversees and supports more than 26 distinct departments, conservancies, and commissions. Our Agency executive team leads efforts to steward California’s natural environment and to advance Governor Newsom’s key priorities. More than 21,000 Californians work within our Agency all across the state to meet our mission “to restore, protect and manage the state’s natural, historical and cultural resources for current and future generations using creative approaches and solutions based on science, collaboration, and respect for all the communities and interests involved.”

## 2023 HIGHLIGHTS

Key CNRA positions overseeing equity and environmental justice and tribal affairs were elevated to the Deputy Secretary level in 2023, furthering the Agency’s commitment to these issues. Elevating these positions will ensure that these key issues are considered at the highest levels of the Agency.

CNRA released a draft strategy for its Outdoors for All initiative. Championed by Governor Newsom and First Partner Jennifer Siebel Newsom, Outdoors for All is expanding parks and outdoor spaces in communities that need them most, supporting programs to connect people who lack access, fostering a sense of belonging for all Californians in the outdoors and much more. The initiative follows a historic \$1 billion plus investment by the Newsom Administration to expand access, creating a once-in-a-generation opportunity.

CNRA developed the first ever \$100 million Tribal Nature-Based Solutions grant program to support tribally-led initiatives in the nature-based solutions space, including ancestral land return. This grant program is part of the Agency’s commitment to strengthening partnerships with California Native American tribes in all of our policies and programs and specifically in the implementation of the Pathways to 30x30 Strategy and the Natural and Working Lands Climate Smart Strategy.

As part of CNRA’s commitment to embed equity in all we do, we updated employee duty statements that outline key responsibilities for every position across our Agency team. Each duty statement now includes language devoting time to tasks, trainings and activities that support diversity, equity and inclusion. There is also language that “employees are expected to provide all members of the public equitable services and treatment, collaborate with underserved communities and tribal governments, and work toward improving outcomes for all Californians.” CNRA also strongly encouraged our departments to do the same to help ensure that progress will continue in these critical areas.

In partnership with the State Coastal Conservancy, CNRA had the honor to award funding to support the Hoopa Valley Tribe’s ancestral land return and acquisition of over 10,000 acres of forest lands. These lands will count towards our 30x30 goals and ensure the original stewards of the land have ownership of their important lands and resources.

CNRA hired four new staff to support the Tribal Affairs Unit. These new staff are administering the Tribal Nature-Based Solutions grant program and managing the California Advisor Committee on Geographic Names and its implementation of AB 2022 to replace all “sq\_” offensive names on features and places throughout California.



**Key California Natural Resource Agency positions overseeing equity and environmental justice and tribal affairs were elevated to the Deputy Secretary level in 2023, furthering the Agency’s commitment to these issues.**

## 2024 AND BEYOND

CNRA will host the Justice Rising Summit, the Agency’s first environmental justice and equity conference in 2024. The in-person event in Sacramento will include environmental justice advocates, tribal members, CNRA leadership, department directors and their EJ and equity leads, as well as other experts in the field. The day will include featured speakers, panel discussions and listening sessions, which will inform and update CNRA’s environmental justice and equity policy.

In 2024, CNRA released a report on opportunities for its Salton Sea Management Program to address community needs, as well as a commissioned report from Better World Group Advisors that outlines a broad assessment of key community needs across the Salton Sea region ranging from more tribal engagement to increased public access. Over the past decade, community members near the Salton Sea have asked for multi-benefit restoration projects that provide community amenities and benefits. These benefits are critical in a region with historic underinvestment in infrastructure and services and where residents experience some of the highest rates of public health and environmental justice issues in California.

In 2024, CNRA will begin the process of updating its 2003 environmental justice policy. The new EJ and equity policy will be developed with the input of environmental justice advocates, tribal members and other interested members of the public. The document will cover a range of topics that CNRA departments oversee including public access, climate change, conservation and more.



CCC.CA.GOV



Since it was founded in 1976, the California Conservation Corps (CCC) has transformed the lives of thousands of young adults. Its mission is protecting and enhancing California’s natural resources and communities while empowering and developing young adults through hard work and education.

### 2023 HIGHLIGHTS

In 2023, nearly 2,000 young adults between the ages of 18-25 years old and some veterans through age 29 received paid job training through the CCC along with career development, educational scholarships, and housing. Transition navigators, based at centers across the state, advised Corpsmembers individually on their career and educational pathways in natural resources and conservation, including in firefighting, forestry, culinary arts, energy, apprenticeships, and public service careers.

The CCC created and filled a new executive role dedicated to creating career pathways from the CCC into state service opportunities at the California Natural Resources Agency (CNRA) departments, commissions, and conservancies. This effort will assist CNRA in achieving a more diverse government workforce that is better able to serve the state of California.

The CCC is dedicated to equity in all aspects of program delivery and operational excellence, releasing a Racial Equity Action Plan report and a gender equity survey among field staff and Corpsmembers this year. Objectives and key results planning highlight the CCC’s strategic approach toward tangible outcomes in environmental justice and equity. Corpsmember voices matter in this work, and ongoing training and professional development for all CCC staff related to justice, equity, diversity, inclusion or cultural humility and competency are among annual performance measures.

The CCC operates multiple conservation projects

across the state. This year, 10 crews assisted with the restoration of buildings at Colonel Allensworth State Historic Park in the community of Allensworth, the state’s first African American founded, financed, and governed community. CCC crews also assisted with statewide and out-of-state emergencies relating to floods, wildland fires, and agricultural emergencies.

The CCC established the Tribal Youth Nature-Based Solutions Conservation Corps grant program or Tribal Corps in collaboration with CNRA. Assembly Bill 179 allocated \$10 million in grant funding exclusively for California Native American tribes to establish tribal youth conservation corps programs. CCC leaders reached out to tribal leaders and hosted consultations in development of grant guidelines, offered technical assistance workshops, and facilitated the review of grant proposals. The CCC awarded grant awards to the Washoe Tribe of Nevada and California, Tuolumne Band of Me-Wuk Indians, Fernandoño Tataviam Band of Mission Indians, Bishop Paiute Tribe, and Tolowa Dee-ni’ Nation.

### 2024 AND BEYOND

Partnerships with California community colleges offer Corpsmembers opportunities to explore college campuses and a range of programs in forestry, culinary arts, utility line apprenticeship training and more. The California Naturalist (CalNat) program with the University of California Agriculture and Natural Resources is focused on certifying 480 Corpsmembers as California naturalists, through approximately 24 courses at nine CCC sites across the state.

*“This park receives about 70,000 visitors a year. It’s a long time coming. We’re getting Conservation Corps to come in and fix peelings and paint and deferred maintenance. It’s incredible...We’re fighting to maintain this history here...When people can understand a culture and know the history, you develop an appreciation. And so we’re here to teach that, educate that, and heal that.”*

*– Denise Kadara, President of the Allensworth Progressive Association*



California  
**Department of  
Conservation**

The Department of Conservation administers a variety of programs to create a safe and equitable environment for all Californians by balancing today's needs with tomorrow's challenges with the intelligent, sustainable, and efficient use of the state's energy, land, and mineral resources.

## 2023 HIGHLIGHTS

The Department of Conservation (DOC) has implemented a first-of-its-kind race and equity-focused public engagement training. The goal is to support state government staff in planning and implementing authentic community engagement. The model includes a benefit/burden analysis, evaluation of impacts on public decisions, policies, and actions, measurability of outcomes, and how to successfully share tools with teams and leadership. A total of 100 state staff members from across 14 different CNRA organizations have completed the two-day training. Per participant interest, follow up trainings are scheduled. Examples include facilitation skills, language access best practices, setting up effective local site visits and complex issues and high emotions in meetings.

Language access is a high priority at the Department. One strategy the Department has pursued is partnering with community-based organizations to better understand the needs and preferences of residents, specifically those who have been historically under-included in government decision-making. Staff traveled to Ventura County to meet with the Mixteco Indigena Community Organizing Project (MICOP) to explore effective engagement with local Mixteco speaking residents. One result of the visit will be collaboration with MICOP's local radio Indigena station featuring two DOC bilingual staff. Resources from the California Geological Survey will be featured, including landslides, fire, tsunami and earthquake preparedness.

Direct engagement with environmental justice advocates and community leaders is a foundational component to building trust and collaborative partnerships. In August 2023, staff traveled to the greater Los Angeles area to meet with a watchdog organization to discuss strategies for increasing transparency and information sharing with the California Geological Energy Management Division and its efforts on California's Orphan Well Abandonment Program. In October and November 2023, the Department organized informal group meetings with a variety of community leaders in the Delta and Central Valley to better understand how residents would like to engage around the development of a legal framework for a Carbon Capture and Storage initiative.

The Department made strides in its effort to



elevate a future workforce that reflects the diversity of California. In October 2023, the Department conducted outreach activities at the Expanding Your Horizon: Science, Technology, Engineering, and Mathematics Conference at California State University, Sacramento. The Department hosted a booth at the career demonstration and exposition section that had 200 diverse middle schoolers in attendance.

Increasing workplace diversity and inclusion awareness is an ongoing priority for the Department. One aspect of this effort is involvement in Agency-wide diversity, equity and inclusion initiatives. Department staff actively collaborated and played key roles in several heritage month committees that organize activities for staff across CNRA, including Black History Month, Native American Heritage Month, Pride Month, Women's History Month and Asian American & Pacific Islander Heritage Month.

## 2024 AND BEYOND

The Department of Conservation is proud that 78% of staff have completed our Understanding DEI training in 2023. In 2024, the remaining 22% of staff or about 150 individuals and new hires will receive this training which will be offered monthly. The training provides staff with an immersive learning experience that introduces terms, concepts, and methods for supporting and expanding structural change related to DEI in the workplace. Building on the foundational Understanding DEI training, the Department is working on vetting new DEI trainings in 2024. The Department recognizes that an ongoing



commitment to training and engagement on racial equity is necessary to support the cultural shift DOC is pursuing.

The Department of Conservation will offer its Race and Equity-Focused Public Engagement Training bi-annually to staff across CNRA. The living framework of this public engagement model will be evaluated and refined through input sessions held with several environmental justice community leaders in February 2024, as well as other avenues with state experts in the field.



The California Department of Fish and Wildlife is charged with managing the state’s diverse fish, wildlife, and plant resources, and the habitats upon which they depend, for their ecological values and for their use and enjoyment by the public.

### 2023 HIGHLIGHTS

The California Department of Fish and Wildlife (CDFW), after the approval of the Wildlife Conservation Board, began taking steps to transfer more than 40 acres at no cost to Fort Independence Indian Community of Paiute Indians of the Fort Independence Reservation to own, operate, and maintain in perpetuity the historical Mount Whitney Fish Hatchery and to steward these lands for their tribal members, public access, and habitat preservation. This is the first ever type of transfer of CDFW property to a tribe at no cost.

To build an inclusive workplace and facilitate community building at Fish and Wildlife, the Equity, Environmental Justice and Tribal Affairs Office developed the Affinity Group Program which provides a space to share, engage in learning opportunities on various topics of interest, and create a support network for staff across the state to feel less isolated.

The Equitable Granting Team has developed a plan to collect demographics that will be implemented in the Fisheries Restoration Granting Program’s 2024 Proposal Solicitation. This will allow the program to review, analyze, and strategize outreach initiatives to improve inclusion and diversity.

Fish and Wildlife expanded its equity, environmental justice and tribal affairs work across the Department. This includes developing approaches for incorporating equity and environmental justice in programs such as publications, grantmaking, social media, language access and regulations.

The Equity Office also held training courses and discussions with programs across Fish and Wildlife on the principles of environmental justice and equity. This includes a training on CalEnviroScreen in collaboration with the Office of Environmental Health Hazard and Assessment (OEHHA), which included program specific case studies, to build the capacity of program staff to better understand the potential impacts of Department decisions on pollution burdened communities.

The Equity Office also hosted an inaugural gear donation drive for CNRA staff to donate gently used fishing, camping gear, and accessories that were distributed to organizations with programming geared to underserved, underrepresented, or otherwise vulnerable community members.



### LOOKING AHEAD

Fish and Wildlife is also developing an equity advisor training that will provide liaison staff in each program and region advanced training on principles of equity and environmental justice. With this deeper understanding, the liaison will work within their program to ensure the Department centers equity in decision-making. We will have an inaugural cohort in the first quarter of 2024.

In 2024, the Department will focus on the implementation of an equity assessment for regulatory actions and programmatic policies to better understand the potential impacts of proposed decisions on pollution burdened communities, a majority of who are low-income and communities of color.



The California Department of Forestry and Fire Protection or CAL FIRE is dedicated to fire prevention and protection, and the stewardship of over 31 million acres of California’s privately-owned wildlands. CAL FIRE provides emergency services in 36 of the state’s 58 counties via contracts with local governments. CAL FIRE has adapted to the evolving destructive wildfires and succeeded in significantly increasing its efforts in fire prevention through wildland pre-fire engineering, vegetation management, fire planning, education and law enforcement.

## 2023 HIGHLIGHTS

Over the past three years, CAL FIRE distributed more than three quarters of its grants to Underserved communities. Utilizing the mapping tool Cal Enviro Screen 4.0, the allocation percentages were 85% in FY 2020-2021, 71% 2021-2022 and 80% in FY 2022-2023.

The CAL FIRE’s Workforce Planning and Recruitment Unit (WPRU) has partnered with our communications team to develop a recruitment vehicle wrap featuring images that highlight the diverse array of classifications available within CAL FIRE. This wrap will include a QR code enabling the public to access our webpage, recruitment email, phone number, social media pages, and e-newsletter sign-up page. The campaign aims to reach communities that are typically more challenging to engage with in order to broaden recruitment efforts statewide, reaching not only major population areas but also diverse and underserved communities.

CAL FIRE has granted \$120 million in Green Schoolyards awards to address the challenges posed by extreme heat in underserved K-12 public educational facilities. The inclusion of trees and vegetation on school campuses is recognized for enhancing student social interactions, health, cognition, and attentiveness, while concurrently decreasing exposure to heat and air pollutants. This initiative empowers students to learn about the benefits and care of nature within their own campus environment.

CAL FIRE’s Research Development and Innovation division has introduced various data analytic tools to champion equity and inclusion throughout the department’s operational domain. These tools provide informative resources, offering a comprehensive view of the diversity within the state and the individuals served. They present interactive displays of information such as languages spoken, ethnicity, and other demographic details, fostering dialogue and supporting the diversity, equity and inclusion (DEI) objectives for our regions, units, and the entire state.

CAL FIRE’s Research, Development and Innovation Program (RDI) is creating a comprehensive GIS digital atlas composed of qualitative and quantitative information (live demographics) of the communities served. This digital atlas will serve multiple purposes, ranging from better understanding the communities served, removing barriers, providing literature in languages most commonly spoken and seeking meaningful engagement through trusted resources. The Department has launched a revamped website that more accurately reflects and embraces the diverse populations served and offer translations in a variety of languages.

The Department’s diversity, equity and inclusion program is in the final phases of creating a comprehensive language survey dashboard to better understand the number and distribution of bilingual certified staff across CAL FIRE. The data will help

to formulate an implementation plan to identify areas requiring additional bilingual certified employees. Their presence ensures that documents, forms, and other written materials can be translated, facilitating the dissemination of important information to members of the public who may not speak English.

CAL FIRE is using platforms such as LinkedIn to help with its recruitment efforts to under-represented segments of the population to join the organization. The Department worked with LinkedIn in 2023 under the Hiring Enterprise Program to help elevate awareness of career opportunities, spotlight crucial and challenging-to-fill positions, connect with diverse communities, and offer a supplementary outreach avenue for individuals keen on joining the Department. CAL FIRE’s LinkedIn page has 15,159 followers with an impression rate nearing 341,800 over the past year.

The Tribal Wildfire Resilience grants form a crucial component of CAL FIRE’s Climate and Energy Program, aimed at assisting California Native American tribes in the effective management of their ancestral lands. These grants actively promote and implement Traditional Environmental Knowledges to enhance wildfire resilience and establish safety measures for tribal communities. These grants support projects dedicated to serving tribes advancing wildfire resilience, promoting forest health, and preserving the cultural use of fire within these

communities. The funded projects address critical needs and encompass a range of activities such as cultural and prescribed burns, creation and upkeep of shaded fuel breaks, and forest and wildfire resilience efforts.

## 2024 AND BEYOND

CAL FIRE is updating its 2024-2028 Strategic Plan and actively involving a diverse range of stakeholders in this initiative, including tribal groups. As part of this inclusive approach, various community members are being invited to participate in surveys designed to assess opinions on the Department’s direction and to explore ways in which CAL FIRE can enhance its partnerships with diverse organizations through meaningful engagement. Additionally, the Department has formally embraced diversity as a distinct value, encompassing associated behaviors and inclusive goals for the future.

The Urban and Community Forestry Program’s California Climate Action Corps Fellowship is currently underway. Fellows are tasked with planning and organizing the Urban Forestry Next Generation Camp based at the Sacramento headquarters, where they receive mentorship. The camp will focus on recruiting and training fellows from underrepresented communities. The fellows will also participate in volunteer events throughout California, receive training to match career goals, and learn about CAL FIRE programs and services.





The California Department of Parks and Recreation (DPR) provides access to parks and open spaces and contributes to a healthier and richer quality of life for Californians through its programs, including grant programs administered by the Office of Grants and Local Services (OGALS), the Off-Highway Motor Vehicle Recreation Division and the Division of Boating and Waterways. The Department's equitable access initiatives provide Californians benefits for their hearts, minds and bodies for generations to come. The Department contains the largest and most diverse recreational, natural and cultural heritage holdings of any state agency in the nation.

## 2023 HIGHLIGHTS

The Department supported California Natural Resources Agency's (CNRA) efforts to celebrate cultural diversity across the agency and the state through the following commemorative months: Black History Month, Latino Heritage Month, Native American Heritage Month, Pride Month, Women's History Month, and Asian American and Pacific Islander Heritage Month. To date, the DPR's team has led the Latino Heritage Month planning committee, created graphic and logo toolkits, organized outdoor experiences, and supported CNRA departments in further embedding equity in all that they do.

The Tribal Affairs Program promotes government-to-government relationships and opportunities for co-management of park lands with California Native American tribes through its Memorandum of Understanding (MOU) program. Six MOUs were signed in calendar year 2023 bringing the total number of MOUs with California Native American tribes to 10.

State Parks has been working to make its parks more inclusive through several efforts. This includes taking stock of and critically reexamining its past, looking specifically at contested place names, monuments, and interpretation across California's State Park System. The Tribal Lands Acknowledgment, Interpretation and Exhibits Project works to

engage and build relationships with California Native American tribes, with the goal of fostering co-creation of exhibits at state parks. The African American History and Engagement Project is addressing gaps in the representation, preservation, and interpretation of California's significant African American history through a partnership with the California African American Museum.

Seeking to provide more equitable access to California's State Park System, the Department established a three-year pilot program that provides free day-use access to more than 200 state parks through California through three innovative pass programs: the Golden Bear pass, the California State Park Adventure Pass and the California State Library Parks Pass. Since the three pilot programs began in 2021, more than 144,000 passes have been provided to Californians in an effort to remove income barriers which may prevent access to the state park system's rich natural and cultural resources, and high-quality outdoor recreational opportunities.

Department staff from leadership positions across the state joined the Capitol Collaborative for Racial Equity (CCORE) as a cohort. Working with staff from the Public Health Institute, participants advanced our work to integrate explicit considerations of racial equity into decisions, policies, practices, programs, and budgets.

*State Parks has been working to make its parks more inclusive through several efforts, including taking stock of and critically examining its past, looking specifically at contested place names, monuments, and interpretation across California's State Park System.*



Parks established the Leadership, Excellence, Advancement, Development and Recruitment Program (LEADR), which focuses on expanding career and leadership development. The goal of the program is to strengthen leadership and diversity in the Department.

The Department established guidelines for the next round of applications for the Outdoor Equity Grants Program. The Office of Grants and Local Services coordinated with representatives from organizations who work with underserved communities throughout California and conducted virtual and in-person application workshops where nearly 500 participants attended. In the last two years State Parks has trained 61 organizations and 179 staff that are running the Outdoor Equity Grants Programs.



## 2024 AND BEYOND

The Department aims to accelerate the pace of negotiations for tribal MOUs with more than a half dozen in the draft phase that will be completed in 2024.

State Parks anticipates selecting approximately 100 Outdoor Equity Grants Program grants by summer 2024. These programs will increase the ability of residents in underserved communities to participate in outdoor experiences within their community and at state parks and other public lands.







