County of San Diego

Equity-Driven Tree Planting Program Recommendations Report

June 2025

Contents

Acknowledgements

Land Acknowledgement

The County of San Diego acknowledges the harmony that existed among the land, nature and its original peoples, who have since endured displacement, persecution, and systemic oppression. We pay our respect to the unceded territory and homelands of the 18 federally recognized tribes in our region – the most in any county in the United States, from four cultural groups, the Kumeyaay/Diegueño, the Luiseño, the Cupeño, and the Cahuilla. As climate change increasingly threatens the region, its peoples, and its cultural identities, we aspire to learn from Traditional Ecological Knowledge to create greater harmony with our natural environment and preserve the health of our planet.

Labor Acknowledgement

We would like to express our sincere appreciation and gratitude to all the members of the Equity Driven Tree Planting Program (EDTPP) Equity Working Group (EWG) who contributed their valuable time, expertise, and efforts to this project. Each person's commitment to the common goal was essential to the successful completion of this undertaking. We recognize and celebrate the importance of every individual's contribution. This accomplishment is a testament to the power of collaboration and teamwork, and we are grateful for the opportunity to work with such an exceptional and committed group of professionals. Photos and names of the EWG members are show below.

Executive Summary

As a member agency of San Diego Community Power, the County of San Diego (County) was provided an opportunity to apply for a grant to support climate action efforts. The County reallocated the funds to nine individuals and organizations working on environmental justice and equity issues in the region. These participants committed to working with County staff over the course of a year to help develop and inform the County's in-process Equity-Driven Tree Planting Program (EDTPP). During the course of the meetings, participants learned about ongoing efforts and shared their knowledge and expertise. The result is this report, which summarizes findings from a series of six meetings. This report outlines how to integrate equity into tree planting efforts, identifies specific priorities to pursue, and presents a mission and vision statement for the EDTPP.

The resulting mission and vision statements demonstrate a shared dedication to promoting climate resilience, environmental justice, and thriving tree canopies, centered on fostering healthier, more equitable, and connected communities within the County's unincorporated area.

This report is just the beginning of efforts to come from the EDTPP. The EDTPP will expand community education and engagement through online video tutorials, community workshops, and tree planting events to further promote tree planting and proper tree care. These resources will empower residents to actively participate in greening their neighborhoods. The program will also launch the County Tree Stewardship Program, which will involve residents, community organizations, and County staff working together to ensure the long-term health and maintenance of newly planted trees.

To ensure the sustainability and growth of the County's urban forestry efforts, the EDTPP will explore various funding opportunities, such as grants, public-private partnerships, and innovative revenue sources. This will enable the program to maintain momentum and continue working towards the County's climate resilience and equity goals. The EDTPP will also collaborate with regional workforce development organizations to provide green job training and employment opportunities in urban forestry and tree care. By investing in the local workforce and supporting living-wage green jobs, the program will contribute to the area's economic vitality and environmental well-being.

Introduction

The Equity Driven Tree Planting Program (EDTPP) addresses inequities in the County of San Diego's (County) tree canopy coverage by prioritizing resources in underserved communities. Developed in collaboration with the EDTPP Equity Working Group (EWG), the EDTPP fosters environmental justice through targeted tree planting initiatives and community engagement. Equity recognizes that communities have varied needs and promotes allocation of exact resources and opportunities needed to reach equal outcomes. To ensure equity is built into the EDTPP, it is crucial to engage with underrepresented individuals and groups. By fostering diverse participation in County planning processes, a range of perspectives and unique insights can be considered to better serve the community. To emphasize the importance of community involvement and diverse perspectives, a dedicated EDTPP EWG was established. This group, composed of community organizations with a focus on equity and environmental justice, ensures that equity remains a core principle in County urban forestry efforts, including the EDTPP.

Urban trees are essential allies in the fight against climate change. By harnessing the natural process of photosynthesis, trees capture and store atmospheric carbon dioxide. The U.S. Forest Service estimates that urban trees in the United States store over 708 million tons of carbon and capture an additional 28.2 million tons annually, while urban soils store approximately 1.9 billion metric tons of carbon.[1] Trees mitigate the urban heat island effect, cool surface temperatures, reduce energy consumption for heating and cooling, and enhance walkability. Tree roots stabilize soil, absorb stormwater, and prevent runoff, erosion, flooding, and landslides.

Recognizing the value of urban forestry initiatives, climate action plans often include tree-related strategies to reduce greenhouse gas emissions. The County 2024 Climate Action Plan (CAP) identifies several tree-focused measures, including actions A-2.1 *Expand the County's Existing Tree Planting Initiatives and Implement the Equity Driven Tree Planting Program to plant 70,560 trees by 2030 and 6,650 trees per year thereafter on County property and in the unincorporated area*, A-2.21a *Develop a program to preserve native trees in the unincorporated area*, and A-2.1b *Educate the public on the benefits and maintenance of native, fire resistant and drought tolerant tree plantings*. The County CAP sets a goal of planting 70,560 trees by 2030 and 6,650 trees per year thereafter on County property and on private property in the unincorporated area.

With the support of County staff the EWG was tasked to produce recommendations for fostering equity throughout the development and implementation of the EDTPP. This collaborative effort will help ensure a more inclusive and sustainable future for San Diego County's urban forests.

Equity-Driven Tree Planting Program

On August 31, 2022 (6) the Board of Supervisors (Board) approved the resolution *Advancements of sustainability initiatives for County facilities and operations and the unincorporated area in support of the Regional Decarbonization Framework and Climate Action Plan Update*, establishing the EDTPP and laying the groundwork for essential initiatives that promote tree canopy coverage and socioeconomic equity across the unincorporated area.

The Board directed the development of a methodology for assessing tree canopy coverage, recognizing the crucial relationship between trees and socioeconomic factors. This framework identifies priority sites for tree planting on County-owned lands, ensuring that resources are targeted to areas with the greatest need. Furthermore, the resolution directed the establishment of a tree adoption program, empowering community members in the unincorporated area to join the effort and contribute to a greener, healthier future.

The EDTPP includes the development and maintenance of a comprehensive tree inventory for County-owned lands which will provide an accurate and up-to-date record of the existing tree population, including species, location, size, and condition. By collecting this valuable data, County can better understand the current state of its urban forests and make informed decisions on tree planting, maintenance, and management strategies. The tree inventory will also serve as a monitoring tool to track progress towards the County's tree planting goals, as outlined in the CAP. Regular assessments of the inventory will help identify areas of success and opportunities for improvement, ensuring that the County continues to make strides in promoting environmental equity and sustainability through its urban forestry initiatives. Furthermore, this inventory will enable efficient coordination between County departments, community organizations, and volunteers, fostering a collaborative and data-driven approach to urban forest management.

Figure 1. EDTPP Elements

Building upon the success of the Comprehensive Tree Planting Program within the Department of Parks and Recreation (DPR), which plants over 4,000 trees per year in County parks, the EDTPP seeks to broaden its reach to County-owned right-of-ways and other facilities. By incorporating additional County facilities, the EDTPP aims to maximize the potential for tree planting initiatives and amplify the benefits of urban forests throughout the region. This expansion will not only contribute to the County's overall tree canopy coverage goals but also help create more equitable access to the numerous benefits provided by trees.

The private property tree planting initiative is a vital component of the EDTPP, focusing on increasing tree canopy cover within private properties throughout the unincorporated area. This initiative empowers property owners to

actively participate in the enhancement of their local environment by providing resources, support, and guidance for tree planting and maintenance on private land. By engaging and educating residents about the benefits of tree planting and proper tree care, this program aims to foster a sense of stewardship and commitment to creating healthier, greener, and more resilient communities.

The EDTPP places a strong emphasis on community engagement, education, and empowerment. To achieve these goals, the program will offer training through workshops and web-based video tutorials, ensuring that community members have the knowledge and tools they need to become active stewards of the urban forest. Additionally, community events, workforce development opportunities, and partnerships with local organizations will provide platforms for residents to actively participate in tree planting and maintenance efforts.

Volunteer opportunities and the cultivation of community tree stewardship further promote local engagement and ownership of the EDTPP's initiatives. By bringing together diverse stakeholders and offering multiple avenues for involvement, the program aims to create a lasting impact on the region's tree canopy coverage, climate resilience, and overall quality of life for all residents.


County Tree Equity Study

Tree Equity is the concept of ensuring that all individuals, regardless of socioeconomic status, race, or neighborhood, have equal access to the benefits provided by trees and urban forests. This includes the environmental, social, and health advantages that trees offer, such as improved air quality, reduced heat island effect, enhanced mental well-being, and increased property values.

Tree equity aims to address disparities in tree canopy cover that often exist between different neighborhoods, with historically marginalized and low-income communities frequently having fewer trees and less green space compared to wealthier areas. By prioritizing tree planting and urban forestry efforts in these underserved communities, tree equity initiatives work to create a more equitable distribution of tree canopy cover and the associated benefits, ultimately fostering healthier, more resilient, and sustainable communities for all residents.

Tree equity can be defined quantitatively through tree equity scores. Tree equity scores evaluate population density, income, race, age, employment, surface temperatures, and health metrics in relation to existing tree
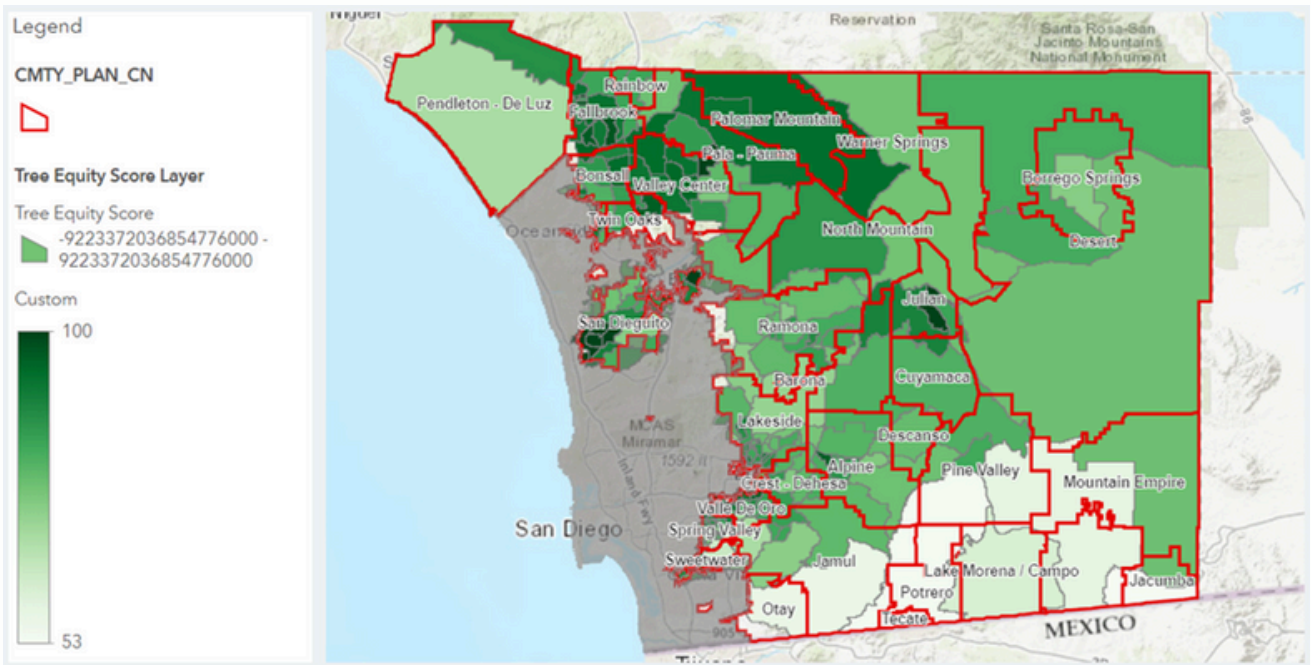
canopy data, and scores communities from 0 – 100, with optimal tree equity at 100. In Spring 2024, the County completed a Tree Equity Study of the unincorporated area. Methodology was adapted from American Forest's Tree Equity Score[2] and was modified slightly, using census and regional data sets. The methodology takes into account multiple variables including: baseline tree canopy targets depending on the area's designated biome, or naturally occurring flora and fauna and density of the built environment; existing tree coverage/canopy which is sourced from Google Environmental Insights Explorer; and priority indices or equity indicators such as income, employment, age, and heat severity. The formula for the methodology is displayed in figure 2 below.

