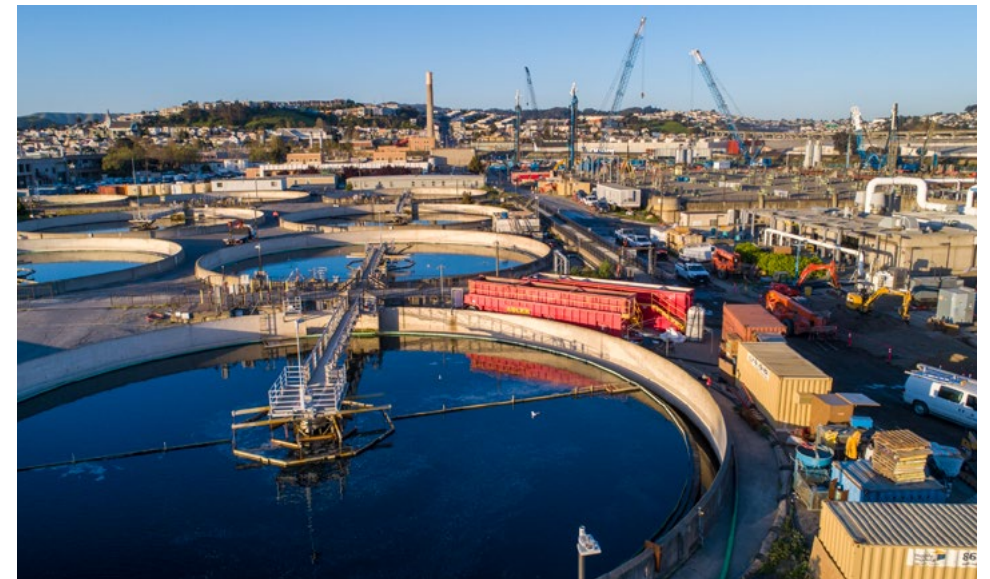




Services of the San Francisco  
Public Utilities Commission

# Community Benefits

## Annual Report Fiscal Year 2022-2023



# Community Benefits Annual Report Fiscal Year 2022-2023

## Executive Summary

### Guiding Policies

The San Francisco Public Utilities Commission (SFPUC) Community Benefits Annual Report is a testament to our commitment to excellence, environmental stewardship, and community impact. As champions of water, power, and sewer services, we embrace our mission to deliver high-quality, efficient, and reliable utilities to **2.7 million customers** across San Francisco, the greater Bay Area, and upcountry California.

Leading by example, we became the nation's first utility to pass Environmental Justice (2009) and Community Benefits (2011) policies. These visionary initiatives form the foundation of our Community Benefits Division, embodying our dedication towards community empowerment. These policies from the Community Benefits Division ensures the fair treatment of people of all races, cultures, and incomes. We believe that no group of people should bear a disproportionate share of negative environmental consequences resulting from our operations, programs, and/or policies. We proactively provide diverse communities with opportunities in workforce and economic development, the arts, urban agriculture and education. Our agency took a bold stance against systemic racism with the adoption of our Racial Justice Resolution Condemning Systemic Racism & Promote Racial Justice (2020). By advocating for equity and amplifying the voices of Black, Indigenous, and People of Color (BIPOC) staff and communities, we strive to create a more just and equitable society.

Our team has achieved significant milestones that underscore our dedication to service and innovation. Our diverse portfolio of programs reflects our holistic approach to community engagement and empowerment. Our robust program areas fulfil the outcomes outlined in our Community Benefits policy.

### Areas of Impact

#### Southeast Community Center

Our Southeast Community Center is a testament to cultural preservation and community well-being. This year, we opened a state-of-the-art facility to the public, symbolizing our unwavering support for local empowerment and resilience. Since its grand opening in October 2022, more than **25,000 people visited** the center and more than **600 community events** have been held there, including quinceañeras, conferences, farmers markets, celebrations of life, weddings, graduation celebrations, and a high school prom! This year our partner organizations collectively **served 248 individuals and hosted 13 events** at the center.

#### Public Art

Our agency embraces San Francisco's vibrant and cultural landscape. We partner with local artists to enrich our neighborhoods with creativity and expression. Through the installation of **37 artworks by 27 artists** at the Southeast Community Center, we celebrate the rich heritage and identity of the Bayview neighborhood. In partnership with the San Francisco Arts Commission, the SFPUC selected its first climate change specific artwork by engaging with the community to select local artist, Mark Baugh-Sasaki, for his artwork titled *Listening Stones*.

#### Environmental Justice (EJ) and Land Use

Advocating for equity and sustainability, we champion environmental justice across San Francisco. By transforming underutilized land and advancing green infrastructure initiatives, the main green spaces that our team supports programming and services at are three community gardens in San Francisco: Hummingbird Farm, Garden for the Environment, and College Hill Learning Garden. This year our community partner organization, PODER (People Organizing to Demand Environmental Justice and Economic Rights), **hosted 143 events, workshops, and gardening days at Hummingbird Farm with 1,765 event attendees.**

Our team also partnered with several internal and external groups to provide EJ trainings and integrate EJ principles into climate action plans, bond financing, grant programs and more.

#### Education

We provide free educational opportunities for youth across San Francisco to empower the next generation of environmental stewards. The SFPUC owns and operates the College Hill Learning Garden (CHLG) which is an outdoor learning space catered to nurturing and expanding Kindergarten – 12<sup>th</sup> grade environmental education for students across San Francisco. Through our Urban Stewards field trip program offered at CHLG, this year we **hosted 74 field trips and invited 1,777 youth** of all ages and backgrounds to explore the green infrastructure on-site and do hands-on educational activities outdoors.

#### Workforce Development

Investing in the future of our city, we provide pathways to careers in government and utility industries for young people. Through partnerships with schools and community organizations, we're cultivating a skilled and diverse workforce that reflects our city. This year our Project Learning Partnership Grant Program (PLG) increased exposure and readiness opportunities for **utility careers for 497 young people** in San Francisco by participating in learning projects with a strong connection to the SFPUC's utility purposes related to education, workforce, and community benefits goals.

#### Workforce and Education Collaboration

Our Workforce and Education teams partner together on a variety of programs intended to increase environmental literacy to raise awareness and build connections about career opportunities in the utility sector. Through our partnership with John O'Connell High School we invite SFPUC professionals into classrooms as guest speakers to talk about their career experience and journey directly with youth. This year **319 students learned about SFPUC careers and 43 freshman**

**attended a transformative overnight fieldtrip to Camp Mather** and the Hetch Hetchy Reservoir for an opportunity to participate in a unique outdoor educational opportunity.

Our College Hill Learning Garden team **facilitated educational Green Infrastructure (GI) tours for 62 youth** and Transitional Aged Youth (ages 18–24) living and working in San Francisco. **This year we also connected 57 youth with SFPUC professionals and internship alumni** as guest panelist who shared their personal career paths and opportunities for career growth at the SFPUC and the City of San Francisco.

#### Social Impact Partnerships

Collaborating with public, private, and nonprofit sectors, we're driving positive change in communities across our service area. Through financial contributions and volunteer efforts, we're breaking down barriers and creating opportunities for all. This year **37 firms and joint ventures participated in the program and contributed over \$2.5M to directly benefit community organizations and educational institutions** The firms' impact spans across SFPUC's service regions and focuses on fostering positive change in our communities.

It has been a fruitful year for our team. As we reflect on our accomplishments and look towards the future, we remain committed to excellence, transparency, and accountability. Together, we will continue to build a brighter, more sustainable future for all.



## A Message From Our Team

With immense gratitude and enthusiasm, we are delighted to present this year's Community Benefits Annual Report to you. Working within an organization, such as the San Francisco Public Utilities Commission (SFPUC), that values and celebrates our communities is truly an honor. At the core of public service lies community engagement, and it is the thoughtful initiatives created by our Community Benefits team that amplify the effectiveness of our agency. We extend our heartfelt appreciation to our partners, including community members, organizations, non-profits, businesses, government entities, and internal SFPUC staff, whose collaboration has been instrumental in our achievements. Our commitment to fostering partnerships and being accountable to our partners is fundamental to the prosperity of our communities and our purpose as a utility agency.

