

## Equity Team Report: Jan 25, 2023 — Loma Prieta Chapter Conservation Committee

1.) 2021 Peter M. Wege [Lecture](#) on Sustainability with Naomi Klein, link to [video](#)

Noting that the environmental movement is overwhelmingly white, **Naomi Klein** said the lack of inclusiveness is hindering progress. “For too long in the environmental movement, there’s been this sense that it’s politically correct to diversify our staff,” she said. “It’s not about that; it’s about organizing to win.” Klein is encouraged that young people from indigenous and other marginalized communities are leading advocacy efforts, citing the Dakota Access Pipeline protests and the Flint water crisis as two examples. “When people feel like they are truly fighting for their future, the quality of the fight, the tenacity of the fight, is just completely different,” she said.

2.) **REQUEST FOR TRAINING:** It’s our understanding that the Loma Prieta Executive Director may have notified LP ExCom members that harassment prevention and reporting training is required per the EOP (Equal Opportunity Policy). Not all chapters have conducted [EOP](#) harassment prevention and reporting training however it is required for “all volunteer leaders with management responsibilities” per the [Nov 2021 EOP video](#).

In 2022, the Equity Team brought the EOP harassment prevention and reporting requirements to the attention of the LP ExCom President, to-date there has been no response from the president.

It would be helpful if the Loma Prieta Chapter included standing rules that require all volunteer leaders, including Conservation Committee Chairs, Special Committee Chairs, Team Chairs and ExCom Members, receive harassment prevention and reporting training.

### Equity Team request for Harassment Prevention and Reporting Training

In February 2023, the LP Equity Team will resubmit the request for EOP harassment prevention and reporting training to the LP ExCom president and members. The Equity Team supports prevention training for harassment, discrimination, retaliation, implicit bias, and bullying for all Loma Prieta volunteer leaders including ExCom members, Committee Chairs and Team Chairs. We hope the following concerns are included in future LP Chapter training:

**Discrimination** is the unfair or prejudicial treatment of people and groups based on characteristics such as race, gender identity, age, or sexual orientation.

**Privilege** refers to benefits, awards, or advantages that accrue to dominant groups based upon skin color, gender, sex, class, ability, religion, etc., that they have received without earning and/or asking for them; privilege is usually invisible to the receiver.

**Harassment** is unwelcome conduct that is serious enough to significantly interfere with an individual's work, education, living conditions, or participation in Sierra Club programs, activities and leadership opportunities based on a protected class or characteristic.

**Sexual Harassment** refers to unwelcome sexual advances, requests for sexual favors, and other visual, verbal or physical conduct of a sexual nature. Specifically, this occurs when the conduct has the purpose or effect of unreasonably interfering with an individual's work or creating a hostile environment.

**Racism** is prejudice, discrimination, or antagonism directed against a person or people based on their membership of a particular racial or ethnic group, typically one that is a minority or marginalized; systemic, structural, or institutional racism refers to the complex interactions of culture, policy, and institutions that create and maintain racial inequality in nearly every facet of life for non-majority groups.

**Retaliation** includes works or action taken against an individual because of their participation in a protected activity, such as reporting harassment, that would discourage a reasonable person from engaging in the activity.

**Implicit Bias** refers to the attitudes, prejudices, or stereotypes that we are not aware of that affect our decisions, understanding, and actions.

**Intersectional Discrimination** occurs when someone is discriminated against because of the combination of two or more protected classes or characteristics (e.g. gender and race).

**Microaggressions** are everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon a marginalized class or characteristic.

**Gaslighting** is when someone makes you question things that you know to be true to make you feel bad, confuse you, or manipulate you. Gaslighting can happen in any kind of relationship including relationships with co-workers, volunteers and managers. It is a form of emotional abuse. It can sometimes be hard to tell when you're being gaslit. Usually the person gaslighting you will make you feel like you did or said something wrong, or that you can't trust yourself. This is a tactic used to shift blame away from them.