*Figure 2. American Forests Tree Equity Score Methodology*
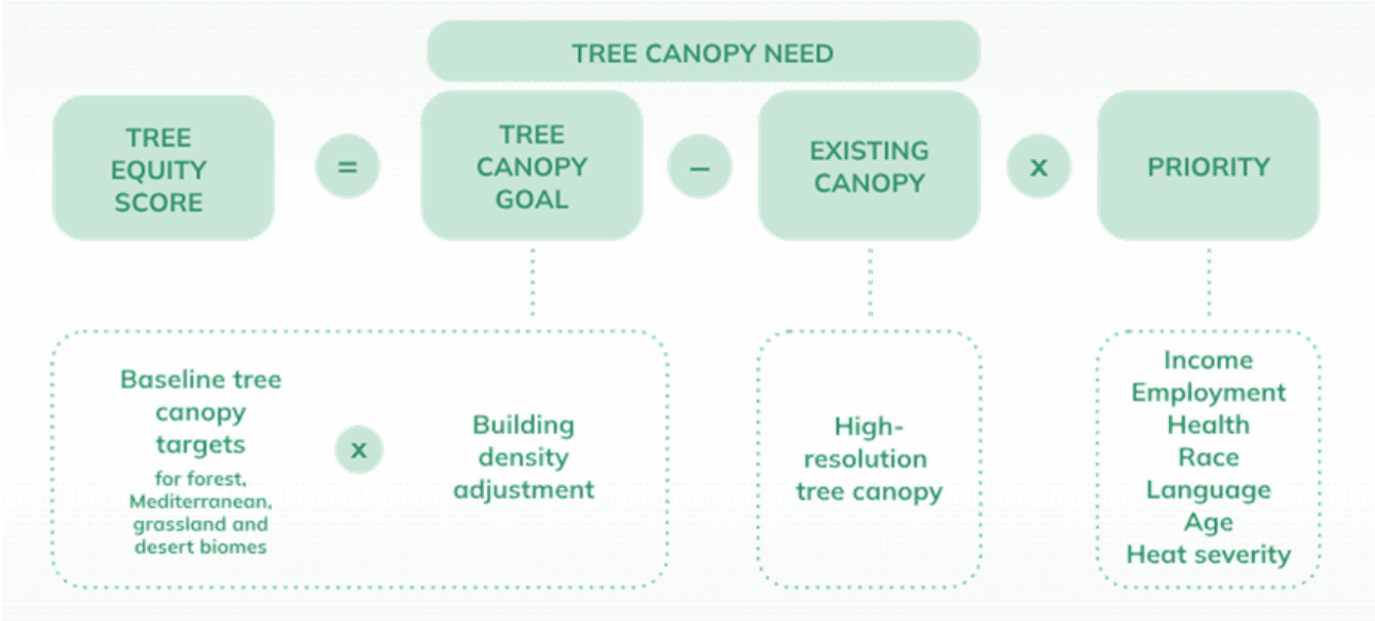
Community planning area boundaries were utilized to account for the larger census blocks in rural areas (like much of unincorporated San Diego), which can skew tree equity score data due to factors like trees on Federal, State, and Tribal lands. These smaller geographical boundaries help the County focus on areas where unincorporated community members reside. The resulting data points to a greater need for tree planting efforts in the communities along the southern border of the county (as shown in Figures 3 and 4).

Figure 3. County Tree Equity Study - Map Results

Figure 4. County Tree Equity Study - Community Planning Area Composite Scores
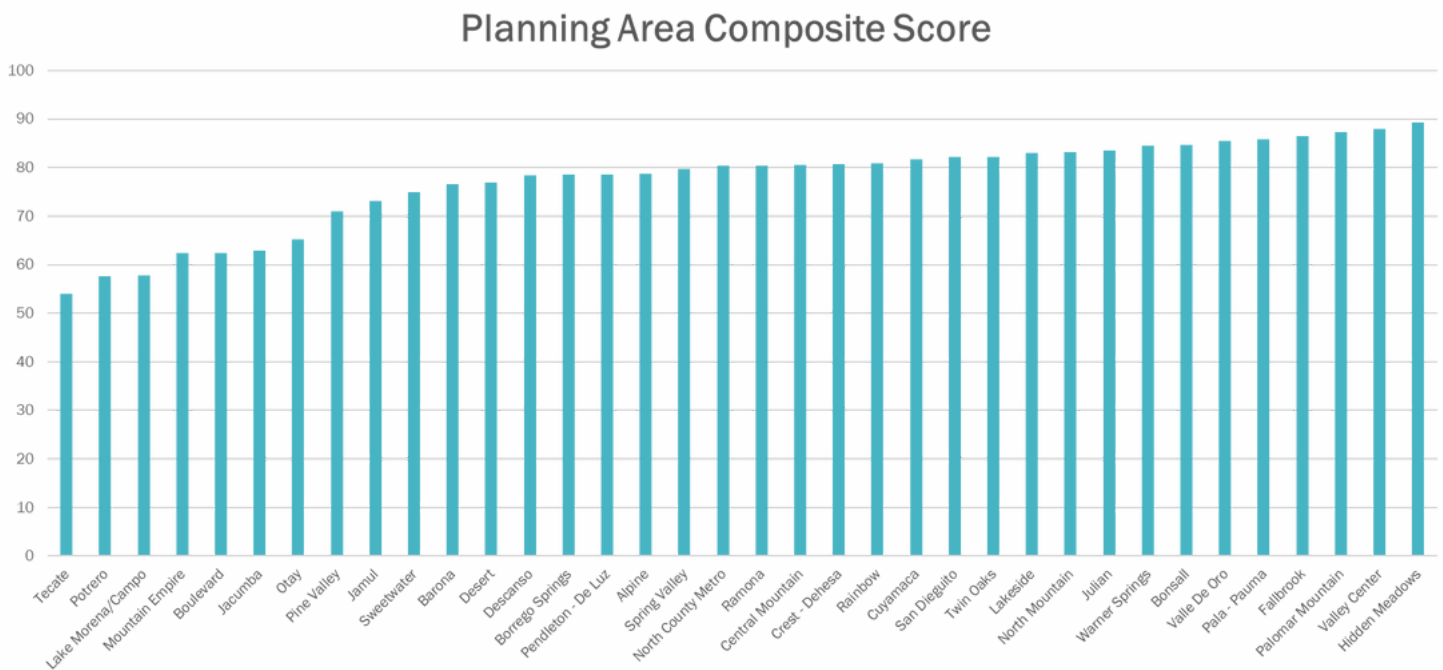
EDTPP Equity Working Group

The EDTPP EWG is crucial in ensuring equity is integrated into the program. With their expertise and community-driven insights, the group helped guide the development of the EDTPP to foster greater community engagement and buy-in for urban forestry efforts, particularly tree planting initiatives. Furthermore, they played a vital role in analyzing and providing feedback on the County's Tree Equity Study results and other regional data topics. By doing so, the EWG guided the development of well-informed recommendations for future EDTPP actions and program implementation.

Key responsibilities of EDTPP EWG members included reviewing relevant materials, facilitating engaging discussions, and actively participating in respectful dialogue with fellow members. In addition, they were expected to attend bi-monthly meetings to contribute to meeting topics and strategies. These collaborative efforts ultimately led to a more inclusive and equitable approach to managing the County's urban forests and tree-planting initiatives.

The County invited representatives from 10 organizations to participate in the process and ultimately the EWG was made up of representatives from nine organizations. To ensure equitable access to participation, meetings were held bi-monthly from August 2024 to June 2025, during evening hours. This schedule allowed for broader involvement and active engagement from various stakeholders. The EWG members and their respective organizations are listed below.

- Ali Marko Dressel and Anthony Dang: Climate Action Campaign
- Janice Luna Reynoso: Mundo Gardens
- Monica Garls: San Diego 350
- Rachel Oporto: San Diego Food System Alliance
- Serephina Eberhardt: Institute for Public Strategies
- Simren Kaur: Sunrise Movement and Three Sisters Gardens
- Sonja Robinson: NAACP North San Diego County and Sustainable Urban Networks (S.U.N.)
- Tanisha-Jean Martin: San Diego Urban Sustainability Coalition
- Teresa Greenhalgh: Community Emergency Response Team

San Diego Community Power Grant

In February 2024, San Diego Community Power (SDCP), in coordination with the University of San Diego's (USD) Regional Climate Collaborative, released a grant program for all SDCP member agencies. The grant program offered $50,000 to each member agency, "…to support initiatives, projects, or programs that advance or promote one or more of the following focus areas: clean energy adoption, carbon emissions reduction, climate equity, local economic development, and energy resiliency." The County submitted a proposal to establish the EWG with funding from the grant going directly to partner organizations for their year-long participation.

Partner organizations were selected based on their prior participation in the CAP's Equity Implementation Framework. All partner organizations were required to sign a contractual agreement with USD which outlined their roles and responsibilities in working with the County as members of the EWG.

Figure 5. SDCP Grant Application Project Timeline

Recommendations

The following section of the report includes the varied feedback County staff received from the EWG.

Mission and Vision Statements

Mission and vision statements play a crucial role in guiding the actions, decisions, and aspirations of the EDTPP. A mission statement articulates the purpose and primary objectives of the program, while a vision statement paints a vivid picture of the ideal future state when program goals are achieved.

The process of crafting these statements involved carefully evaluating key themes and ideas from the EWG's input, including their vision of an ideal future and the outcomes they hope to achieve through the EDTPP. The resulting mission and vision statements represent a collective commitment to fostering climate resilience, environmental justice, and thriving tree canopies, ultimately working towards healthier, more equitable, and connected communities in the County's unincorporated area.