As an agency aspiring to be a "utility of the future", we are dedicated to embracing innovation that has the potential to revolutionize the daily lives of everyone we serve. Our staff members are dedicated advocates for ensuring equitable access to our services and programs. Whether through educating youth about environmental stewardship, cultivating talent for careers in the utility sector, investing in cutting-edge community facilities, ensuring equitable access to green spaces, collaborating with local artists for public art projects, or engaging with our private-sector and non-profit-sector partnerships to maximize our impact - we continuously strive for excellence in fulfilling our mission of delivering essential water, power, and sewer services while prioritizing equity, inclusion, and justice.

This year's Annual Report merely scratches the surface of our agency's work, and we are thrilled to share more with you. We are proud to reflect on our accomplishments and look forward to further enriching our communities together.

With gratitude,  
The Community Benefits Team

# About Community Benefits



Hands-on learning and exploring at College Hill Learning Garden



## Our History

At the San Francisco Public Utilities Commission (SFPUC), our mission is to provide our customers with high quality, efficient and reliable water, power, and sewer services in a manner that is inclusive of environmental and community interests, and that sustains the resources entrusted to our care. To achieve our mission as a utility agency and be in service of community, we became the first utility agency in the nation to proudly adopt [Environmental Justice \(2009\)](#) and [Community Benefits \(2011\)](#) policies. These policies created our Community Benefits Division which upholds our mission by fostering a healthy environment and promoting vibrant neighborhoods. Additionally, in 2020, our agency took significant action in adopting our [Racial Justice Resolution](#) which condemns systemic racism and advocates for racial justice for Black, Indigenous, and People of Color (BIPOC) staff and communities. These progressive policies serve as a guiding framework for our agency to advance social, environmental, and racial justice.

## Our Mission

Our Community Benefits programs are intentionally designed and connected to our purpose as a utility agency. Whether that's providing career awareness and training in the utility industry, educating community members of all ages on how to care for our environment, transforming under-utilized land into vibrant learning gardens and community centers, or increasing private contractors' commitments to community, these programs further our mission, deepen our impact, and demonstrate our commitment to being a good neighbor.

## About Our Report

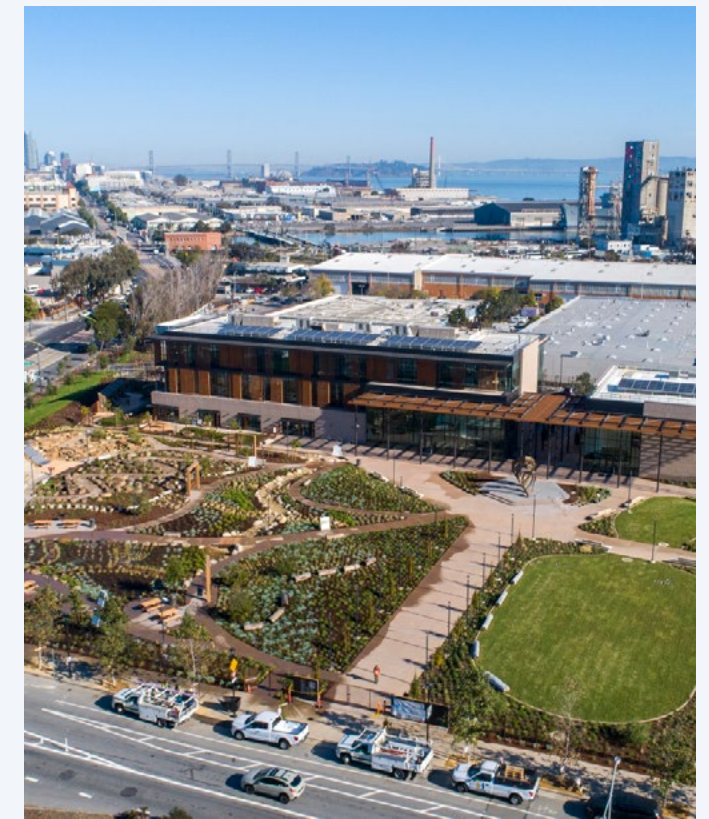
Our Community Benefits Annual Report captures the programs, activities, partnerships, and accomplishments by our team that advance our Environmental Justice, Community Benefits, and Racial Justice policies. This report is aligned with the City and County of San Francisco's Fiscal Year 2022-2023 which covers July 1, 2022, to June 30, 2023, and highlights the work of our team during this timeframe. This report is one of many ways we'd like to be transparent and accountable to our community, our partners, and our ratepayers.



Teachers participating in the Bayview Science Institute Program. Photo credit California Academy of Sciences

## Our Priorities This Year

We strive to ensure our agency has positive impacts in every community, because we know that when government puts people first, our communities flourish. This year we had major success in advancing our equity and inclusion goals. A tremendous milestone was the grand opening for our new Southeast Community Center located at 1550 Evans in the Bayview neighborhood of San Francisco. The Southeast Community Center (SECC) is a hub for a variety of community benefits programming and is designed to promote the health, well-being, cultural, educational, and financial empowerment of San Francisco's Southeast residents, who have been historically underserved. Beyond the community center, we've also hosted a variety of educational field trips, career events, and successfully created opportunities for our partners to give back to the communities they work in.



The Southeast Community Center view from above

# Our Program Areas

Each of our Program Areas are committed to implementing and achieving the outcomes and goals stated in our Community Benefits and Environmental Justice Policies.



## Southeast Community Center

A local resource-hub built by a historical legacy and vision



## Education

Environmental education in water, power, and sewer concepts



## Environmental Justice and Land Use

Centering culture and justice while stewarding our natural resources



## Workforce

Preparing youth for careers in government and the utility industry



## Art

Connecting public art to people and place



## Social Impact Partnerships

Collaboration across public, private, nonprofit sectors, and unions to transform communities throughout our service area



# Southeast Community Center

A Cultural Legacy



Exterior of the new Southeast Community Center

## Activating the Southeast Community Center

The center has fulfilled its promise to be a vibrant hub for the local community. Since its grand opening in October 2022, more than 25,000 people visited the center and more than 600 events have been held there, including quinceañeras, conferences, farmers markets, celebrations of life, weddings, graduation celebrations, and a high school prom!

It is also the mission of the SECC to offer services relating to financial empowerment, family, youth, and senior, health, wellness, education, and community support. To meet this need, the SFPUC signed a lease agreement with 9 Resident Partner Organizations. Our Resident Partner Organizations are San Francisco community-based organizations who have a history of serving communities in the Southeast neighborhood of San Francisco and now continue to provide high quality programs and services located right at the center.

## Grand Opening

The new Southeast Community Center held its grand opening event on Saturday, October 22, 2022. It was an amazing, fun filled day beaming with community pride. Over 600 community residents, leaders and dignitaries attended. Community members were welcomed to the center by African Drummers, a Native American Land Acknowledgment and blessing from the Ramaytush Ohlone, youth dancers, and the San Francisco Girls Chorus. Notable speakers included San Francisco Mayor London Breed, San Francisco District 10 Supervisor Shamann Walton, former Southeast Community Center Facility Commission President Dr. Gina Fromer, and our very own SFPUC General Manager Dennis Herrera. Throughout the event, the center was filled with performances by local artists, building tours to take in the expansive art collection, children's activities that included pumpkin carving, and closed with a lively old school concert by Bayview's own Seastrunk Brothers.



Former SFPUC Commissioner, Sophie Maxwell, welcoming guests at the SECC Grand Opening event



Music, dancing, and cultural celebration at the Grand Opening Event

## Our Resident Partner Organizations



Financial Empowerment



Charity Cultural Services Center™  
博愛文化服務中心

Charity Cultural Services Center provides free and successful training programs related to culinary, and construction careers, and financial education.



En2action delivers program development, community outreach, and capacity building services, as well as community development through event planning and production, to both for-profit and non-profit entities in the San Francisco Bay Area.



renaissance  
entrepreneurship center

Renaissance Entrepreneurship Center uses the power of entrepreneurship to help people facing systemic barriers to economic mobility achieve financial independence. Renaissance Entrepreneurship Center opens pathways to small businesses through training, one-on-one consulting, access to capital, and networks of support.



Education



Five Keys Schools and Programs provides traditionally under-served communities the opportunity to improve their lives through a focus on the Five Keys: education, employment, recovery, family, and community.