The Department of Water Resources (DWR) manages the water resources of California, in cooperation with other agencies, to benefit the state's people and environment. In so doing, DWR operates the State Water Project, serving 27 million people and 750,000 acres of irrigated agriculture; maintains 300 miles of levees that protects millions of people and property; ensures the safety of more than 1,200 dams; provides policy direction, regulatory guidelines, and financial support for local water supply investments, sustainable groundwater management, and water use efficiency; and restores ecosystems in the state's rivers and streams. Given the growing complexities of water management, DWR also strives to inform and educate the public about the importance of water, California's unique challenges and opportunities, and DWR's role in managing and protecting this valuable resource.

### 2023 HIGHLIGHTS

In 2023, DWR awarded a total of \$143.7 million to underserved communities for 36 drought-related projects through its Urban and Small Community Drought Relief Programs. Of this, \$10.2 million will implement solutions such as pipeline replacement, well rehabilitation, and infrastructure upgrades. Another \$133.5 million of the amount awarded will support efforts like groundwater recharge, improved water supply reliability, recycled water, and water conservation.

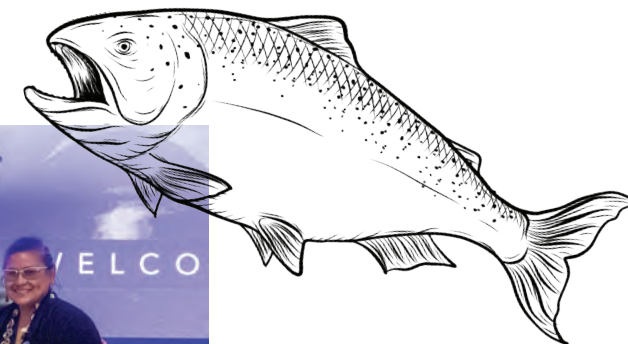
In spring 2023, the DWR executive team participated in its second Annual Community Visit to inform state policy and programs related to protecting groundwater dependent communities. In partnership with local non-governmental organizations and other state agencies, DWR explored important equity issues of the central coast region, including water quality and affordability of private domestic wells, regional flood emergency and preparedness, and Sustainable Groundwater Management Act's impact on the agricultural workforce.

In April 2023, DWR convened the fourth Tribal Water Summit to incorporate tribal perspectives and recommendations into the California Water Plan Update 2023. The Summit, convened over three days, provided over 300 tribal leaders from

across California, Nevada, Arizona and New Mexico to join state and federal partners to discuss water management issues, resource management strategies and policy recommendations. Tribal governments and tribal communities identified recommendations to address historical underrepresentation in local and regional funding, human right to water, traditional ecological knowledge, and covered topics such as data sovereignty, the decommissioning and removal of the Klamath Dams, and tribal water rights.

In August 2023, DWR established a Racial Equity Office within the executive team and hired a racial equity officer. The office is responsible for the Department's Racial Equity Action Plan which prioritizes workforce diversity, community engagement, and embedding racial equity into Department work. The office has onboarded an additional staff member at the end of 2023 to support plan implementation.

Launched in September 2023, DWR now provides comprehensive language services for public meetings, including translation of meeting materials, live translation support, and accessibility modifications of DWR resources. All DWR employees have been instructed to use this service in all external meeting notices to improve public access to state resources.



### 2024 AND BEYOND

In the coming year, DWR plans to expand its practice of building meaningful engagement with communities through developing and adopting best management practices for community engagement and expanding targeted outreach to underserved communities regarding combating drought and flood emergencies, preserving the ecosystems, and safeguarding the human right to water. DWR also plans to develop and incorporate inclusive language guidelines in all Department communications.

*Top photo by DWR Public Affairs Office at the 2023 Tribal Water Summit. Bottom photo by Community Water Center at the San Jerardo Cooperative.*



The Office of Energy Infrastructure Safety oversees California’s electrical corporations’ compliance with wildfire safety rules and regulations and develops and enforces safe excavation standards for all underground facilities.

### 2023 HIGHLIGHTS

In 2023, Energy Safety increased its outreach efforts to expand the diversity of qualified candidates who may apply for its positions. This initiative included promoting awareness of Energy Safety’s job opportunities among diverse student populations at colleges throughout the state.

Energy Safety conducted its first webinar with tribal leadership to engage their participation in the development of the 2026-2028 Wildfire Mitigation Plan Guidelines. This meeting was also the first step in establishing the process of early, often, and meaningful consultation with California Native American tribes.

Energy Safety required electrical utilities to incorporate community vulnerability into their risk modeling efforts. In support of that ongoing effort, Energy Safety held its first public scoping meeting that began a process to identify the disproportionate impacts of wildfire on socially vulnerable communities and to incorporate these factors into the electrical corporations’ wildfire mitigation planning.

In 2023, Energy Safety completed its implementation of translation services on its website, which will provide greater transparency and more access to the department’s work.

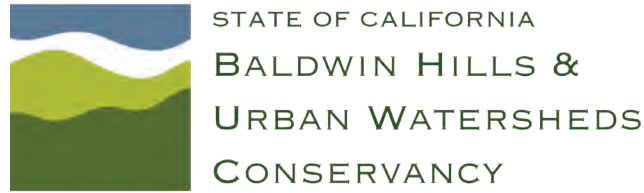
### 2024 AND BEYOND

In 2024, Energy Safety will continue to focus on promoting its job opportunities to diverse populations. This will include further promoting awareness of Energy Safety’s job opportunities among diverse student populations by expanding the number of colleges throughout the state.

In 2024, Energy Safety will continue to develop its relationships with California’s Native American tribes through early, often, and meaningful consultation. This will include proactively seeking tribal engagement in the Wildfire Mitigation Plan Guidelines development process.

Energy Safety will continue to ensure that socially vulnerable communities, disproportionately impacted by wildfires, will be represented in the electrical corporations’ wildfire mitigation planning.





STATE OF CALIFORNIA  
BALDWIN HILLS &  
URBAN WATERSHEDS  
CONSERVANCY

The Baldwin Hills and Urban Watersheds Conservancy in Los Angeles County is the portal for communities of color with the highest population and pollution burdens in the state to access and experience the California’s conservation and climate initiatives first-hand. The Conservancy’s 70-square mile territory is characterized by lack of green and open space infrastructure unique to the urban watershed. With less than the County average of 3.3-acres per thousand people, investment in the territory will advance a more equitable distribution of resources and improve the quality of life in the most vulnerable neighborhoods in the state.

## 2023 HIGHLIGHTS

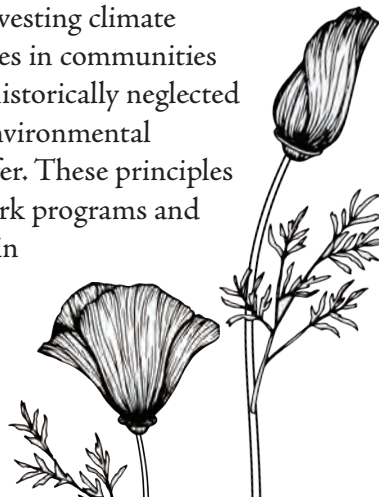
The Conservancy has undertaken the development of a territory-wide Watershed Improvement Plan. Working in partnership with several key partners, the Conservancy is compiling proposed climate resilience, transportation, housing, park and open space projects into a blueprint for watershed investments with equitable outcomes for regional stakeholders that have had a history of systemic neglect. A coalition of community business organizations have been engaged to create a capacity building toolkits as well identify funding mechanisms to help empower local leaders to implement resiliency and open space projects in the newly expanded Conservancy territory.

The Conservancy completed the Mar Vista Greenway Plan, which is the first of its kind greening plan in partnership with the Housing Authority of the City of Los Angeles. Mar Vista Gardens is the only large-scale public housing development on the westside of LA. This 40-acre community hosts 1,800 residents and is immediately adjacent to the seven-mile Ballona Creek Bike Path and the range of its connected outdoor amenities including the wetlands, beach and the Baldwin Hills Parklands. The Greenway Plan was a two-year community driven design development effort focused on removing barriers that disconnected the residents from the Ballona Creek, larger community and a healthy environment. The final plans for green infrastructure projects will transform and enhance the area with a

half-mile network of robust and sustainable public space amenities that will connect and unify the surrounding communities lining the Ballona Creek.

During the course of 2023, the Conservancy provided a \$500k grant to help build a coalition of community-based organizations and nongovernmental organizations that support increasing equitable access in the territory. Through compensated engagement, the one-year program facilitates and supports a regional coalition of up to 18 community-based organizations in land conservation, restoration, park, open space and recreation access. A series of coalition work sessions will solicit direct community input, feedback, review, guidance, and prioritization focusing on new project development in high need areas.

The Conservancy’s Governing Board articulated and adopted its Equity Guiding Principles for inclusion in the Conservancy’s statutory mandated Watershed Improvement Plan. These principles exemplify the Conservancy’s commitment to investing climate adaptation strategies and resources in communities that have been systemically and historically neglected or excluded from accessing the environmental opportunities the State has to offer. These principles will help guide Conservancy’s work programs and prioritization of project funding in the newly expanded territory.



## 2024 AND BEYOND

The Conservancy is collaborating with West LA College’s Center for Climate Education and LA Trade Tech’s School of Landscape Architecture for workforce development within the communities of color we serve. Training opportunities for digital virtual reality landscape design training will be deployed with local assistance grants for greenway projects in communities of high need. Outreach and engagement tools will also provide hands on experiential learning for the communities that will actively participate in the design and construction of their own pocket parks. These projects will include workforce development opportunities ranging from mentorships to partnerships with labor organizations that can certify skilled training to eligible workers that reside in the general area of proposed project sites.

*Above photo: Martin Luther King Memorial Tree Grove at Kenneth Hahn State Recreation Area*



The California Tahoe Conservancy (Conservancy) is a state agency, established in 1985, with a mission to lead California's efforts to restore and enhance the extraordinary natural and recreational resources of the Lake Tahoe Basin. The Conservancy's jurisdiction spans the 236 square miles of the California side of the Basin. The Conservancy manages 6,500 acres of state lands for wildlife habitat, open space, and to protect water quality, in addition to its programs to restore watersheds, enhance public access and recreational opportunities, increase forest health and reduce wildfire risk, and make Tahoe communities and natural resources more resilient to climate change.

## 2023 HIGHLIGHTS

With support from the Equity and Wellness Institute (EqWI), the Conservancy hosted listening sessions with its traditional partners, community-based organizations in the Lake Tahoe Basin, and Spanish-speaking families in South Lake Tahoe. Information gathered through these sessions is informing the Conservancy's planning for actions to address racial equity and community engagement.

The Conservancy hosted two racial equity trainings for its Board, and two racial equity trainings for its staff.

The Conservancy partnered with the Washoe Tribe of Nevada and California and four community-based organizations to conduct community-based participatory research. This research will inform the Conservancy's Racial Equity Action Plan and future trainings.

In December, the Conservancy Board approved multiple grants to support programs to expand recreational access to public lands in the Tahoe region for underserved communities and those who have faced barriers to outdoor recreation.

The Conservancy continues close, ongoing coordination with the Washoe Tribe, including providing grants that support tribal capacity building efforts and inclusion of ancestral science for forestry

management. The Conservancy is working with the tribe on incorporating tribal messaging and language and place names into signage and other documents. As part of updating its Strategic Plan, the Conservancy is engaging with the tribe to incorporate tribal practices and engagement in projects and to explore tribal access, land back, and co-management options.

## 2024 AND BEYOND

In 2024, the Conservancy plans to develop and implement a Racial Equity Action Plan. The Conservancy is updating its strategic plan, which will integrate equity initiatives and principles.





The Coachella Valley Mountains Conservancy’s mission is to protect and steward land in perpetuity and to provide for the public’s enjoyment and access to those lands, which include mountainous lands surrounding the Coachella Valley from the Banning Pass to the Riverside County border line of the Salton Sea. The Conservancy develops partnerships with local governments, state and federal agencies, the private sector, and the community as a whole to protect the magnificent biological, scenic, cultural, and recreational resources of the Coachella Valley area. The Conservancy is directed by a 20-member board representing nine incorporated cities in the Coachella Valley, the County of Riverside, the Agua Caliente Band of Cahuilla Indians, state agencies with land management responsibilities and citizens appointed by the Assembly, Governor and Senate offices.

### 2023 HIGHLIGHTS

The Conservancy board approved a \$292,000 grant to The Living Desert Zoo and Gardens to establish a tribal conservation workforce development program in collaboration with the Torres Martinez Native American Tribe and other Native American tribes throughout the Coachella Valley. The project will develop a community-based workforce that will help the tribal community build resilience to adapt to climate change and will promote cultural preservation by featuring in the training process diverse cultures and viewpoints of the people who ancestrally and culturally call the region home.

The Conservancy board approved a \$140,000 grant to the Council of Mexican Federations North America to expand its staff capacity and provide resources and services to underrepresented communities that include low-income, immigrant, Spanish-speaking, and mixed status families. The goal of the project is to promote sustainability and climate change adaptability by connecting underrepresented communities to nature and empowering communities that are often marginalized and the first to experience environmental issues due to poor air and water quality or lack of access to the outdoors. The project also aims to provide recreational and educational experiences to support the well-being and the benefit of those communities as a whole.

The Conservancy board approved a \$202,000 grant to the Desert Recreation Foundation, to develop two new youth programs: Trips for Kids and Recreation Outdoor Camp. The programs promote equity in access to outdoor recreation for underserved youth by connecting them to natural areas and wild spaces and providing experiences on nature exploration, mountain biking, and environmental education.

In an effort to continue to diversify the Conservancy to better serve the community, the Conservancy appointed its first bilingual Latina to an executive position and recruited an immigrant of indigenous heritage for a position as project coordinator. Both are longtime residents of the Coachella Valley with strong histories of community involvement.

This year, the Conservancy created a social media program to facilitate interactive communication within our large territory with the goal of reaching younger audiences. The Conservancy has shared images of endangered species, successful restoration or acquisition projects and even trail maps to facilitate access to public lands. It also enables the Conservancy to obtain continuous input from community members.

The Coachella Valley Mountains Conservancy has approved the transfer of 280-acres of ancestral lands

back to the Agua Caliente Band of Cahuilla Indians. In 2011, the Conservancy awarded funding to the Friends of the Desert Mountains for the purchase of a 280-acre parcel for important desert conservation purposes. Through the past couple of years, the Friends of Desert Mountains in partnership with Agua Caliente Band of Cahuilla Indians have identified this parcel is an important location for the return of ancestral lands and tribal stewardship. The transfer was approved at the November 2023 Conservancy meeting. Now through tribal law and stewardship, Agua Caliente Band of Cahuilla Indians will own and manage the land for recreation, preservation of open space, and cultural resources protection purposes.

### 2024 AND BEYOND

The Conservancy received \$8.5 million in funding for wildfire resilience. Conservancy staff reached out to tribal and local partners during the development of grant request for proposals and set aside \$4.5 million toward projects for tribal and underserved communities that target different aspects of wildfire risk. Applications for this grant program will be due in early 2024 and technical assistance workshops will be offered to facilitate successful proposals.

Several years ago, the Conservancy acquired a historic ranch in the mountains 4,000 feet above the Coachella Valley in a location that lacks outdoor recreational facilities. Working with the Desert Recreation District and nonprofit partners, the Conservancy built restrooms and a large shade structure to facilitate passive recreation, environmental research and historic preservation activities at the ranch. The ranch will open for public use in early 2024 and will provide outdoor education and recreational opportunities for underserved residents.

**The Coachella Valley Mountains Conservancy has approved the transfer of 280-acres of ancestral lands back to the Agua Caliente Band of Cahuilla Indians. Now, through tribal law and stewardship, the tribe will own and manage the land for recreation, preservation of open space and cultural resource protection purposes.**





The Coastal Conservancy plans and implements projects to protect, restore, and provide access to the California coast. The agency works along California’s coast and in coastal watersheds, the San Francisco Bay Area, and the Santa Ana River watershed to protect coastal resources, support climate adaptation projects such as wetland restoration, sea level rise adaptation, and wildfire resilience, and increase opportunities for the public to access and enjoy the coast. The Conservancy partners with California Native American tribes, local communities, nonprofit organizations, and other government agencies to implement multi-benefit projects that serve the diverse populations of California.

## 2023 HIGHLIGHTS

In September 2023, the Coastal Conservancy awarded 16 Explore the Coast projects, which enhance public opportunities to explore the California coast. This included a block grant to Justice Outside to sub-award to sub-award block grants to community-based organizations. Staff estimates the 2023-2024 grant program will engage over 7,500 people, serving over 6,100 low-income Californians, 6,600 people of color, 1,000 homeless or foster youth, approximately 1,800 people for whom English is not their first language, and at least 2,100 people with physical, cognitive, and emotional disabilities.

The Coastal Conservancy nurtures retention and professional growth through ongoing staff development training, including equity and tribal training. The trainings include a wide range of topics, such as guiding staff on tribal etiquette and partnerships, how to work with community-based organizations and diving into the complex racial history of the California coast in places such as Bruce’s Beach.

The Conservancy has funded 12 projects this year in collaboration with California Native American tribes. This includes funding tribal engagement and planning at the Frank and Joann Randall Preserve/Genga in Orange County and an award of \$4,500,000 to the Hoopa Valley Tribe to acquire approximately 10,300 acres of their historic lands

in the Klamath River watershed. The Coastal Conservancy’s 2023-2027 Strategic Plan targets spending 40% of the agency’s funding to benefit systemically excluded communities and tribes. In 2023, the Conservancy approved \$309 million for projects, and about 65% of that funding went to projects that benefit underserved communities.

The Conservancy has funded 16 projects this year that involve engaging with community based organizations. This includes the planning for an outdoor exhibit area at the Discovery Cube along Santiago Creek in the City of Santa Ana, the planning for the Great Redwood Trail in Mendocino, Humboldt, and Trinity Counties, and planning for the Crescent City Citizen’s Dock replacement in Del Norte County.

The Conservancy offers office hours to help grant applicants during grant solicitations and onboarding grantees post grant award. The technical assistance office hours help answer grant program, project, and invoicing questions to make the process smoother for partners. The Conservancy also created workforce development tips for staff and grantees to have clear guidelines for fair wage compensation on state projects.

In November 2023, the Coastal Conservancy awarded the second round of Coastal Stories



Above photo by Outdoor Outreach via the Explore the Coast grant program.

## 2024 AND BEYOND

The Coastal Conservancy will update its Tribal Consultation Policy in collaboration with California Native American tribes. The Conservancy also plans to collaborate with its sister agencies, the San Francisco Bay Conservation Development Commission and California Coastal Commission, to train all staff on tribal and equity topics.

projects. In total, 14 Coastal Stories projects will tell their cultural connection to the outdoors through installations or interpretive materials that represent diverse communities and perspectives that historically have been excluded from narratives of California’s coast and publicly accessible lands.

To further the Conservancy’s goal of making coastal access available to all Californians, in December 2023 it authorized a grant of \$250,000 to Orange County Coastkeeper to provide small grants to nonprofits, public entities, and tribes for beach wheelchairs and other adaptive equipment to increase accessibility to California’s beaches and coast in coastal counties statewide.



SACRAMENTO - SAN JOAQUIN

**DELTA CONSERVANCY**

*A California State Agency*

The Sacramento-San Joaquin Delta Conservancy (Conservancy) is a primary state agency in the implementation of ecosystem restoration in the Delta. We support efforts that advance environmental protection and the economic well-being of Delta residents. The Conservancy collaborates and cooperates with local communities and other parties to preserve, protect, and restore the natural resources, economy, and agriculture of the Sacramento-San Joaquin Delta and Suisun Marsh.

### 2023 HIGHLIGHTS

The Conservancy gave \$23 million in community enhancement grants to support community-based projects. Projects included a planning grant for the Stockton Aquatic Center to provide water access for the entire community on a sliding scale, a park in the city of Isleton to celebrate Asian American heritage, and an implementation grant to rebuild a public boat access ramp and park in the city of Pittsburg.

The Delta Conservancy provided technical assistance to applicants and grantees to support project development and management. Conservancy staff worked to remove barriers from accessing state dollars by using a rolling application deadline, providing assistance with the application process and allowing a longer time between pre-proposal and final proposal. This allowed many smaller or community-based organizations that historically lack technical capacity to access, apply, and receive state funding.

The Conservancy established internal groups to identify barriers that limit access to state resources. To address these barriers, these groups made improvements to communication styles, the hiring process, and grants proposal and administration procedures. Through these improvement efforts, the Conservancy is better able to make grants and careers accessible to all applicants.

### 2024 AND BEYOND

The Conservancy will continue to work to develop relationships with tribes and the community to grow the relevance and impact of the organization's work. Staff will also continue to assess barriers to access in the grant procedure, communications, and hiring process.



