

From: [Joan Peters](#)
To: [City Clerk Dept User](#)
Subject: Fw: public comments – Open Session prior to Closed Session
Date: Tuesday, January 27, 2026 1:08:01 PM

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Due to a mistake in my typing the City Clerk's address, this email was not delivered before 1:00pm. Would you please accept it anyway for tonight's meeting?
Thank you,
Joan Peters

----- Forwarded Message -----

From: Joan Peters <hopeabdi@yahoo.com>
To: cityclerkdept@ci.richmond.ca <cityclerkdept@ci.richmond.ca>
Sent: Tuesday, January 27, 2026 at 12:57:48 PM PST
Subject: public comments – Open Session prior to Closed Session

Regarding the recent attempts at City Council meetings to thwart the democratic process, I think it is important to point out the ways in which Councilmembers Cesar Zepeda, Jamelia Brown, and Soheila Bana have tried to do so. First there was the attempt to get around the Brown Act by submitting an emergency agenda item that was NOT an emergency, namely a call for Mayor Martinez to resign. Then there was the attempt to collapse 2 agenda items into one without allowing public comment nor debate by Councilmembers of the second of the 2 agenda items, namely a call for Mayor Martinez to resign. Fortunately, in both cases the City Council voted against both of these UNDEMOCRATIC ACTIONS. This is precisely what the U.S. President is trying to do, force his plans through the U.S. mechanisms without using the Constitutional democratic process.

Furthermore I would like to highlight the way in which these Councilmembers and some of the Jewish community in Richmond have mimicked President Trump by using the term "antisemitism" to attack our city government. The President and his administration have been systematically attacking major universities, including our own University of California, Berkeley, with claims of "antisemitism" as an excuse to cut these universities' federal funding. This makes one wonder what Richmond city services these groups are aiming to cut. (By the way, no distinction between "antisemitism" and anti-Zionism has been made in any of these attacks.)

As a citizen of Richmond for the past 9 years, I am tremendously disappointed in the conduct of these 3 City Councilmembers and of those members of our Jewish community who are weaponizing the term "antisemitism" to destabilize our city government and possibly try to defund some of its services.

I am **SHOCKED** that my own city has been **mimicking the illegal actions** of the U.S. Presidential administration!

Sincerely,

Joan Peters

1816 Carlson Blvd., Richmond

From: [claudia citroen](#)
To: [City Clerk Dept User](#); [Robert Armijo](#); [Hillal Hamdan](#); [Shannon Moore](#); [Shasa Curl](#); [Cesar Zepeda](#); [Soheila Bana](#); [Eduardo Martinez](#); [Jamelia Brown](#)
Subject: Remove consent calendar item O.7.a and O.7.b for legal review
Date: Sunday, January 25, 2026 11:26:49 AM

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Mr Hamadan and Mr Arminijo,

I am hereby requesting consent calendar item 0.7.a and 0.7.b removed until the outdate “general bike plan” has been legally reviewed by the city attorney if it’s appropriate for a dramatically changed traffic and urban housing infrastructure. Please respond with your input as required by council meeting code.

Madame city clerk,

I am unable to place my comment in these two consent calendar items, and am uncertain whether to post under open forum public comment. Please advise and place in the correct 01.27.26 council meeting section.

City Council Consent Calendar remove 0.7a/ 0.7.b Bicycle and Pedestrian Infrastructure Projects

City Council Findings Regarding Bicycle and Pedestrian Infrastructure Projects

1. The City Council’s January 26, 2026 agenda includes bicycle and pedestrian infrastructure items under Public Works, including a reimbursement agreement with Union Pacific for preliminary engineering services related to the Barrett Avenue Bicycle and Pedestrian Improvements and a \$125,000 allocation for bicycle circulation improvements near West Cutting Boulevard and South Garrard Boulevard. These actions are preparatory and do not constitute project certification or completion of environmental review under CEQA (PRC §§ 21002, 21061, 21100, 21151; CEQA Guidelines §§ 15004, 15061, 15378).
2. Richmond’s Bicycle and Pedestrian Action Plan and Travel Safe Richmond, adopted in 2023, provide policy guidance but were not accompanied by Environmental Impact Reports and do not satisfy CEQA requirements for project-level approvals or implementation (PRC §§ 21002, 21100; CEQA Guidelines §§ 15165, 15168).
3. Projects such as the Barrett Avenue Bicycle and Pedestrian Improvements and the Bayview Avenue Bikeways are advancing toward engineering and construction phases

without certified Environmental Impact Reports, Initial Studies, Mitigated Negative Declarations, or adopted CEQA findings evaluating project-level or cumulative environmental impacts, in violation of PRC § 21151 and CEQA Guidelines §§ 15004, 15061. Case law prohibits piecemeal approval and premature commitment (*Laurel Heights Improvement Assn.*, 1988; *Friends of the Eel River*, 2003; *Communities for a Better Environment v. Richmond*, 2010).