To develop mission and vision statements, the EWG was asked to respond to a series of prompts. Details on that exercise can be found in the notes from Meeting #5 in the Appendix.

> *EDTPP Mission Statement: The Equity-Driven Tree Planting Program was formed to amplify community voices and integrate diverse local knowledge to foster climate resilience and environmental justice and create long-lasting solutions to mitigate the impacts of extreme heat and health disparities through tree planting efforts in San Diego's unincorporated area.*

> *EDTPP Vision Statement: The Equity-Driven Tree Planting Program's vision is a region with thriving, equitable tree canopies and resilient, interconnected communities that celebrate and care for the environment, engage in sustainable practices, and promote traditional and intergenerational learning.*

Equity Working Group Themes

To help the County address and integrate various aspects of equity into the development and implementation of the EDTPP, four EWG themes were introduced to help guide discussions and the development of recommendations. These themes – Buy-In, Empowerment, Investment, and Involvement – serve as foundational principles for embedding equity into the program and ensuring its relevance and effectiveness within the community. In addition to collecting general feedback within these four themes, the EWG used a value vs. effort framework to assess and score potential program components as defined by [American Forest's Tree Equity Handbook](). This framework considers two critical factors: the perceived value to the community and the amount of effort required to implement each component.

- Value to the Community: The value score represents the importance and relevance of the EDTPP element to the community's overall well-being, quality of life, and environmental objectives.
- Effort Required: The effort score evaluates the level of resources, time, and complexity involved in implementing and managing each element effectively.

The combination of these two scores enables the County to prioritize program components based on their potential impact and feasibility. Program components that are considered high value and require minimal effort are given the highest priority, while program components that are considered less valuable and more effort-intensive are considered lower priority.

This prioritization approach ensures that the EDTPP can optimize its resources, targeting elements that provide the most significant benefits to the community while minimizing implementation challenges. The following summarizes the EWG's priorities within each theme.

Buy-In

Buy-in acknowledges the importance of community engagement and support. This theme emphasizes the need for obtaining buy-in from various stakeholders, including residents, local organizations, and government entities. By fostering a sense of ownership and commitment to the EDTPP, the program can build a strong foundation for long-term success and sustainability.

Short-Term High Priority Goals

- Develop a community engagement plan that focuses on gathering and integrating the needs of people living in areas with fewer trees and greater vulnerability to climate change.
- Address residents' concerns that hinder buy-in for new tree planting or maintenance efforts.
- Raise awareness and media visibility about Tree Equity for residents to become advocates for urban forestry initiatives.
- Collect feedback from community members to understand what needs and limitations residents have regarding trees.
- Acknowledge and recognize the value in the community's life experience and time to engage in the program.

Long-Term High Priority Goals

- Cultivate a diverse, inclusive, and sustainable EDTPP to advance Tree Equity.
- Make a binding Tree Equity commitment in all community-wide initiatives and programs relating to urban forestry.
- Adopt ordinances, policies, and regulations to protect existing trees, particularly in areas with limited canopy or undergoing development or urbanization.
- Strengthen enforcement of laws and policies affecting both public and privately owned trees.

Short-Term Low Priority Goals

- Engage County leadership in the EDTPP at every possible opportunity.
- Host community workshops to promote EDTPP program components and resources to community members.
- Demonstrate and celebrate successes of the EDTPP to help build trust among community members.

Empowerment

Empowerment includes promoting the active participation of community members, particularly those who have been historically marginalized or excluded from environmental decision-making processes. By empowering these individuals and providing them with the knowledge, resources, and opportunities to contribute to the EDTPP, the program can help foster a sense of agency and equity among participants.

Short-Term High Priority Goals

- Develop engagement strategies that require more inclusive engagement around tree planting, maintenance, and removal (such as establishing an advisory committee of tree stewards).
- Engage under-resourced communities and faith-based organizations with allied missions to participate, amplify, and leverage their networks in support of EDTPP.
- Provide residents with a choice of trees when selecting trees to plant as part of the EDTPP.
- Recruit for workforce and training from historically excluded communities.
- Incorporate cultural elements and creative components into the EDTPP.
- Provide all materials and trainings in core languages.
- Provide pathways for renters to participate in the program.

Long-Term High Priority Goals

- Engage residents from diverse backgrounds to participate in the decision-making process for Tree Equity initiatives and ensure that their voices are heard and valued.
- Recruit and fund community-based organizations to participate in EDTPP promotion and activities.
- Work directly with indigenous leaders to develop cultural competency.

Short-Term Low Priority Goals

- Create a path for tree replacement that is easy to navigate.

Investment

This theme highlights the importance of investing in the people, infrastructure, and resources needed to support the EDTPP. Allocating financial and human capital to areas that have been traditionally underserved can help to address systemic disparities and promote equitable outcomes across the region.

Short-Term High Priority Goals

- Partner with school districts to apply for school greening grants.
- Purchase tree planting supplies that can be borrowed by the public for community tree planting events.

Long-Term High Priority Goals

- Develop an urban forest management plan with a Tree Equity framework that explicitly focuses resources on neighborhoods with fewer trees and greater vulnerability to climate change.
- Prioritize low Tree Equity Score neighborhoods with low tree canopy cover and limited access to green spaces in targeted tree planting initiatives and monitor and evaluate program progress towards achieving Tree Equity objectives.
- Establish maintenance cycles that include low Tree Equity Score neighborhoods, so trees remain healthy as long as possible.
- Integrate climate vulnerability and climate projections into tree nursery, planting, and protection initiatives.
- Develop localized tree planting guidance on climate-adapted tree species that can support public health, climate mitigation, and stormwater management in future climates.
- Establish a program that provides trees and resources to the public at no cost or reduced cost including an income-contingent private property programs where public funding is available for low-income property owners to maintain trees, including hazard removal.
- Expand tree nursery capacity and local supply of native and climate-resilient species available at tree nurseries.
- Develop urban wood reuse capacity and potentially self-sustaining urban wood reuse economy.
- Establish a finance mechanism to support urban forestry through returns on investment for impacts such as carbon sequestration.
- Secure funding for community-based organizations to participate.
- Expand the County's urban forestry staff capacity by investing in staff education and certification and creating related positions within departments that manage urban forestry assets.

Involvement

Encouraging the involvement of diverse stakeholders in all stages of the EDTPP is essential for fostering a sense of shared responsibility and inclusiveness. By providing avenues for participation and collaboration, the program can ensure that its initiatives and strategies are responsive to community needs and values.

Short-Term High Priority Goals

- Work with school districts and PTAs to plan tree planting events and urban forestry career days.

Long-Term High Priority Goals

- Build long-lasting tree stewardship programs that engage residents in tree care, maintenance, and advocacy.
- Create and fund long-term citizen science monitoring of impacts for extreme heat areas, invasive pests control, or other.
- Bolster youth education and introduce young people to careers in urban forestry and Tree Equity.
- Train an urban forestry workforce and expand career opportunities, with programs specifically designed to serve under-resourced residents.
- Create opportunities for workforce development and career advancement in urban forestry.

Short-Term Low Priority Goals

- Recruit, train and mobilize community volunteers to help plant and maintain trees.

Long-Term Low Priority Goals

- Create an adopt-a-tree program, where a community member can take ownership of a tree located in the right-of-way or County parks, providing care and maintenance.
- Work with colleges and universities to integrate tree stewardship in classes and/or programs.

In addition to ranking program goals/components from the American Forest's Tree Equity Handbook as part of meeting #5, the EWG also provided general feedback throughout the series of meetings which was collected and grouped into general categories.

Accessibility

- Acknowledge the cultural significance of trees to different communities, especially as part of reporting.
- Integrate indigenous voices and leaders in the conversation.
- Ensure educational materials are not too advanced or too simple - engage all audiences.
- Leverage community leaders to increase broader community involvement.
- Visit and become familiar with unincorporated area communities.
- Celebrate tree planting events and other tree-related successes.
- Offer a variety of options for the free tree program to give residents a choice.
- Hold listening sessions or other feedback opportunities to understand community needs for trees.

Education

- Provide education on the benefits of trees, especially urban heat island impacts and the changing climate.
- Create online resource hubs with maps and resources for easy access.
- Include non-quantifiable elements of trees in future program materials e.g., cultural value.
- Include fruiting trees as part of the free tree program.
- Utilize existing plans and information from community-based groups about where to plant trees.
- Provide technical assistance to residents to ensure trees are planted in the appropriate place on their property to reduce potential damage and need for costly maintenance.
- Work with renters to ensure trees are planted on rental properties.
- Clarify reporting requirements and responsibilities of participation.
- Pair tree planting with cultural or artistic events or activities.
- Create social media campaigns and videos about tree planting and maintenance.

Inclusion

- Ensure the free tree planting program is accessible to residents who don't have access to broadband.
- Explore opportunities for watering and/or energy credits and maintenance incentives for residents.
- Partner with community-based organizations to plant and maintain trees.
- Expand eligibility for the free tree program to include businesses, schools, faith-based organizations, etc.
- Explore financing districts and/or "adopt a tree" programs to help pay for tree planting and maintenance.

Connection

- Broadly promote existing urban forestry groups to expand public participation.
- Continue to provide opportunities for the public to engage in program development and implementation.
- Ensure information is accessible through multiple formats for those who don't have broadband access; don't rely solely on the internet for program promotion and educational opportunities.
- Work with faith-based organizations, schools, gleaning organizations, and seed planting programs.
- Partner with community colleges to increase education on urban forestry and tree planting.
- Partner with the County's justice-involved programs to increase arboricultural skills.

Next Steps

Moving forward, the EDTPP aims to translate the valuable insights and recommendations provided by the EWG into tangible actions and initiatives. Key next steps include:

Implementing the EDTPP Private Property Tree Planting Initiative: This initiative will focus on increasing tree canopy cover within private properties across the unincorporated area. By providing resources, support, and guidance, this initiative will empower property owners to contribute to the enhancement of their local environment and foster a sense of stewardship.

Expanding Community Education and Engagement: Building upon the existing foundation, the EDTPP will create an online video tutorial series and host community workshops and tree planting events. These educational resources will raise awareness about the importance of tree planting and proper tree care, encouraging residents to actively participate in greening their neighborhoods.

Launching a County Tree Stewardship Program: The program will promote long-term tree health and maintenance through a collaborative approach involving residents, community organizations, and County staff. By establishing a network of dedicated tree stewards, the EDTPP will ensure that newly planted trees receive the necessary care and support to thrive.

Building a Network of Community Partners: The EDTPP will strengthen its impact by cultivating strategic partnerships with local organizations, nonprofits, and businesses that share a commitment to promoting environmental equity and urban forestry. This collaborative approach will leverage collective resources, expertise, and outreach efforts to expand the program's reach and effectiveness.

Identifying Long-Term Funding Sources: To ensure the sustainability and growth of the County's urban forestry efforts, the EDTPP will explore various funding opportunities, including grants, public-private partnerships, and innovative revenue sources. These funding streams will enable the program to maintain momentum and continue addressing the climate resilience and equity goals of the County.