Family, Youth,  
and Senior Services



Edgewood Family Resource Center helps develop partnerships between parents and their children's schools. The Family resource center hosts parent support groups for caregivers to discuss concerns and learn valuable information and skills to support them and their children.



Wu Yee Children's Services offers quality childcare to San Francisco's diverse communities and families. Wu Yee is San Francisco's largest head start and early head start provider.



Health and Wellness



3rd Street Youth Services and Clinic helps youth ages 12-24 from the Bayview neighborhood make healthy and safe decisions that improve their physical, emotional, and social health, ultimately empowering them to become successful adults.



The Hungry Café creates experiential food concepts for everyone. They've worked with small startups to fortune 500 companies, to marketing activations, and major festivals. Hungry Cafe is located inside the building at our Southeast Community Center on 1550 Evans Avenue in San Francisco. The cafe is open Monday - Friday from 8am to 4pm, serving beverages, pastries, breakfast, and lunch that celebrates the essence of North African Cuisine infused with California's fresh, local ingredients and spirit.



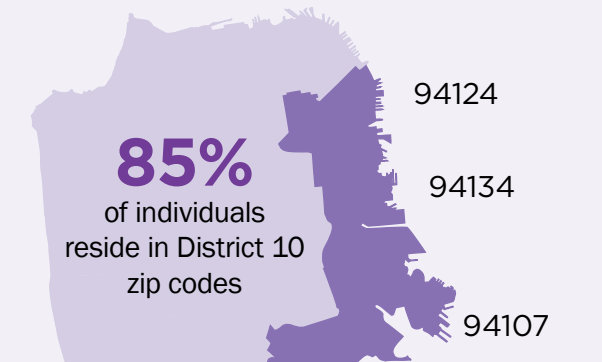
Community  
Stabilization



The Community Ambassadors Program is a community safety and neighborhood engagement program. The Community Ambassadors program engages, informs, and assists community members in San Francisco.

## Resident Partner Impact

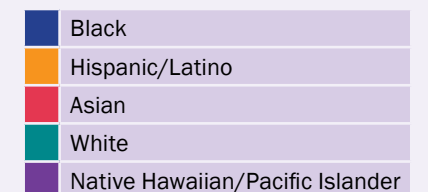
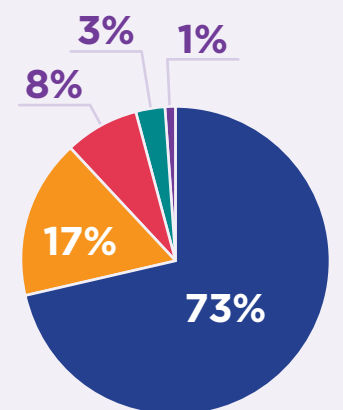
Between April-June 2023, community-based organizations collectively served **248 individuals** and hosted **13 events**.



**73%**  
families live in the  
94124 zip code



**64 children**  
were enrolled in  
the childcare center





Our SECC Resident-Partner Organizations sharing information on their programs and services

## About Ujamaa Kitchen an En2Action Program

Ujamaa, the fourth principle of Kwanzaa, translates from Swahili to “cooperative economics”. The Ujamaa Kitchen Program is a culinary boot camp that provides entrepreneurship guidance, workforce development, and collaborative commercial kitchen space to the Bayview and Black-owned businesses in San Francisco. The Ujamaa Kitchen Program aims to create growth opportunities, facilitate marketing and business development workshops, provide technical assistance, establish connections with successful Black-owned businesses, and offer access to commercial kitchen space at little to no cost.

## Spotlight on Alisha Wilson Ujamaa Kitchen Program Graduate

Alisha Wilson participated in the pilot cohort of Ujamaa Kitchen Bootcamp from 2022 to 2023. Upon entering the program, Alisha decided to focus on developing her food business. Since then, she has become a city supplier, regularly participates in Foodwise events, participated in events hosted by other community-based organizations upon their request, and purchased a trailer for her pop-ups, which she is currently in the process of obtaining a Mobile Food Facility permit for.

## A Spotlight Event – Honoring Black History Month

SECC hosted its first major Black History Month event on February 18, 2022, in partnership with the Office of Economic and Workforce Development, Livable City, and members of the local faith-based community. The event started with a parade that marched down 3rd Street from the Historic Bayview Opera House with a performance from the Burton High School marching band. Community members were greeted with free food, family activities, line dancing classes, movie screenings and a panel featuring artists whose works are a part of the SECC arts collection. This event was a great opportunity for SECC to deepen its relationship with the local community through collaboration.



Dr Carolyn Ransom-Scott, Oscar James, Larry Berry, Jeannette Fisher-Kouadio, Nikki Cooper

**“Since joining the Ujamaa Kitchen Bootcamp program in 2022, my business, Lil Alijo Catering, has experienced significant growth and ongoing productivity. The program has been instrumental in identifying key business opportunities that have helped my business thrive. With their assistance, I have obtained the necessary permits and certificates to operate in San Francisco, enhanced brand awareness, and built a portfolio allowing me to promote my business.”**

— Alisha Wilson owner of Lil Alijo Catering

## Our Local Farmer’s Market

The SFPUC understands the importance of having access to healthy, fresh, and affordable food especially in Southeast communities, which as of 2019, meets the U.S. Department of Agriculture’s criteria for a “low-income, low access” food area, previously known as a “food desert.” In partnership with 15 local vendors, our weekly Southeast Community Center Certified Farmers’ Market provided fresh produce, hot foods, and artisanal goods. Our team worked with Dragon Spunk, a community gardening and food-access nonprofit committed to providing District 10 residents with healthy food options.



Delicious food, fresh produce, artisan goods, and crafts all at the SECC Farmers Market

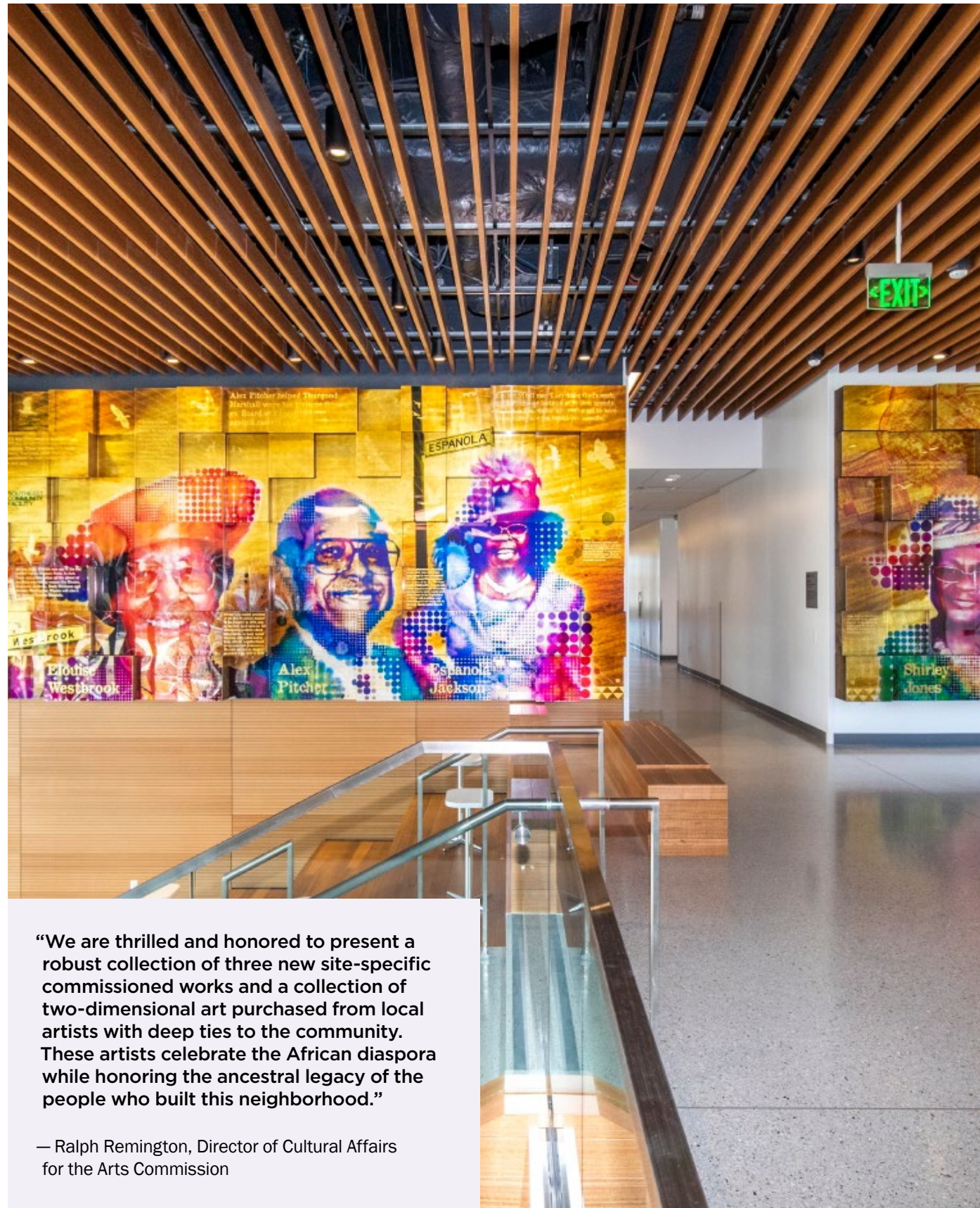
**“We are supporting Black and brown businesses. Just last week we had someone who was selling microgreens and showing people how to grow their own microgreen gardens. I am so proud to see this market come together. It shows what this community center has to offer to the neighborhood. We had the space and made it happen.”**