4. CEQA prohibits segmentation of projects into discrete approvals, including engineering authorizations, right-of-way actions, or incremental funding allocations, to avoid comprehensive review. Preliminary approvals that commit the City to a defined course of action constitute project approval (CEQA Guidelines §§ 15165, 15168, 15378).
5. The projects involve substantive changes to traffic circulation, roadway configuration, parking, and emergency access, particularly in residential neighborhoods. (Example are 23rd Str and Rumhill under utilized bike lane). These projects increase congestion, alter local traffic patterns, displace on-street parking, and affect pedestrian and cyclist safety. Cumulative impacts on air quality, noise, public safety, emergency vehicle access, and environmental justice communities are present and must be analyzed in accordance with CEQA (PRC §§ 21083, 21083.2; CEQA Guidelines §§ 15064, 15130).
6. Where federal funding, approvals, or coordination with federal agencies is involved, the projects trigger additional requirements under NEPA, Title VI of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), and Clean Air Act transportation conformity provisions. Compliance with federal law is required independent of CEQA.
7. The Richmond–San Rafael Bridge bicycle and pedestrian path currently operates as a restricted pilot project due to operational and access limitations. Policy documents such as the Bicycle and Pedestrian Action Plan, Local Roadway Safety Plan, and Richmond Rising initiative guide planning and funding priorities but do not substitute for required environmental review, including for bike share and multi-use trail expansions in disadvantaged communities.
8. Preparation and certification of a programmatic Environmental Impact Report covering major bicycle and pedestrian infrastructure projects as a unified program is necessary. Construction-level or operational approvals are not appropriate until environmental review is complete and publicly available. All agenda items that materially affect environmental conditions, traffic circulation, public safety, or public health require CEQA and, where applicable, NEPA determinations with supporting documentation.
9. Implementation of bicycle and pedestrian infrastructure projects in residential areas affects neighborhood livability, traffic flow, parking availability, and emergency access. These impacts are significant and require mitigation to protect residents' quality of life and public safety, consistent with CEQA and the City's fiduciary responsibilities.
- 1.

Sincerely, Claudia Citroen

From: [Bruce Brubaker](#)
To: [City Clerk Dept User](#)
Cc: philiprosenthal@gmail.com; TRAC
Subject: Item O.7b - Support from TRAC
Date: Tuesday, January 27, 2026 1:00:03 PM

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Re: Item O.7b Bicycle Circulation Modifications near West Cutting Boulevard and South Garrard Boulevard

Dear City Council:

TRAC supports the Consent Calendar approval of modifications to bicycle facilities on West Cutting and South Garrard Boulevard. The Ferry to Bridge to Greenway project was intended to be a pilot project with flexibility to adjust as needed, and the modifications proposed are consistent with the goal of providing safe and convenient bicycle connections to Point Richmond.

Thank you,

Bruce Brubaker
Vice-Chair
TRAC

From: [Gerry La Londe-Berg](#)
To: [City Clerk Dept User](#)
Subject: 01/27/26 Item P 3 Comment - Gerry La Londe-Berg
Date: Sunday, January 25, 2026 10:51:11 PM
Attachments: [260127 LaLonde-Berg comments PollutersPayPlan.docx](#)

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Please review the attached.

Thank you.

Gerry La Londe-Berg, MSW
Yuba Street, Richmond

To: Richmond City Council

From: Gerry La Londe-Berg

Re: Item P3 - Richmond Polluters Pay spending plan

I read the RfP for a consultant on this project. I hope and expect that for \$150,000 a specific plan for the ten years can be developed. 3-5 input sessions does not seem to be sufficient to gain the information; I suggest that a scheme as articulated by Gemini, Chat, and Claude as I produced below can identify key concepts or projects in each of the six main areas. Those six concept DRAFT lists could then be the basis for the input process and the plan design. My experience is that going into a meeting without a focus to react to is less efficient. Furthermore, given the qualitative nature of this endeavor, I don't think the results will be inappropriately skewed by developing initial thoughts.

My own interest is in elders and people who may have limitations due to disabilities. These same individuals may be the individuals hurt by long term exposure to the fossil fuel industry. I would draw your attention to those aspects in the AI generated information

I don't know if you have time to read the full thirty (30) pages, but I hope these can, in part, be the basis for the consultants' work.

I have **highlighted** some of my notable positive statements.