Working with Regional Workforce Development Organizations: The EDTPP will collaborate with workforce development partners to expand green job training and employment opportunities in urban forestry and tree care. By investing in local talent and promoting living-wage green jobs, the program will contribute to the economic vitality and environmental well-being of the unincorporated area.

These next steps demonstrate the County's commitment to fostering climate resilience, environmental justice, and community engagement within the EDTPP. By implementing these initiatives and recommendations, the program will continue to drive progress toward a healthier, more equitable, and sustainable future for all residents.

To stay involved in the EDTPP, please check out the website here:

EDTPP Website - https://www.sandiegocounty.gov/content/sdc/sustainability/projects.html

Appendices

Appendix I: Glossary

Buy-In: includes gaining community support and building trust.

Carbon Dioxide: a heavy colorless gas CO2 that does not support combustion, dissolves in water to form carbonic acid, is formed especially in animal respiration and in the decay or combustion of animal and vegetable matter, is absorbed from the air by plants in photosynthesis.

Climate Change: any significant change in the measures of climate (e.g., temperature, precipitation, or wind patterns, among other effects) lasting for an extended period of time.

Climate Resilience: the ability to prepare for changing conditions and withstand, respond to, and recover rapidly from disruptions.

Community Engagement: is a process of working collaboratively with and through groups of people affiliated by geographic proximity, special interest, or similar situations to address issues affecting the well-being of those people.

Community Tree Stewardship: involves the active participation of communities in the care, management, and preservation of trees and green spaces within urban areas.

Empowerment: includes providing opportunities for community members to speak to the priorities and needs of their communities, provide input on decisions related to the Program and building capacity through education and workforce development.

Environmental Justice: the fair treatment of people of all races, cultures, and incomes with respect to the development, adoption, implementation and enforcement of environmental laws, regulations, and policies. Equity: fairness or justice in the way people are treated.

Equity-Driven Tree Planting Program: addresses inequities in the County of San Diego's (County) tree canopy coverage by prioritizing resources in underserved communities.

Greenhouse Gas (GHG) Emissions: gases that trap heat in the atmosphere by absorbing and emitting solar radiation within the atmosphere, causing a greenhouse effect that warms the atmosphere and leads to global climate change. The main GHGs are water vapor, carbon dioxide, methane, nitrous oxide, and ozone.

Green Job: jobs which seek to use or develop renewable forms of energy (i.e. wind, hydropower, geothermal, landfill gas and municipal solid waste) as well as increase their efficiency.

Green Spaces: an area of grass, trees, or other vegetation set apart for recreational or aesthetic purposes in an otherwise urban environment.

Interconnected Communities: refer to individuals, communities, and institutions that are connected to each other in different ways.

Investment: ways in which the County is directly investing in the community and residents, whether that be through free trees or County managed tree planting. This may also include paying community members to do work in their communities.

Involvement: includes opportunities for the community to be involved in the program through things like community events, tree stewardship programs, volunteer opportunities, partnerships/collaborations, and working groups.

Photosynthesis: formation of carbohydrates from carbon dioxide and a source of hydrogen (such as water) in the chlorophyll-containing cells (as of green plants) exposed to light.

Appendix I Continued: Glossary

Public-Private Partnerships: are long-term cooperative agreements between a private company and the national or local government.

Sustainability: avoidance of the depletion of natural resources in order to maintain an ecological balance.

Tree Canopy: is the dense ceiling of closely spaced trees and their branches.

Tree Inventory: is a record of location and characteristics of individual trees and, sometimes, characteristics of their environs, within a defined geographic area.

Tree Equity Scores: measures how well the critical benefits of urban tree canopy are reaching those who need them most, such as low-income communities and communities of color.

Urban Forestry: is defined as the planting, maintenance, care and protection of tree populations in urban settings.

Urban Forest Management: involves the planning, planting, protection, and maintenance of trees and green spaces within urban areas.

Workforce Development: approach to economic development, attempts to enhance a region's economic stability and prosperity by focusing on people rather than businesses.

Walkability: refers to the ease of accessing amenities and services on foot within a reasonable distance.

Appendix II: Meeting Notes and Summaries

Equity Driven Tree Planting Program (EDTPP) Working Group (EWG)

Meeting Agenda

August 26, 2024, from 6:30-8pm

Meeting Purpose: Kick off the working group with introductions, set community agreements, provide a program overview, and outline future meeting topics.

Attendees: Sonja Robinson (NAACP, SUN), Simren Kaur (Sunrise Movement), Anthony Dang (Climate Action Campaign), Seraphina Eberhardt (Institute for Public Strategies), Monica Garls (San Diego 350), Janice Luna Reynoso (Mundo Gardens), Tanisha-Jean Martin (San Diego Urban Sustainability Coalition), Rachel Oporto (San Diego Food System Alliance), Magen Shaw (County of San Diego), Ariel Hamburger (County of San Diego), Amanda Appel (County of San Diego)

Topic	Notes	Action Items
Welcome & Introductions	• The group listened as everyone had a moment to introduce themselves and share their background in equity, community engagement, and the environment.	All – Be sure to start each meeting with introductions if new people are joining.
Community Agreements	• Group members took turns reading the example community agreements from the San Diego Food System Alliance. • Group members asked to include these community agreements: o Be open and respectful of various communication styles, some people prefer to	County staff – Add the additional community agreements to the slide for future meetings. Will have incorporated by the October 7th meeting.

Topic	Notes	Action Items
	participate using the chat and some prefer to participate verbally. o Ancestors are welcome. o Respect for different lived experiences. • Group members agreed on the community agreements.	
Program Overview	• Ariel presented program details for the EDTPP, the establishment of this EWG, and the importance of equity for this program. • Questions were asked about County jurisdiction and where this program will be implemented. Ariel responded that this is for the unincorporated communities.	County staff – Include an overview of what the urban heat island effect is in a future meeting.
County – Roles and Responsibilities	• Ariel presented on proposed County roles and responsibilities. • Group members requested the participation of one or more Supervisors to join a meeting and/or present findings. • Tanisha-Jean asked for resources (local groups and meetings) on urban tree planting. • Sonja asked who would be responsible for the watering and maintenance of trees and recommended that these costs be included when planning this program.	County staff – Ask leadership for Supervisor participation to present EWG findings. County staff – Send information about local urban forestry groups and meetings.
Working Group – Roles and Responsibilities	• Janice proposed staff or working group members participate in community events to gather feedback to help inform the program. • More group members expressed an interest in engaging with communities in the development and design of the deliverable.	County staff – Ensure EWG members can continue with the next phase of this program.

Topic	Notes	Action Items
	• Tanisha-Jean asked about future involvement in implementation of the program.	Group members – share information on community events where feedback can be collected.
Next Meeting Topics and Dates	• Seraphina requested that more information on the unincorporated area be included in future meetings. • A poll was asked to collect information on the best day during the week to meet for future meetings. Generally, Mondays were the best day to meet. • Ariel offered to have meetings with members who cannot attend a future meeting. Magen mentioned that we could potentially record future meetings.	County staff – Include information on the unincorporated area at the next meeting. County staff – Send out meeting hold for October 7th.
Closing	• Janice shared a flyer for an event. • Ariel shared information for an event.	County staff – Send slides and flyers for events. Group members – Send any events that are occurring in the unincorporated area to County staff to promote them through County channels!

Equity Driven Tree Planting Program (EDTPP) Working Group (EWG)

Meeting Agenda

October 7, 2024, from 6:30-8pm

Meeting Purpose: Provide information on the unincorporated area, local urban forestry groups, and the urban heat island effect, followed by a review and discussion of the County's Tree Equity Study.

Attendees: Sonja Robinson (NAACP, SUN), Simren Kaur (Sunrise Movement), Anthony Dang (Climate Action Campaign), Janice Luna Reynoso (Mundo Gardens), Tanisha-Jean Martin (San Diego Urban Sustainability Coalition), Rachel Oporto (San Diego Food System Alliance), Ali Mariko Dressel (Climate Action Campaign), Teresa Greenhalgh (Community Emergency Response Team [CERT]), Magen Shaw (County of San Diego), Ariel Hamburger (County of San Diego), Amanda Appel (County of San Diego), America Aceves (County of San Diego)

Topic	Notes	Action Items
Welcome & Introductions	• The group listened as a few new attendees introduced themselves and shared their background in equity, community engagement, and the environment.	All – Start each meeting with introductions if new people are joining.
2024 Climate Action Plan (CAP)	• Ariel presented exciting news that the County's 2024 CAP was adopted by the Board of Supervisors. Ariel discussed the connections between the CAP, the EDTPP, and this working group. The implementation phase is next for the CAP. • Sonja asked about the numbers used in the CAP's outreach efforts and if that included people who responded to the survey. Ariel responded saying that it's possible the same people took the survey who attended workshops, but those who participated in	Group members – Check out the link to the EJ Workgroup and apply if you're interested!

Topic	Notes	Action Items
	workshops were more closely engaged whereas those who just completed surveys may have only had that one touchpoint. • Ariel shared a link to the County's Environmental Justice Workgroup.	
Unincorporated Area	• Ariel presented on the County's unincorporated area and some of the key differences these areas have with incorporated areas. • A quiz was ran for a quick knowledge check. Teresea made a great point that one of the communities listed on the quiz (Otay) is split between the City of San Diego and the County.	
Urban Heat Island Effect	• A video was played that described the urban heat island effect.	

Break	• During the break, there were a few discussion topics:
	   o Teresa talked about defensible space and how people think that means no vegetation around structures. Ariel responded how this program will work a lot on education.
	   o Tanisha-Jean talked about rural areas in the County with lots of trees that struggle with pollution and asked to what point do more trees help pollution problems in these rural areas or how areas that already have a lot of trees on the periphery be prioritized. Ariel and Magen responded that the tree equity study will help address this question.	

Local Groups	• Magen presented on the different local urban forestry groups in San Diego.	

Topic	Notes	Action Items

Tree Equity Study	• Magen presented on the equity driven tree canopy assessment, tree equity score calculation, San Diego rural inequities, and the results of the County's tree equity study, and a tree inventory.
	• Magen talked about how the methodology from American Forests for calculating tree equity scores in urban areas was used to determine the County's unincorporated area tree equity scores.
	• Sonja asked a question about the tree equity score calculation, specifically the building density adjustment and how that would impact communities that don't necessarily have a lot of buildings, but also have a lot of underutilized/blighted space. Magen responded that impervious surfaces (concrete and buildings) were included, not just buildings.
	• Magen asked the group for their take aways on the results of the tree equity study for the unincorporated area. Group members shared verbally or the chat these reactions:
	    o Areas closes to the border had the lowest equity scores. This is also where areas are more prone to wildfires.
	    o Areas that share zip codes but have different demographics (income levels) could have misleading results due to sharing zip codes e.g., Julian.
	    o Some of these areas are deserts. Should trees be planted in areas that have not had those trees before or are not native? Magen and Ariel responded that it's important to focus on
		County staff – Explore ways to add a cultural or historical significance component to the tree inventory/EDTPP in general.
		