The San Diego River Conservancy is an independent, non-regulatory state agency established to preserve, restore and enhance the San Diego River Area. The Conservancy's 18-member Governing Board consists of both state and local representatives, creating a diverse partnership dedicated to conserving this highly valued resource of statewide significance. The San Diego River Conservancy's mission is accomplished by conserving land, and providing recreational opportunities, protecting wildlife species and native habitat, water quality, natural flood conveyance, historical, cultural, and tribal resources, and supporting educational opportunities.

### 2023 HIGHLIGHTS

The San Diego River Conservancy's Board awarded one grant to the San Diego Regional Fire Foundation to fund 13 Fire Safe Councils in San Diego County and to purchase a chipper for the Alpine Fire Protection District. The Fire Safe Councils prioritizes providing services to critically underserved communities including low income, elderly, veterans, and the disabled who are unable or can't afford to do the work to keep their homes and properties safe.

The Conservancy Governing Board approved eight grants totaling \$6.1 million from the Wildfire Early Action Plan, which support projects that support fire resilience and restoration. A quarter of the funding went to tribal governments and 63% to historically underfunded communities.

The Conservancy's work continues on a \$3.5 million grant to the Resources Conservation District of Greater San Diego County for their no cost chipping and defensible space assistance programs. In 2023, 284 homes were served, treating 420 acres and removing 6,137,045 cubic feet of biomass which assists homeowners that need to create defensible space, but are not able to do so because of physical, economic or other barriers.

The Conservancy provided outreach and engagement to bands of the Kumeyaay Nation and other tribal organizations. The Conservancy provided outreach for additional information on grant programs offered

by State agencies and provided technical assistance on Conservancy's grant applications.

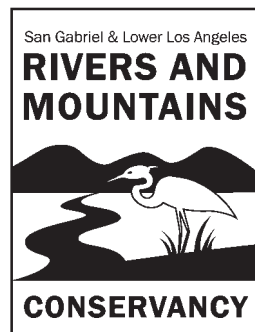
The Conservancy's deep commitment to outreach and engagement has resulted in substantial progress for underfunded communities and tribal organizations. The team provided extensive education on state grant opportunities and technical assistance to make the application process smooth. They created maps for tribal communities and presented to high school students and other rural East County Fire Safe Councils. With their assistance, the City of El Cajon was able to make significant progress in securing grants.

### 2024 AND BEYOND

The Conservancy will continue public outreach and engagement opportunities, technical assistance, and workshops for historically underfunded communities. The Conservancy will participate in the Eco Ambassadors program in the spring hosted by Mission Trails Regional Park Foundation, which offers inspiring programming to high school students. The students learn about local ecosystems and monitoring techniques and collaborate with peers on projects. The Conservancy plans to update its Tribal Consultation Policy and attend the Tribal EPA Workshop on tribal access, co-management, ancestral land return, and carbon sequestration. Tribal liaisons will also receive input and engage San Diego County tribal members.



RMC.CA.GOV



The Rivers and Mountains Conservancy’s mission is to preserve open space and habitat in order to provide for low-impact recreation and educational uses, wildlife habitat restoration and protection, and watershed improvements within its jurisdiction. The Conservancy’s territory includes eastern Los Angeles County and western Orange County, a vast and varied area with mountains, valleys, rivers, coastal plain, and coastline.

## 2023 HIGHLIGHTS

The Rivers and Mountains Conservancy or RMC received its first direct grant application from the Tongva Taraxat Paxaavxa Conservancy for accessibility and wildfire resiliency project. The Conservancy had their first land return just a year ago, which is the first time the tribe had land anywhere in LA County since 1833. RMC ramped up its outreach and technical assistance program by hosting workshop and created a consolidated grant program to cut green tape and accelerate application review.

## 2024 AND BEYOND

The RMC created a Natural Resources and Tribal Affairs Manager position, which will be dedicated to liaising with tribes and implementing tribal consultation efforts between tribes, local non-profits and governmental organizations. This manager will provide guidance on the analysis and integration of tribal recommendations to help the RMC’s work meaningfully reflect the needs of tribal communities as it relates to restoration, access, and climate adaptation plans and projects. The position is expected to be filled in late 2023.

SJRC.CA.GOV



The San Joaquin River Conservancy is a regionally governed agency created to develop and manage the San Joaquin River Parkway, a planned 22-mile natural and recreational area in the floodplain extending from Friant Dam to Highway 99. The Conservancy’s mission includes acquiring approximately 5,900 acres from willing sellers; developing, operating, and managing those lands for public access and recreation; and protecting, enhancing, and restoring riparian and floodplain habitat.

## 2023 HIGHLIGHTS

After extensive outreach, the Conservancy is working to create an access plan for tribal members that will include access to the land and management and planting of cultural resources. The Conservancy recognizes the important role these 22 properties can play in providing access to cultural resources and gathering places.

The Conservancy provided approximately \$1.1 million to conduct outreach and design a welcome center for tribal members. The project design completed this year and is now seeking construction funding. In the meantime, the Conservancy continues outreach around this project and is developing a staged approach to open the property for traditional gathering.

The Conservancy was created to provide recreational opportunities for the areas of Fresno and Madera, which are in great need of outdoor recreation opportunities. The Conservancy was able to open Sycamore Island and Van Buren for public access that includes swimming, fishing, hiking and boating opportunities closely accessible to Fresno and Madera.

## 2024 AND BEYOND

The Conservancy will work to advance the tribal access plan and incorporate this and other access goals into a new strategic plan.

The Conservancy also plans to open three more properties for public access for the communities of Fresno, Madera and beyond in 2024.







Through direct action, alliances, partnerships, and joint powers authorities, the Santa Monica Mountains Conservancy's mission is to strategically buy back, protect, preserve, restore, and enhance treasured pieces of Southern California to form an interlinking system of urban, rural, and river parks, open space, trails, and wildlife habitats that are easily accessible to the public.

### 2023 HIGHLIGHTS

The Conservancy granted funding to the Los Angeles Conservation Corps to provide fire resiliency and restoration projects throughout the conservancy zone. In addition, fire resiliency grants were made to two local tribes for workforce development and monitoring.

Though a fire resiliency grant to the Mountains Recreation and Conservation Authority, funding was provided to the Tataviam Conservation Corps for workforce development and trail building.

The Conservancy granted funding to community-based organizations, such as the Community Nature Connection to support workforce development for underserved youth, and restoration projects for fire resiliency and habitat improvements.

The Conservancy granted funding from its Regional Forest and Fire Capacity Program to the North East Trees, an urban greening nonprofit in Los Angeles, for habitat restoration and fire resiliency at Elyria Canyon Park and Flat Top, which also involved jobs for neighborhood youth.

A fire resiliency grant was awarded to Outward Bound Adventures for the development of pathways to park and public safety careers for fire resiliency, including engagement with community colleges to advance curriculum to facilitate those career paths.

The Conservancy and Mountains Recreation and Conservation Authority support urban and underserved communities' access to Malibu beaches, including sponsored trips for families with nature education and introduction to park careers components.



*The Conservancy and Mountains Recreation and Conservation Authority support urban and underserved communities' access to Malibu beaches, including sponsored trips for families with nature education and introduction to park careers.*



The Sierra Nevada Conservancy is a state agency with the mission to initiate, encourage, and support efforts to improve the environmental, economic, and social well-being of the Sierra-Cascades Region, its communities, and the people of California.

### 2023 HIGHLIGHTS

The Sierra Nevada Conservancy's governing statutes were amended this year to include equity among its priorities. The Conservancy is in the process of updating its five-year strategic plan, which will build in equity as a priority and help lead to outcomes that fully support diverse communities in the Sierra-Cascades Region. The Sierra Nevada Conservancy has continued to award grants that support tribes in the Sierra-Cascades Region.

A few examples of note in 2023: The Conservancy awarded \$1 million to the Western Rivers Conservancy (WRC) in Kern County to purchase 2,285 acres of the Fay Creek Ranch. The Conservancy will transfer more than half of that ranch to the Tubatulabal tribe for long term stewardship as a working ranch — the first time that culturally significant land has been returned to this tribe.

The Conservancy granted \$862,176 to the Sarah Priest Fuels Reduction Project. The American Indian Council of Mariposa County will use the funding to treat overloaded fuels on a 160-acre parcel that will reduce fire risk to communities.

The Conservancy awarded funds for a tribal land back purchase to conserve cultural and natural resources in Mono County. The Mono Lake Kutzadika's Indian Community Cultural Preservation Association will use the over \$2 million grant to help purchase a 160-acre parcel near Lee Vining.

### 2024 AND BEYOND

The Sierra Nevada Conservancy is at the beginning stages of developing a pilot tribal capacity building program. The pilot will strategically invest capacity funds in ways that specifically meet a tribe's needs, with the goal of putting more tribes in control of their funding opportunities. Available training and technical assistance that may be offered in the pilot include grant fundamentals, grant administration, subcontracts, contracts, and agreements, as well as reporting; leveraging funds, and other skills.





The California Coastal Commission is committed to protecting and enhancing California's coast and ocean for present and future generations. It does so through careful planning and regulation of environmentally sustainable development, rigorous use of science, strong public participation, education, and effective intergovernmental coordination.

### 2023 HIGHLIGHTS

For decades, visitors to Lunada Bay in Palos Verdes have been harassed, threatened and attacked by members of a local surfer gang known as the Lunada Bay Boys. In 2023, after the Commission ordered the city to demolish an illegal fort from which the Bay Boys organized their activities, an appellate court also found that it's illegal to intimidate and harass people to keep them off the beach. This case was a victory for public rights and is an example of how the Coastal Act can be used to address social and racial barriers to coastal access.

Teaching kids to surf is one of the most empowering ways to build a lifelong connection to the ocean. But coastal non-governmental organizations (NGO) have complained for years that it can be difficult and expensive to get the necessary permits for group surf lessons or camps. One of the most sought-after areas is Linda Mar Beach in Pacifica. After years of coordination with the City of Pacifica and local NGOs, the Commission approved a revamped surf school permitting system that provides parity for non-profits who previously had to compete with commercial surf schools for a limited number of permits. The new system is both affordable and accessible, and increases coordination between all user groups to ensure all participants can enjoy a safe, welcoming environment.

Just before Thanksgiving, the Tongva and Acjachemen Tribes celebrated the return of 6.2 acres of coastal ancestral land overlooking the Bolsa Chica wetlands in Orange County. The land had

been the site of an ancient village and holds deep cultural significance as well sensitive native habitat. The land owner had allowed extreme grading and land contouring on the site to create a competitive course for mountain bike competitions, without any permits or tribal consultations. With a significant Coastal Act enforcement action and administrative penalties looming, the landowners worked with the Coastal and the City of Huntington Beach on a to transfer the land to the Acjachemen Tongva Land Conservancy (ATLC) which will restore the land and preserve it for ceremonies and traditional cultural practices.

The Commission approved over \$2 million to 56 Whale Tail grantees, which funds experiential education and stewardship of the California coast. Recent funding includes 49 projects focusing on low-income communities, 39 supporting communities of color, 22 serving dual-language learners, 13 engaging inland communities, 9 providing programming for tribal communities, 9 addressing migrant communities, 7 engaging unhoused communities, and 3 focusing on LGBTQ2S+ communities.

To enhance meaningful engagement and enhance communication between EJ partners and Commission's executive leadership and staff, the Coastal Commission's environmental justice unit (EJ unit) launched quarterly partner calls with the Executive Director and senior management. Over a dozen EJ organizations participated in each of the calls in 2023, engaging in substantive discussions of

relevant topics, including offshore wind, equitable access to our beaches, and housing.

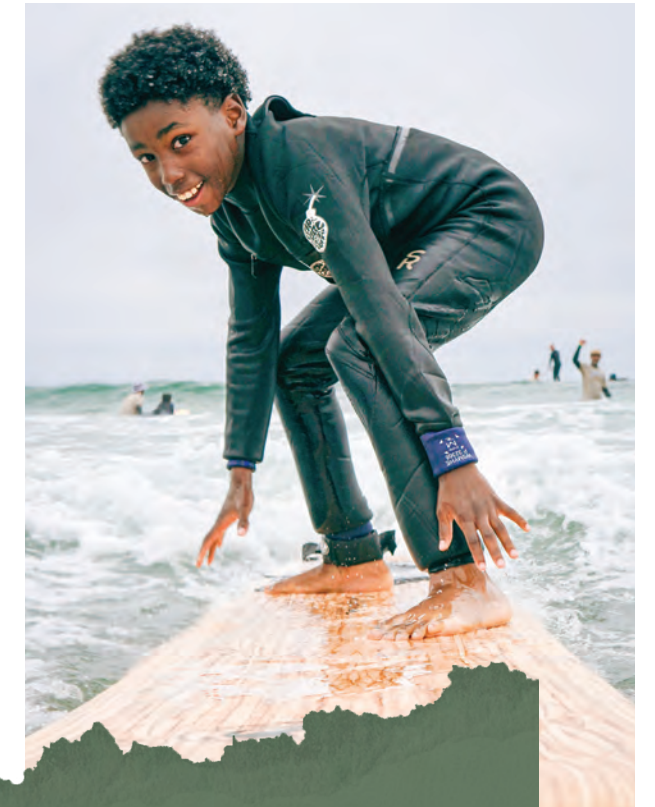
The EJ unit and sea level rise team started developing guidance for staff and local governments to better address environmental justice and equity in the Commission's sea-level rise work with funding from National Oceanic and Atmospheric Administration. Staff selected EJ and sea level rise advisors from across the state, who will be paid a stipend to provide input on the development of this new policy guidance and public engagement strategies.

The EJ unit also conducted environmental justice training sessions in several district offices. These sessions serve to teach new staff, refresh long-term employees, and showcase new and updated EJ tools available to staff across the state.

To help raise awareness of the rich history and contributions of California Native American cultures, and foster respectful engagement with Tribes today, the Commission created a deeply informative tribal consultation story map that features the voices of California tribal leaders in their own words. It provides an overview of the Commission's tribal consultation Policy as well as advances in state law and examples of how Tribal consultation leads to better project outcomes.

### 2024 AND BEYOND

To track and measure success, the Commission will undertake a review the effectiveness and progress of the agency's EJ policy. The Coastal Commission will release a public draft of the environmental justice update for the agency's Sea Level Rise Guidance, which will support consideration of environmental justice and sea level rise in coastal development permits as well as local coastal program (LCP) updates. This includes in vulnerability assessments, adaptation plans, and draft LCP policies on sea level rise.



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The California Energy Commission (CEC) is the state’s primary energy policy and planning agency leading the state to a 100 percent clean energy future for all. The CEC plays a critical role in creating the energy system of the future — one that is clean, modern, and ensures the fifth largest economy in the world continues to thrive.

## 2023 HIGHLIGHTS

In February 2023, the CEC adopted the Justice Access Equity Diversity Inclusion (JAEDI) Framework as part of the 2022 Integrated Energy Policy Report. The framework is a tool for staff and leadership that functions as a north star to help guide agency-wide efforts by outlining CEC’s commitment, values, principles, and best practices for embedding energy equity and environmental justice into its programs and policies.

In March 2023, the Commission adopted a resolution recognizing and committing to support tribal energy sovereignty and independence at a first-of-its-kind convening, called a tribal en banc, held in Humboldt with Native American tribal leaders, CEC commissioners and the California Public Utilities Commission. To further the relationship building and to hear directly from tribes about their vision for clean energy and tribal sovereignty, the tribal en banc was followed by a series of engagement and visits with multiple tribes throughout the state.

In May 2023, through the Clean Transportation Program Investment Plan, CEC invested \$1 million to establish the ZEV Truck Training Program. The program is offered at six community colleges throughout the state located in underserved communities. Students will embark on clean transportation career pathways in heavy-duty electric truck technologies that will lead to good paying jobs and economic sustainability.

In August 2023, CEC launched the Communities of Practice (COP) effort aligning with Governor

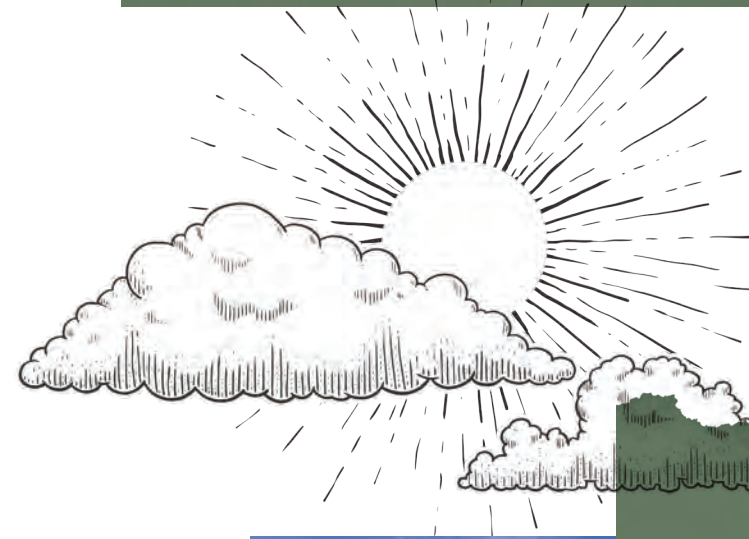
Newsom’s Executive Order N-16-22 to embed equity into all agency efforts. With a staff lead and commissioner sponsor, five COPs are convening and developing recommendations for the CEC to apply agency-wide to advance supplier diversity, language access, labor and workforce development, outreach and engagement, and benefits development.

In November 2023, the Commission adopted the Equitable Building Decarbonization Direct Install Program Guidelines, which aims to reduce greenhouse gas emissions in homes and advance energy equity. The program will provide energy-efficient electric appliances, other energy efficiency measures, and related upgrades to low-income households at no cost.

## 2024 AND BEYOND

In 2024, CEC plans to unveil an updated Energy Equity Indicators tool that will provide data visualization and mapping functions to enable communities and the public to access energy-related information to use for grant applications and other purposes. CEC staff will share the tool widely and provide trainings on how to use the tool for various purposes.

In 2024, the CEC plans to advance a partnership with the California Workforce Development Board to increase clean energy job opportunities, particularly for underserved and low-income communities. This will be in conjunction with participating in working groups convened by the Labor Workforce Development Agency.





The California Fish and Game Commission was one of the first wildlife conservation agencies in the country. Today, the Commission, which consists of five Governor-appointed Commissioners, protects and preserves the state's fish and wildlife by regulating hunting, sportfishing, and some commercial fishing. The Commission determines the status of species under the California Endangered Species Act, provides leases for aquaculture and adopts policies guiding the work of the California Department of Fish and Game and more.

### 2023 HIGHLIGHTS

In 2023, the Commission developed a framework for and initiated a review of all 63 Commission policies to proactively identify and address justice, equity, diversity and inclusion or JEDI issues, as well as identify opportunities for longer-term policy improvements. This full review of Commission policies through a JEDI lens is expected to be a multi-year process. The Commission has hired a consultant to assist the Commission in developing its first-ever JEDI plan. The Commission is in the process of hiring a tribal advisor and liaison to support the Commission's equity and tribal affairs work.

### 2024 AND BEYOND

The Commission has identified reviewing its policies through a JEDI lens to be a high priority for 2024 and 2025. In addition to guiding the work of the Commission, these policies also guide the work of the California Department of Fish and Wildlife, the largest fish and wildlife agency in the United States. Working closely with its consultant, the Commission is expected to adopt its first-ever JEDI plan in 2024. The plan will be developed with significant input from tribes, underserved communities and other members of the public. While many components of the Commission's plan are underway, the final plan will provide a foundation for additional, high priority JEDI initiatives.



The California State Lands Commission manages 4 million acres of tide and submerged lands and the beds of navigable rivers, streams, lakes, bays, estuaries, inlets, and straits. These lands, often known as sovereign or public trust lands, stretch from the Klamath River and Goose Lake in the north to the Tijuana Estuary in the south, the Colorado River in the east, and from the Pacific Coast three miles offshore in the west to world-famous Lake Tahoe in the east, and includes California's two longest rivers, the Sacramento and San Joaquin. The Commission oversees sovereign land granted in trust to about 70 local jurisdictions, which are predominantly prime waterfront lands, coastal waters, and the lands underlying California's major ports. The Commission also protects state waters from marine invasive species introductions and prevents oil spills by regulating oil transfers at marine oil terminals. The Commission is a leader in the fight against climate change and transitioning away from fossil fuel to clean energy, managing a portfolio of renewable energy leases and working alongside the California Energy Commission and others to bring offshore wind energy to California.