Respectfully submitted

<><><><><><><>

Prompt Example

Title: Richmond Polluters Pay spending plan

Role: Act as a policy analyst

Context: Based on City of Richmond successfully concluded negotiations with Chevron so that \$50 million a year will be available until 2035. fully integrated **with explicit attention to people age 65+, people with disabilities, and residents with limited or intermittent work capacity.**

Task: Draft spending plan including these main sections:

- 1.Large-Scale Economic Development: Investment in large-scale projects that would generate tax revenue and have the potential to create high quality union jobs with good benefits while strengthening and diversifying Richmond's economy.

non-workers, caregivers, retirees, and residents living on fixed incomes, and must improve quality of life regardless of labor market participation.

Guiding Principles

- **Universal Benefit, Targeted Investment:** Funds should benefit all residents, with targeted investments for those most impacted by pollution, aging, and economic exclusion.
- **Economic Security Beyond Employment:** Economic well-being includes housing stability, mobility, health, safety, and affordability—not only jobs.
- **Aging-in-Community:** Enable older adults and people with disabilities to remain safely housed and engaged in their neighborhoods.
- **Intergenerational Equity:** Investments should support both current residents and future generations.
- **Accountability and Transparency:** Clear governance, public reporting, and measurable outcomes.

1. Large-Scale Economic Development

Purpose

Invest in large-scale projects that strengthen Richmond’s long-term fiscal base while delivering **direct community benefits to residents across working and non-working ages.**

Expanded Community Benefit Framework

All large-scale projects funded through Polluters Pay should include **Community Benefit Agreements (CBAs)** that address:

- Local and union hiring *and*
- **Revenue streams or service commitments that benefit older adults and people with disabilities**, such as:
 - **Dedicated funding for senior services or mobility programs**
 - On-site health, cooling, or resilience infrastructure
 - Community access to affordable energy or reduced utility costs

Goals

- Increase non-fossil fuel tax revenue to stabilize City services relied upon by older adults
- Reduce household cost burdens (energy, transportation, health-related costs)
- Support long-term fiscal capacity for **age-friendly services**

Outcome Measures

- Net new City revenue dedicated to essential services
- Number of projects with enforceable CBAs including aging/disability benefits
- Reduction in household energy or transportation costs in surrounding neighborhoods

Data Needs

- Tax revenue allocation tracking
- Household cost-of-living indicators
- Age and disability impact assessments for major projects

Next Steps

1. **Require age- and ability-impact statements for large projects**
2. Integrate aging services into CBAs
3. Coordinate with the Commission on Aging and Disability advisory bodies

2. Inclusive Economic Development

Purpose

Support economic participation in **multiple forms**, recognizing that many residents contribute through part-time work, caregiving, volunteering, mentoring, or community enterprise rather than full-time employment.

Expanded Eligible Investments

- Small business grants for **home-based, cooperative, and low-capital enterprises**
- **Flexible job training for:**
 - **Older workers re-entering or transitioning careers**
 - **People with disabilities**
 - **Residents seeking part-time or modified work**

- Paid mentorship roles for retirees with skilled experience
- Support for caregiver employment pathways

Goals

- Increase economic security for residents on fixed or limited incomes
- Reduce isolation by supporting purposeful, flexible engagement
- Retain institutional and craft knowledge within the community

Outcome Measures

- Participation of residents age 55+ in training or enterprise programs
- Number of part-time, flexible, or adapted employment placements
- Income supplementation outcomes (not just full-time wages)

Data Needs

- Age- and ability-disaggregated participation data
- Income stability and benefit retention metrics
- Employer accommodation and accessibility tracking

Next Steps

1. Design programs that do not penalize Social Security or disability benefits
2. Partner with senior centers, disability organizations, and labor
3. Publish participation outcomes by age and ability

3. Community-Visioned Projects

Purpose Empower residents, including older adults and people with disabilities, to define and lead projects that improve daily life, safety, and community connection.

Governance Enhancements

The Community Oversight Board should:

- Include **guaranteed representation of residents age 60+ and people with disabilities**
- Use accessible meeting formats, materials, and outreach
- Fund projects that may be small in scale but high in quality-of-life impact

Priority Project Types

- Senior mobility, shuttle, and walkability projects
- Cooling centers and heat resilience hubs
- Community health, social connection, and caregiver support programs
- Intergenerational spaces and programming

Outcome Measures

- Number of projects serving older adults or people with limited mobility
- Geographic equity of funded projects
- Resident-reported improvements in safety, access, and connection

Next Steps

1. Provide proposal-writing assistance to older and disabled residents
2. Pilot micro-grants for neighborhood-based initiatives
3. Publish transparent project selection rationales

4. Investments in Essential Services & Public Works

Purpose Improve health, safety, and independence for residents most vulnerable to pollution, climate change, and infrastructure failure.