— Isaiah Powell, Dragon Spunk Founder and CEO



SECC Lobby stepped seating decorated for Black History Month





“We are thrilled and honored to present a robust collection of three new site-specific commissioned works and a collection of two-dimensional art purchased from local artists with deep ties to the community. These artists celebrate the African diaspora while honoring the ancestral legacy of the people who built this neighborhood.”

— Ralph Remington, Director of Cultural Affairs for the Arts Commission

*Building a Better Bayview mural by Phillip Hua that honors the historical legacy of community and civil rights activists, The Big Six: Alex Pitcher, Harold Madison, Ethel Garlington, Dr. Espanola Jackson, Shirley Jones, and Eloise Westbrook.*

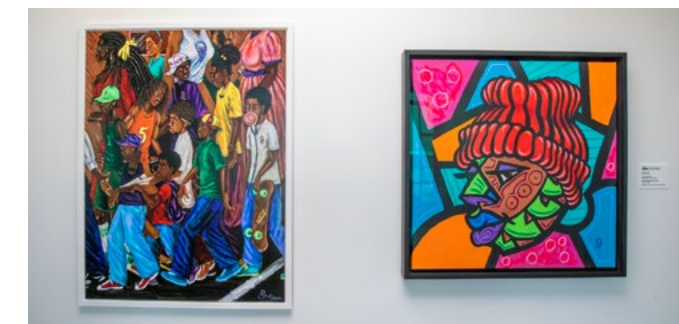
## Honoring Community Through Art

Guided by the City and County’s 2% for the Arts Ordinance, we partnered with artists that have meaningful connections to the Bayview neighborhood in selecting artworks for the SECC. The community center features 37 individual artworks by 27 artists. The SFPUC worked with the SF Arts Commission to select and install an incredible collection of community centered public art.

In partnership with the San Francisco Arts Commission, we commissioned [three major art installations](#) by local artists: Promissory Notes by Mildred Howard, Building a Better Bayview by Phillip Hua, and Navigating The Historical Present: Bayview-Hunters Point, by Kenyatta A.C. Hinkle.

### Learn more from local artists:

- [Video of Phillip Hua, by SFPUC](#)
- [SFPUC press release for Mildred Howard artwork](#)
- [Grand Opening Press Release, SFPUC](#)



*Beautiful artworks located inside the SECC*



*Kenyatta C Hinkle and their mural artwork for SECC*



*Navigating the Historical Present: Bayview-Hunters Point mural by Kenyatta C Hinkle*

“In partnership with the SFPUC and southeast community, the Arts Commission developed the Bayview Arts Masterplan, which established the Bayview Artist Registry and helped guide the artistic vision for the future of the neighborhood.”

— Ralph Remington, Director of Cultural Affairs for the Arts Commission



# Environmental Justice and Land Use

Justice for People and Land

At our agency, Environmental Justice (EJ) means that people of all races, cultures, and incomes are treated fairly. We believe that no group of people should bear a disproportionate share of negative environmental consequences resulting from the operations, programs, and/or policies of the SFPUC. To uphold these EJ principles, we are committed to preventing, mitigating, and lessening disproportionate environmental impacts and ensuring that public benefits are shared across all communities.

## Community-Centered Green Spaces

The SFPUC acknowledges our operations and services are on the ancestral homelands of Indigenous Peoples. In order to deliver our essential water, power, and sewer services we must maintain this historical land in our care. We are guided by our Racial and Environmental Justice Policies in how we honor the land and celebrate its cultural significance. We are fortunate to have the opportunity to use this land for different purposes such as transforming un-used land into vibrant community gardens, serving community needs, hosting workshops and learning opportunities, providing fresh food and produce, and even incorporating land management practices from local Indigenous leaders. The main green spaces that our team supports programming and services at are three community gardens in San Francisco: Hummingbird Farm, Garden for the Environment, and College Hill Learning Garden.



California Oatgrass (Danthonia Californica) native grass restored



Hummingbird Farm Native Grasslands Restoration – with community partner PODER guided by SFPUC Natural Resources and Lands Management, and Department of Recreation and Parks

## Hummingbird Farm

Our community partner organization, PODER (People Organizing to Demand Environmental Justice and Economic Rights), hosts a wide variety of events at Hummingbird Farm and maintains the land in collaboration with SFPUC’s Natural Resources and Lands Management Division and San Francisco Department of Parks and Recreation. This collaborative group is working towards native grasslands restoration while incorporating Indigenous world views and practices into land stewardship. This year, our team also partnered with the San Francisco Department of Public Works to build the community’s future vision of the farm such as constructing larger gathering spaces and green houses.



PODER is committed to providing fresh and healthy produce at Hummingbird Farm to local communities with limited access to green space and healthy food.

### This year PODER:



Planted **3,490 plants**

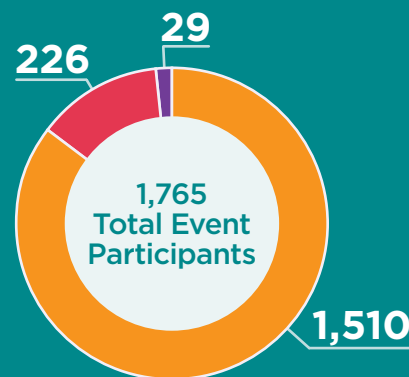
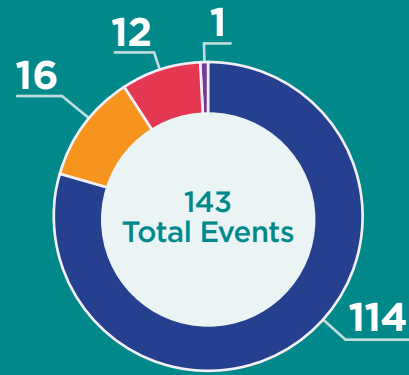


harvested **1,279 pounds** of food and produce



harvested **15 pounds** of seeds

## Events, Workshops, and Gardening Days Hosted at Hummingbird Farm



## A Word From Our Partners



### Garden for the Environment

“Garden for the Environment (GFE) is located on San Francisco Public Utilities Commission property at 7th Avenue and Lawton in San Francisco’s Inner Sunset District. We are thankful for Community Benefits’ continued support of our endeavors to educate the public about gardening in ways that conscientiously consider our region’s microclimates and the need for water conservation in a drought-prone region.

In our 33rd year, GFE is an aging space in need of many more repairs to function safely. Community Benefits helps to make this happen each year by coordinating professional arborists to maintain the trees’ beauty and structural integrity. This year, we partnered with Community Benefits to complete some infrastructure repairs to maintain the safety of the space for our staff, workshop attendees, volunteers, and visitors. We look forward to Community Benefits and SFPUC’s continued support in our efforts to provide an inspiring, beautiful, and safe space for all who interact with it.”