		County staff – Include non-quantifiable elements of trees to the community in the Story Map that will show the results of the County's Tree Equity Study.

Topic	Notes	Action Items
	climate adaptive trees and that the desert environment has more native trees than maybe expected. o Tree equity is an opportunity to bring in indigenous knowledge on tree species and their maintenance. Magen shared that there will be a Tribal focus group for the Native Landscape Program. The Tribes will select who participated in this group. • Magen presented information on a tree inventory. Group members shared verbally or in the chat these comments: o There are not a lot of parks, libraries, schools, shopping areas in the unincorporated area for tree planting. This is part of the challenge and why the staff are including public right of ways and private residences as part of the program. o Add a component to include cultural or historical significance. With the topic of equity, it's important to acknowledge trees as living entities with relationships. Trees can not just items of value but are living and provide life. The Kumeyaay creation story conveys this so beautifully. o Community members are interested in fruit trees. County staff are looking into this, but it may be difficult with having other departments managing these trees.	
Discussion	• Simren asked if maintenance is a big barrier for this program and who will handle the maintenance. Magen	

Topic	Notes	Action Items
	responded saying it is a factor that we're considering and are open to ideas to how to address the challenge. • Rachel shared that incorporating trees that provide nutrition is great, but they will require more maintenance, so gleaning could be coordinated. • Sonja asked if the County would need assistance with outreach when beginning the planting process in the priority areas. Ariel responded that the County would seek assistance in outreach. • Sonja asked about what the anticipated time frame will be for tree maintenance. Magen responded that best management practices is for 3-5 years of maintenance and the County will explore all options for maintenance, however this will be dependent on funding. • Ali shared that reframing maintenance costs to more of the concept of helping trees thrive as an integrated member of the community.	
Closing	• Ariel shared that the third meeting for this working group will be help December 2nd from 6:30-8PM.	County staff – Send a follow-up email with resources including the slides, recording, next meeting invite, agenda, and notes Group members – Send any events that are occurring in the unincorporated area to County staff to promote them through County channels!

Equity Driven Tree Planting Program (EDTPP) Working Group (EWG)

Meeting Agenda

December 2, 2024 from 6:30-8pm

Meeting Purpose: Brainstorm potential strategies and initiatives for community buy-in, empowerment, investment and involvement. Discuss equity best practices and successful case studies.

Attendees: Sonja Robinson (NAACP, SUN), Simren Kaur (Sunrise Movement), Seraphina Eberhardt (Institute for Public Strategies), Monica Garls (San Diego 350), Janice Luna Reynoso (Mundo Gardens), Lakisha McZeal (San Diego Food System Alliance), Ali Mariko Dressel (Climate Action Campaign), Teresa Greenhalgh (Community Emergency Response Team [CERT]), Magen Shaw (County of San Diego), Ariel Hamburger (County of San Diego), Amanda Appel (County of San Diego), America Aceves (County of San Diego)

Topic	Notes	Action Items
Welcome & Introductions	• The group listened as a new attendees introduced themselves and shared their background in equity, community engagement, and the environment.	All – Start each meeting with introductions if new people are joining.
Guest Speaker – Elektra Fike Data (Tree San Diego)	• Elektra, Director of Tree San Diego, spoke about the organization's mission, tree planting goals, and current projects. • With grant funds, Tree San Diego is taking a holistic approach to tree planting, focusing on people, planting, and planning. This also includes the development of an urban forestry master plan for the entire region. • To get in contact with Elektra, email her at efd@treesandiego.org	All – Check out Tree San Diego's website

Topic	Notes	Action Items
EDTPP Working Group Timeline & Elements	• Ariel discussed the timeline for this working group, specifically the topics we've covered so far, what we have heard from the working group, and what is coming up in the future meetings. • Sonja shared a concern that idea of sustainability is not being addressed. With all the effort going into this program, there is value discussing on how to ensure the program being sustained. Sonja also shared that to sustain the program, a good mix of stakeholders is needed. • Teresa shared that sustainability should be in each of the themes and could include a sub note to make that clear. • Ariel discussed the Program Elements, the 4 with the stars are the elements the County is seeking working group member's insight and recommendations to strengthen the program.	County staff – Ensure sustainability is discussed in each of the 4 themes when framing recommendations.
EDTPP Themes	• Ariel discussed the Program Themes – Buy-In, Empowerment, Investment, and Involvement. The definitions for these themes are not static and can be expanded based on input from this group.	
EDTPP Program Elements	• Magen went deeper into the Program Elements to share with the group what has been drafted already. ○ Teresa shared that many residents in the unincorporated area are older and need large font for tree information tags. Also, that not all residents in the unincorporated area have	County staff – Plan for unincorporated residents not having internet for certain aspects of the program.

Topic	Notes	Action Items
	internet, so aspects of the program need to be planned accordingly.	
Miro Idea Board	• America introduced the Miro activity which offers a collaborative space to share and collect feedback on the Program Elements based on the Program Themes. Everyone took about 15-20 minutes to add their ideas. • Janice shared the KPBS documentary about how San Diego is the wildest city in the nation and how investment in education is needed. • Sonja asked a question if this program will be open the region as whole, like if trees can be planted in city limits. Magen responded that no, this program is for the unincorporated area of the County, but there will be a big effort to coordinate with incorporated cities.	Group members – Check out the Miro Idea Board and add ideas on the Program Themes and definitions.
Break	• Everyone took a quick 5-minute break.	
Tree Benefits	• Ariel discussed some of the many benefits of trees, like they provide play areas, make us go outside and walk more, help reduce stress, provide shade, and clean the air and water.	
Equity Best Practice	• Ariel discussed tree equity best practices that were collected from the journal of Urban Forestry & Urban Greening. These best practices are not unique to tree planting, and these can be built on from experiences from each working group member.	
Los Angeles Case Study	• Magen discussed the case study from Los Angeles, Los Angeles Urban Forest Equity Assessment Report (2021). Feedback from the group included the following:	Group members – Bring any questions or takeaways on the case studies to discuss in the next meeting.

Topic	Notes	Action Items
	o Seraphina shared the importance of "transparency & communication" when working with communities to help build/maintain trust. o Janice shared that redlining is continuous through all the environmental racism and health disparities, plus how it ties into tree distribution. This shows how our communities are not being invested in and how much more there is to go. Additionally, considering the reservations and how there have been systematic oppressive practices there. Incorporating this with also the access to quality of life, healthy foods, and medical access. o Seraphina shared that she may have an unincorporated area redlining map that she can share with this group. o Teresa shared that if funding is a concern with tree sustainability, then factoring in options for costs is needed. Demonstrating or outlining how the program can be sustainable with allow-cost (limited funding) and scalable when more funds are available over time, like grant funds. o Magen shared how other jurisdictions secure separate funding for tree program, like new permits require trees to be planted as well.	

Topic	Notes	Action Items
	o Teresa shared how reporting out on program progress and successes is a great way to get grant funding and track results.	
Chicago Case Study	• Magen discussed the case study from Chicago, Tree Equity Working Group Year-End Report (2023). Feedback from the group included the following: o Magen shared how she attended a recent conference in Chicago and was able to speak to the staff at the City and Our Roots Chicago, plus attended a panel at the conference to learn more about the program. o Teresa shared that she liked the "Train the Trainer" models. o Monica shared she liked the ambassador program and how it bridges the gap between residents and the program. Having local people knock on front doors can be more effective. o Simren shared that she also liked the ambassador program and how most people trust their neighbors and friends more than someone they don't know from the city/county. o Sonja asked how much we can learn from this program because it was a municipality that included local jurisdictions and the County's program is only for the unincorporated area. Is there a ratio of trees to population that is significant for tree benefits?	County staff – Magen to share studies and/or data that shows tree benefits based on population. Group members – Bring any questions or takeaways on the case studies to discuss in the next meeting.

Topic	Notes	Action Items
	o Magen responded that there are numerous studies that look at tree per capita. Magen can share those with the group. o Teresa shared that community pride and ownership of the program will continue "buy-in" for sustainability. o Monica shared that there are Environmental Justice communities in the unincorporated County and shared the link to the Environmental Justice Element of the County's General Plan. o Janice shared how trees can help with flooding and if studies can show if there were trees in an area, would it not flood.	
Providence Case Study	• Magen briefly discussed the case study from Providence, but there was no time to collect feedback.	Group members – Bring any questions or takeaways on the case studies to discuss in the next meeting.
Discussion	• With time running out, the discussion was focused on the case studies and the next meeting will have more time for brainstorming recommendations.	County staff – Ensure there is more time for a discussion next meeting.
Closing	• Ariel shared that the fourth meeting for this working group will be help February 3rd from 6:30-8 PM. • Teresa shared (post-meeting) a DIY project that includes gathering acorns, germinating them, and planting the seedling oak trees on private property. Could property owners participate in the County's program by reporting during the first 3 years. Can the County "count these" DIY projects as part of the program goals? If so, a "How to DIY" is needed in the recommendations.	County staff – Send a follow-up email with resources including the slides, recording, next meeting invite, notes, and link to Miro Board. Group members – Send any events that are occurring in the unincorporated area to County staff to promote them through County channels!

Topic	Notes	Action Items
EDTPP WG December 2, 2024 Meeting: Miro Exercise Notes		
Program Elements	**Community Themes**	
Expand County Tree Planting Efforts	Buy In: You will need to get leaders in the community to "give you the nod". They will need to be present with you at public meetings. Buy-In: Highlight the importance. Normalize that everyone should/could plant a tree. Like how many trees have you planted and encourages all County employees to do so, especially leadership. Buy-In: Physically go to rural areas to invite participation with the program. Buy-In: Demonstrate and celebrate successes to help build trust and makes people want to participate with "winning" team. Buy-In: Provide safe engagements for community needs. Buy-In: Giving residents choices on tree type, oak, fruit etc. Not coming in and "telling them" what they need. Investment: Create and American Climate Corp job opportunity for hiring people for these efforts.	
Private Property Tree Planting	Empowerment: Recruit from historically excluded communities to provide value. Empowerment: Resources that help renters advocate for tree planting. (ex. Providing a template petition that they can get people in their multi-family property to sign or having concise materials that renters can provide to the property owner that highlights the incentives for this program) Investment: Allow people to choose the species and encourage native trees.	

Topic	Notes	Action Items
		Empowerment: Residents will need to know how it benefits them. The 3-year reporting may be hurdle. They need to know it will not be a huge task on them.

Investment: Financing districts in business areas that can help pay for tree planting and maintenance in those areas.

Buy-In: Listening sessions to understand what needs residents have for trees (i.e., shade, low maintenance, etc.)

Buy-In: Sharing materials and resources for renters so they know they're not left out simply because they don't own property.

Empowerment: Pair with cultural elements and creative components.

Empowerment: Letters of approval from property owners for rental properties. County Fire uses one for their Knox Box Program.