### 2023 HIGHLIGHTS

The Commission continued to implement its Environmental Justice and Tribal Consultation Policies, evaluating lease and permit applications through the lens of environmental justice and providing meaningful outreach and engagement with underserved communities and consultation with Tribes. Staff conducted environmental justice outreach on numerous lease applications and projects, sending over 100 letters and engaging with community-based organizations. Key outreach projects involve a vehicle triage center in San Francisco, offshore oil and gas operations in Long Beach, and California's offshore wind energy strategic plan. Staff consulted with tribes and participated in all the tribal consultations and tribal working group meetings for the strategic plan.

Staff helped launch the Coastal Justice Lab, a joint program led by Azul, a Latino-led and serving environmental justice organization focused on coastal and marine conservation; the Center for Land, Environment, and Natural Resources at UC Irvine Law; and UCI Newkirk Center for Science and Society. The Coastal Justice Lab is intended to advance environmental justice in coastal regions through research and facilitated dialogues.

The Commission prioritized language access by executing a language access contract and providing translation services on request. The Commission incorporated CNRA's language access best practices by advertising the availability of language access services and including instructions for how to access services on our website.

### 2024 AND BEYOND

Environmental justice is a priority for the Commission. We hope to update and strengthen our environmental justice and tribal consultation policies and continue learning and improving how we implement our policies, with the goal of providing tangible benefits to underserved communities.

The Commission also hopes to provide more staff training and education so we can better serve California's tribal nations and underserved communities.



The California Water Commission explores water management issues from multiple perspectives and formulates recommendations to advise the Department of Water Resources, and, as appropriate, the California Natural Resources Agency, the Governor and Legislature on ways to improve water planning and management in response to California’s changing hydrology. The Commission consists of nine members appointed by the Governor and confirmed by the State Senate. The Commission supports policies that result in sustainable water management and a healthy environment statewide.

**2023 HIGHLIGHTS**

In April of 2023, the Commission adopted a California Native American Tribal Leadership Comment Policy and began implementing the policy the following meeting. This policy acknowledges tribes’ unique political status and specifies a procedure for acknowledging tribal leaders and inviting them to comment prior to taking public comment.

Commission staff participated in a voluntary diversity, equity, and inclusion training pathway and held group discussions to process information and apply it to the Commission’s office culture and work. As a result of this process, staff launched a justice, equity, diversity and inclusion (JEDI) working group that meets monthly to provide a safe space for discussing JEDI topics and how to better integrate them into the Commission’s office culture.

The Commission’s operations are nested within the Department of Water Resources (DWR), and the Commission’s equity work is being rolled out in collaboration with DWR. The Commission works closely with DWR to get updates on their equity activities and to align the Commission’s work with these efforts.

**2024 AND BEYOND**

At its August 2023 meeting, the Commission asked staff to research options for developing a JEDI-related resolution. The Commission will consider adopting a resolution in 2024.



The Central Valley Flood Protection Board (Board) is the State regulatory agency responsible for ensuring that appropriate standards are met for the construction, maintenance, and protection of the flood control system that protects life, property, and wildlife habitat in California’s vast and diverse Central Valley from the devastating effects of flooding. Board issues encroachment permits and works with other agencies to improve the flood protection structures, enforces removal of problematic encroachments, represents the State as the non-federal sponsor in partnership with the U.S. Army Corps of Engineers for federal flood risk reduction projects, adopts five-year updates to the Central Valley Flood Protection Plan (CVFPP), and keeps watch over the Central Valley’s continually improving flood management system.

**2023 HIGHLIGHTS**

As part of a resolution declaring the Board’s commitment to diversity, equity and inclusion or DEI, the Board convened a DEI Task Force comprised of staff. The group has held monthly meetings to develop a vision statement, conducting extensive research, engaging with other DEI groups for knowledge sharing, and formulating recommendations to implement the new vision. The Task Force spent time educating members through training, self-reflection, and discussion.

**2024 AND BEYOND**

The Board will work with the Department of Water Resources or DWR to develop a 2027 Central Valley Flood Protection Plan Update to promote flood system equity in future flood management strategies, particularly those that consider climate change. The Board plans to increase engagement, both internally and externally by continuing to attend CNRA equity events and through additional communication with DWR’s team to learn more about their DEI efforts and find ways to leverage existing efforts and further collaboration. The Board will also evaluate equity gaps in regulatory functions and engage with its team and other partners to discuss equity in flood protection and risk reduction.





The Colorado River Board of California (Board) was established in 1937 to protect California’s rights and interests in the resources provided by the Colorado River and to represent California in discussions and negotiations regarding the Colorado River and its management. Seven counties in Southern California receive water and hydroelectric energy from the Colorado River. Colorado River water is used for drinking water by over 19 million people in Southern California and irrigates over 600,000 acres of agricultural lands that produce fruits, vegetables and other crops that help feed our nation’s families.

### 2023 HIGHLIGHTS

The Colorado River Board of California held Board meetings throughout Southern California. Board agencies hosting the meeting facilitated tours that increased the knowledge of Board members, staff, and the public regarding local usage and management of Colorado River water. The meetings and tours have helped facilitate cooperation and understanding and build upon the collaborative relationship among the Board’s member agencies.

The Board is working closely with Native American tribes in the development of the Post-2026 Operational Guidelines and Strategies for Lake Powell and Lake Mead. Within California, the Fort Yuma Quechan Indian Tribe has regularly participated in discussions with technical staff from water agencies reliant on water from the Colorado River. The Board is also actively engaged in the Post-2026 Federal-Tribes-States Work Group, an initiative led by the Bureau of Reclamation to facilitate discussions regarding water management along the Colorado River.

The Board’s public member seats have been filled, increasing the diversity of perspectives represented on the Board and facilitating increased collaboration between water agencies represented on the Board and the public. The Board’s public member seats are filled by the President of the Fort Yuma Quechan Indian Tribe and the Salton Sea Director for Audubon.

Through its recent hiring practices, the Board continued to advance its priority of filling departmental vacancies with qualified candidates reflective of California’s diverse population.

### 2024 AND BEYOND

In coordination with California’s Colorado River water and power users, the Board will continue working on the development of the Post-2026 Operational Guidelines and Strategies for Lake Powell and Lake Mead to ensure California’s diverse population continues to receive sufficient water supplies while ensuring system reliability. The Board is committed to collaboration with the federal government, tribes, Mexico, and the six other basin states receiving water from the Colorado River as we develop solutions to adapt to reduced water supplies due to the impacts from climate change.

The Board will continue working closely with Native American tribes, including the continued engagement in the Post-2026 Federal-Tribes- States Work Group. The Fort Yuma Quechan Indian Tribe is scheduled to host a monthly meeting of the Board in 2024 on tribal land.



The Delta Protection Commission is committed to the protection and health of the Sacramento-San Joaquin Delta in California. The Commission protects, maintains, enhances and enriches the overall quality of the Delta environment and economy. The Commission does this with a focus on agriculture, heritage, recreation, and natural resources while remaining mindful of the importance of the Delta to all Californians. Valuing the needs of the Delta as well as the needs of the State is fundamental to achieving the Commission’s vision: an ideal synthesis of cultural, ecological, and agricultural values in a sustainable, healthy, and celebrated way of life.

### 2023 HIGHLIGHTS

The Delta Protection Commission voted to add a tribal government seat on the Delta Protection Commission Advisory Committee and is recruiting for new members until the seats are filled.

### 2024 AND BEYOND

The Delta Protection Commission will be engaging in tribal consultation for the Sacramento-San Joaquin Delta National Heritage Area management plan approval and implementation.



The Native American Heritage Commission (NAHC) works with lead agencies, higher learning institutions, museums, the public, and California Native American tribes to protect Native American sacred sites from disturbance and desecration. The main goals of the NAHC are to help protect ancestors from being disturbed before ground disturbance, help to identify the tribe that is the most likely descendant for an inadvertent unearthing or discovery of ancestors, and to facilitate and enforce the return of ancestors and ancestral collections back to their respective tribal families.

### 2023 HIGHLIGHTS

The NAHC will make continuous efforts to adopt regulations to implement and interpret statutes under its authority. Some of these regulations include the contact list for tribal representatives, the most likely descendant process, the California Native American Grave Protection and Repatriation Act (CalNAGPRA.)

The Commission is working to update the rules and regulations for the California Native American Grave Protection and Repatriation Act process and the Most Likely Descendent process. This includes releasing in November 2023 a proposed draft contact list regulations for a tribal consultation period, virtual listening sessions, in-person inter-tribal roundtable sessions, and one-on-one tribal consultations. This process will continue into 2024.



The San Francisco Bay Conservation and Development Commission (BCDC/Commission) protects and enhances San Francisco Bay and advances the Bay’s responsible, productive, and equitable uses for this and future generations in the face of changing climate and rising sea levels.

### 2023 HIGHLIGHTS

The Commission hired a second staff member, Lita Brydie, expanding its EJ program. Since joining the team, Brydie has taken lead roles to complete BCDC’s Racial Equity Action Plan, setting up trainings for the Commission’s EJ Advisors program, and drafting BCDC’s Tribal Engagement Plan.

In 2023, BCDC secured additional funding from the Ocean Protection Council and Coastal Conservancy for its Environmental Justice Advisors Program. Advisors will be paid \$10,000 annually, which is a \$4,000 increase, to ensure they are fairly compensated for their time and expertise.

BCDC has ensured that each of its Bay Adapt committees has representation from underserved communities. There are reserved paid equity and EJ representative seats on the Regional Shoreline Adaptation Technical Advisory Group and the Bay Adapt Implementation Coordinating Group and have invited elected representatives from underserved communities to serve on the Commission’s Elected Officials Task Force.

The Commission solicited proposals for a three-year translation services contract and began developing a plan to start translating meeting notices and other relevant documents. Interpretation and translation of other materials will now be available to the public by request.

BCDC tabled at nine community events in underserved communities across the Bay Area as part of its visioning phase of the Regional Shoreline

Adaptation Plan development. Staff talked with the public about what a Regional Shoreline Adaptation Plan could be and surveyed them about their attitudes regarding sea level rise.

### 2024 AND BEYOND

BCDC will complete a Tribal Engagement Policy in accordance with CNRA to build relationships with tribal communities and will coordinate with other California state agencies to learn from their experiences. BCDC plans to complete and adopt its Racial Equity Action Plan in early 2024. After adoption BCDC will develop an implementation plan that includes increasing staff time dedicated to the Racial Equity Plan and delegating roles in the implementation process.





The Wildlife Conservation Board (WCB) is an independent board under the California Natural Resources Agency that works closely with the Department of Fish and Wildlife. The Board administers programs that protect land, restore and enhance wildlife habitat and provide wildlife oriented public access. The Board is a key partner in implementing the State's 30 X 30 goals of advancing efforts to conserve biodiversity, increasing climate resilience, and providing access to nature for all.

### 2023 HIGHLIGHTS

The Wildlife Conservation Board provided a \$2.27 million grant to the 40 Acre Conservation League, California's only Black-led conservation group, for the Tahoe Forest Gateway Leidesdorff Property in Placer County in partnership with the Sierra Nevada Conservancy. The conservation group will acquire approximately 650 acres of land near the Tahoe Lake area for the purposes of providing opportunities for public access and wildlife oriented recreation as well as wildlife habitat preservation, restoration and management.

WCB supported Outward Bound Adventures, a non-profit dedicated to providing outdoor education, conservation, and environmental learning expeditions for low-income urban youth, to restore oak woodland habitat at the Los Angeles Zoo. The project engages members of underserved communities in paid, site-based workforce training and includes academic partners to learn about this incredibly important ecosystem while gaining valuable career skills in ecological restoration and land management. The Project provides employment, mentorship, and pathways to careers in outdoor education and conservation.

WCB provided a large block grant to Point Blue Conservation Science to implement projects to build wildlife-friendly resilience in working landscapes. Point Blue has awarded 77 small grants to a variety of local partners to implement projects such as riparian restoration, hedgerow plantings, beaver dam analogs, wildlife-friendly fencing, and monarch and

pollinator plantings. In the first funding round, 74% of applicants qualified as disadvantaged by one or more criteria.

The Board helped protect more than 2,285 acres in northeastern Kern County at Fay Creek Ranch through a grant to Western Rivers Conservancy and the Kern River Valley Heritage Foundation. The project expands connectivity by preserving a wildlife corridor, protecting rare and endangered flora and fauna, increasing climate resiliency, and providing the opportunity to create new, free outdoor public access for the nearby underserved communities. Of that, more than 1,246 acres of culturally significant ancestral lands have been directly conveyed to the Tübatulabal Tribe of Kern County.

WCB helped protect 5,105 acres in Monterey County through a grant to the Big Sur Land Trust. Big Sur Land Trust will co-manage the property with the Esselen Tribe of Monterey County. The Esselen Tribe will have access to the property for management and implementation of traditional ecological knowledge and cultural practices including harvesting of culturally relevant plants. The project protects habitat for a large diversity of plant and animal species, provides connectivity, and increases climate resiliency.

WCB provided a \$24 million grant to the Wildlands Conservancy to acquire the 11,691-acre Rana Creek Ranch in the Carmel Valley. The Ranch is

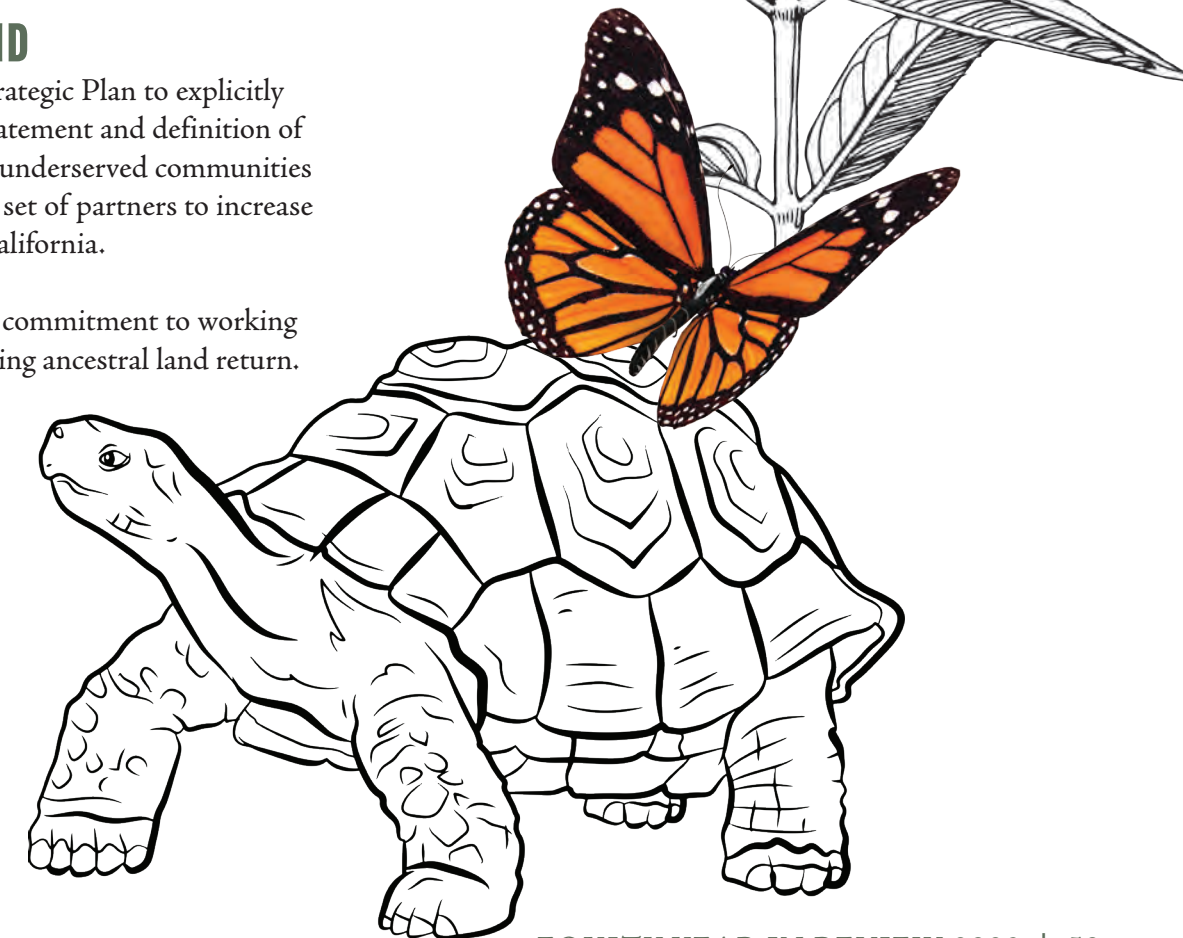


home to some of the best oak woodland habitat left on the central coast that provides wildlife habitat connectivity and will create new, free outdoor public access for the nearby underserved communities. The Ranch is the traditional homeland of the Esselen Tribe, and The Wildlands Conservancy is developing a strong partnership with the tribe to help steward the land, restore its fish and wildlife, and host the visiting public.

### 2024 AND BEYOND

WCB will update its Strategic Plan to explicitly incorporate an equity statement and definition of how WCB will work in underserved communities and with a more diverse set of partners to increase our reach throughout California.

WCB will continue our commitment to working with tribes and prioritizing ancestral land return.







## Delta Stewardship Council

A CALIFORNIA STATE AGENCY

The Delta Stewardship Council was created to advance the state’s goals for the Delta, which include a more reliable statewide water supply and a healthy and protected ecosystem, achieved in a manner that protects and enhances the unique characteristics of the Delta as an evolving place. To do this, the Council developed an enforceable long-term sustainable management plan for the Delta to ensure coordinated action at the federal, state, and local levels. The Delta Plan, adopted in 2013, includes both regulatory policies and non-binding recommendations.

### 2023 HIGHLIGHTS

The Council’s 2019 Delta Plan Five-Year Review Report identified environmental justice (EJ) as a priority issue and recommended the council prepare an issue paper to investigate the need for additional strategies to address EJ within the Delta Plan, summarize the best available science, and identify future policy options for the Council to consider. To ensure the issue paper reflects the values and priorities of the Delta’s environmental justice community, staff undertook a robust public engagement strategy based on preliminary outreach. Completion of the issue paper is anticipated in fall 2024.



The Council embarked on the climate initiative Delta Adapts, which consists of a climate change vulnerability assessment for the Delta and Suisun Marsh and an adaptation plan detailing strategies and actions to adapt and respond to the identified vulnerabilities. Council staff is currently working with a diverse group of interests that includes community-based organizations, environmental groups, reclamation districts, local and state partners and others to prepare a draft adaptation plan that will include an emphasis on society and equity for public review in early 2024.

In 2021, the Council’s Delta Science Program provided research funding for a survey to better understand Delta residents’ livelihoods, well-being, priorities, and concerns for the region. A summary of survey results was presented at the October 2023

Council meeting. Additional products, including anonymized survey data and an interactive data viewer tool, will be made publicly available in early 2024.

The Council has focused on fostering partnerships with California Native American tribes that advance tribal considerations and finding ways to collaborate towards a more resilient Delta watershed for all. This included hosting the Council’s first tribal listening session, where the Council hosted representatives from Delta tribes, who spoke about their ties to the Delta, their sovereignty and relation to the state, and their opinions regarding Delta management. The Council has also worked to integrate tribal partners into the planning and roles at Council events such as the Adaptive Management Forum, numerous Restoration Forums, and the Delta Independent Science Board’s Food-webs Workshop, among others.



### 2024 AND BEYOND

Council staff has worked to launch a justice, equity, diversity and inclusion (JEDI) committee. They finalized a charter that outlines the committee’s purpose and preliminary objectives, which include equitable outreach, engagement, research, and funding, building an inclusive workplace and workforce, and recommending policy that considers equity in a manner that furthers the Council’s goals for the Delta. Staff are currently developing a duty statement for a JEDI position, which would be tasked with leading the committee and developing a work plan.

In 2024, the Council will continue to work to identify opportunities for greater integration of social sciences within the Council’s work and the Delta more broadly. Integrating the social sciences into environmental management in the Sacramento-San Joaquin Delta means gaining a better understanding of the people who live, work, and recreate in and around the estuary, along with how the region impacts their health and well-being, and how their behaviors influence environmental issues.



The California Ocean Protection Act established the Ocean Protection Council (OPC) as a Cabinet-level state policy body nested within the Natural Resources Agency that implements the Governor’s priorities for coastal and ocean policy. OPC is mandated to protect California’s coastal and ocean resources by effectively and strategically providing best available science to decision-makers, supporting targeted initiatives to protect and restore coastal and marine systems, collaboratively advancing policy, and coordinating relevant agency activities across jurisdictional, programmatic, and regional boundaries. To be successful, OPC’s work must be inclusive and reflect the diversity of perspectives and needs of California’s communities.