Age- and Ability-Responsive Infrastructure

- Complete Streets designed for **slower walking speeds, mobility devices, and visibility**
- Expanded paratransit and first/last-mile solutions
- Flood and heat mitigation prioritized near senior housing
- Park improvements with shade, seating, restrooms, and accessibility
- Renewable energy and efficiency upgrades that lower fixed household costs

Goals

- Reduce preventable injuries and hospitalizations among older adults
- Improve emergency preparedness for residents with functional needs
- Enable aging safely at home

Outcome Measures

- Falls and injury reduction near improved infrastructure
- Emergency response outcomes for older adults
- Utility cost reductions for fixed-income households

Data Needs

- Age-specific injury and health data
- Infrastructure accessibility audits
- Climate vulnerability mapping

Next Steps

1. Apply an Age-Friendly and Disability Access lens to all capital projects
2. Coordinate with emergency preparedness registries and CERT
3. Fund ongoing maintenance—not just capital buildout

5. City Staffing & Consultants

Purpose Build City capacity to manage a complex, inclusive transition that accounts for aging, disability, and long-term community needs.

Expanded Staffing Priorities

- Staff expertise in:
 - Aging services and universal design
 - Accessibility compliance
 - Community engagement with older adults
- Short-term consultants to integrate age- and ability-impact evaluation tools

Outcome Measures

- Improved project delivery for age-inclusive initiatives
- Reduced accessibility-related project revisions or delays
- Stronger coordination across departments

Next Steps

PROPOSED ALLOCATION FRAMEWORK

Annual Budget Distribution

Priority Area	Annual Allocation Percentage	
Large-Scale Economic Development	\$15 million	30%
Inclusive Economic Development	\$12 million	24%
Community Visioned Projects	\$10 million	20%
Essential Services & Public Works	\$10 million	20%
City Staffing & Consultants	\$3 million	6%
Total	\$50 million	100%

1. LARGE-SCALE ECONOMIC DEVELOPMENT (\$15M annually)

Purpose Generate sustainable tax revenue and create high-quality union employment opportunities while reducing Richmond's economic dependence on fossil fuel industries.

Strategic Goals

- Attract and support industries aligned with clean energy, advanced manufacturing, and technology sectors
- Create a minimum of 200 permanent union jobs with family-sustaining wages and comprehensive benefits within the first five years
- Generate \$5 million in new annual tax revenue by year ten
- Prioritize projects that employ Richmond residents and provide career advancement opportunities

Eligible Investments

- Infrastructure improvements to support industrial development in targeted sectors
- Public-private partnerships for clean energy manufacturing facilities
- Port of Richmond modernization for green cargo handling and logistics
- Business attraction incentives tied to local hiring and union labor agreements

- Site preparation and environmental remediation for commercial development

Accessibility Integration

- Require developers to meet or exceed accessibility standards in all facilities
- Mandate that 10% of created positions be reserved for individuals with disabilities or work limitations
- Provide workplace accommodations and flexible scheduling options as standard practice
- Partner with disability employment specialists to ensure meaningful job placements

Outcome Measures

- Number and quality of jobs created (wage levels, benefits, union representation)
- Tax revenue generated from new development
- Percentage of jobs filled by Richmond residents
- Percentage of workers from priority populations (older workers, people with disabilities)
- Industry diversity index tracking reduction in fossil fuel sector dependence

Data Collection Requirements

- Quarterly employment reports from funded projects
- Annual economic impact assessments
- Worker demographic data (protecting individual privacy)
- Tax revenue attribution analysis

2. INCLUSIVE ECONOMIC DEVELOPMENT (\$12M annually)

Purpose Build economic opportunity from the ground up by strengthening small businesses and equipping Richmond residents with skills for emerging industries.

Strategic Goals

- Support 100 small to mid-sized businesses annually through direct grants and technical assistance
- Train 500 Richmond residents per year in high-demand career fields
- Increase business ownership among women, people of color, and residents with disabilities by 25% within five years

- Create accessible pathways to employment for residents age 65 and older and those with intermittent work capacity

Program Components

Small Business Support (\$6M annually)

- Grants ranging from \$10,000 to \$100,000 for business start-up, expansion, or stabilization
- Zero-interest loans for equipment purchases and facility improvements
- Technical assistance for business planning, financial management, and marketing
- Accessible storefront improvement grants prioritizing universal design
- Cooperative business development support

Workforce Development (\$6M annually)

- Industry-aligned training programs in clean energy, healthcare, technology, and skilled trades
- Partnerships with community colleges and union apprenticeship programs
- Supportive services including transportation, childcare, and assistive technology
- Bridge programs for older workers transitioning from fossil fuel industries
- Flexible, part-time training options for those with caregiving responsibilities or health limitations
- Paid internships and on-the-job training with local employers

Accessibility Integration

- Prioritize funding for businesses **owned by or employing** people with disabilities
- Offer micro-enterprise development specifically designed for home-based businesses
- Provide adaptive equipment and assistive technology through training programs
- **Create "returnship" programs for older workers re-entering the workforce**
- Establish flexible, project-based employment models for those unable to maintain traditional full-time schedules