—Trina Lopez, Garden for the Environment



### PODER (People Organizing to Demand Environmental Justice and Economic Rights)

“As part of SFPUC’s land stewardship, PODER is committed to working with City partners, and honoring the leadership of California Natives in the restoration of the native grasslands near Hummingbird Farm by incorporating Indigenous practices including blessing seeds, engaging community members in restoration efforts, and working collectively on the land in a way that honors the Ramaytush Ohlone. We believe that the inclusion of Indigenous knowledge in land management is crucial to a more ecological future that is rooted in the cultures of our people.

Through our collaboration with PUC Community Benefits, PUC Natural Resources and Lands Management (NRLM), and San Francisco Parks and Recreation Department, we have removed invasive species from the native grasslands surrounding the farm and planted 3,500 native grass seedlings this December, which thrived during the wet conditions of this past winter. 2,000 of these seedlings were from the Xerces Society and planted in our wetland area, and another 1,500 seedlings were from the Mission Blue, Sutro, and Presidio Nurseries and were planted in the grasslands surrounding Hummingbird Farm. PODER is grateful to NRLM and Parks and Recreation for providing seeds and guiding our community grasslands restoration workdays, and we look forward to continuing to engage community members who would not traditionally be involved in the stewardship of our public lands.”

—Tere Almaguer, PODER







“Words that come up for me when I think about being a land steward in Yelamu (Ohlone word, San Francisco’s original name) are resilience, culture, & artfulness. At Hummingbird, within learning how to survive in Yelamu, we take on multiple roles, and learn various skills just to survive, whether that is learning how to craft our own medicine/healing foods, art as therapy, being resourceful with materials, etc. Without a doubt, this experience is also influenced by how expensive it is to live here—we learn different ways to defy gentrification and culture erasure. Being a steward in Yelamu is a role in regenerating the earth, culture, and health of our peoples. It is unique to be a steward in southeast SF because these areas include swaths of open land. It is an honor to defend and regenerate these areas so that we can bring about meaningful connections to land for multigenerational community as well as pave the way for the upcoming generations. It is very personal, soul-touching work to me—whether it is connecting with fellow people who also appreciate the beauty of Yelamu, with the red tailed hawks, lizards, coyotes, and snakes as my witnesses.”

—Kailyne Sarmento, PODER,  
Urban Campesinx Apprentice



## Collaboration Across SFPUC and Beyond

We are committed to education and learning around environmental justice issues. Our team provides in-depth training to promote knowledge of environmental justice history such as redlining, environmental racism, Indigenous history and land stewardship, the SFPUC Environmental Justice (EJ) Policy, and more. **We partnered with these groups to provide environmental justice learnings:**

### At SFPUC:

-  Green Infrastructure Team
-  Communications Team
-  Wastewater Enterprise Racial Equity Working Group
-  OneWaterSF Working Group

### And Beyond:

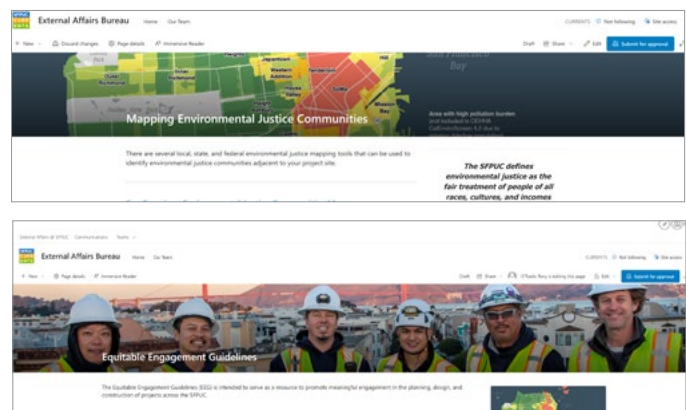
-  2022 SFUSD Teacher Externship
-  SF Fellows Program

## A Word from our Environmental Justice Learners

“Pilot programs are going to become more important so this EJ background will be valuable for framing our department’s mission and explaining our decision-making process to the public.” —SFPUC Staff

“The EJ presentation pays honest attention to the SFPUC’s history in San Francisco while highlighting how, as a provider of essential services and major economic force, the Agency continues to expand the ways in which it works to support communities that have been adversely impacted by its past. I’ve heard from many recipients of this presentation that it was not only engaging but brought a new perspective to the conversation of the Agency’s history - and taught them something new!” —Michael Perlstein, SFPUC




## Equitable Engagement with Our Communities



We value our diverse partners and communities and understand the importance of inclusive and equitable communication. Our team updated the SFPUC’s equitable engagement guidelines for project managers and staff to use in their work.


## Advancing Environmental Justice Policies

Our team lead several efforts to advance Environmental Justice across San Francisco:

-  **San Francisco Climate Action Plan’s Water Supply Chapter:** In partnership with SFPUC Water Resources Planning and San Francisco Department of the Environment we conducted a Racial and Social Equity Assessment to integrate water affordability considerations in the San Francisco Climate Action Plan which aims to achieve net-zero greenhouse gas (GHG) emissions, while addressing racial and social equity, public health, economic recovery, resilience, and housing.
-  **City’s General Plan Environmental Justice Framework:** The City and County of San Francisco developed a General Plan Environmental Justice Framework as required by California Senate Bill 1000. In partnership with the San Francisco Planning Department’s Environmental Justice Working Group, we helped identify priorities for the City’s General Plan Environmental Justice Framework and provided feedback on the Environmental Justice Communities Map.
-  **Port Waterfront Resilience Program Equity Working Group:** We provided feedback and insights on EJ and equity issues faced by communities in Southeast SF related to the 3 sea level rise adaptation approaches being considered: Defend (keep water out, stay in place), Accommodate (allow flooding by letting water in, adapting buildings and infrastructure in place), and Retreat (moving buildings and infrastructure inland).



San Francisco General Plan Environmental Justice Framework

-  **SFPUC Green Infrastructure Grant Program:** In partnership with the SFPUC Green Infrastructure team we reviewed a new stormwater credit program and supported outreach to SFUSD schools to promote green infrastructure in EJ communities.
-  **SFPUC Green Bonds:** Our Green Bonds fund projects with a positive environmental or climate impact. In Partnership with the SFPUC Finance team, we reviewed Green Bond reports and incorporated EJ concepts.



## Art

Connecting Public Art to People and Place



*Listening Stones, a public art proposal by artist Mark Baugh-Sasaki, commissioned by San Francisco Arts Commission in partnership with San Francisco Public Utilities Commission.*



*Listening Stones, a public art proposal by artist Mark Baugh-Sasaki, commissioned by San Francisco Arts Commission in partnership with San Francisco Public Utilities Commission.*

### Addressing Environmental Issues Through Art

To implement the City and County’s 2% for the Arts Ordinance, we partner with local artists that have meaningful connections to the communities we serve and are inspired by the rich history of San Francisco and beyond. Public art creates vibrant communities. It’s an opportunity to educate viewers on different environmental, historical, and social issues.

### Ocean Beach Sea Level Rise Adaptation Project

For the SFPUC’s Ocean Beach Sea Level Rise Adaptation Project we contributed Art Enrichment funds to create a public artwork on site. In partnership with the San Francisco Arts Commission, the SFPUC selected its first climate change specific artwork. Our team engaged with the community to select local artist Mark Baugh-Sasaki for his artwork titled *Listening Stones*.

Mark writes of his artwork “The artwork consists of eleven carved granite boulders and will create a contemplative space where participants can slow down, be present in, listen to, and explore their relationship to the landscape. One where the community actively listens to their surroundings both figuratively and literally, drawing connections between their actions and the larger environment...The artwork, *Listening Stones*... is distributed throughout the main plaza representing reservoirs of the Hetch Hetchy water system, which serves as the primary water source for the City and County of San Francisco and several surrounding municipalities of the greater Bay Area. Seven of the proposed granite boulders have



a cone shape cut through the rock form, pointing to various directions north, south, and west, and which collect and amplify the ambient sounds of the area, enabling visitors to hear what the landscape is saying. The broader goals for this art enrichment opportunity are to address and speak to climate change; complement views to and along the ocean and scenic coastal areas; and relate to and be visually compatible with the character of the site and surrounding areas.”