### 2023 HIGHLIGHTS

In April 2023, the OPC approved grant funding to the Better World Group Advisors (BWG) to provide guidance and support for implementation of select Equity Plan priorities for the next three years. Through this effort, BWG will develop and convene an Environmental Justice Advisory Board that will advise on the needs and perspectives of environmental justice communities, California Native American tribes and tribal governments into state policies, programs, and actions that impact the coast and ocean. Recruitment for the board is anticipated to launch in late 2023 to early 2024.

The Council has partnered with grantee, Justice Outside, to support the development and administration of OPC’s Environmental Justice Small Grants Program. The \$1 million program is a direct action from OPC’s Equity Plan and will support investments for organizations to fulfill small and short-term projects across coastal regions that create positive impacts in California’s EJ communities and advance coastal and ocean conservation priorities in OPC’s Strategic Plan. The program will include extensive and nontraditional outreach to priority communities, an accessible application process, technical assistance and capacity building for grantee partners, and opportunities to mobilize and join larger EJ networks in the state and across the country. The program will begin accepting applications in Spring 2024.

In December 2023, OPC approved \$1,500,000 to establish an Ocean Corps Pilot Program with the California Conservation Corps (CCC), in collaboration with local conservation corps and partners, to enhance coastal climate resilience and provide equitable opportunities for young adults. The Ocean Corps Pilot Program aims to build a resilient California by leveraging the CCC’s extensive experience in environmental conservation and youth empowerment. The pilot program also advances key equity priorities from OPC’s Equity Plan aimed at strengthening career pathways to create a more diverse ocean and coastal workforce throughout the state and expanding coastal access in both physical access and the quality of experience for California communities. OPC funding will support the CCC in implementing the Ocean Corps Program within three local corps programs operating in coastal regions: CCC Fortuna District, Conservation Corps Long Beach, and Urban Corps of San Diego. This pilot program has the potential to serve as a model and be expanded to six CCC centers and eight local corps operating in coastal regions, pending available federal funding. The Ocean Corps Pilot Program will advance equitable opportunities by engaging corps members in climate resiliency initiatives while providing mentorship, internship opportunities, and other types of support to young adults, particularly those from underserved communities.



***In December 2023, OPC approved \$1.5 million to establish an Ocean Corps Pilot Program with the California Conservation Corps (CCC), in collaboration with local conservation corps and partners, to enhance coastal climate resilience and provide equitable opportunities for young adults. The Ocean Corps Pilot Program aims to build a resilient California by leveraging the CCC’s extensive experience in environmental conservation and youth empowerment.***

In January 2023, OPC adopted its first-ever Tribal Engagement Strategy, which will serve as a framework for enhanced communication and partnership between OPC and California Native American tribes on ocean and coastal issues. The Tribal Engagement Strategy was crafted in close collaboration with California Native American tribes, including early consultations and listening sessions in 2021, as well as further consultation on a draft Strategy held in 2022. It provides specific actions that OPC will undertake to enhance tribal engagement in all aspects of its work, as well as approaches that OPC will pursue to improve communication with tribes. In January 2023, OPC approved the disbursement of \$1 million to establish a Tribal Small Grants Program to provide dedicated funding to California Native American tribes and tribally led entities in support of work that advances tribes’ priorities for conservation, management, and stewardship, as well as the goals in OPC’s Strategic

Plan and Tribal Engagement Strategy. The OPC Tribal Small Grants program will be part of the Natural Resources Agency Tribal Nature-Based Solutions program to assist California Native American tribes in advancing multi-benefit nature-based solutions in the coast and ocean.

Following Council approval in April 2023, OPC awarded Coastal Quest through a competitive solicitation for applicants to develop and manage OPC’s first-ever Senate Bill 1 Technical Assistance Program (SB 1 TA Program) to provide application support to local, regional, and tribal governments that represent environmental justice communities applying for Sea Level Rise Adaptation Planning funding. Recipients of technical assistance will be offered tailored and customized support based on their needs, including capacity building and grant writing support. The SB 1 TA Program is expected to launch in early 2024.



The California Science Center in Los Angeles is an educational and family destination that contains award-winning exhibits and world-renowned education programs. The Science Center’s mission values accessibility and inclusiveness, and aspires to stimulate curiosity and inspire science learning in everyone through fun, memorable experiences.

## 2023 HIGHLIGHTS

The Science Center continues to maintain and retain a diverse workforce representing our surrounding community by conducting employment opportunities to increase a diverse candidate pool. It also encourages current staff to participate in the Upward Mobility Program, which aims to provide guidance for entry level staff interested in advancement. The agency established a revamped Upward Mobility Program in June of 2023, targeting low-paying, entry level positions, and three applicants were approved.

The Center maintains and strengthens education program partnerships among diverse local communities by engaging with community-based organizations that work with youth ages 5 to 13. The Young Curators program continues to provide educational programming to youth from surrounding underserved neighborhoods and youth enrolled in programs with partner organizations. The Center delivers educational after-school programming to four community partners, including Brotherhood Crusade, Literacy, Arts, Culture, Education, and Recreation Afterschool Programs, Heart of Los Angeles, Para Los Niños and the Los Angeles Boys & Girls Club.

The Center continues to assess and expand language services for guests by ensuring all new exhibitions are fully bilingual in English and Spanish. Recent bilingual exhibits include Maya: The Exhibition, Nikon Small World and Jané’s Endangered Animal Experience. The Center works to create a sense of stewardship among employees by providing

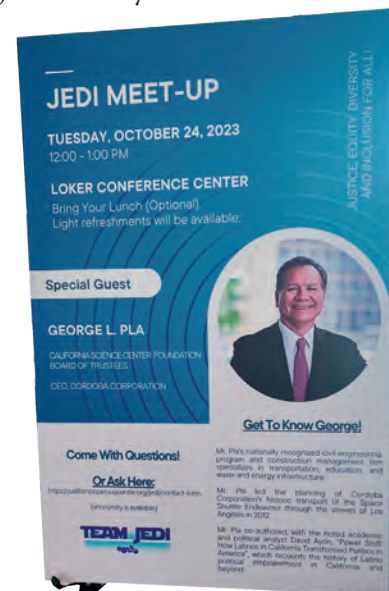
opportunities for employee involvement in addressing diversity, equity, and inclusion (DEI) concerns at regular meetings and access to training.

The Center held DEI training for staff in 2023 and continues to hold monthly Justice, Equity, Diversity and Inclusion (JEDI) meetings, which gives staff at all levels the opportunity to interact with members and invited guests and speakers.

## 2024 AND BEYOND

The California Science Center will continue to look for new community partnerships for after-school programming and participation in hands-on Science Camp for the upcoming calendar year.

The Center will continue to identify job boards and hiring programs that target underserved and marginalized communities throughout Los Angeles County.





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**California Fish and Game Commission**  
**Staff Time Allocation and Activities**  
*April 12, 2024*

This report identifies, for the months of February and March 2024, where California Fish and Game Commission staff allocated its time in general activity categories, trends in staff time allocation, and examples of specific activities in which staff engaged.

**General Time Allocation**

<b>Task Category</b>	<b>February Staff Time</b>	<b>March Staff Time</b>
Regulatory Program	7%	13%
Non-Regulatory Programs	6%	6%
Commission and Committee Meetings	28%	27%
Legal Matters	2%	3%
External Affairs	8%	7%
Special Projects	5%	4%
Administration	22%	22%
Leave Time	9%	4%
Unfilled Positions <sup>1</sup>	17%	20%
Total Staff Time <sup>2</sup>	105%	106%

<sup>1</sup> *Unfilled positions are skewed downward due to contract and temporary help*

<sup>2</sup> *Total staff time is greater than 100% due to overtime*

**Trends**

Time allocations of note for the two-month period are *Regulatory Program, Commission and Committee Meetings, Administration, and Unfilled Positions.*

The *Regulatory Program* category is elevated in March, as staff advanced several rulemakings, including publication of recent rulemakings in the California Regulatory Notice Register, emergency actions, the extra work associated to gain final approval from the Office of Administrative Law (OAL) for the recreational sea urchin bag limits and the existing structures in marine protected areas rulemakings (both approved in March), and two unusually challenging rulemakings that have required multiple conversations with OAL attorneys and 15-day notices. Regulation work will continue to be elevated with an unusually high number of rulemakings currently in various stages of completion.

The *Commission and Committee Meetings* category is elevated during this reporting period, particularly for March. The hybrid format for Commission meetings requires all team members to assist, whether in person or remotely, while committee meetings require about half of the team. March is particularly elevated due to the Commission’s teleconference on March 26, 2024, in addition to a particularly full March Marine Resources Committee meeting.

In the *Administration* category, recruitment efforts for the multiple vacancies dominate staff time and will continue to for the foreseeable future, along with onboarding new staff. Recruiting is a time-consuming undertaking, from initial paperwork authorizing positions and advertising, to application screening, conducting interviews and reference checks, and documenting compliance with state processes; multiple staff and many hours are required. During this period, recruitment for the deputy executive director was completed and recruitments for the tribal advisor and liaison and the recently-vacated regulatory analyst are ongoing. Finally, training and onboarding of the new executive analyst and Sea Grant State Fellow began in February and continued into April.

Related, *Unfilled Positions* is extraordinarily high, though not fully represented by the time entries in the general time allocation table due to contract and temporary help. The continued and successful recruitment of quality personnel for vacant positions has been a staff priority the last three months and will continue over the next few months as remaining recruitments are completed.

### **Sample Activities for February 2024**

- Conducted orientation and several follow-up meetings for newly-appointed Commissioner Darius Anderson
- Conducted field trip associated with the February Commission meeting to learn more about archery for hunting and recreational purposes within California
- Contributed to bi-weekly coordination meetings with Department aquaculture staff to further pending aquaculture lease actions
- Coordinated with the Department related to experimental fishing permit applications and requests
- Attended a Pacific Fishery Management Council meeting regarding offshore wind
- Attended the Department black history month event, "Academic Perspectives on Understanding and Protecting Natural Resources"
- Met with the Department and members from non-governmental organizations to discuss issues related to the MPA network and MPA regulation petitions
- Welcomed Executive Analyst Kelsey Leaird and 2024 Sea Grant State Fellow Devon Rossi, and commenced their onboarding
- Engaged in staff-led discussion about racial inequity to increase JEDI awareness as part of the monthly *Moment to Pause* effort
- Conducted an exam and completed the selection process for deputy executive director position
- Prepared for and conducted one publicly noticed meeting (Commission) and prepared for two publicly noticed meetings (Marine Resources Committee and Commission teleconference).

### **Sample Activities for March 2024**

- Participated in discussions regarding improvements to the service-based budgeting task validation process and initiated the mission-level refresh for Commission tasks

- Contributed to the Offshore Aquaculture Interagency Working Group with feedback on a state aquaculture permitting guide
- Attended the World Fisheries Congress in Seattle and attended presentations related to such topics as fisheries adaptive management, climate change impacts, sustainable fisheries and aquaculture, and mitigating bycatch in commercial and recreational fisheries.
- Coordinated and facilitated individual conversations with state and federal agencies regarding the aquaculture leasing process and next steps to improve interagency coordination, including engagement in pre-application consultations
- Facilitated conversations with aquaculture leaseholders regarding lease requests.
- Attended multiple webinars to support awareness of partner efforts relevant to the Commission’s work, including Coastal 30 x 30 hosted by the Ocean Protection Council to learn about the four key approaches to 30 x 30, and Lenfest’s Ocean Program to learn about geospatial patterns and species impacts of changing ocean chemistry on U.S. West Coast
- Collaborated with a Scripps Institution of Oceanography graduate student regarding their volunteer opportunity with the Commission
- Participated in a virtual meeting of the Diversity, Equity, and Inclusion Committee of the Western Association of Fish and Wildlife Agencies
- Attended “Marking Our Progress – a Conversation with Secretary Crowfoot,” highlighting California Natural Resources Agency challenges and priorities for 2024
- Completed the selection process for the deputy executive director position, offered the position, and completed final negotiations
- Continued onboarding executive analyst and 2024 Sea Grant state fellow
- Prepared for and conducted two publicly noticed meetings (Marine Resources Committee and Commission teleconference) and prepared for two publicly noticed meetings (Tribal Committee and Commission).

## **Sample Tasks for the General Allocation Categories**

### ***Regulatory Program***

- Coordination meetings with DFW to
  - develop timetables and notices
  - Prepare and file notices, re-notices, and initial/final statements of reasons
  - Prepare administrative records
  - Track and respond to public comments
- Consult, research, and respond to inquiries from the Office of Administrative Law
- Facilitate CEQA document review, certification of findings, and filing with state clearinghouse

### ***Non-Regulatory Program***

- DFW partnership, including jointly developing management plans and concepts
- Process and analyze non-regulatory requests

- Develop, review, and amend Commission policies
- Research and review adaptive management practices
- Review and process CESA petitions

***Commission and Committee Meetings and Support***

- Research and compile subject-specific information
- Develop and distribute meeting agendas and materials
- Agenda and debrief meetings
- Prepare meeting summaries, audio files, and voting records
- Develop and distribute after-meeting memos/letters
- Conduct onsite meeting management
- Process submitted meeting materials
- Provide commissioner support
- Process and analyze regulation change petitions

***Legal Matters***

- Public Records Act requests
- California Law Review Commission
- Process appeals and accusations
- Respond to litigation
- Process kelp and state water bottom leases
- Prepare administrative records

***External Affairs***

- Engage and educate legislators, monitor legislation
- Maintain state, federal, and tribal government relations
- Correspondence
- Respond to public inquiries
- Website maintenance
- Coyote workshops

***Special Projects***

- Coastal Fishing Communities
- Bullfrogs and non-native turtles stakeholder engagement
- Streamline routine regulatory actions

***Administration***

- Staff training and development
- Purchases and payments
- Contract management
- Personnel management
- Budget development and tracking
- Health and safety oversight
- Internal processes and procedures
- Document archival

***Leave Time***

- Holidays
- Sick
- Vacation or annual leave
- Jury duty
- Bereavement
- Administrative time off





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**GOVERNMENT CODE - GOV**

**TITLE 2. GOVERNMENT OF THE STATE OF CALIFORNIA [8000 - 22980]** ( Title 2 enacted by Stats. 1943, Ch. 134. )

**DIVISION 3. EXECUTIVE DEPARTMENT [11000 - 15986]** ( Division 3 added by Stats. 1945, Ch. 111. )

**PART 1. STATE DEPARTMENTS AND AGENCIES [11000 - 11898]** ( Part 1 added by Stats. 1945, Ch. 111. )

**CHAPTER 1. State Agencies [11000 - 11148.5]** ( Chapter 1 added by Stats. 1945, Ch. 111. )

**ARTICLE 9. Meetings [11120 - 11132]** ( Article 9 added by Stats. 1967, Ch. 1656. )

**11120.** It is the public policy of this state that public agencies exist to aid in the conduct of the people's business and the proceedings of public agencies be conducted openly so that the public may remain informed.

In enacting this article the Legislature finds and declares that it is the intent of the law that actions of state agencies be taken openly and that their deliberation be conducted openly.

The people of this state do not yield their sovereignty to the agencies which serve them. The people, in delegating authority, do not give their public servants the right to decide what is good for the people to know and what is not good for them to know. The people insist on remaining informed so that they may retain control over the instruments they have created.

This article shall be known and may be cited as the Bagley-Keene Open Meeting Act.

(Amended by Stats. 1981, Ch. 968, Sec. 4.)

**11121.** As used in this article, "state body" means each of the following:

- (a) Every state board, or commission, or similar multimember body of the state that is created by statute or required by law to conduct official meetings and every commission created by executive order.
- (b) A board, commission, committee, or similar multimember body that exercises any authority of a state body delegated to it by that state body.
- (c) An advisory board, advisory commission, advisory committee, advisory subcommittee, or similar multimember advisory body of a state body, if created by formal action of the state body or of any member of the state body, and if the advisory body so created consists of three or more persons.
- (d) A board, commission, committee, or similar multimember body on which a member of a body that is a state body pursuant to this section serves in his or her official capacity as a representative of that state body and that is supported, in whole or in part, by funds provided by the state body, whether the multimember body is organized and operated by the state body or by a private corporation.
- (e) Notwithstanding subdivision (a) of Section 11121.1, the State Bar of California, as described in Section 6001 of the Business and Professions Code. This subdivision shall become operative on April 1, 2016.

(Amended by Stats. 2015, Ch. 537, Sec. 22. (SB 387) Effective January 1, 2016.)

**11121.1.** As used in this article, "state body" does not include any of the following:

- (a) Except as provided in subdivision (e) of Section 11121, state agencies provided for in Article VI of the California Constitution.
- (b) Districts or other local agencies whose meetings are required to be open to the public pursuant to the Ralph M. Brown Act (Chapter 9 (commencing with Section 54950) of Part 1 of Division 2 of Title 5).
- (c) State agencies provided for in Article IV of the California Constitution whose meetings are required to be open to the public pursuant to the Grunsky-Burton Open Meeting Act (Article 2.2 (commencing with Section 9027) of Chapter 1.5 of Part 1 of Division 2 of Title 2).

(d) State agencies when they are conducting proceedings pursuant to Section 3596.

(e) State agencies provided for in Section 109260 of the Health and Safety Code, except as provided in Section 109390 of the Health and Safety Code.

(f) The Credit Union Advisory Committee established pursuant to Section 14380 of the Financial Code.

*(Amended by Stats. 2015, Ch. 537, Sec. 23. (SB 387) Effective January 1, 2016.)*

**11121.9.** Each state body shall provide a copy of this article to each member of the state body upon his or her appointment to membership or assumption of office.

*(Amended by Stats. 1981, Ch. 968, Sec. 7.1.)*

**11121.95.** Any person appointed or elected to serve as a member of a state body who has not yet assumed the duties of office shall conform his or her conduct to the requirements of this article and shall be treated for purposes of this article as if he or she has already assumed office.

*(Added by Stats. 1997, Ch. 949, Sec. 1. Effective January 1, 1998.)*

**11122.** As used in this article "action taken" means a collective decision made by the members of a state body, a collective commitment or promise by the members of the state body to make a positive or negative decision or an actual vote by the members of a state body when sitting as a body or entity upon a motion, proposal, resolution, order or similar action.

*(Amended by Stats. 1981, Ch. 968, Sec. 7.3.)*

**11122.5.** (a) As used in this article, "meeting" includes any congregation of a majority of the members of a state body at the same time and place to hear, discuss, or deliberate upon any item that is within the subject matter jurisdiction of the state body to which it pertains.

(b) (1) A majority of the members of a state body shall not, outside of a meeting authorized by this chapter, use a series of communications of any kind, directly or through intermediaries, to discuss, deliberate, or take action on any item of business that is within the subject matter of the state body.

(2) Paragraph (1) shall not be construed to prevent an employee or official of a state agency from engaging in separate conversations or communications outside of a meeting authorized by this chapter with members of a legislative body in order to answer questions or provide information regarding a matter that is within the subject matter jurisdiction of the state agency, if that person does not communicate to members of the legislative body the comments or position of any other member or members of the legislative body.

(c) The prohibitions of this article do not apply to any of the following:

(1) Individual contacts or conversations between a member of a state body and any other person that do not violate subdivision (b).

(2) (A) The attendance of a majority of the members of a state body at a conference or similar gathering open to the public that involves a discussion of issues of general interest to the public or to public agencies of the type represented by the state body, if a majority of the members do not discuss among themselves, other than as part of the scheduled program, business of a specified nature that is within the subject matter jurisdiction of the state body.

(B) Subparagraph (A) does not allow members of the public free admission to a conference or similar gathering at which the organizers have required other participants or registrants to pay fees or charges as a condition of attendance.

(3) The attendance of a majority of the members of a state body at an open and publicized meeting organized to address a topic of state concern by a person or organization other than the state body, if a majority of the members do not discuss among themselves, other than as part of the scheduled program, business of a specific nature that is within the subject matter jurisdiction of the state body.

(4) The attendance of a majority of the members of a state body at an open and noticed meeting of another state body or of a legislative body of a local agency as defined by Section 54951, if a majority of the members do not discuss among themselves, other than as part of the scheduled meeting, business of a specific nature that is within the subject matter jurisdiction of the other state body.

(5) The attendance of a majority of the members of a state body at a purely social or ceremonial occasion, if a majority of the members do not discuss among themselves business of a specific nature that is within the subject matter jurisdiction of the state body.

(6) The attendance of a majority of the members of a state body at an open and noticed meeting of a standing committee of that body, if the members of the state body who are not members of the standing committee attend only as observers.

*(Amended by Stats. 2009, Ch. 150, Sec. 1. (AB 1494) Effective January 1, 2010.)*

**11123.** (a) All meetings of a state body shall be open and public and all persons shall be permitted to attend any meeting of a state body except as otherwise provided in this article.