Empowerment: Include what happens if the tree dies before it's natural life span. Gophers for example. Will there be negative consequences? |
| *Education and Involvement of Community Members* | | Empowerment: School field trips to planting sites/workdays.

Investment: Value community's life experience and time to engage in the program.

Investment: You mentioned youth development, but not schools. Is there a path to increase tree canopy at schools?

Involvement: Lend supplies for any tree planting events. |

Topic	Notes	Action Items
	Empowerment: Pay indigenous stewards to lead educational trainings.	
	Involvement: Social Media campaigns that show video of trees getting planted.	
	Investment: Work with PTA's to host community tree-related events with involvement from the schools	
	Investment: Work with already existing community coalitions to invest (ex., Spring Valley Community Alliance, Main Avenue Revitalization Association (Lakeside))	
	Investment: Morse High School, Principal Dr. Larkin. High Tech High.	
	Buy-In: When engaging community-based organizations to gain access to the communities they serve, be mindful of what's being asked and ensure that the relationship isn't built upon extraction.	
	Involvement: Newsletter so people can get updates	
	Investment: Create Nature Immersion Therapy programs.	
	Empowerment: Provide two-way communication methodology, so community knows they've been heard, and improve engagement.	
	Involvement: Allow community members to adopt a site/street for tree planting and maintenance.	
	Investment: Work directly with the Kumeyaay leaders in creating the implementation and sustainability.	

Topic	Notes	Action Items
Workforce Development	Investment: Creating opportunities for career/education advancement (direct connection to arborists, County worker, etc.) Empowerment: Work with colleges and universities to integrate tree stewardship in classes and/or programs Involvement: Career opportunities for our new-comers, education in different languages Involvement: Community service hours? Involvement: Consider involving communities within the Community, and are in City jurisdiction for planting on private property, i.e., churches, lodges, and open areas.	
Other Ideas	One resource to look into for workforce development is the programs at Planting Justice Oakland. They've created a holistic re-entry model for formerly incarcerated people that involves an apprenticeship program at the region's prison.	

Equity Driven Tree Planting Program (EDTPP) Working Group (EWG)

Meeting Agenda

February 3, 2025, from 6:30-8 pm

Meeting Purpose: Review American Forest's Tree Equity Handbook. Discuss findings from two activities assigned to EDTPP EWG members: EDTPP Program Element SWOT Analysis and EDTPP Stakeholder Inventory worksheet and Stakeholder Profile worksheet. Lastly, identify with the group, how they would like the last two meetings to operate including how to present the final deliverable.

Attendees: Simren Kaur (Sunrise Movement), Seraphina Eberhardt (Institute for Public Strategies), Monica Garls (San Diego 350), Rachel Oporto (San Diego Food System Alliance), Ali Mariko Dressel (Climate Action Campaign), Teresa Greenhalgh (Community Emergency Response Team [CERT]), Magen Shaw (County of San Diego), Ariel Hamburger (County of San Diego), America Aceves (County of San Diego)

Topic	Notes	Action Items
Welcome & Introductions	• Welcomed everyone and kicked-off meeting #4.	All – Start each meeting with introductions if new people are joining.
Tree Equity Handbook	• Magen shared information on American Forest's (creator of the Tree Equity Score) newly released Tree Equity Handbook. • Magen explained that the handbook is a result of extensive case studies on tree equity programs. It provides recommended best management practices and a series of activities to help municipalities and organizations create successful programs to increase tree equity and empower community members in urban forestry efforts.	Group members –Review handbook.

Topic	Notes	Action Items
	• Magen shared that the handbook contains a series of toolkits, each designed to assist with data-driven planning, community engagement, forestry for people, and capacity building.	
SWOT Analysis	• Teresa shared that no universities or community colleges are in or near the backcountry, so partnerships with those agencies might limit accessibility. • Seraphina asked about the timeline for private tree-planting properties in terms of planting 2,000 trees a year, how long arborists will support residents, and what other commitments there are for participating in the program. • Monica asked what the Private Property Tree Planting group meant by "Expanding the definition of private property." • Seraphina responded that they were unsure if the program is only for privately owned homes, or if it could be for business owners, churches, etc. And also, were worried about households that don't have areas where trees can be planted. She gave the example of communities like Lakeside who have been encouraged to have xeriscaping – do they have the space to plant a tree after putting in that type of landscaping? • Teresa expressed concern about the dry conditions in the backcountry. Now, animals are eating the succulents and acorns. This is a challenge they face with anything they do. And what if someone commits to the program but can't sustain the tree?	Group members –Review SWOT findings on Miro and add ideas. County staff – Explore credits or other financial incentive to support tree maintenance for Free Tree Program.

Topic	Notes	Action Items
	- Magen responded that they would provide a replacement in that case. - Simren asked where the County is sourcing these trees. - Magen responded with an explanation of the County's competitive procurement process. - Rachel stated that "Political landscape" was in reference to not knowing where the long-term funding source would come from. She asked what the long-term sustainability plan is budget-wise for watering and maintenance. She also mentioned that "equity" in the name might create issues in the current political landscape. - Magen shared that watering credits are through an establishment period, i.e., 3 years, but would also require reporting to demonstrate that the trees are still alive and healthy. The County is planning to invest a lot into education as a means of maintenance and ensuring property owners are educated on how to maintain their tree. She also shared that she's hoping to see more grants for emergency tree maintenance, especially for low-income communities. - Ali asked where, in terms of long-term financial sustainability, the funding for the trees the County has jurisdiction over is likely to come from in the future. - Magen responded that investment of the CAP secured general funds to get the program off the ground while we're pursuing grants, e.g., state grants coming out this year. Still planning to apply for federal funding as it	

Topic	Notes	Action Items
	becomes available. DPW's general budget also covers the cost of tree maintenance year-to-year. • Teresa shared that many of the backcountry homeowners are on wells, so they don't have a water bill but do have an electrical bill to bring that water up out of the ground. • Magen responded that not sure what the water credit would look like, but it could be something like a gift card, and maybe see about adding a water credit through SDCWA or, given Teresa's feedback, an energy credit through SDCP.	
Break	• Everyone took a quick 5-minute break.	*Break*
Stakeholders & Inventory	• Rachel shared that many of the stakeholders she recommended would be interested in fruit trees. That could be a challenge because it's something people want, but she recognizes that they can be harder to maintain in the public right-of-way. • Ali shared that many community planning groups are great places to start because they have already identified specific places where they want trees, e.g., oaks in Potrero. Another suggestion is getting feedback from the groups rather than having the working group members fill out the profiles. Also recommend reaching out to Urban Collaborative Project (UCP) – they're aware that this effort is going on and are interested in participating. • Teresa shared that schools are a great resource. They're tough to get into, but they have a lot of barren space and already have their landscaping crews on	County staff – Follow-up with Teresa for a link to the schools that have been funded for 5-year wellness state grants. County staff – Reach out to Urban Collaborative Project.

Topic	Notes	Action Items
	campus. 4H groups and Future Farmers of America could be a great in-road to the schools and educate the youth about how providing shade helps the health of the animals. She also suggested working with some of the schools that received a Community Schools Grant from the state. She shared that the intent of those grants is for the schools to partner with community groups to address the student's overall wellness. Teresa can share the link of the schools that have been funded for these 5-year grants to see if there's an opportunity for collaboration. • Rachel shared leaning into RLAs and other community advocacy groups. She also suggested that connecting with more indigenous land stewards and utilizing community/cultural centers on different tribal reservations could help build a community base. • Teresa shared that sometimes fruit trees can produce more than people can eat in their households or share with their neighbors, but there are gleaning groups that will help pick fruit off their trees and donate it to local food pantries/banks.	
Stakeholder Mapping	• Ali reemphasized the importance of connecting with UCP since they're doing similar work, but it would probably be more an information exchange since their geographic focus is different. • Seraphina emphasized the importance of working with the Mountain Empire region in general and how IPS is	Group members –Review stakeholder map and add more stakeholders.

Topic	Notes	Action Items
	currently working with them on an environmentally focused grant.	
	• Teresa stated that, unfortunately, there aren't many high schools in the backcountry and even the middle and elementary schools cover a lot of the area. She also stated that there are many communities without parks or community centers, so schools and the "main streets" are the only ways to connect with community members. In which case, it could be important to work with private businesses.	
	• Seraphina shared that there are barriers to people coming off the mountain to get a certification or if they have stable enough internet for a program. Currently, she's working with HHSA to investigate the feasibility of a resource station/hub in Mountain Empire.	
	• Simren shared that she's unsure how big of a stake certain Supervisors have in climate-related work and if this is pushed as climate justice it might not appeal to them, but if it is approached from a different angle that appeals to their constituents, they might be more interested.	
	• Ali shared that she had been working with Supervisor Anderson's office and their staff (Mariko). She thought Mariko would be a good person to connect with about the EDTPP because she's expressed interest in working with community organizations. Ali also shared that she learned that Supervisor Anderon's offices doesn't get a lot of conservation or climate-oriented groups that	

Topic	Notes	Action Items
	reach out to them because they think the office won't be interested but that might not be the case. She mentioned that it is important to make the economic case as well. • Ali shared meeting with Jacumba CPG a few times, and they often feel forgotten about. • Teresa shared that she has connections with folks at Jacumba CPG and that their members are really good at getting grants.	
Next Steps	• Teresa shared having a visual PPT and a handout with an "exec summary." • Rachel shared that, given the complexity of the information, it would be helpful to see high-level findings in a PPT with a link to comprehensive/detailed results in a report. • Ali shared that something that could be nice is to integrate imagery or video content. This could include imagery or video of places where we're talking about implementing many of these solutions and a vision of what we're planning/hoping the vision will be. • Seraphina shared that if this is going to get presented outside of the working group, it is helpful to include an example of a success where a similar program was implemented. • Rachel shared that she is open to attending an event outside of the set meetings, especially if it means getting her hands dirty. • Monica shared that getting the worksheets ahead of time will facilitate the discussion more efficiently.	County staff – Send modified worksheets out ahead of meeting #5. Group members –Review worksheets ahead of the next meeting and come prepared to discuss.

Topic	Notes	Action Items
	• Teresa shared that it was helpful to have the worksheets ahead of time for review and thoughtful responses either before or during a meeting. • The majority of the group prefers to not have homework and to work on the next set of worksheets during meeting number 5.	
Closing	• America shared that the fifth meeting for this working group will be held on April 7th from 6:30-8 PM.	