Outcome Measures

- Number of businesses receiving support and their survival rates after three years
- Jobs created or retained through business grants

- Number of residents completing training programs
- Employment placement rates and wage progression
- Business ownership demographics
- Participation rates among older adults and people with disabilities

Data Collection Requirements

- Business assistance tracking system
- Training program enrollment and completion data
- Post-training employment verification
- Longitudinal income tracking for program participants
- Demographic data on business owners and trainees

3. COMMUNITY VISIONED PROJECTS (\$10M annually)

Purpose Empower Richmond residents to identify, design, and implement projects that directly address community-identified needs and priorities.

Governance Structure

Richmond Community Investment Board

- 15-member board with majority representation from Richmond residents
- Seats designated for: older adults, people with disabilities, youth, small business owners, labor representatives, environmental justice advocates, and at-large community members
- Two-year staggered terms with term limits
- Monthly public meetings with accessible formats (translation, captioning, assistive listening)

Board Responsibilities

- Develop and publish transparent project selection criteria
- Conduct community outreach and engagement processes
- Review and prioritize project proposals
- Monitor project implementation and outcomes
- Publish annual reports on funded projects and their impacts

Eligible Projects

- Community centers and gathering spaces with full accessibility features
- Arts, culture, and heritage preservation initiatives
- Community gardens and urban agriculture programs
- Youth development and mentoring programs
- Senior services and aging-in-place support
- Disability resource centers and adaptive recreation programs
- Neighborhood beautification and safety improvements
- Community-led climate adaptation projects

Accessibility Integration

- Reserve 30% of annual funding for projects directly benefiting older adults and people with disabilities
- Require all funded projects to demonstrate universal design principles
- Provide technical assistance to help community groups develop accessible proposals
- Offer proposal development workshops in accessible formats and locations

Outcome Measures

- Number of residents engaged in project development process
- Number and diversity of projects funded
- Geographic distribution across Richmond neighborhoods
- Direct beneficiaries reached by funded projects
- Community satisfaction with projects and process
- Sustained community participation over time

Data Collection Requirements

- Community engagement tracking (meetings attended, proposals submitted)
- Project impact reports from funded organizations
- Beneficiary demographic data
- Community survey on program accessibility and satisfaction

4. ESSENTIAL SERVICES & PUBLIC WORKS (\$10M annually)

Purpose Address critical infrastructure needs that enhance public safety, health, and quality of life while building resilience to climate and emergency challenges.

Investment Priorities

Transportation & Mobility (\$4M annually)

- Complete Streets implementation: sidewalk repairs, curb cuts, accessible pedestrian signals
- Protected bike lane network expansion
- Bus shelter improvements with seating, weather protection, and real-time arrival information
- Paratransit service expansion for older adults and people with disabilities
- Traffic calming measures in residential areas

Climate Resilience & Environment (\$3M annually)

- Storm drainage improvements and flood mitigation infrastructure
- Sea level rise adaptation planning and early implementation projects
- Urban tree canopy expansion focusing on heat island reduction
- Green infrastructure for stormwater management
- Renewable energy installations on public buildings

Emergency Services (\$2M annually)

- Fire department equipment and facility upgrades
- Emergency Medical Services capacity expansion
- Disaster preparedness and community resilience programs (CERT)
- Emergency communication systems with accessible alert options
- Cooling and heating centers for climate emergencies

Parks & Recreation (\$1M annually)

- Playground accessibility upgrades
- Park pathway improvements for wheelchair and walker access

- Adaptive recreation equipment and programs
- Public restroom accessibility improvements
- Park lighting and safety enhancements

Accessibility Integration

- Apply universal design standards to all infrastructure projects
- Prioritize sidewalk and street crossing improvements near senior housing, healthcare facilities, and disability service locations
- Ensure emergency alert systems reach people with visual, hearing, and cognitive disabilities
- Install benches and rest areas at regular intervals along pedestrian routes
- Design parks and public spaces for multi-generational use

Outcome Measures

- Miles of accessible sidewalks and bike lanes created
- Reduction in pedestrian and cyclist injuries
- Public transit ridership, especially among older adults and people with disabilities
- Flood events mitigated and property damage prevented
- Emergency response times
- Community use of improved parks and facilities
- Greenhouse gas emissions reduction from city operations

Data Collection Requirements

- Infrastructure condition assessments before and after improvements
- Pedestrian and bicycle count data
- Transit ridership demographics
- Climate resilience modeling and flood monitoring
- Emergency incident reports and response metrics
- Park usage studies

5. CITY STAFFING & CONSULTANTS (\$3M annually)

Purpose Build city capacity to effectively manage this unprecedented funding opportunity and ensure professional execution of programs across all priority areas.