(b) (1) This article does not prohibit a state body from holding an open or closed meeting by teleconference for the benefit of the public and state body. The meeting or proceeding held by teleconference shall otherwise comply with all applicable requirements or laws relating to a specific type of meeting or proceeding, including the following:

(A) The teleconferencing meeting shall comply with all requirements of this article applicable to other meetings.

(B) The portion of the teleconferenced meeting that is required to be open to the public shall be audible to the public at the location specified in the notice of the meeting.

(C) If the state body elects to conduct a meeting or proceeding by teleconference, it shall post agendas at all teleconference locations and conduct teleconference meetings in a manner that protects the rights of any party or member of the public appearing before the state body. Each teleconference location shall be identified in the notice and agenda of the meeting or proceeding, and each teleconference location shall be accessible to the public. The agenda shall provide an opportunity for members of the public to address the state body directly pursuant to Section 11125.7 at each teleconference location.

(D) All votes taken during a teleconferenced meeting shall be by rollcall.

(E) The portion of the teleconferenced meeting that is closed to the public may not include the consideration of any agenda item being heard pursuant to Section 11125.5.

(F) At least one member of the state body shall be physically present at the location specified in the notice of the meeting.

(2) For the purposes of this subdivision, "teleconference" means a meeting of a state body, the members of which are at different locations, connected by electronic means, through either audio or both audio and video. This section does not prohibit a state body from providing members of the public with additional locations in which the public may observe or address the state body by electronic means, through either audio or both audio and video.

(c) The state body shall publicly report any action taken and the vote or abstention on that action of each member present for the action.

*(Amended by Stats. 2014, Ch. 510, Sec. 1. (AB 2720) Effective January 1, 2015.)*

**11123.1.** All meetings of a state body that are open and public shall meet the protections and prohibitions contained in Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof.

*(Added by Stats. 2002, Ch. 300, Sec. 1. Effective January 1, 2003.)*

**11123.2.** (a) For purposes of this section, the following definitions apply:

(1) "Teleconference" means a meeting of a state body, the members of which are at different locations, connected by electronic means, through either audio or both audio and video.

(2) "Teleconference location" means a physical location that is accessible to the public and from which members of the public may participate in the meeting.

(3) "Remote location" means a location from which a member of a state body participates in a meeting other than a teleconference location.

(4) "Participate remotely" means participation by a member of the body in a meeting at a remote location other than a teleconference location designated in the notice of the meeting.

(b) (1) In addition to the authorization to hold a meeting by teleconference pursuant to subdivision (b) of Section 11123 and Section 11123.5, a state body may hold an open or closed meeting by teleconference as described in this section, provided the meeting complies with all of this section's requirements and, except as set forth in this section, it also complies with all other applicable requirements of this article relating to the specific type of meeting.

(2) This section does not limit or affect the ability of a state body to hold a teleconference meeting under another provision of this article, including Sections 11123 and 11123.5.

(c) The portion of the teleconferenced meeting that is required to be open to the public shall be visible and audible to the public at each teleconference location.

(d) (1) The state body shall provide a means by which the public may remotely hear audio of the meeting, remotely observe the meeting, remotely address the body, or attend the meeting by providing on the posted agenda a teleconference telephone number, an internet website or other online platform, and a physical address for each teleconference location. The telephonic or online means provided to the public to access the meeting shall be equivalent to the telephonic or online means provided to a member of the state body participating remotely.

(2) The applicable teleconference telephone number, internet website or other online platform, and physical address of each teleconference location, as well as any other information indicating how the public can access the meeting remotely and in person, shall be specified in any notice required by this article.

(3) If the state body allows members of the public to observe and address the meeting telephonically or otherwise electronically, the state body shall do both of the following:

(A) Implement a procedure for receiving and swiftly resolving requests for reasonable modification or accommodation from individuals with disabilities, consistent with the federal Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12101 et seq.), and resolving any doubt whatsoever in favor of accessibility.

(B) Advertise that procedure each time notice is given of the means by which members of the public may observe the meeting and offer public comment.

(e) This section does not prohibit a state body from providing members of the public with additional locations from which the public may observe or address the state body by electronic means, through either audio or both audio and video.

(f) (1) The agenda shall provide an opportunity for members of the public to address the state body directly pursuant to Section 11125.7.

(2) Members of the public shall be entitled to exercise their right to directly address the state body during the teleconferenced meeting without being required to submit public comments before the meeting or in writing.

(g) The state body shall post the agenda on its internet website and, on the day of the meeting, at each teleconference location.

(h) This section does not affect the requirement prescribed by this article that the state body post an agenda of a meeting in accordance with the applicable notice requirements of this article, including Section 11125, requiring the state body to post an agenda of a meeting at least 10 days in advance of the meeting, Section 11125.4, applicable to special meetings, and Sections 11125.5 and 11125.6, applicable to emergency meetings.

(i) At least one member of the state body shall be physically present at each teleconference location.

(j) (1) Except as provided in paragraph (2), a majority of the members of the state body shall be physically present at the same teleconference location. Additional members of the state body in excess of a majority of the members may attend and participate in the meeting from a remote location. A remote location is not required to be accessible to the public. The notice and agenda shall not disclose information regarding a remote location.

(2) A member attending and participating from a remote location may count toward the majority required to hold a teleconference if both of the following conditions are met:

(A) The member has a need related to a physical or mental disability, as those terms are defined in Sections 12926 and 12926.1, that is not otherwise reasonably accommodated pursuant to the federal Americans with Disability Act of 1990 (42 U.S.C. Sec. 12101 et seq.).

(B) The member notifies the state body at the earliest opportunity possible, including at the start of a meeting, of their need to participate remotely, including providing a general description of the circumstances relating to their need to participate remotely at the given meeting.

(3) If a member notifies the body of the member's need to attend and participate remotely pursuant to paragraph (2), the body shall take action to approve the exception and shall request a general description of the circumstances relating to the member's need to participate remotely at the meeting, for each meeting in which the member seeks to participate remotely. The body shall not require the member to provide a general description that exceeds 20 words or to disclose any medical diagnosis or disability, or any personal medical information that is already exempt under existing law, such as the Confidentiality of Medical Information Act (Part 2.6 (commencing with Section 56) of Division 1 of the Civil Code).

(4) If a member of the state body attends the meeting by teleconference from a remote location, the member shall disclose whether any other individuals 18 years of age or older are present in the room at the remote location with the member, and the general nature of the member's relationship with any such individuals.

(k) (1) Except as provided in paragraph (2), the members of the state body shall visibly appear on camera during the open portion of a meeting that is publicly accessible via the internet or other online platform.

(2) The visual appearance of a member of the state body on camera may cease only when the appearance would be technologically impracticable, including, but not limited to, when the member experiences a lack of reliable broadband or internet connectivity that would be remedied by joining without video, or when the visual display of meeting materials, information, or speakers on the internet or other online platform requires the visual appearance of a member of a state body on camera to cease.

(3) If a member of the state body does not appear on camera due to challenges with internet connectivity, the member shall announce the reason for their nonappearance when they turn off their camera.

(l) All votes taken during the teleconferenced meeting shall be by rollcall.

(m) The state body shall publicly report any action taken and the vote or abstention on that action of each member present for the action.

(n) The portion of the teleconferenced meeting that is closed to the public shall not include the consideration of any agenda item being heard pursuant to Section 11125.5.

(o) Upon discovering that a means of remote public access and participation required by subdivision (d) has failed during a meeting and cannot be restored, the state body shall end or adjourn the meeting in accordance with Section 11128.5. In addition to any other requirements that may apply, the state body shall provide notice of the meeting's end or adjournment on the state body's internet website and by email to any person who has requested notice of meetings of the state body by email under this article. If the meeting will be adjourned and reconvened on the same day, further notice shall be provided by an automated message on a telephone line posted on the state body's agenda, internet website, or by a similar means, that will communicate when the state body intends to reconvene the meeting and how a member of the public may hear audio of the meeting or observe the meeting.

(p) This section shall remain in effect only until January 1, 2026, and as of that date is repealed.

*(Added by Stats. 2023, Ch. 216, Sec. 1. (SB 544) Effective January 1, 2024. Repealed as of January 1, 2026, by its own provisions.)*

**11123.5.** (a) For purposes of this section, the following definitions apply:

(1) "Participate remotely" means participation in a meeting at a location other than the physical location designated in the agenda of the meeting.

(2) "Remote location" means a location other than the primary physical location designated in the agenda of a meeting.

(3) "Teleconference" has the same meaning as in Section 11123.

(b) In addition to the authorization to hold a meeting by teleconference pursuant to subdivision (b) of Section 11123 or Section 11123.2, any state body that is an advisory board, advisory commission, advisory committee, advisory subcommittee, or similar multimember advisory body may hold an open meeting by teleconference as described in this section, provided the meeting complies with all of the section's requirements and, except as set forth in this section, it also complies with all other applicable requirements of this article.

(c) A member of a state body as described in subdivision (b) who participates in a teleconference meeting from a remote location subject to this section's requirements shall be listed in the minutes of the meeting.

(d) The state body shall provide notice to the public at least 24 hours before the meeting that identifies any member who will participate remotely by posting the notice on its internet website and by emailing notice to any person who has requested notice of meetings of the state body under this article. The location of a member of a state body who will participate remotely is not required to be disclosed in the public notice or email and need not be accessible to the public. The notice of the meeting shall also identify the primary physical meeting location designated pursuant to subdivision (f).

(e) This section does not affect the requirement prescribed by this article that the state body post an agenda of a meeting at least 10 days in advance of the meeting. The agenda shall include information regarding the physical meeting location designated pursuant to subdivision (f), but is not required to disclose information regarding any remote location.

(f) A state body described in subdivision (b) shall designate the primary physical meeting location in the notice of the meeting where members of the public may physically attend the meeting, observe and hear the meeting, and participate. At least one staff member of the state body shall be present at the primary physical meeting location during the meeting. The state body shall post the agenda at the primary physical meeting location, but need not post the agenda at a remote location.

(g) When a member of a state body described in subdivision (b) participates remotely in a meeting subject to this section's requirements, the state body shall provide a means by which the public may remotely hear audio of the meeting or remotely observe the meeting, including, if available, equal access equivalent to members of the state body participating remotely. The applicable teleconference phone number or internet website, or other information indicating how the public can access the meeting remotely, shall be in the 24-hour notice described in subdivision (b) that is available to the public.

(h) (1) Except as provided in paragraph (2), the members of the state body shall visibly appear on camera during the open portion of a meeting that is publicly accessible via the internet or other online platform.

(2) The visual appearance of a member of a state body on camera may cease only when the appearance would be technologically impracticable, including, but not limited to, when the member experiences a lack of reliable broadband or internet connectivity that would be remedied by joining without video, or when the visual display of meeting materials, information, or speakers on the internet or other online platform requires the visual appearance of a member of a state body on camera to cease.

(3) If a member of the body does not appear on camera due to challenges with internet connectivity, the member shall announce the reason for their nonappearance when they turn off their camera.

(i) Upon discovering that a means of remote access required by subdivision (g) has failed during a meeting, the state body described in subdivision (b) shall end or adjourn the meeting in accordance with Section 11128.5. In addition to any other requirements that may apply, the state body shall provide notice of the meeting's end or adjournment on its internet website and by email to any person who has requested notice of meetings of the state body under this article. If the meeting will be adjourned and reconvened on the same day, further notice shall be provided by an automated message on a telephone line posted on the state body's agenda, or by a similar means, that will communicate when the state body intends to reconvene the meeting and how a member of the public may hear audio of the meeting or observe the meeting.

(j) This section does not limit or affect the ability of a state body to hold a teleconference meeting under another provision of this article.

(k) This section shall remain in effect only until January 1, 2026, and as of that date is repealed.

*(Amended by Stats. 2023, Ch. 216, Sec. 2. (SB 544) Effective January 1, 2024. Repealed as of January 1, 2026, by its own provisions. See later version added by Sec. 3 of Stats. 2023, Ch. 216.)*

**11123.5.** (a) In addition to the authorization to hold a meeting by teleconference pursuant to subdivision (b) of Section 11123, any state body that is an advisory board, advisory commission, advisory committee, advisory subcommittee, or similar multimember advisory body may hold an open meeting by teleconference as described in this section, provided the meeting complies with all of the section's requirements and, except as set forth in this section, it also complies with all other applicable requirements of this article.

(b) A member of a state body as described in subdivision (a) who participates in a teleconference meeting from a remote location subject to this section's requirements shall be listed in the minutes of the meeting.

(c) The state body shall provide notice to the public at least 24 hours before the meeting that identifies any member who will participate remotely by posting the notice on its internet website and by emailing notice to any person who has requested notice of meetings of the state body under this article. The location of a member of a state body who will participate remotely is not required to be disclosed in the public notice or email and need not be accessible to the public. The notice of the meeting shall also identify the primary physical meeting location designated pursuant to subdivision (e).

(d) This section does not affect the requirement prescribed by this article that the state body post an agenda of a meeting at least 10 days in advance of the meeting. The agenda shall include information regarding the physical meeting location designated pursuant to subdivision (e), but is not required to disclose information regarding any remote location.

(e) A state body described in subdivision (a) shall designate the primary physical meeting location in the notice of the meeting where members of the public may physically attend the meeting and participate. A quorum of the members of the state body shall be in attendance at the primary physical meeting location, and members of the state body participating remotely shall not count towards establishing a quorum. All decisions taken during a meeting by teleconference shall be by rollcall vote. The state body shall post the agenda at the primary physical meeting location, but need not post the agenda at a remote location.

(f) When a member of a state body described in subdivision (a) participates remotely in a meeting subject to this section's requirements, the state body shall provide a means by which the public may remotely hear audio of the meeting or remotely observe the meeting, including, if available, equal access equivalent to members of the state body participating remotely. The applicable teleconference phone number or internet website, or other information indicating how the public can access the meeting remotely, shall be in the 24-hour notice described in subdivision (a) that is available to the public.

(g) Upon discovering that a means of remote access required by subdivision (f) has failed during a meeting, the state body described in subdivision (a) shall end or adjourn the meeting in accordance with Section 11128.5. In addition to any other requirements that may apply, the state body shall provide notice of the meeting's end or adjournment on its internet website and by email to any person who has requested notice of meetings of the state body under this article. If the meeting will be adjourned and reconvened on the same day, further notice shall be provided by an automated message on a telephone line posted on the state body's agenda, or by a similar means, that will communicate when the state body intends to reconvene the meeting and how a member of the public may hear audio of the meeting or observe the meeting.

(h) For purposes of this section:

(1) "Participate remotely" means participation in a meeting at a location other than the physical location designated in the agenda of the meeting.

(2) "Remote location" means a location other than the primary physical location designated in the agenda of a meeting.

(3) "Teleconference" has the same meaning as in Section 11123.

(i) This section does not limit or affect the ability of a state body to hold a teleconference meeting under another provision of this article.

(j) This section shall become operative on January 1, 2026.

*(Repealed (in Sec. 2) and added by Stats. 2023, Ch. 216, Sec. 3. (SB 544) Effective January 1, 2024. Operative January 1, 2026, by its own provisions.)*

**11124.** (a) No person shall be required, as a condition to attendance at a meeting of a state body, to register their name, to provide other information, to complete a questionnaire, or otherwise to fulfill any condition precedent to their attendance.

(b) If an attendance list, register, questionnaire, or other similar document is posted at or near the entrance to the room where the meeting is to be held, or is circulated to persons present during the meeting, it shall state clearly that the signing, registering, or completion of the document is voluntary, and that all persons may attend the meeting regardless of whether a person signs, registers, or completes the document.

(c) This section does not apply to an internet website or other online platform that may require the submission of information to log into a teleconferenced meeting, provided, however, that a person required to submit such information shall be permitted to submit a pseudonym or other anonymous information when using the internet website or other online platform to attend the meeting.

*(Amended by Stats. 2023, Ch. 216, Sec. 4. (SB 544) Effective January 1, 2024.)*

**11124.1.** (a) Any person attending an open and public meeting of the state body shall have the right to record the proceedings with an audio or video recorder or a still or motion picture camera in the absence of a reasonable finding by the state body that the recording cannot continue without noise, illumination, or obstruction of view that constitutes, or would constitute, a persistent disruption of the proceedings.

(b) Any audio or video recording of an open and public meeting made for whatever purpose by or at the direction of the state body shall be subject to inspection pursuant to the California Public Records Act (Division 10 (commencing with Section 7920.000) of Title 1), but may be erased or destroyed 30 days after the recording. Any inspection of an audio or video recording shall be provided without charge on equipment made available by the state body.

(c) No state body shall prohibit or otherwise restrict the broadcast of its open and public meetings in the absence of a reasonable finding that the broadcast cannot be accomplished without noise, illumination, or obstruction of view that would constitute a persistent disruption of the proceedings.

*(Amended by Stats. 2021, Ch. 615, Sec. 161. (AB 474) Effective January 1, 2022. Operative January 1, 2023, pursuant to Sec. 463 of Stats. 2021, Ch. 615.)*

**11125.** (a) The state body shall provide notice of its meeting to any person who requests that notice in writing. Notice shall be given and also made available on the Internet at least 10 days in advance of the meeting, and shall include the name, address, and telephone number of any person who can provide further information prior to the meeting, but need not include a list of witnesses expected to appear at the meeting. The written notice shall additionally include the address of the Internet site where notices required by this article are made available.

(b) The notice of a meeting of a body that is a state body shall include a specific agenda for the meeting, containing a brief description of the items of business to be transacted or discussed in either open or closed session. A brief general description of an item generally need not exceed 20 words. A description of an item to be transacted or discussed in closed session shall include a citation of the specific statutory authority under which a closed session is being held. No item shall be added to the agenda subsequent to the provision of this notice, unless otherwise permitted by this article.

(c) Notice of a meeting of a state body that complies with this section shall also constitute notice of a meeting of an advisory body of that state body, provided that the business to be discussed by the advisory body is covered by the notice of the meeting of the state body, provided that the specific time and place of the advisory body's meeting is announced during the open and public state body's meeting, and provided that the advisory body's meeting is conducted within a reasonable time of, and nearby, the meeting of the state body.

(d) A person may request, and shall be provided, notice pursuant to subdivision (a) for all meetings of a state body or for a specific meeting or meetings. In addition, at the state body's discretion, a person may request, and may be provided, notice of only those meetings of a state body at which a particular subject or subjects specified in the request will be discussed.

(e) A request for notice of more than one meeting of a state body shall be subject to the provisions of Section 14911.

(f) The notice shall be made available in appropriate alternative formats, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof, upon request by any person with a disability. The notice shall include information regarding how, to whom, and by when a request for any disability-related modification or accommodation, including auxiliary aids or services may be made by a person with a disability who requires these aids or services in order to participate in the public meeting.

*(Amended by Stats. 2002, Ch. 300, Sec. 2. Effective January 1, 2003.)*

**11125.1.** (a) Notwithstanding Section 7922.000 or any other provisions of law, agendas of public meetings and other writings, when distributed to all, or a majority of all, of the members of a state body by any person in connection with a matter subject to discussion or consideration at a public meeting of the body, are disclosable public records under the California Public Records Act (Division 10 (commencing with Section 7920.000) of Title 1), and shall be made available upon request without delay. However, this section shall not include any writing exempt from public disclosure under Section 7924.100, 7924.105, 7924.110, 7924.510, or 7924.700 of this code, any provision listed in Section 7920.505 of this code, or Section 489.1 or 583 of the Public Utilities Code.

(b) Writings that are public records under subdivision (a) and that are distributed to members of the state body prior to or during a meeting, pertaining to any item to be considered during the meeting, shall be made available for public inspection at the meeting if prepared by the state body or a member of the state body, or after the meeting if prepared by some other person. These writings shall be made available in appropriate alternative



formats, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof, upon request by a person with a disability.

(c) In the case of the Franchise Tax Board, prior to that state body taking final action on any item, writings pertaining to that item that are public records under subdivision (a) that are prepared and distributed by the Franchise Tax Board staff or individual members to members of the state body prior to or during a meeting shall be:

- (1) Made available for public inspection at that meeting.
- (2) Distributed to all persons who request notice in writing pursuant to subdivision (a) of Section 11125.
- (3) Made available on the internet.

(d) Prior to the State Board of Equalization taking final action on any item that does not involve a named taxpayer or feepayer, writings pertaining to that item that are public records under subdivision (a) that are prepared and distributed by board staff or individual members to members of the state body prior to or during a meeting shall be:

- (1) Made available for public inspection at that meeting.
- (2) Distributed to all persons who request or have requested copies of these writings.
- (3) Made available on the internet.