**Learn more** about the [Ocean Beach Climate Change Adaptation Project](#) and visit [San Francisco Recreation and Parks website](#) for more details on the project.



# Education

An Environmental Education for Every Child



Students exploring at College Hill Learning Garden



## Free Environmental Education and Learning Opportunities

Our Education program provides free environmental education and learning opportunities so that all youth can be active participants in stewarding natural resources. We partner with the school district, youth of all ages and backgrounds, teachers, and community organizations to provide transformative learning experiences centered around the SFPUC's water, power, and sewer concepts.

## A Vibrant Place to Learn Outdoors

The SFPUC owns and operates the College Hill Learning Garden (CHLG) which is an outdoor learning space catered to nurturing and expanding Kindergarten - 12th grade environmental education for students across San Francisco. Through our Urban Stewards field trip program offered on site, we invite

youth of all ages and backgrounds for the opportunity to explore the green infrastructure on-site and do hands-on educational activities outdoors. Students are immersed in an urban, shared habitat and engage in stewardship activities around a variety of different topic areas that are crucial to their environmental education and help bridge connections between their school curriculum and our shared environment. Our CHLG team offers 8 different field trip topics: healthy watersheds, planting for a healthy planet, rain gardens, power in the city, our shared habitat, urban food systems, full cycle/zero waste, and urban pollinators. Teachers from across the San Francisco Unified School District and beyond participate in the CHLG field trip series throughout the year. Students who attend the field trip program leave with a richer understanding of the environment we live in, the interconnected systems that create healthy, living cities, and the stewardship practices needed to care for and maintain a healthy environment.



SFPUC's Big Ideas educational framework is a free resource for teachers. These age-appropriate lessons bring the work - and the workers - of the SFPUC into classrooms across San Francisco.

## Field Trip Learning Topics



### Living City Site Exploration

Come explore the College Hill Learning Garden through a self-guided scavenger hunt that brings each student through the seven main themes of city sustainability demonstrated on the site.



### Our Healthy Watersheds

Learn about urban water systems, rainwater, and watersheds through exploration, modeling, and stewardship.



### Rain Gardens

Discover how rain gardens are used as a tool to protect our watersheds through exploration of the three on-site rain gardens.



### Planting for a Healthy Planet

Learn how to take care of our environment through place-appropriate planting by working with drought-tolerant and water-loving plants on site.



### Power in the City

Learn about urban power generation by exploring renewable energy sources on-site and options for using power sustainably at school and at home.



### Urban Food Systems

Discover how to grow healthy, sustainable food in the city and help us care for our edible garden.



### Full Cycle, Zero Waste

Investigate how the city recycles materials by learning about our water catchment systems, compost bins, worm bin, and composting toilet (one of the city's first).



### Our Shared Habitat

Explore the various habitat examples on site and learn how to help create a biodiverse and interdependent city through stewardship.



Our garden educators teaching and learning

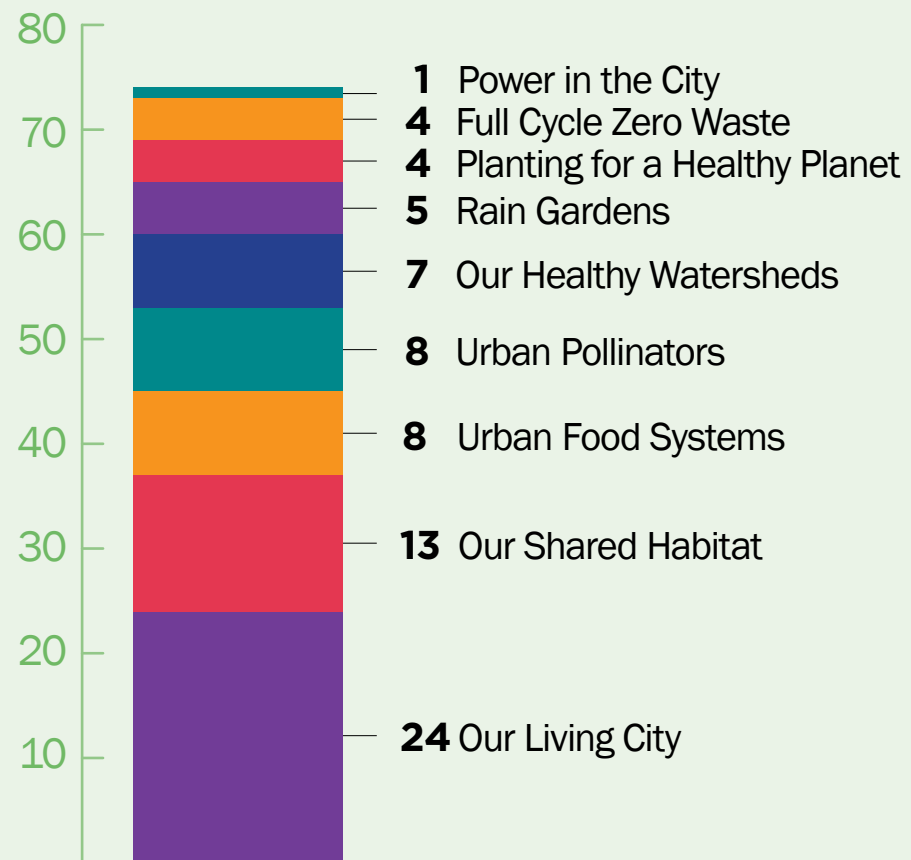


# Field Trip Highlights

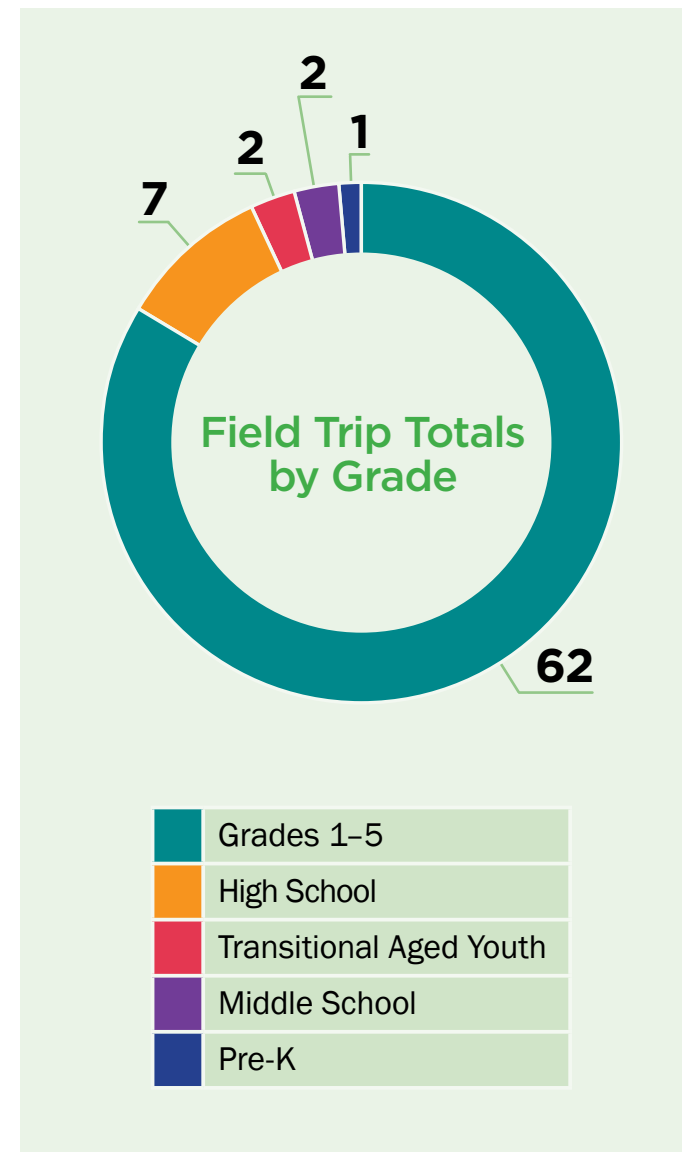


Students learning about food systems

## Field Trip Topic/Lesson Plans



Students learning and journaling about the garden



## A Word From our Field Trip Teacher Attendees

"I love this field trip! I think it is a great way for the students to be outside all day and learn in a different environment!"