EDTPP WG February 3, 2025 Meeting: SWOT Analysis Results

Category	Strength	Weaknesses	Opportunities	Threats
Expand County Tree Planting Efforts	• Includes tree watering and maintenance • Incorporating existing County contracts • Tree Stewards (great concept) • Tree Canopy provides shade and improves walkability, safety, and resilience for neighbors • County has the authority to plant trees in	• Lack of integration of Indigenous stewards and community leaders • No fruit trees (missing out on co-benefits) • Not incorporating community asks/input to include fruit trees	• Hire Indigenous leaders as County arborists • Food Forests • Partner with a gleaning organization to pick fruit from trees; collaborate with the tree steward program • Valley Center or Escondido could be ideal locations for food forests, tree steward programs, and pilot programs • Connect with Potrero, Jacumba, Valle de Oro	• Political landscape and risk of funding changes • Need more expansion on Tree Steward program (what is the specific role/scope of the tree steward program?) • How will the community aspect be incorporated into the County program? Where will the tree be planted? • Does the requirement of a County-certified arborist hinder

	incorporated areas • Plant the tree species that are climate-appropriate for each area throughout the region		to return to already identified areas for tree planting • Connect with a faith-based organization • Connect with the seed planting program at Julian Library (opportunity to include existing trees (maintenance) in addition to new trees) • Partner with CBOs to do tree planting and provide resources/funding • Focus on reservations, schools, and more densely populated areas (El Cajon, Spring Valley) • Connect with schools to identify additional data sources for students • Create online resource hubs where communities can easily identify resources, maps, etc.	integration of community leaders as tree experts and contractors (including Indigenous) • Lack of accountability, follow-through, and implementation • How can we ensure the longevity and sustainability of programs?

			• Ensure that burned areas get replanted with native species that are drought-tolerant and not invasive species (especially palm trees and eucalyptus)	
Private Property Tree Planting	• Arborists are available to assist residents • Provide access to tree varieties that would otherwise be inaccessible for folks living in the priority regions • Significant number of trees planned to be added to a community • Free • Includes fruit tree varieties • Urban canopy	• Commitment from residents • Define what is the watering incentive? • What if people move after the tree is planted and the reporting information isn't passed along?	• Expanding definition of private property • Native tree varieties • Planning with residents to ensure that the trees are planted in locations on their property where they won't damage power lines, roofs, etc., to keep the trimming and maintenance costs down.	• Households that don't have areas where trees can be planted due to concrete, turf, etc. • Provide more details of the program annually (how many years of programming is "annually"?) • Is funding previously restricted for this program, or would it be under the current Trump administration? • Any potential drought that may require watering restrictions from residents and/or the local authority

Education and Involvement of Community Members	• Actively involved in community outreach • Current partnerships with CBOs • Knowledgeable • Passionate • Over 100 Certified Climate Ambassadors anxious for employment	• Limited budget for projects • SDUSC needs increased employment capacity • Connectedness between Tanisha-Jean and Janice	• Can use Climate Ambassador Workshops as a strategy to educate • Build a strong work foundation between Tanisha-Jean and Janice • Create a webpage for information • Strengthen CBO partnership • Motivate community involvement • Create interactive activities for workshops • Empower youth	• Securing welcoming/inviting venues for education workshops • Funding runs out • Education material developed is neutral, not advanced (hard), and not to simple (boring)
Workforce Development	• Partnerships with CBOs • The County is looking into how to incorporate students and graduates	• Does not include partnerships with universities and community colleges • Does not yet include partnerships with universities and community colleges	• Partner with universities and community colleges to offer internships and job application support	• Students/graduates may not be successful in their internship experience

EDTPP WG February 3, 2025 Meeting: Stakeholder Mapping Exercise Results	
Stakeholder Category	**Identified Stakeholders**
Non-Profit Sector	Farm Bureau San Diego Youth Services Spring Valley Campus Food Forest Southern Indian Health Council El Cajon Collaborative Bayside Community Center PhatCamp California Native Plant Society Tree San Diego Sustainable Ramona Produce Good (Gleaners) Audubon Society IPS Urban Collaborative Project
Institutions	Southern California Tribal Government's Association Julian Library-Seed Program
Government	CA Rare Fruit Growers Supervisor Anderson Supervisor Desmond Jacumba CPG Potrero CPG San Diego Urban Forestry Council Green Schoolyards
Community Groups	Pala Cupa Cultural Center Tribal Community Centers Spring Valley Community Alliance

	Jacumba Hot Springs Hotel Resident Leadership Academy's or Promotoras Tzu Chi
Private Sector	Edible San Diego KUSI Nadi Marketing
Media/Marketing	East County Magazine Voice of San Diego
Business	Chamber of Commerce East County Chamber of Commerce Native West Nursery Moosa Creek Nursery Big Box Stores (Home Depot, Lowes, Costco, etc.)
Education	Cuyamaca College Horticulture Program
Other	Lakeside, Spring Valley, and Mt. E Community Collaboratives

Equity Driven Tree Planting Program (EDTPP) Working Group (EWG)

Meeting Agenda

April 7, 2025, from 6:30-8 pm

Meeting Purpose: Provide an overview of Arbor Day's history, recap the Stakeholder Mapping activity, review the Equity Elements Priorities worksheet, and facilitate the Equity and Engagement Roadmap activity and Equity Elements Mission and Vision activity on Miro. Also, discuss final preparations for presenting findings from our discussions.

Attendees: Janice Luna Reynoso (Mundo Gardens), Tanisha-Jean Martin (San Diego Urban Sustainability Coalition), Simren Kaur (Sunrise Movement), Seraphina Eberhardt (Institute for Public Strategies), Monica Garls (San Diego 350), Rachel Oporto (San Diego Food System Alliance), Ali Mariko Dressel (Climate Action Campaign), Teresa Greenhalgh (Community Emergency Response Team [CERT]), Magen Shaw (County of San Diego), America Aceves (County of San Diego)

Topic	Notes	Action Items
Welcome & Introductions	• Welcomed everyone and kicked off meeting #5.	All – Start each meeting with introductions if new people are joining.
Arbor Day	• Magen shared an overview of the history of Arbor Day with Working Group members.	
Stakeholder Mapping Activity Recap	• Magen reviewed the results of the Stakeholder Mapping activity from the last meeting. Magen also requested that members add any additional stakeholders they think would be relevant to implementing the EDTPP. Working group members were asked if they were okay with being the point of contact if the County wants to connect with the stakeholders they identified.	Group members –Review findings on Miro and add any new stakeholders.

Equity Elements Priorities Activity	• America shared instructions on how to complete the Equity Elements Priorities activity worksheet. Working Group members asked additional questions on how to complete the worksheet. Further instructions were provided. Working Group members were given 15 minutes to complete the activity.	Group members – Complete and share the worksheet
Equity and Engagement Roadmap Activity	• America reviewed the Equity and Engagement Roadmap activity on Miro and walked through how the working group members should add their information; they were provided 15 minutes to complete. Additional instructions were shared through the meeting chat.	County staff –Compile results from the activity Group members – Review findings on Miro and complete the activity
Break	• Everyone took a quick 5-minute break.	*Break*
Equity Elements Mission and Vision Statement Activity	• America reviewed the Equity Elements Mission and Vision Statement activity on Miro. America provided an example of how to complete the activity. Working Group members were given 15 minutes to complete the activity.	Group members – Review findings on Miro and complete the activity
Next Steps	• Magen shared a drafted final report outline. Working Group members provided additional feedback. It was recommended that the final report include a land acknowledgement and interactive links for social media or QR Codes for the involvement section. • Magen asked the group if anyone would like to support with the presentation of the final report. Janice Luna Reynoldo and Rachel Oporto volunteered to help with the final presentation. Teresa Greenhalgh said she would email additional feedback on the final report outline.	County staff – Work to incorporate member feedback Group members –Provide additional feedback regarding the final report

Closing	• Magen shared that the final meeting for this working group will be held on June 2nd from 6:30-8 PM.

EDTPP WG April 7, 2025 Meeting: Mission and Vision Statements

Prompt	EWG Response
The EDTPP was formed to...	• Ensure that tree planting programs prioritize community input, traditional ecological knowledge, and local expertise. • Integrate diverse perspectives and experiences to create resilient, community-supported tree planting initiatives.
The EDTPP is working to create lasting solutions to...	• Address the disproportionate effects of climate change on vulnerable communities, promoting health and well-being for all. • Enhance tree canopy cover to reduce the urban heat island effect and improve overall environmental quality.
The EDTPP believes...	• Everyone deserves access to a sustainable tree canopy, regardless of their background or circumstances. • Youth and community involvement are crucial for building a more equitable and sustainable future.
The EDTPP's work will serve...	• Unincorporated communities that are experiencing environmental and health inequities due to climate change. • Both human and non-human populations, fostering a thriving ecosystem for generations to come.
EDTPP Mission Statement	
The Equity-Driven Tree Planting Program was formed to amplify community voices and integrate diverse local knowledge to foster climate resilience and environmental justice and create long-lasting solutions to mitigate the impacts of extreme heat and health disparities through tree planting efforts in San Diego's unincorporated area.	

Prompt	EWG Response
If the EDTPP achieved what it set out to accomplish, success would look like...	• Lush, tree-shaded neighborhoods that foster biodiversity and provide refuge for both humans and wildlife. • A climate-conscious community that values and actively stewards urban forestry assets, ensuring equitable access to green spaces for all residents.
For those benefitting from the EDTPP's work, the ideal end state would be...	• A region where environmental justice is a reality, and the health and well-being of all communities are prioritized. • A sustainable model that empowers and connects people, inspiring a collective commitment to nurturing a thriving ecosystem for generations to come.
The EDTPP would be obsolete in a future that looks like...	• One hundred percent tree equity is achieved in all unincorporated communities. • A society where green job opportunities in urban forestry and tree care are abundant, providing living wages and fostering a skilled workforce dedicated to maintaining healthy tree canopies. • A world where all sectors and people recognize the interconnectedness of human and environmental well-being, working together to protect, honor, and learn from trees and the natural world.
EDTPP Vision Statement	
The Equity-Driven Tree Planting Program's vision is a region with thriving, equitable tree canopies and resilient, interconnected communities that celebrate and care for the environment, engage in sustainable practices, and promote traditional and intergenerational learning.	

EDTPP WG April 7, 2025 Meeting: Equity and Engagement Roadmap Results

WG Member	Short-Term High Priority	Long-Term-High Priority	Short-Term Low Priority	Long-Term Low Priority	Not a Priority
Teresa	P1 (11): Collect feedback from community members to understand what needs and limitations residents have regarding trees P1 (12): Provide pathways for renters to participate in the program P1 (13): Acknowledge and recognize the value in the community's life experience and time to engage in the program	P1 (4): Address resident concerns that hinder buy-in for new tree planting or maintenance efforts P1 (6): Adopt ordinances, policies, and regulations to protect existing trees, particularly in areas with limited canopy or undergoing development or urbanization P1 (8): Engage County leadership in the EDTPP at every possible opportunity	P1 (1) Cultivate a diverse, inclusive and sustainable EDTPP to advance Tree Equity P1 (3): Make a binding Tree Equity commitment in all community-wide initiatives and programs relating to urban forestry P1 (7): Strengthen enforcement laws and policies affecting both public and privately owned trees.	P1 (5): Raise awareness and media visibility about Tree Equity for residents to become advocates for urban forestry initiatives.	

| | | P1 (9): Host community workshops to promote EDTPP programs and resources to community members

P1 (10): Demonstrate and celebrate successes of the EDTPP to help build trust among community members | | | |
|---|---|---|---|---|---|
| Rachel | P1 (1): Cultivate a diverse, inclusive and sustainable EDTPP to advance Tree Equity.