(e) Nothing in this section shall be construed to prevent a state body from charging a fee or deposit for a copy of a public record pursuant to Section 7922.530, except that no surcharge shall be imposed on persons with disabilities in violation of Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof. The writings described in subdivision (b) are subject to the requirements of the California Public Records Act (Division 10 (commencing with Section 7920.000) of Title 1), and shall not be construed to limit or delay the public's right to inspect any record required to be disclosed by that act, or to limit the public's right to inspect any record covered by that act. This section shall not be construed to be applicable to any writings solely because they are properly discussed in a closed session of a state body. Nothing in this article shall be construed to require a state body to place any paid advertisement or any other paid notice in any publication.

(f) "Writing" for purposes of this section means "writing" as defined under Section 7920.545.

*(Amended by Stats. 2021, Ch. 615, Sec. 162. (AB 474) Effective January 1, 2022. Operative January 1, 2023, pursuant to Sec. 463 of Stats. 2021, Ch. 615.)*

**11125.2.** Any state body shall report publicly at a subsequent public meeting any action taken, and any rollcall vote thereon, to appoint, employ, or dismiss a public employee arising out of any closed session of the state body.

*(Amended by Stats. 1981, Ch. 968, Sec. 10.3.)*

**11125.3.** (a) Notwithstanding Section 11125, a state body may take action on items of business not appearing on the posted agenda under any of the conditions stated below:

- (1) Upon a determination by a majority vote of the state body that an emergency situation exists, as defined in Section 11125.5.
- (2) Upon a determination by a two-thirds vote of the state body, or, if less than two-thirds of the members are present, a unanimous vote of those members present, that there exists a need to take immediate action and that the need for action came to the attention of the state body subsequent to the agenda being posted as specified in Section 11125.

(b) Notice of the additional item to be considered shall be provided to each member of the state body and to all parties that have requested notice of its meetings as soon as is practicable after a determination of the need to consider the item is made, but shall be delivered in a manner that allows it to be received by the members and by newspapers of general circulation and radio or television stations at least 48 hours before the time of the meeting specified in the notice. Notice shall be made available to newspapers of general circulation and radio or television stations by providing that notice to all national press wire services. Notice shall also be made available on the Internet as soon as is practicable after the decision to consider additional items at a meeting has been made.

*(Amended by Stats. 2001, Ch. 243, Sec. 9. Effective January 1, 2002.)*

**11125.4.** (a) A special meeting may be called at any time by the presiding officer of the state body or by a majority of the members of the state body. A special meeting may only be called for one of the following purposes when compliance with the 10-day notice provisions of Section 11125 would impose a substantial hardship on the state body or when immediate action is required to protect the public interest:

- (1) To consider "pending litigation" as that term is defined in subdivision (e) of Section 11126.
- (2) To consider proposed legislation.
- (3) To consider issuance of a legal opinion.
- (4) To consider disciplinary action involving a state officer or employee.
- (5) To consider the purchase, sale, exchange, or lease of real property.
- (6) To consider license examinations and applications.
- (7) To consider an action on a loan or grant provided pursuant to Division 31 (commencing with Section 50000) of the Health and Safety Code.
- (8) To consider its response to a confidential final draft audit report as permitted by Section 11126.2.
- (9) To provide for an interim executive officer of a state body upon the death, incapacity, or vacancy in the office of the executive officer.

(b) When a special meeting is called pursuant to one of the purposes specified in subdivision (a), the state body shall provide notice of the special meeting to each member of the state body and to all parties that have requested notice of its meetings as soon as is practicable after the decision to call a special meeting has been made, but shall deliver the notice in a manner that allows it to be received by the members and by newspapers of general circulation and radio or television stations at least 48 hours before the time of the special meeting specified in the notice. Notice shall be made available to newspapers of general circulation and radio or television stations by providing that notice to all national press wire services. Notice shall also be made available on the Internet within the time periods required by this section. The notice shall specify the time and place of the special meeting and the business to be transacted. The written notice shall additionally specify the address of the Internet Web site where notices required by this article are made available. No other business shall be considered at a special meeting by the state body. The written notice may be dispensed with as to any member who at or prior to the time the meeting convenes files with the clerk or secretary of the state body a written waiver of notice. The waiver may be given by telegram, facsimile transmission, or similar means. The written notice may also be dispensed with as to any member who is actually present at the meeting at the time it convenes. Notice shall be required pursuant to this section regardless of whether any action is taken at the special meeting.

(c) At the commencement of any special meeting, the state body must make a finding in open session that the delay necessitated by providing notice 10 days prior to a meeting as required by Section 11125 would cause a substantial hardship on the body or that immediate action is required to protect the public interest. The finding shall set forth the specific facts that constitute the hardship to the body or the impending harm to the public interest. The finding shall be adopted by a two-thirds vote of the body, or, if less than two-thirds of the members are present, a unanimous vote of those members present. The finding shall be made available on the Internet. Failure to adopt the finding terminates the meeting.

*(Amended by Stats. 2007, Ch. 92, Sec. 1. Effective January 1, 2008.)*

**11125.5.** (a) In the case of an emergency situation involving matters upon which prompt action is necessary due to the disruption or threatened disruption of public facilities, a state body may hold an emergency meeting without complying with the 10-day notice requirement of Section 11125 or the 48-hour notice requirement of Section 11125.4.

(b) For purposes of this section, "emergency situation" means any of the following, as determined by a majority of the members of the state body during a meeting prior to the emergency meeting, or at the beginning of the emergency meeting:

- (1) Work stoppage or other activity that severely impairs public health or safety, or both.

(2) Crippling disaster that severely impairs public health or safety, or both.

(c) However, newspapers of general circulation and radio or television stations that have requested notice of meetings pursuant to Section 11125 shall be notified by the presiding officer of the state body, or a designee thereof, one hour prior to the emergency meeting by telephone. Notice shall also be made available on the Internet as soon as is practicable after the decision to call the emergency meeting has been made. If telephone services are not functioning, the notice requirements of this section shall be deemed waived, and the presiding officer of the state body, or a designee thereof, shall notify those newspapers, radio stations, or television stations of the fact of the holding of the emergency meeting, the purpose of the meeting, and any action taken at the meeting as soon after the meeting as possible.

(d) The minutes of a meeting called pursuant to this section, a list of persons who the presiding officer of the state body, or a designee thereof, notified or attempted to notify, a copy of the rollcall vote, and any action taken at the meeting shall be posted for a minimum of 10 days in a public place, and also made available on the Internet for a minimum of 10 days, as soon after the meeting as possible.

*(Amended by Stats. 1999, Ch. 393, Sec. 3. Effective January 1, 2000. As provided in Sec. 7 of Ch. 393, amendment is to be implemented on July 1, 2001, or other date authorized by Dept. of Information Technology pursuant to Executive Order D-3-99.)*

**11125.6.** (a) An emergency meeting may be called at any time by the president of the Fish and Game Commission or by a majority of the members of the commission to consider an appeal of a closure of or restriction in a fishery adopted pursuant to Section 7710 of the Fish and Game Code. In the case of an emergency situation involving matters upon which prompt action is necessary due to the disruption or threatened disruption of an established fishery, the commission may hold an emergency meeting without complying with the 10-day notice requirement of Section 11125 or the 48-hour notice requirement of Section 11125.4 if the delay necessitated by providing the 10-day notice of a public meeting required by Section 11125 or the 48-hour notice required by Section 11125.4 would significantly adversely impact the economic benefits of a fishery to the participants in the fishery and to the people of the state or significantly adversely impact the sustainability of a fishery managed by the state.

(b) At the commencement of an emergency meeting called pursuant to this section, the commission shall make a finding in open session that the delay necessitated by providing notice 10 days prior to a meeting as required by Section 11125 or 48 hours prior to a meeting as required by Section 11125.4 would significantly adversely impact the economic benefits of a fishery to the participants in the fishery and to the people of the state or significantly adversely impact the sustainability of a fishery managed by the state. The finding shall set forth the specific facts that constitute the impact to the economic benefits of the fishery or the sustainability of the fishery. The finding shall be adopted by a vote of at least four members of the commission, or, if less than four of the members are present, a unanimous vote of those members present. Failure to adopt the finding shall terminate the meeting.

(c) Newspapers of general circulation and radio or television stations that have requested notice of meetings pursuant to Section 11125 shall be notified by the presiding officer of the commission, or a designee thereof, one hour prior to the emergency meeting by telephone.

(d) The minutes of an emergency meeting called pursuant to this section, a list of persons who the president of the commission, or a designee thereof, notified or attempted to notify, a copy of the rollcall vote, and any action taken at the meeting shall be posted for a minimum of 10 days in a public place as soon after the meeting as possible.

*(Added by Stats. 1998, Ch. 1052, Sec. 21. Effective January 1, 1999.)*

**11125.7.** (a) Except as otherwise provided in this section, the state body shall provide an opportunity for members of the public to directly address the state body on each agenda item before or during the state body's discussion or consideration of the item. This section is not applicable if the agenda item has already been considered by a committee composed exclusively of members of the state body at a public meeting where interested members of the public were afforded the opportunity to address the committee on the item, before or during the committee's consideration of the item, unless the item has been substantially changed since the committee heard the item, as determined by the state body. Every notice for a special meeting at which action is proposed to be taken on an item shall provide an opportunity for members of the public to directly address the state body concerning that item prior to action on the item. In addition, the notice requirement of Section 11125 shall not preclude the acceptance of testimony at meetings, other than emergency meetings, from members of the public if no action is taken by the state body at the same meeting on matters brought before the body by members of the public.

(b) The state body may adopt reasonable regulations to ensure that the intent of subdivision (a) is carried out, including, but not limited to, regulations limiting the total amount of time allocated for public comment on particular issues and for each individual speaker.

(c) (1) Notwithstanding subdivision (b), when a state body limits time for public comment the state body shall provide at least twice the allotted time to a member of the public who utilizes a translator or other translating technology to ensure that non-English speakers receive the same opportunity to directly address the state body.

(2) Paragraph (1) shall not apply if the state body utilizes simultaneous translation equipment in a manner that allows the state body to hear the translated public testimony simultaneously.

(d) The state body shall not prohibit public criticism of the policies, programs, or services of the state body, or of the acts or omissions of the state body. Nothing in this subdivision shall confer any privilege or protection for expression beyond that otherwise provided by law.

(e) This section is not applicable to any of the following:

(1) Closed sessions held pursuant to Section 11126.

(2) Decisions regarding proceedings held pursuant to Chapter 5 (commencing with Section 11500), relating to administrative adjudication, or to the conduct of those proceedings.

(3) Hearings conducted by the California Victim Compensation Board pursuant to Sections 13963 and 13963.1.

(4) Agenda items that involve decisions of the Public Utilities Commission regarding adjudicatory hearings held pursuant to Chapter 9 (commencing with Section 1701) of Part 1 of Division 1 of the Public Utilities Code. For all other agenda items, the commission shall provide members of the public, other than those who have already participated in the proceedings underlying the agenda item, an opportunity to directly address the commission before or during the commission's consideration of the item.

*(Amended by Stats. 2021, Ch. 63, Sec. 1. (AB 1291) Effective January 1, 2022.)*

**11125.8.** (a) Notwithstanding Section 11131.5, in any hearing that the California Victim Compensation Board conducts pursuant to Section 13963.1 and that the applicant or applicant's representative does not request be open to the public, no notice, agenda, announcement, or report required under this article need identify the applicant.

(b) In any hearing that the board conducts pursuant to Section 13963.1 and that the applicant or applicant's representative does not request be open to the public, the board shall disclose that the hearing is being held pursuant to Section 13963.1. That disclosure shall be deemed to satisfy the requirements of subdivision (a) of Section 11126.3.

*(Amended by Stats. 2016, Ch. 31, Sec. 72. (SB 836) Effective June 27, 2016.)*

**11125.9.** Regional water quality control boards shall comply with the notification guidelines in Section 11125 and, in addition, shall do both of the following:

(a) Notify, in writing, all clerks of the city councils and county boards of supervisors within the regional board's jurisdiction of any and all board hearings at least 10 days prior to the hearing. Notification shall include an agenda for the meeting with contents as described in subdivision (b) of Section 11125 as well as the name, address, and telephone number of any person who can provide further information prior to the meeting, but need not include a list of witnesses expected to appear at the meeting. Each clerk, upon receipt of the notification of a board hearing, shall distribute the notice to all members of the respective city council or board of supervisors within the regional board's jurisdiction.

(b) Notify, in writing, all newspapers with a circulation rate of at least 10,000 within the regional board's jurisdiction of any and all board hearings, at least 10 days prior to the hearing. Notification shall include an agenda for the meeting with contents as described in subdivision (b) of Section 11125 as well as the name, address, and telephone number of any person who can provide further information prior to the meeting, but need not include a list of witnesses expected to appear at the meeting.

*(Added by Stats. 1997, Ch. 301, Sec. 1. Effective January 1, 1998.)*

**11126.** (a) (1) Nothing in this article shall be construed to prevent a state body from holding closed sessions during a regular or special meeting to consider the appointment, employment, evaluation of performance, or dismissal of a public employee or to hear complaints or charges brought against that employee by another person or employee unless the employee requests a public hearing.

(2) As a condition to holding a closed session on the complaints or charges to consider disciplinary action or to consider dismissal, the employee shall be given written notice of their right to have a public hearing, rather than a closed session, and that notice shall be delivered to the employee personally or by mail at least 24 hours before

the time for holding a regular or special meeting. If notice is not given, any disciplinary or other action taken against any employee at the closed session shall be null and void.

(3) The state body also may exclude from any public or closed session, during the examination of a witness, any or all other witnesses in the matter being investigated by the state body.

(4) Following the public hearing or closed session, the body may deliberate on the decision to be reached in a closed session.

(b) For the purposes of this section, "employee" does not include any person who is elected to, or appointed to a public office by, any state body. However, officers of the California State University who receive compensation for their services, other than per diem and ordinary and necessary expenses, shall, when engaged in that capacity, be considered employees. Furthermore, for purposes of this section, the term employee includes a person exempt from civil service pursuant to subdivision (e) of Section 4 of Article VII of the California Constitution.

(c) Nothing in this article shall be construed to do any of the following:

(1) Prevent state bodies that administer the licensing of persons engaging in businesses or professions from holding closed sessions to prepare, approve, grade, or administer examinations.

(2) Prevent an advisory body of a state body that administers the licensing of persons engaged in businesses or professions from conducting a closed session to discuss matters that the advisory body has found would constitute an unwarranted invasion of the privacy of an individual licensee or applicant if discussed in an open meeting, provided the advisory body does not include a quorum of the members of the state body it advises. Those matters may include review of an applicant's qualifications for licensure and an inquiry specifically related to the state body's enforcement program concerning an individual licensee or applicant where the inquiry occurs prior to the filing of a civil, criminal, or administrative disciplinary action against the licensee or applicant by the state body.

(3) Prohibit a state body from holding a closed session to deliberate on a decision to be reached in a proceeding required to be conducted pursuant to Chapter 5 (commencing with Section 11500) or similar provisions of law.

(4) Grant a right to enter any correctional institution or the grounds of a correctional institution where that right is not otherwise granted by law, nor shall anything in this article be construed to prevent a state body from holding a closed session when considering and acting upon the determination of a term, parole, or release of any individual or other disposition of an individual case, or if public disclosure of the subjects under discussion or consideration is expressly prohibited by statute.

(5) Prevent any closed session to consider the conferring of honorary degrees, or gifts, donations, and bequests that the donor or proposed donor has requested in writing to be kept confidential.

(6) Prevent the Alcoholic Beverage Control Appeals Board or the Cannabis Control Appeals Panel from holding a closed session for the purpose of holding a deliberative conference as provided in Section 11125.

(7) (A) Prevent a state body from holding closed sessions with its negotiator prior to the purchase, sale, exchange, or lease of real property by or for the state body to give instructions to its negotiator regarding the price and terms of payment for the purchase, sale, exchange, or lease.

(B) However, prior to the closed session, the state body shall hold an open and public session in which it identifies the real property or real properties that the negotiations may concern and the person or persons with whom its negotiator may negotiate.

(C) For purposes of this paragraph, the negotiator may be a member of the state body.

(D) For purposes of this paragraph, "lease" includes renewal or renegotiation of a lease.

(E) Nothing in this paragraph shall preclude a state body from holding a closed session for discussions regarding eminent domain proceedings pursuant to subdivision (e).

(8) Prevent the California Postsecondary Education Commission from holding closed sessions to consider matters pertaining to the appointment or termination of the Director of the California Postsecondary Education Commission.

(9) Prevent the Council for Private Postsecondary and Vocational Education from holding closed sessions to consider matters pertaining to the appointment or termination of the Executive Director of the Council for Private

Postsecondary and Vocational Education.

(10) Prevent the Franchise Tax Board from holding closed sessions for the purpose of discussion of confidential tax returns or information the public disclosure of which is prohibited by law, or from considering matters pertaining to the appointment or removal of the Executive Officer of the Franchise Tax Board.

(11) Require the Franchise Tax Board to notice or disclose any confidential tax information considered in closed sessions, or documents executed in connection therewith, the public disclosure of which is prohibited pursuant to Article 2 (commencing with Section 19542) of Chapter 7 of Part 10.2 of Division 2 of the Revenue and Taxation Code.

(12) Prevent the Corrections Standards Authority from holding closed sessions when considering reports of crime conditions under Section 6027 of the Penal Code.

(13) Prevent the State Air Resources Board from holding closed sessions when considering the proprietary specifications and performance data of manufacturers.

(14) Prevent the State Board of Education or the Superintendent of Public Instruction, or any committee advising the board or the Superintendent, from holding closed sessions on those portions of its review of assessment instruments pursuant to Chapter 5 (commencing with Section 60600) of Part 33 of Division 4 of Title 2 of the Education Code during which actual test content is reviewed and discussed. The purpose of this provision is to maintain the confidentiality of the assessments under review.

(15) Prevent the Department of Resources Recycling and Recovery or its auxiliary committees from holding closed sessions for the purpose of discussing confidential tax returns, discussing trade secrets or confidential or proprietary information in its possession, or discussing other data, the public disclosure of which is prohibited by law.

(16) Prevent a state body that invests retirement, pension, or endowment funds from holding closed sessions when considering investment decisions. For purposes of consideration of shareholder voting on corporate stocks held by the state body, closed sessions for the purposes of voting may be held only with respect to election of corporate directors, election of independent auditors, and other financial issues that could have a material effect on the net income of the corporation. For the purpose of real property investment decisions that may be considered in a closed session pursuant to this paragraph, a state body shall also be exempt from the provisions of paragraph (7) relating to the identification of real properties prior to the closed session.

(17) Prevent a state body, or boards, commissions, administrative officers, or other representatives that may properly be designated by law or by a state body, from holding closed sessions with its representatives in discharging its responsibilities under Chapter 10 (commencing with Section 3500), Chapter 10.3 (commencing with Section 3512), Chapter 10.5 (commencing with Section 3525), or Chapter 10.7 (commencing with Section 3540) of Division 4 of Title 1 as the sessions relate to salaries, salary schedules, or compensation paid in the form of fringe benefits. For the purposes enumerated in the preceding sentence, a state body may also meet with a state conciliator who has intervened in the proceedings.

(18) (A) Prevent a state body from holding closed sessions to consider matters posing a threat or potential threat of criminal or terrorist activity against the personnel, property, buildings, facilities, or equipment, including electronic data, owned, leased, or controlled by the state body, where disclosure of these considerations could compromise or impede the safety or security of the personnel, property, buildings, facilities, or equipment, including electronic data, owned, leased, or controlled by the state body.

(B) Notwithstanding any other law, a state body, at any regular or special meeting, may meet in a closed session pursuant to subparagraph (A) upon a two-thirds vote of the members present at the meeting.

(C) After meeting in closed session pursuant to subparagraph (A), the state body shall reconvene in open session prior to adjournment and report that a closed session was held pursuant to subparagraph (A), the general nature of the matters considered, and whether any action was taken in closed session.

(D) After meeting in closed session pursuant to subparagraph (A), the state body shall submit to the Legislative Analyst written notification stating that it held this closed session, the general reason or reasons for the closed session, the general nature of the matters considered, and whether any action was taken in closed session. The Legislative Analyst shall retain for no less than four years any written notification received from a state body pursuant to this subparagraph.

(19) Prevent the California Sex Offender Management Board from holding a closed session for the purpose of discussing matters pertaining to the application of a sex offender treatment provider for certification pursuant to Sections 290.09 and 9003 of the Penal Code. Those matters may include review of an applicant's qualifications for certification.

(d) (1) Notwithstanding any other law, any meeting of the Public Utilities Commission at which the rates of entities under the commission's jurisdiction are changed shall be open and public.

(2) Nothing in this article shall be construed to prevent the Public Utilities Commission from holding closed sessions to deliberate on the institution of proceedings, or disciplinary actions against any person or entity under the jurisdiction of the commission.