"It was an excellent program! The activities were child friendly and fun!"

"Great outdoor activities to connect children with food that can be grown in the city, parts of plants and trying out edible food in the garden, trying to integrate the food system of where and how we get our food. Well organized with time management."

## Environmental Education and Science

### Bayview Science Institute

The [Bayview Science Institute \(BSI\)](#) is a partnership between the SFPUC and the California Academy of Sciences which offers a transformative professional learning opportunity to deepen the science and environmental literacy of Kindergarten – 5th grade teachers and students, in order to empower all students to see themselves as independent thinkers and real-world problem-solvers and introduce the operations of the SFPUC. This year 30 educators from Bayview Elementary Schools participated in this year-long professional development training. Teachers are provided with SFPUC educational materials, such as the [Big Ideas Curriculum](#), and learn how to incorporate water, power, and sewer concepts into hands-on learning. After participating in the Bayview Science Institute teachers report a 70% increase in teaching science concepts and overall confidence in teaching science.



Photo credit: California Academy of Sciences



Photo credit: California Academy of Sciences

### Teachers from Participating Schools

- Bret Harte Elementary School
- Cesar Chavez Elementary School
- Daniel Webster Elementary School
- Dr. Charles R. Drew College Preparatory Academy
- Dr. George Washington Carver Elementary School
- El Dorado Elementary School
- Malcolm X Academy Elementary School
- Monroe Elementary School
- Starr King Elementary School
- Visitacion Valley Elementary School
- James Denman Middle School
- Dr. Martin Luther King, Jr. Middle School
- Everett Middle School
- San Francisco Community School
- Visitacion Valley Middle School
- Willie Brown Middle School

## A Word from Our Participating Teachers

### What did you value this week?

“I think exploring Candlestick Point was really great. It inspired me to do the same thing around the school where I teach.”

“I find that sketching and the biodiversity activity really useful and I will want to implement it in the upcoming school year.”

“Science Time both at the Academy and Candlestick Point/Heron’s Head was an adventure! I strongly believe that teachers are learners, and through science, I learned so much about San Francisco and the community our students live in. The planning time was also super valuable in having a community of teachers from southeast SF schools to be thought partners with, along with the BSI coaches’ guidance and expertise.”

### What are your main takeaways this week?

“-GO OUTSIDE MORE! -It’s okay to struggle with teaching. Ask for help! -Share what works for you with others. They want to hear it! -Students will become more engaged in science if you provide opportunities for them to care. Make it local. Make it relevant. Make it exciting. They’ll take care of the rest. -Teachers are amazing! -BSI staff work really hard to provide us with these opportunities and I am SO grateful!”

“Place based learning sticks with kids! This was especially apparent with the guest speakers coming in and explaining how early exposure to the outdoors led them to careers in research.”

“I was able to grow as an instructor in all areas (not just science) and that was because the activities were designed so well. We were able to move our bodies, talk with fellow educators, listen to scientific talks; it was all a model of how to teach our own students, based in respect and support”

“Teach and explore things that are as exciting to you as your students. When teaching about our environment/nature, not seeing ourselves as something separate but all a part of it.”

“...I remember my first time in BSI and now. Every year I’ve done BSI, it’s made me feel more confident about teaching science.”

“Doing place-based science can help build and support a community of learners. I have a greater understanding of how connections to place help students build knowledge and engagement to learn more. I now have some tools to bring to my students through routines and lessons (notice and wonder, wall of curiosity questions, etc).”





# Workforce

Building a Pipeline of Utility Careers



Students learning about SFPUC careers

## Career Exposure and Readiness

Our team designs [workforce programs](#) and plans recruitment and retention strategies to cultivate a skilled and diverse workforce for the agency. As the SFPUC prepares for nearly 40% of our workforce becoming eligible for retirement in the next 5 years, we are working to connect youth in our service areas to opportunities that will lead to careers in the utility industry to ensure intentional succession planning while simultaneously diversifying our own workforce. As one of the City's largest employers, we are committed to connecting communities to sustainable and stable jobs that leads towards economic mobility.

## Our Signature Program

Our [Project Learning Partnership Grant Program \(PLG\)](#) increases exposure and readiness opportunities for utility careers for young people in San Francisco. This year 497 youth and young people in San Francisco participated in learning projects with a strong connection to the SFPUC's utility purposes related to education, workforce, and community benefits goals. Our participants learned about several topics including water supply, recycled water, green infrastructure, flooding, electricity generation, renewable energy, and climate change.

## Our Project Learning Partnership Grant Program Partners



Futures Fair event at the Southeast Community Center

## Careers for the Future

Our team hosted its annual Futures Fair which is a career awareness and exposure event targeting youth ages 13-25 who participate in the PLG Program and youth from the Southeast neighborhood. This year 178 youth and young adults attended and were exposed to several apprenticeship and training programs like [Apprenticeship SF](#), [CityBuild](#) and [Greenagers](#), as well as SFPUC's own recruiters!

## Check out a few of our Project Learning Grantees' final projects



Students testing soil



Educational tour of SFPUC's facilities

## Hear from our youth participants:

"I really enjoyed learning about flooding and then working with the farm team to create systems to hold water at our farm, instead of letting it run into the sewers at Geneva Avenue and overflow the combined sewer/drainage system," says Arianna Zaragoza of PODER. During her apprenticeship at PODER's Hummingbird Farm, Arianna decided to continue her career in urban agriculture and strengthen her skills and knowledge from local community farms. Through hands-on apprenticeships, versus traditional classroom learning, she will seek her accreditation through City College.

"I feel more informed in a variety of areas that I may be eligible and or qualified to apply to careers and now know more and have become more familiar with organizations that are steeped in environmental education/activism and more," a participant in Literacy for Environmental Justice's program says of the program.



# Workforce & Education Collaboration

Inspiring Environmental Education in Youth to Prepare for Environmental Careers

## Kindergarten to Career

Our Workforce and Education teams partner together on a variety of programs intended to increase environmental literacy while also raising awareness about career opportunities in the utility sector.



Jaedon Brassil, SFPUC Watershed Keeper, speaking to a 10th grade biology class about the outdoor, environmental careers - like his - at the SFPUC



John O'Connell High School students visiting Camp Mather

## John O'Connell High School

Through our John O'Connell High School Partnership program 43 freshman attended a transformative overnight field trip to Camp Mather and the Hetch Hetchy Reservoir for an opportunity to participate in a unique outdoor educational opportunity. Through this visit, students were able to experience and visualize our water source and see firsthand the significance of SFPUC. This experience is coordinated with the San Francisco Recreation and Parks Department's Camp Mather Staff, John O'Connell High School teachers and administrators, 5 SFPUC professional Watershed Keepers and Water Operations Managers, and the Rangers stationed at the Hetch Hetchy Entrance of Yosemite National Park.

## Teacher Externships

Our Workforce and Education teams hosted the annual Teacher Externship week-long event to expose teachers to the SFPUC's operations and career opportunities. Over the course of the externship, teachers are coached to create relevant lessons designed to give their students a broader awareness of and deeper interest in careers related to water, power, and sewer, as well as the educational pathways needed to reach those positions. This year, we hosted 15 public high school teachers who teach STEM subjects like biology, physics, math, and chemistry. The teachers also had the opportunity to tour our sites such as the College Hill Learning Garden and the Southeast Community Center.

In our survey, 100% of the teachers who participated in this program agree that they:

- Learned about relevant and compelling economic opportunities that they'll share with students
- Gained ideas for ways to engage students civically, in something that affects their everyday lives
- Plan to incorporate the lesson plan developed into their classroom

## Internship Programs

We place interns across the Community Benefits team through programs such as Project Pull and Jewish Vocational Service (JVS). The Project Pull program is a paid summer internship program for high school and college aged youth which places interns at various departments through the City and County of San Francisco. This year our team hosted 5 Project Pull interns to gain career readiness skills. JVS is a workforce development non-profit which aims to build skills and find gainful employment for youth and young adults. JVS partners closely with John O'Connell High School and industry partners like the SFPUC. This year we hosted 2 interns who worked at the College Hill Learning Garden and supported with field trip instruction and garden maintenance. The senior interns were able to take their internship experiences and utilize what they learned for their capstone presentations.



