

As a special district in California, the Monterey Bay Air Resources District (MBARD) is committed to racial equity both internally through our work environment, and externally through our program implementation and customer service.

- We are committed to ensuring that every policy enacted reflects democratic principles of equity and justice.
- We understand that enacting policy in a just and equitable manner considers critical issues of implicit bias and discrimination that requires concerted and purposeful action.
- We believe that bringing together MBARD staff and other partners with differing backgrounds and life experiences will enhance our ability to maintain and improve air quality.
- Policies, programs, and activities will be administered to identify and avoid discrimination and barriers to access, and to avoid disproportionately adverse effects on communities of color.
- Accountability to our grantees is of central importance to us. We understand the significance of evaluating the impact of our policymaking on grantees over time and utilizing this evaluation as we develop and enhance our grant programs. We are committed to the just and equitable disbursement of resources.
- We will obtain the following information when relevant and appropriate in order to utilize data to evaluate the impact of our equity goals: population served and/or affected by race, color, national origin, and income level, which will include diverse communities across the three-county jurisdiction such as: communities of color, racially and ethnically diverse individuals, tribal communities, immigrant and refugee communities, and communities that have principal languages other than English.
- Support racial equity in creating, sustaining, and retaining a racially diverse workforce.

Building a race equity culture requires intention and effort. This MBARD Racial Equity Statement should inspire greater collaboration in policymaking, strengthen public will and input, and develop policymaking that has a strong commitment to advancing equity. Led by our Racial Equity Statement, we will integrate race equity into every aspect of our operations and programs and work toward the dismantling of structural racism wherever we encounter it and improving MBARD outcomes for all.

*Board of Directors  
Monterey Bay Air Resources District  
March 16, 2022*