(e) (1) Nothing in this article shall be construed to prevent a state body, based on the advice of its legal counsel, from holding a closed session to confer with, or receive advice from, its legal counsel regarding pending litigation when discussion in open session concerning those matters would prejudice the position of the state body in the litigation.

(2) For purposes of this article, all expressions of the lawyer-client privilege other than those provided in this subdivision are hereby abrogated. This subdivision is the exclusive expression of the lawyer-client privilege for purposes of conducting closed session meetings pursuant to this article. For purposes of this subdivision, litigation shall be considered pending when any of the following circumstances exist:

(A) An adjudicatory proceeding before a court, an administrative body exercising its adjudicatory authority, a hearing officer, or an arbitrator, to which the state body is a party, has been initiated formally.

(B) (i) A point has been reached where, in the opinion of the state body on the advice of its legal counsel, based on existing facts and circumstances, there is a significant exposure to litigation against the state body.

(ii) Based on existing facts and circumstances, the state body is meeting only to decide whether a closed session is authorized pursuant to clause (i).

(C) Based on existing facts and circumstances, the state body has decided to initiate or is deciding whether to initiate litigation.

(3) The legal counsel of the state body shall prepare and submit to it a memorandum stating the specific reasons and legal authority for the closed session. If the closed session is pursuant to subparagraph (A) of paragraph (2), the memorandum shall include the title of the litigation. If the closed session is pursuant to subparagraph (B) or (C) of paragraph (2), the memorandum shall include the existing facts and circumstances on which it is based. The legal counsel shall submit the memorandum to the state body prior to the closed session, if feasible, and in any case no later than one week after the closed session. The memorandum shall be exempt from disclosure pursuant to Section 7927.205.

(4) For purposes of this subdivision, "litigation" includes any adjudicatory proceeding, including eminent domain, before a court, administrative body exercising its adjudicatory authority, hearing officer, or arbitrator.

(5) Disclosure of a memorandum required under this subdivision shall not be deemed as a waiver of the lawyer-client privilege, as provided for under Article 3 (commencing with Section 950) of Chapter 4 of Division 8 of the Evidence Code.

(f) In addition to subdivisions (a), (b), and (c), nothing in this article shall be construed to do any of the following:

(1) Prevent a state body operating under a joint powers agreement for insurance pooling from holding a closed session to discuss a claim for the payment of tort liability or public liability losses incurred by the state body or any member agency under the joint powers agreement.

(2) Prevent the examining committee established by the State Board of Forestry and Fire Protection, pursuant to Section 763 of the Public Resources Code, from conducting a closed session to consider disciplinary action against an individual professional forester prior to the filing of an accusation against the forester pursuant to Section 11503.

(3) Prevent the enforcement advisory committee established by the California Board of Accountancy pursuant to Section 5020 of the Business and Professions Code from conducting a closed session to consider disciplinary action against an individual accountant prior to the filing of an accusation against the accountant pursuant to Section 11503. Nothing in this article shall be construed to prevent the qualifications examining committee established by the California Board of Accountancy pursuant to Section 5023 of the Business and Professions

Code from conducting a closed hearing to interview an individual applicant or accountant regarding the applicant's qualifications.

(4) Prevent a state body, as defined in subdivision (b) of Section 11121, from conducting a closed session to consider any matter that properly could be considered in closed session by the state body whose authority it exercises.

(5) Prevent a state body, as defined in subdivision (d) of Section 11121, from conducting a closed session to consider any matter that properly could be considered in a closed session by the body defined as a state body pursuant to subdivision (a) or (b) of Section 11121.

(6) Prevent a state body, as defined in subdivision (c) of Section 11121, from conducting a closed session to consider any matter that properly could be considered in a closed session by the state body it advises.

(7) Prevent the State Board of Equalization from holding closed sessions for either of the following:

(A) When considering matters pertaining to the appointment or removal of the Executive Secretary of the State Board of Equalization.

(B) For the purpose of hearing confidential taxpayer appeals or data, the public disclosure of which is prohibited by law.

(8) Require the State Board of Equalization to disclose any action taken in closed session or documents executed in connection with that action, the public disclosure of which is prohibited by law pursuant to Sections 15619 and 15641 of this code and Sections 833, 7056, 8255, 9255, 11655, 30455, 32455, 38705, 38706, 43651, 45982, 46751, 50159, 55381, and 60609 of the Revenue and Taxation Code.

(9) Prevent the California Earthquake Prediction Evaluation Council, or other body appointed to advise the Director of Emergency Services or the Governor concerning matters relating to volcanic or earthquake predictions, from holding closed sessions when considering the evaluation of possible predictions.

(g) This article does not prevent either of the following:

(1) The Teachers' Retirement Board or the Board of Administration of the Public Employees' Retirement System from holding closed sessions when considering matters pertaining to the recruitment, appointment, employment, or removal of the chief executive officer or when considering matters pertaining to the recruitment or removal of the Chief Investment Officer of the State Teachers' Retirement System or the Public Employees' Retirement System.

(2) The Commission on Teacher Credentialing from holding closed sessions when considering matters relating to the recruitment, appointment, or removal of its executive director.

(h) This article does not prevent the Board of Administration of the Public Employees' Retirement System from holding closed sessions when considering matters relating to the development of rates and competitive strategy for plans offered pursuant to Chapter 15 (commencing with Section 21660) of Part 3 of Division 5 of Title 2.

(i) This article does not prevent the Managed Risk Medical Insurance Board from holding closed sessions when considering matters related to the development of rates and contracting strategy for entities contracting or seeking to contract with the board, entities with which the board is considering a contract, or entities with which the board is considering or enters into any other arrangement under which the board provides, receives, or arranges services or reimbursement, pursuant to Part 6.2 (commencing with Section 12693), former Part 6.3 (commencing with Section 12695), former Part 6.4 (commencing with Section 12699.50), former Part 6.5 (commencing with Section 12700), Part 6.6 (commencing with Section 12739.5), or Part 6.7 (commencing with Section 12739.70) of Division 2 of the Insurance Code.

(j) Nothing in this article shall be construed to prevent the board of the State Compensation Insurance Fund from holding closed sessions in the following:

(1) When considering matters related to claims pursuant to Chapter 1 (commencing with Section 3200) of Division 4 of the Labor Code, to the extent that confidential medical information or other individually identifiable information would be disclosed.

(2) To the extent that matters related to audits and investigations that have not been completed would be disclosed.

(3) To the extent that an internal audit containing proprietary information would be disclosed.



(4) To the extent that the session would address the development of rates, contracting strategy, underwriting, or competitive strategy, pursuant to the powers granted to the board in Chapter 4 (commencing with Section 11770) of Part 3 of Division 2 of the Insurance Code, when discussion in open session concerning those matters would prejudice the position of the State Compensation Insurance Fund.

(k) The State Compensation Insurance Fund shall comply with the procedures specified in Section 11125.4 of the Government Code with respect to any closed session or meeting authorized by subdivision (j), and in addition shall provide an opportunity for a member of the public to be heard on the issue of the appropriateness of closing the meeting or session.

*(Amended by Stats. 2021, Ch. 615, Sec. 163. (AB 474) Effective January 1, 2022. Operative January 1, 2023, pursuant to Sec. 463 of Stats. 2021, Ch. 615.)*

**11126.1.** The state body shall designate a clerk or other officer or employee of the state body, who shall then attend each closed session of the state body and keep and enter in a minute book a record of topics discussed and decisions made at the meeting. The minute book made pursuant to this section is not a public record subject to inspection pursuant to the California Public Records Act (Division 10 (commencing with Section 7920.000) of Title 1), and shall be kept confidential. The minute book shall be available to members of the state body or, if a violation of this chapter is alleged to have occurred at a closed session, to a court of general jurisdiction. The minute book may, but need not, consist of a recording of the closed session.

*(Amended by Stats. 2021, Ch. 615, Sec. 164. (AB 474) Effective January 1, 2022. Operative January 1, 2023, pursuant to Sec. 463 of Stats. 2021, Ch. 615.)*

**11126.2.** (a) Nothing in this article shall be construed to prohibit a state body that has received a confidential final draft audit report from the Bureau of State Audits from holding closed sessions to discuss its response to that report.

(b) After the public release of an audit report by the Bureau of State Audits, if a state body meets to discuss the audit report, it shall do so in an open session unless exempted from that requirement by some other provision of law.

*(Added by Stats. 2004, Ch. 576, Sec. 2. Effective January 1, 2005.)*

**11126.3.** (a) Prior to holding any closed session, the state body shall disclose, in an open meeting, the general nature of the item or items to be discussed in the closed session. The disclosure may take the form of a reference to the item or items as they are listed by number or letter on the agenda. If the session is closed pursuant to paragraph (2) of subdivision (d) of Section 11126, the state body shall state the title of, or otherwise specifically identify, the proceeding or disciplinary action contemplated. However, should the body determine that to do so would jeopardize the body's ability to effectuate service of process upon one or more unserved parties if the proceeding or disciplinary action is commenced or that to do so would fail to protect the private economic and business reputation of the person or entity if the proceeding or disciplinary action is not commenced, then the state body shall notice that there will be a closed session and describe in general terms the purpose of that session. If the session is closed pursuant to subparagraph (A) of paragraph (2) of subdivision (e) of Section 11126, the state body shall state the title of, or otherwise specifically identify, the litigation to be discussed unless the body states that to do so would jeopardize the body's ability to effectuate service of process upon one or more unserved parties, or that to do so would jeopardize its ability to conclude existing settlement negotiations to its advantage.

(b) In the closed session, the state body may consider only those matters covered in its disclosure.

(c) The disclosure shall be made as part of the notice provided for the meeting pursuant to Section 11125 or pursuant to subdivision (a) of Section 92032 of the Education Code and of any order or notice required by Section 11129.

(d) If, after the agenda has been published in compliance with this article, any pending litigation (under subdivision (e) of Section 11126) matters arise, the postponement of which will prevent the state body from complying with any statutory, court-ordered, or other legally imposed deadline, the state body may proceed to discuss those matters in closed session and shall publicly announce in the meeting the title of, or otherwise specifically identify, the litigation to be discussed, unless the body states that to do so would jeopardize the body's ability to effectuate service of process upon one or more unserved parties, or that to do so would jeopardize its ability to conclude existing settlement negotiations to its advantage. Such an announcement shall be deemed to comply fully with the requirements of this section.

(e) Nothing in this section shall require or authorize a disclosure of names or other information that would constitute an invasion of privacy or otherwise unnecessarily divulge the particular facts concerning the closed

session or the disclosure of which is prohibited by state or federal law.

(f) After any closed session, the state body shall reconvene into open session prior to adjournment and shall make any reports, provide any documentation, and make any other disclosures required by Section 11125.2 of action taken in the closed session.

(g) The announcements required to be made in open session pursuant to this section may be made at the location announced in the agenda for the closed session, as long as the public is allowed to be present at that location for the purpose of hearing the announcement.

*(Amended by Stats. 2001, Ch. 243, Sec. 11. Effective January 1, 2002.)*

**11126.4.** (a) Nothing in this article shall be construed to prevent the California Gambling Control Commission from holding a closed session when discussing matters involving trade secrets, nonpublic financial data, confidential or proprietary information, and other data and information, the public disclosure of which is prohibited by law or a tribal-state gaming compact.

(b) Discussion in closed session authorized by this section shall be limited to the confidential data and information related to the agenda item and shall not include discussion of any other information or matter.

(c) Before going into closed session the commission shall publicly announce the type of data or information to be discussed in closed session, which shall be recorded upon the commission minutes.

(d) Action taken on agenda items discussed pursuant to this section shall be taken in open session.

*(Added by Stats. 2005, Ch. 274, Sec. 1. Effective January 1, 2006.)*

**11126.4.5.** (a) This article does not prohibit the Tribal Nation Grant Panel from holding a closed session when discussing matters involving information relating to the administration of Article 2.3 (commencing with Section 12019.30) of Chapter 1 of Part 2 that describes, directly or indirectly, the internal affairs of an eligible tribe, including, but not limited to, the finances and competitive business plans of an eligible tribe.

(b) Discussion in closed session authorized by this section shall be limited to the confidential information related to the agenda item and shall not include discussion of any other information or matter.

(c) Before going into closed session, the Tribal Nation Grant Panel shall publicly announce the type of information to be discussed in closed session, which shall be recorded in the minutes.

(d) Action taken on agenda items discussed pursuant to this section shall be taken in open session.

(e) For purposes of this section, the terms "Tribal Nation Grant Panel" and "eligible tribe" shall have the same meanings as set forth in Article 2.3 (commencing with Section 12019.30) of Chapter 1 of Part 2.

*(Added by Stats. 2018, Ch. 801, Sec. 1. (AB 880) Effective January 1, 2019.)*

**11126.5.** In the event that any meeting is willfully interrupted by a group or groups of persons so as to render the orderly conduct of such meeting unfeasible and order cannot be restored by the removal of individuals who are willfully interrupting the meeting the state body conducting the meeting may order the meeting room cleared and continue in session. Nothing in this section shall prohibit the state body from establishing a procedure for readmitting an individual or individuals not responsible for willfully disturbing the orderly conduct of the meeting. Notwithstanding any other provision of law, only matters appearing on the agenda may be considered in such a session. Representatives of the press or other news media, except those participating in the disturbance, shall be allowed to attend any session held pursuant to this section.

*(Amended by Stats. 1981, Ch. 968, Sec. 15.)*

**11126.7.** No fees may be charged by a state body for providing a notice required by Section 11125 or for carrying out any provision of this article, except as specifically authorized pursuant to this article.

*(Amended by Stats. 1981, Ch. 968, Sec. 16.)*

**11127.** Each provision of this article shall apply to every state body unless the body is specifically excepted from that provision by law or is covered by any other conflicting provision of law.

*(Amended by Stats. 1981, Ch. 968, Sec. 17.)*

**11128.** Each closed session of a state body shall be held only during a regular or special meeting of the body.

*(Amended by Stats. 1981, Ch. 968, Sec. 18.)*

**11128.5.** The state body may adjourn any regular, adjourned regular, special, or adjourned special meeting to a time and place specified in the order of adjournment. Less than a quorum may so adjourn from time to time. If all members are absent from any regular or adjourned regular meeting, the clerk or secretary of the state body may declare the meeting adjourned to a stated time and place and he or she shall cause a written notice of the adjournment to be given in the same manner as provided in Section 11125.4 for special meetings, unless that notice is waived as provided for special meetings. A copy of the order or notice of adjournment shall be conspicuously posted on or near the door of the place where the regular, adjourned regular, special, or adjourned special meeting was held within 24 hours after the time of the adjournment. When a regular or adjourned regular meeting is adjourned as provided in this section, the resulting adjourned regular meeting is a regular meeting for all purposes. When an order of adjournment of any meeting fails to state the hour at which the adjourned meeting is to be held, it shall be held at the hour specified for regular meetings by law or regulation.

*(Added by Stats. 1997, Ch. 949, Sec. 11. Effective January 1, 1998.)*

**11129.** Any hearing being held, or noticed or ordered to be held by a state body at any meeting may by order or notice of continuance be continued or recontinued to any subsequent meeting of the state body in the same manner and to the same extent set forth in Section 11128.5 for the adjournment of meetings. A copy of the order or notice of continuance shall be conspicuously posted on or near the door of the place where the hearing was held within 24 hours after the time of the continuance; provided, that if the hearing is continued to a time less than 24 hours after the time specified in the order or notice of hearing, a copy of the order or notice of continuance of hearing shall be posted immediately following the meeting at which the order or declaration of continuance was adopted or made.

*(Amended by Stats. 1997, Ch. 949, Sec. 12. Effective January 1, 1998.)*

**11130.** (a) The Attorney General, the district attorney, or any interested person may commence an action by mandamus, injunction, or declaratory relief for the purpose of stopping or preventing violations or threatened violations of this article or to determine the applicability of this article to past actions or threatened future action by members of the state body or to determine whether any rule or action by the state body to penalize or otherwise discourage the expression of one or more of its members is valid or invalid under the laws of this state or of the United States, or to compel the state body to audio record its closed sessions as hereinafter provided.

(b) The court in its discretion may, upon a judgment of a violation of Section 11126, order the state body to audio record its closed sessions and preserve the audio recordings for the period and under the terms of security and confidentiality the court deems appropriate.

(c) (1) Each recording so kept shall be immediately labeled with the date of the closed session recorded and the title of the clerk or other officer who shall be custodian of the recording.

(2) The audio recordings shall be subject to the following discovery procedures:

(A) In any case in which discovery or disclosure of the audio recording is sought by the Attorney General, the district attorney, or the plaintiff in a civil action pursuant to this section or Section 11130.3 alleging that a violation of this article has occurred in a closed session that has been recorded pursuant to this section, the party seeking discovery or disclosure shall file a written notice of motion with the appropriate court with notice to the governmental agency that has custody and control of the audio recording. The notice shall be given pursuant to subdivision (b) of Section 1005 of the Code of Civil Procedure.

(B) The notice shall include, in addition to the items required by Section 1010 of the Code of Civil Procedure, all of the following:

(i) Identification of the proceeding in which discovery or disclosure is sought, the party seeking discovery or disclosure, the date and time of the meeting recorded, and the governmental agency that has custody and control of the recording.

(ii) An affidavit that contains specific facts indicating that a violation of the act occurred in the closed session.

(3) If the court, following a review of the motion, finds that there is good cause to believe that a violation has occurred, the court may review, in camera, the recording of that portion of the closed session alleged to have violated the act.

(4) If, following the in camera review, the court concludes that disclosure of a portion of the recording would be likely to materially assist in the resolution of the litigation alleging violation of this article, the court shall, in its discretion, make a certified transcript of the portion of the recording a public exhibit in the proceeding.

(5) Nothing in this section shall permit discovery of communications that are protected by the attorney-client privilege.

*(Amended by Stats. 2009, Ch. 88, Sec. 43. (AB 176) Effective January 1, 2010.)*

**11130.3.** (a) Any interested person may commence an action by mandamus, injunction, or declaratory relief for the purpose of obtaining a judicial determination that an action taken by a state body in violation of Section 11123 or 11125 is null and void under this section. Any action seeking such a judicial determination shall be commenced within 90 days from the date the action was taken. Nothing in this section shall be construed to prevent a state body from curing or correcting an action challenged pursuant to this section.

(b) An action shall not be determined to be null and void if any of the following conditions exist:

(1) The action taken was in connection with the sale or issuance of notes, bonds, or other evidences of indebtedness or any contract, instrument, or agreement related thereto.

(2) The action taken gave rise to a contractual obligation upon which a party has, in good faith, detrimentally relied.

(3) The action taken was in substantial compliance with Sections 11123 and 11125.

(4) The action taken was in connection with the collection of any tax.

*(Amended by Stats. 1999, Ch. 393, Sec. 5. Effective January 1, 2000.)*

**11130.5.** A court may award court costs and reasonable attorney's fees to the plaintiff in an action brought pursuant to Section 11130 or 11130.3 where it is found that a state body has violated the provisions of this article. The costs and fees shall be paid by the state body and shall not become a personal liability of any public officer or employee thereof.

A court may award court costs and reasonable attorney's fees to a defendant in any action brought pursuant to Section 11130 or 11130.3 where the defendant has prevailed in a final determination of the action and the court finds that the action was clearly frivolous and totally lacking in merit.

*(Amended by Stats. 1985, Ch. 936, Sec. 2.)*

**11130.7.** Each member of a state body who attends a meeting of that body in violation of any provision of this article, and where the member intends to deprive the public of information to which the member knows or has reason to know the public is entitled under this article, is guilty of a misdemeanor.

*(Amended by Stats. 1997, Ch. 949, Sec. 14. Effective January 1, 1998.)*

**11131.** No state agency shall conduct any meeting, conference, or other function in any facility that prohibits the admittance of any person, or persons, on the basis of ancestry or any characteristic listed or defined in Section 11135, or that is inaccessible to disabled persons, or where members of the public may not be present without making a payment or purchase. As used in this section, "state agency" means and includes every state body, office, officer, department, division, bureau, board, council, commission, or other state agency.

*(Amended by Stats. 2007, Ch. 568, Sec. 32. Effective January 1, 2008.)*

**11131.5.** No notice, agenda, announcement, or report required under this article need identify any victim or alleged victim of crime, tortious sexual conduct, or child abuse unless the identity of the person has been publicly disclosed.

*(Added by Stats. 1997, Ch. 949, Sec. 16. Effective January 1, 1998.)*

**11132.** Except as expressly authorized by this article, no closed session may be held by any state body.

*(Added by Stats. 1987, Ch. 1320, Sec. 4.)*