Project Pull Interns learning about SFPUC water systems at Hetch Hetchy



SFPUC professionals talking about their career journey and experiences to students and interns at College Hill Learning Garden

## Workforce Events at College Hill Learning Garden



Students viewing a map of watersheds in San Francisco

## Green Infrastructure Tours

Our College Hill Learning Garden team facilitated educational Green Infrastructure (GI) tours for 62 youth and Transitional Aged Youth (ages 18 - 24) living and working in San Francisco. Some of the participants were connected to this program by our workforce partner organizations such as CityWorks, John O'Connell High School Career Services, the Youth Leadership Institute, and Bayview Hunters Point Foundation. The GI tours expose participants to infrastructure functions that conserve and recycle water with permeable surfaces. GI strategically places drains and water catchment systems, filters out contaminants and pollutants from our watersheds through rain gardens and native plants, and diversifies our water sources by promoting ground water retention and recharge. Participants were able to interact with GI that harnesses renewable energy through solar panels and powers a compost toilet.

## Career Panels

Our College Hill Learning Garden hosted numerous career panels for high school and Transitional Aged Youth (ages 18 - 24). This year we connected 57 youth with SFPUC professionals and internship alumni as guest panelists who shared their personal career paths and opportunities for career growth at the SFPUC and the City of San Francisco. Students heard first-hand narratives of how individuals entered their career and asked the panelists questions and advice in their career journeys.



# Social Impact Partnerships (SIP)

Meaningful, Positive Impacts in the Communities We Serve



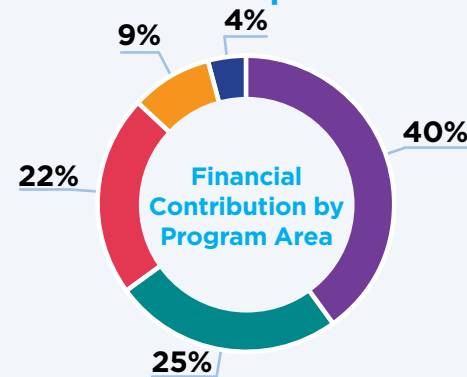
Kids for the Bay Watershed Action Program (Hayward, CA)

The Social Impact Partnership (SIP) program creates an opportunity for Firms that contract with the SFPUC to voluntarily demonstrate their corporate social responsibility by giving back to the communities they work in. This year 37 firms and joint ventures participated in the program. Their contributions directly benefit community organizations and educational institutions spanning across SFPUC's service regions and focus on fostering positive change in our communities.



Tuolumne Collaborative Construction Cohort 11 Apprenticeship Graduates

## Our Collective Impact



Program Area	Financial Contributions	In-Kind	Volunteer Hours
Job Exposure and Internships	\$2,009,666	\$0	448
Education	\$1,224,141	\$1,045	845
Environment and Community Health	\$1,094,250	\$0	834
Small Business Support	\$441,500	\$0	11
Housing and Economic Support	\$213,500	\$0	40
<b>Grand Total</b>	<b>\$4,983,057</b>	<b>\$1,045</b>	<b>2,178</b>



County	Total Contributions
San Francisco	\$5,112,579
Tuolumne	\$137,132
Alameda	\$47,817
Mariposa	\$10,000
Santa Clara	\$1,667
Contra Costa	\$1,666
<b>Grand Total</b>	<b>\$5,310,861</b>

The total contributions includes \$326,700 for 2178 volunteer hours valued at \$150 per hour

## Our Impact on Local Communities

San Francisco and the Bay Area: Nurturing Food Security, Climate Resilience, and More



Mycelium Youth Network Climate Resilient Schools Program

Within the San Francisco and Bay Area, our participating Firms have made impactful SIP commitments that encompass a wide spectrum of causes, ranging from food security to climate resilience and education. Notable highlights and commendable efforts from participating Firms include:



### Environment and Community Health

- Volunteering at a community farm, ensuring the production of high-quality, fresh produce for over 100 participating families in San Francisco's Bayview neighborhood.
- Actively supporting a climate-resilient school program at Mission High School, a Title 1 school, benefiting 50 students in their pursuit of a sustainable future through programs that align with Next Generation Science Standards and focus on initiatives like Water is Life and Clean Air is a Right.
- Actively supporting initiatives like East Bay's "Kids for the Bay," inspiring environmental consciousness in children between the ages of 6 and 13.



### Workforce Development

- Actively supporting Young Community Developers' Environmental Training Program and their program that provides high school students with paid internships through CityWorks.
- Collaborating with Friends of the Urban Forest on a vocational training program that focuses on fostering a greener urban environment.

## Our Impact Upcountry and Beyond



### Tuolumne County: Embracing Gender Equity and STEM Education

SIP Firms take great pride in their efforts to champion gender equity within the traditionally male-dominated construction industry. In California, where women constitute a mere 3 to 4 percent of the construction trades workforce (as reported by the State of California Department of Industrial Relations), our participating contractors are committed to challenging this status quo.

The Tuolumne Community Collaborative Construction Pre-Apprenticeship Program marked a significant achievement this year, as it successfully graduated two additional cohorts, bringing the total to ten cohorts. The program's overarching goal is to attract and empower a more diverse workforce, with a focus on achieving a 50% participation rate among female candidates. The program's success stories include individuals like Tagen Webb, a 19-year-old who has now embarked on an apprenticeship journey with the Nor Cal Carpenters Union, and Samantha (Sam) Good, who, despite prior incarceration that limited job prospects, now oversees work crews with Habitat for Humanity, a program dedicated to constructing homes for low-income families.

From the youngest to the oldest members of our community, SIP Commitments support educational strategies. One noteworthy initiative is Engineers and Scientists in Schools Week, in which several participating Firms introduced engaging STEM activities to 32 classrooms across 12 schools, reaching approximately 675 students—representing nearly 10% of the school population in Tuolumne County.

These examples of Social Impact commitments reflect the dedication and conscientious contributions made by our participating Firms who contract with the SFPUC. Our team remains committed to supporting and amplifying these efforts, with an unwavering focus on creating a Social Impact for a more equitable and sustainable future for the communities we serve.



Our Southeast Community Center located at 1550 Evans Ave

## A Look Ahead

In our upcoming year, we look forward to building on the 2022 grand opening of the Southeast Community Center by further developing programming and community collaborations that enhance the SECC as a place of positive community change anchored in the neighborhood's rich past. Amidst an evolving regulatory landscape, we look forward to opportunities to highlight SFPUC's leadership to further resource environmental and climate justice, while continuing to structurally integrate the Environmental Justice and Community Benefits Policies and Racial Justice Resolution into SFPUC's water, power, and sewer operations. In the Social Impact Partnership (SIP) program, we look forward to implementing recommendations identified from the last several years of operation, such as streamlining processes and facilitating nonprofit access. We are excited for the artworks that are underway located at our different facilities such as the Westside Pump Station, Treasure Island, 2000 Marin, and Headworks at the Southeast Treatment Plant. We look forward to continuing to facilitate inspiring public art programs associated with SFPUC capital projects, and to continuing to nurture the next generation of utility professionals and watershed stewards.



A swallowtail butterfly in a bed of yarrow plan at the College Hill Learning Garden

## How to Stay Engaged



We are proud to present our ongoing commitment to fostering meaningful connections with our community. Your engagement is invaluable to us, whether you are a community member, student, volunteer, nonprofit organization, foundation, firm, or government agency, we extend an open invitation to join us in advancing our mission of advancing Community Benefits and Environmental Justice for all. We look forward to collaborating in the near future.

**In the meantime, check out these opportunities and resources:**



Book a field trip or tour at our [College Hill Learning Garden](#)



Volunteer at a gardening day in San Francisco

- [Hummingbird Farm \(Excelsior\)](#)
- [Garden for the Environment \(Sunset\)](#)



[Save water](#) in your home, garden or business!



[Reserve space for your next event](#) at our Southeast Community Center. Check out upcoming events on our [Facebook](#) and [Instagram @secc.1550](#)



Submit your artwork to the [San Francisco Arts Commission's Bayview Artist Registry](#)



Learn more about how your firm or organization can increase its social impact. [Social Impact Partnership Program](#)



Participate in work-based learning opportunities and industry-related internships: [Internships and Youth Employment](#)



Adopt a drain [Adopt-a-Drain San Francisco](#)