**Gatekeeping**, as defined by the Oxford English Dictionary, is 'The activity of controlling, and usually limiting, general access to something'. So, what is an example of cultural gatekeeping? An art gallery owner who decides which pieces of art are 'good' enough to be showcased. The gallery owner's preferences directly affect what the consumer views in the gallery. Therefore, the owner is a gatekeeper in deciding what is viewed as art. They have the power to dictate what is defined as legitimate and valid. However, just because cultural gatekeeping is a recognized phenomenon, that doesn't mean it's always easy to spot. The line between preference and prejudice can be incredibly difficult to pinpoint. Cultural gatekeeping is a term

that means nothing and everything at the same time. A cultural glass ceiling where access to control over ideas, topics of discussion, work products, and presentation are limited according to a narrow, yet unspecified set of rules, belonging to the dominant group. In this way, that group is able to retain their historic and numerical control of the decision-making process and perpetuate their position as cultural arbiters, while purporting to give fair consideration to every person and every idea.

When we think of bias, we often think of discrimination. This bias or prejudice involves “dislike, hostility, or unjust behavior deriving from preconceived and unfounded opinions. We also tend to link bias with negative emotions. Some forms of bias, however, come from positive feelings, such as in-group favoritism. In other words, some forms of bias come from positive feelings toward an individual that result in significant discriminatory results from differential helping or favoring. Additionally, while some bias is overt and conscious, oftentimes bias is the result of implicitly held beliefs of which a person is completely unaware. In the context of employment decisions, gatekeeper bias happens when an employment decision is based on the decision maker’s perceived preferences of the existing employers or co-workers with whom the new employee would be working. Gatekeeper bias—allowing the perceived bias of co-workers to influence employment decisions—happens even when the gatekeeper herself believes in the importance of diversity. In fact, gatekeepers may not even be aware that these considerations are factoring into the hiring, or other employment, decision. It is not uncommon for such decisions to be considered simply a commentary on who best “fits” the company culture or mission. In other words, even a commitment to diversity doesn’t necessarily prevent employers from accommodating biases in hiring decisions. This gatekeeping bias happens because employers face a challenge with each hire: they must match unknown applicants to well-known, experience-based requirements. Thus, each new hire represents a risk to the employer, and the persons charged with hiring decisions often allow emotions, including the desire to avoid risk and reproduce the current situation with a new employee, to creep in. This isn’t always bad, but these emotions can mean certain candidates are excluded from consideration based on a gatekeeper’s biased perceptions about the candidate’s social characteristics, which could include race, gender, sexual orientation or ethnicity.

**3.) 2022 Scoping Plan for Achieving Carbon Neutrality** — How can we use VMT, GHG reduction, and equity targets in the CARB 2022 scoping plan to write solid EIR comments?

<https://www.greencarcongress.com/2022/12/20221219-carb.html>

“The plan also includes actions to capture and store carbon through the state’s natural and working lands (including its forests). Additionally, the plan provides the Climate Vulnerability Metric, a new tool to identify communities especially vulnerable to harm from a changing climate and worsening air quality, ensuring that those communities’ public health and environmental concerns are front-and-center as the state moves ahead.”

4.) **The Equity Committee recommends the Loma Prieta Chapter request an investigation into unsafe environmental conditions that impact farmworkers in San Mateo County. The investigation should include the workplace and any residential housing provided by the employer. Additionally, farmworker housing such as Moonridge near Half Moon Bay, located in an unincorporated area, should also be investigated for environmental hazards related to recent significant flooding events that forced families out of their homes.**

'Living in shipping containers': Half Moon Bay shooting reveals poor conditions on California farms

Gov. Gavin Newsom called out farms for their treatment of workers during a Tuesday news conference in Half Moon Bay. He met with farmworkers and other community members about the shooting.

**“Some of you should see where these folks are living, the conditions they’re in. Living in shipping containers, making \$9 an hour,” he said. “No health care, no support services.”**

After the press conference, Newsom spokesperson Daniel Villaseñor said the governor wasn't trying to single out a particular farm, but rather was speaking generally about the conditions he had heard about from workers he spoke with that day.

Workers killed in a massacre at two mushroom farms in Half Moon Bay on Monday worked for low wages and were living in conditions the San Mateo County district attorney described as **“squalor.”**

District Attorney Steve Wagstaffe mentioned the poor conditions during a news conference Wednesday. The county executive had called him that morning and said: **“Now we know about it, and we have to act on it.”**

San Francisco Chronicle:

<https://www.sfchronicle.com/bayarea/article/living-in-shipping-containers-making-9-an-17742337.php>