Staffing Needs

New Positions ???

Consultant Services

- Economic diversification strategy development
- Industry cluster analysis and attraction planning
- Workforce needs assessment and training program design
- Climate vulnerability assessment and adaptation planning
- Infrastructure engineering and design services
- Community engagement facilitation
- Program evaluation and impact assessment
- Accessibility audits and universal design consultation

Capacity Building Goals

- Establish dedicated fund management office by end of year one
- Develop comprehensive project tracking and reporting systems
- Create interdepartmental coordination protocols
- Build staff expertise in accessible program design
- Establish relationships with regional economic development partners

Outcome Measures

- Time from project approval to implementation
- Percentage of funds allocated and spent on schedule
- Resident satisfaction with city communication and engagement
- Staff capacity assessment scores
- Quality of program evaluation and reporting

Data Collection Requirements

- Project pipeline tracking
- Fund expenditure monitoring
- Staff workload and capacity assessments
- Community feedback on city responsiveness

CROSS-CUTTING PRINCIPLES

Equity and Inclusion Every dollar spent **must advance equity for Richmond's most vulnerable residents**. All programs will:

- Use targeted outreach to reach older adults, people with disabilities, and residents with limited English proficiency
- Remove barriers to participation through accessible formats, flexible scheduling, and supportive services
- Track demographic data to ensure equitable distribution of benefits
- Adjust strategies based on equity outcome data

Economic Transition This funding represents a once-in-a-generation opportunity to reduce Richmond's economic vulnerability to fossil fuel industry decline. All investments should:

- Diversify the local economy into sustainable, growing sectors
- Create pathways for workers to transition from legacy industries
- Build wealth and ownership opportunities in Richmond's communities
- Strengthen local supply chains and business-to-business relationships

Climate Action Every investment should consider climate impacts and prioritize solutions that:

- Reduce greenhouse gas emissions
- Increase resilience to climate hazards
- Support renewable energy and energy efficiency
- Protect vulnerable populations from climate impacts

Transparency and Accountability Public trust requires clear communication and rigorous oversight:

- Publish detailed annual reports on all expenditures and outcomes

- Maintain public dashboard tracking fund allocation and project status
- Conduct regular community meetings to share progress and gather feedback
- Commission independent audits of program effectiveness

IMPLEMENTATION ROADMAP

Year One (2026-2027)

- Establish fund governance structure and hire core staff
- Launch community engagement process for Community Investment Board
- Conduct needs assessments and develop detailed program guidelines
- Issue first round of requests for proposals
- Begin infrastructure planning and design
- Establish data collection and reporting systems

Years Two-Three (2027-2029)

- Achieve full program implementation across all priority areas
- Complete first major infrastructure projects
- Launch workforce training programs and small business support
- Attract and break ground on first large-scale economic development project
- Establish baseline data and refine outcome measures
- Conduct mid-term program evaluation and adjustments

Years Four-Five (2029-2031)

- Scale successful programs based on evaluation findings
- Measure progress toward long-term economic transition goals
- Assess tax revenue generation from economic development investments
- Expand community-led projects demonstrating strong outcomes
- Plan for sustained impact beyond initial funding period

Years Six-Ten (2031-2035)

- Demonstrate measurable economic diversification and job creation

- Achieve significant progress on climate resilience infrastructure
- Build institutional knowledge and systems for sustained community investment
- Develop strategies for maintaining momentum as initial funding concludes
- Document lessons learned and best practices for replication

MEASURING SUCCESS

Economic Indicators

- Jobs created and median wage levels
- Tax revenue growth
- Business formation and survival rates
- Reduction in unemployment and underemployment rates
- Industry diversity metrics

Social Indicators

- Labor force participation among older workers and people with disabilities
- Income levels across demographic groups
- Access to employment benefits (health insurance, retirement)
- Educational attainment and skills certification
- Community survey results on quality of life

Infrastructure Indicators

- Accessibility compliance rates for public infrastructure
- Pedestrian and bicycle safety metrics
- Transit access and reliability
- Climate resilience improvements
- Public facility condition assessments

Process Indicators

- Community participation in decision-making
- Demographic reach of programs

- Timeliness of fund disbursement
- Grant recipient satisfaction
- Transparency and communication effectiveness

NEXT STEPS Immediate Actions Required

1. **City Council Resolution:** Adopt spending plan framework and authorize staff to begin implementation
2. **Staffing Authorization:** Approve new positions and begin recruitment for fund management team
3. **Community Investment Board:** Establish application process and selection criteria for board members
4. **Stakeholder Engagement:** Launch community outreach to gather input on program design details
5. **Administrative Systems:** Develop grant management, tracking, and reporting infrastructure

Policy Development Needs

- Detailed program guidelines for each priority area
- Community Investment Board bylaws and operating procedures
- Accessibility standards for all funded projects
- Labor standards and local hiring requirements
- Environmental review processes
- Conflict of interest and ethics policies

Interagency Coordination

- Align with existing city plans (General Plan, Climate Action Plan, Economic Development Strategy)
- Coordinate with Contra Costa County workforce and social services
- Partner with school districts on youth training programs
- Engage regional planning agencies on infrastructure projects
- Collaborate with community-based organizations serving priority populations

Goals:

- Attract and retain clean energy, manufacturing, and logistics firms committed to local hiring.
- Ensure major infrastructure projects utilize Universal Design principles, making workplaces usable by employees of all physical abilities.

Strategic Investments:

- **Green Industrial Park Retrofits:** Incentives for retrofitting industrial zones for clean energy usage, contingent on "Beyond ADA" accessibility standards (e.g., sensory-friendly workspaces, wheelchair-accessible heavy equipment interfaces).
- **Union Partnerships:** Collaborate with trade unions to develop "job carving" protocols within large contracts—identifying roles within major construction and energy projects suitable for older workers or those with physical limitations (e.g., safety monitoring, logistics planning).
- **Social Enterprise Incubator:** Direct investment in large-scale cooperatives (e.g., industrial laundry, food systems) that mandate integrated workforces including people with disabilities.

Outcome Measures:

- Number of new union jobs created, disaggregated by worker age and disability status.
- Percentage of capital projects meeting Universal Design certification.

Data Needs: Labor market analysis of local residents with disabilities; inventory of accessible industrial sites.

2. Inclusive Economic Development

Supporting the resilience of small businesses and the diverse workforce capabilities of Richmond residents.

Goals:

- Foster entrepreneurship among residents excluded from the traditional 9-to-5 labor market.
- Build a workforce training pipeline that accommodates intermittent work capacity due to health or caregiving.

Strategic Investments:

- **Adaptive Entrepreneurship Grants:** A dedicated grant stream for business owners with disabilities or chronic health conditions, funding adaptive equipment and assistive technology to run their businesses.
- **Flexible Workforce Development:** Training programs for high-demand fields (admin, coding, green consulting) designed with asynchronous learning modules for residents with intermittent capacity.
- **"Care Economy" Support:** Subsidies for small businesses that provide essential services to seniors and disabled residents, recognizing this as a high-growth economic sector.

Outcome Measures:

- Retention rates of minority- and disability-owned small businesses.
- Number of residents with limited work capacity placed in part-time or flexible employment.

Data Needs: Survey of barriers to entry for local entrepreneurs with disabilities.

3. Community Visioned Projects

Directly empowering residents to design the future of their neighborhoods.

Goals:

- Ensure the \$50 million annual spend reflects the immediate needs of frontline communities.
- Guarantee that the governance process itself is fully accessible to non-ambulatory and neurodivergent residents.

Strategic Investments:

- **Richmond Community Justice Board:** Establishment of a governing body with a charter mandating representation from disability advocacy groups and senior centers.
- **Participatory Budgeting Process:** Allocation of 20% of the annual fund to projects voted on by residents. Voting mechanisms must include mobile voting units for homebound seniors, screen-reader-accessible digital platforms, and ASL-interpreted town halls.

- **Neighborhood Micro-Grants:** Funding for block-level improvements (e.g., community gardens with raised beds for wheelchair access) proposed by informal neighborhood groups.

Outcome Measures:

- Voter participation rates in budgeting cycles, specifically tracking demographic spread.
- Percentage of funded projects originating from designated "Environmental Justice Communities."

Data Needs: Demographic mapping of civic participation to identify exclusion hotspots.

4. Investments in Essential Services & Public Works

Building critical infrastructure that improves health outcomes and climate resilience for the most vulnerable.

Goals:

- Eliminate the "mobility gap" for residents who do not drive.
- Harden city infrastructure against climate events (floods, heat waves) that disproportionately kill seniors and people with disabilities.

Strategic Investments:

- **Universal Complete Streets:** Beyond standard bike lanes, this includes widening sidewalks for paratransit loading, installing audible pedestrian signals at all intersections, and increasing crossing times for slower walkers.
- **Climate Resilience Hubs:** Upgrading community centers and libraries with solar storage and air filtration to serve as 24/7 cooling/charging centers during disasters, fully staffed with personal care assistants during emergencies.
- **Accessible Transit Expansion:** Expansion of the free city shuttle specifically connecting senior housing and medical centers with new economic zones, operating on on-demand loops.

Outcome Measures:

- Reduction in pedestrian accidents involving seniors and wheelchair users.
- Reduction in heat-related ER visits among residents 65+.

Data Needs: GIS mapping of "sidewalk gaps" and heat islands overlaid with senior population density.

5. City Staffing & Consultants

Building the internal capacity to execute complex, intersectional projects.

Goals:

- Ensure city departments have the technical expertise to manage the transition from fossil fuels.
- Operationalize the commitment to inclusivity within city hall itself.

Strategic Investments:

- **Chief Disability Officer:** A new executive role to review all spending plan projects for genuine accessibility and integration.
- **Just Transition Specialists:** Recruitment of staff with specific expertise in brownfield remediation and green workforce conversion.
- **Consultant Roster:** A pre-qualified list of consultants specializing in Universal Design, gerontology, and accessible urban planning to support Public Works and Economic Development departments.

Outcome Measures:

- Time-to-execution for fund projects.
- Satisfaction rates from community feedback regarding project accessibility.

Data Needs: Internal skills gap analysis regarding accessibility compliance and green technology.

Next Steps

1. **Immediate (Month 1-3):** Convene the Community Justice Board selection committee and release the RFQ for the Chief Disability Officer.
2. **Short Term (Month 3-6):** Launch the "Adaptive Entrepreneurship" pilot grant program to demonstrate early wins.
3. **Mid Term (Month 6-12):** Complete the city-wide "Universal Complete Streets" audit to prioritize year-one infrastructure builds.

"Job carving" is an employment strategy where a job is created by modifying an existing role or combining specific tasks from different jobs. The goal is to match the unique skills, experience, and physical capabilities of an individual—in this case, older workers—with the specific needs of an employer.

In the context of the green energy sector, which often implies physically demanding installation or construction work, job carving allows the industry to tap into the immense experience of older workers without requiring them to perform heavy labor.

Here are specific "carved" roles suitable for older workers in the green economy:

1. Safety & Compliance Monitoring

- **The Role:** Instead of a general foreman who manages both crew speed and safety, a "Safety Specialist" focuses exclusively on site safety protocols.
- **Why it fits:** It leverages the maturity, patience, and attention to detail of older workers. They can monitor work sites (sometimes remotely via drone or camera feeds) to ensure compliance with OSHA and environmental regulations, freeing up younger, more physically agile workers to focus on speed and installation.
- **Tasks:** Conducting safety audits, maintaining compliance logs, verifying PPE usage, and managing site access.

2. Logistics & Supply Chain Coordination

- **The Role:** "Green Logistics Coordinator."
- **Why it fits:** Large-scale solar or wind projects require complex orchestration of parts and equipment. Older workers with backgrounds in administration, warehousing, or management excel at the organizational aspects of getting the right part to the right place on time.
- **Tasks:** Tracking solar panel shipments, managing tool inventories, scheduling delivery windows to avoid site congestion, and handling vendor communication.

3. Green Fleet Dispatch & Routing

- **The Role:** "EV Fleet Dispatcher."
- **Why it fits:** As city fleets transition to electric vehicles (EVs), charging logistics become critical. This role manages the charging schedules and route planning to ensure vehicles are charged when power is cheapest and ready when needed. It is a desk-based, cognitively engaging role.
- **Tasks:** Monitoring fleet battery levels via software, scheduling charging rotations, and planning efficient routes for maintenance crews.

4. Community Liaison & Education

- **The Role:** "Retrofit Advisor" or "Community Outreach Specialist."
- **Why it fits:** Older residents often trust their peers more than young salespeople. Older workers can serve as ambassadors for home energy retrofit programs (e.g., heat pumps, insulation), explaining the benefits and financial incentives to other seniors in the community.
- **Tasks:** Hosting information sessions at senior centers, conducting "kitchen table" walkthroughs of energy bills, and helping residents navigate grant paperwork.

5. Mentorship & Technical Training

- **The Role:** "Master Craftsman Mentor."
- **Why it fits:** Many older workers possess deep knowledge of electrical systems, plumbing, or carpentry. Even if they can no longer crawl into attics, they can be paid to supervise and train apprentices on-site, troubleshooting complex problems that stump younger workers.
- **Tasks:** On-site troubleshooting, reviewing blueprints with junior staff, and conducting quality assurance checks on completed work.

6. Remote Systems Monitoring

- **The Role:** "Energy Systems Analyst."
- **Why it fits:** Modern green buildings and solar arrays are "smart" systems that generate massive amounts of data. This role involves monitoring dashboards to detect efficiency drops or maintenance alerts from a home or office computer.
- **Tasks:** Monitoring real-time data from solar inverters, dispatching repair crews when efficiency drops, and generating performance reports for building owners.

Summary of Benefits

- **For the Worker:** Continued income, social connection, and a sense of purpose without physical strain.
- **For the Employer:** Access to reliable, experienced labor; improved safety records; and better community relations.
- **For the Economy:** Retention of institutional knowledge that would otherwise be lost to retirement.