P1 (2): Develop a community engagement plan that focuses on gathering and integrating the needs of people living in areas with | P1 (4): Address resident concerns that hinder buy-in for new tree planting or maintenance efforts.

P1 (6): Adopt ordinances, policies, and regulations to protect existing trees, particularly in | P1 (3): Make a binding Tree Equity commitment in all community-wide initiatives and programs relating to urban forestry.

P1 (5): Raise awareness and media visibility about Tree Equity for residents to become advocates | P1 (7): Strengthen enforcement of laws and policies affecting both public and privately owned trees.

P2 (18): Provide residents a choice of tree's when selecting trees to plant as part of the EDTPP.

P2 (21): Create a path for tree replacement | |

	fewer trees and greater vulnerability to climate change. P1 (8): Engage County leadership in the EDTPP at every possible opportunity. P1 (10): Demonstrate and celebrate successes of the EDTPP to help build trust among community members. P1 (11): Collect feedback from community members to understand what needs and limitations residents have regarding trees. P1 (13): Acknowledge and	areas with limited canopy or undergoing development or urbanization. P1 (12): Provide pathways for renters to participate in the program. P2 (16): Engage residents from diverse backgrounds to participate in the decision-making process for Tree Equity initiatives and ensure that their voices are heard and valued. P2 (17): Recruit and fund community-based organizations to participate in EDTPP promotion and activities.	for urban forestry initiatives. P1 (9): Host community workshops to promote EDTPP programs and resources to community members. P3 (32): Expand tree nursery capacity and local supply of native and climate-resilient species available at tree nurseries. P4 (42): Provide resources that help renters advocate for tree planting (ex. Providing a template petition that they can get people in their multi-family property to sign or having concise	that is easy to navigate. P3 (28): Develop localized tree planting guidance on climate-adapted tree species that can support public health, climate mitigation and stormwater management in future climates. P3 (33): Develop urban wood reuse capacity and potentially a self-sustaining urban wood reuse economy. P3 (38): Expand the County's urban forestry staff capacity by investing in staff education and certification and creating related positions within departments that manage urban forestry assets.	

	recognize the value in the community's life experience and time to engage in the program. P2 (14): Develop engagement strategies that require more inclusive engagement around tree planting, maintenance, and removal (such as establishing an advisory committee of tree stewards). P2 (15): Engage under-resourced communities and faith-based organization(s) with allied missions to participate, amplify and leverage their networks in support of EDTPP.	P2 (19): Recruit for workforce and training from historically excluded communities. P2: (22) Work directly with indigenous leaders to develop cultural competency. P3 (29): Monitor and evaluate program progress toward achieving Tree Equity objectives. P3 (30): Establish a program that provides trees and resources to the public at no cost or reduced cost. P3 (31): Establish income-contingent private property programs where public funding is	materials that renters can provide to the property owner that highlights the incentives for this program). P4 (44): Recruit, train and mobilize community volunteers to help plant and maintain trees. P4 (45): Work with school districts and PTA's to plan tree planting events and urban forestry career days.		

	P2 (20): Incorporate cultural elements and creative components into the EDTPP. P2 (23): Provide all materials and trainings in core languages. P3 (24): Develop an urban forest management plan with a Tree Equity framework that explicitly focuses resources on neighborhoods with fewer trees and greater vulnerability to climate change. P3 (25): Prioritize low Tree Equity Score neighborhoods with low tree canopy cover and limited access to green spaces in targeted	available for low-income property owners to maintain trees, including hazard removal. P3 (34): Establish a finance mechanism to support urban forestry through returns on investment for such impacts as carbon sequestration. P3 (36): Partner with school districts to apply for school greening grants. P4 (39): Build long-lasting tree stewardship programs that engage residents in tree care, maintenance and advocacy. P4 (40): Create and fund long-term			

	tree planting initiatives.

P3 (26): Establish maintenance cycles that includes low Tree Equity Score neighborhoods, so trees remain healthy as long as possible.

P3 (27): Integrate climate vulnerability and climate projections into tree nursery, planting, and protection initiatives.

P3 (35): Secure funding for community-based organizations to participate in EDTPP promotion and activities.

P3 (37): Purchase tree planting supplies that can be borrowed by the | citizen science monitoring of impacts for extreme heat areas, invasive control, pests, or other.

P4 (43): Train an urban forestry workforce and expand career opportunities, with programs specifically designed to serve under-resourced residents.

P4 (48): Create opportunities for workforce development and career advancement in urban forestry. | | | |

	public for community tree planting events. P4 (41): Bolster youth education and introduce young people to careers in urban forestry and Tree Equity. P4 (46): Create an adopt a tree program, where a community member can take ownership of a tree located in the right-of-way or County parks, providing care and maintenance. P4 (47): Work with colleges and universities to integrate tree stewardship in classes and/or programs.			
Ali	P1 (1): Cultivate a diverse, inclusive	P1 (3): Make a binding Tree Equity	P1 (8): Engage County leadership	P1 (7): Strengthen enforcement of laws

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		P4 (48): Create opportunities for workforce development and career			

		advancement in urban forestry.			
Monica	P1 (2): Develop a community engagement plan that focuses on gathering and integrating the needs of people living in areas with fewer trees and greater vulnerability to climate change.

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P3 (25): Prioritize low Tree Equity Score neighborhoods with low tree canopy cover and limited access to green | trust among community members.

P1 (12): Provide pathways for renters to participate in the program.

P1 (13): Acknowledge and recognize the value in the community's life experience and time to engage in the program.

P2 (20): Incorporate cultural elements and creative components into the EDTPP.

P2 (21): Create a path for tree replacement that is easy to navigate.

P4 (41): Bolster youth education | | |

their voices are heard and valued. P2 (17): Recruit and fund community-based organizations to participate in EDTPP promotion and activities. P2 (18): Provide residents a choice of tree's when selecting trees to plant as part of the EDTPP. P2 (19): Recruit for workforce and training from historically excluded communities. P3 (28): Develop localized tree planting guidance on climate-adapted tree species that can support public health, climate	spaces in targeted tree planting initiatives. P3 (26): Establish maintenance cycles that includes low Tree Equity Score neighborhoods, so trees remain healthy as long as possible. P3 (27): Integrate climate vulnerability and climate projections into tree nursery, planting, and protection initiatives. P3 (29): Monitor and evaluate program progress toward achieving Tree Equity objectives. P3 (30): Establish a program that provides trees and resources to the	and introduce young people to careers in urban forestry and Tree Equity. P4 (42): Provide resources that help renters advocate for tree planting (ex. Providing a template petition that they can get people in their multi-family property to sign or having concise materials that renters can provide to the property owner that highlights the incentives for this program).		

	mitigation and stormwater management in future climates. P3 (36): Partner with school districts to apply for school greening grants. P3 (37): Purchase tree planting supplies that can be borrowed by the public for community tree planting events. P4 (44): Recruit, train and mobilize community volunteers to help plant and maintain trees. P4 (45): Work with school districts and PTA's to plan tree planting events and urban forestry career days.	public at no cost or reduced cost. P3 (31): Establish income-contingent private property programs where public funding is available for low-income property owners to maintain trees, including hazard removal. P3 (32): Expand tree nursery capacity and local supply of native and climate-resilient species available at tree nurseries. P3 (35): Secure funding for community-based organizations to participate in EDTPP promotion and activities.			

		P3 (38): Expand the County's urban forestry staff capacity by investing in staff education and certification and creating related positions within departments that manage urban forestry assets. P4 (39): Build long-lasting tree stewardship programs that engage residents in tree care, maintenance and advocacy. P4 (43): Train an urban forestry workforce and expand career opportunities, with programs specifically designed to serve			

		under-resourced residents. P4 (46): Create an adopt a tree program, where a community member can take ownership of a tree located in the right-of-way or County parks, providing care and maintenance. P4 (47): Work with colleges and universities to integrate tree stewardship in classes and/or programs. P4 (48): Create opportunities for workforce development and career advancement in urban forestry.			
Tanisha-Jean	N/A	N/A	N/A	N/A	
Sonja	N/A	N/A	N/A	N/A	

Anthony	N/A	N/A	N/A	N/A	

EDTPP WG April 7, 2025 Meeting: Equity Elements Vision and Mission Statement

	Prompt #1	Prompt #2	Prompt #3	Prompt #4
Mission	**EDTPP was formed to...**	**EDTPP is working to create lasting solutions to ...**	**EDTPP believes...**	**EDTPP's work will serve...**
	• Include community voice regarding tree planting and climate resiliency needs in communities of concern. • Integrate local community members' knowledge from various perspectives and experiences to ensure that trees are planted with resilience,	• Extreme Heat/Heat Disparity • Healing our environment and protecting the residents, from resiliency to thriving. • Provide resilience to climate change, create healthier and safer communities, and improve or	• Everyone deserves access to a sustainable tree canopy regardless of income, race, ability, age, gender, etc. • Everyone deserves a quality of life, and your zip code should not determine lack of access to	• Communities are most impacted by environmental and health inequities and the changing climate • All residents in the unincorporated areas of the County • Current and future generations. • Both human and non-human, rural and urban populations alike.

community support, and traditional ecological knowledge at the forefront. • Increase the tree canopy and reduce the heat index for the county's unincorporated areas. • Ensure that tree planting programs put people at the center.	protect biodiversity. • Address impacts of climate change on our community's well-being and health, and heal the earth. • Combat climate change and help vulnerable communities mitigate its impacts.	a healthy environment. • Youth and community involvement are key to developing a sustainable and equitable future. • The best knowledge and resilience come from within the communities themselves. • Tree canopies are integral to thriving healthy communities. • Thriving tree canopies support our communities and the Earth. • Community input and buy-in are a valuable asset to the program.	• The unincorporated communities of the county. • Provide food sources with fruit and nut-bearing trees. • Individuals are interested in workforce development and training in urban forestry-related professions.

Vision	If the problem were solved, the community would look like…	If EDTPP achieved what it set out to achieve, success would look like…	For those benefitting from EDTPP's work, the ideal end state would be…	The EDTPP would be obsolete in a future that looks like…
	• More natural with trees and the wildlife that rely on trees. • Alive! Communities with tree canopies and lush (vegetation) that many other neighborhoods experience. • Healthier, more walkable, cooler, and more resilient societies. • Vibrant and healthy. • Tree-shaded neighborhoods	• Green space and healthy tree canopy in incorporated areas serve as a model for all communities. • A thriving urban forestry corps that provides living wage green job opportunities for young people. • Community members place great value on urban forestry assets. • A return to Indigenous practices and stewardship of native plants and trees.	• More job training opportunities in the region for tree work • Intergeneration al learning and passing down of tree care. • A sustainable model that creates a healthy environment and community can be replicated where needed. • Social consciousness shift that cares for, respects, and helps trees thrive (and trees help humans thrive in return).	• All communities have equal benefits provided by adequate tree canopy. • Honoring nature and people, consistently and congruently, and growing with the wisdom of indigenous elders. • Living in tune and harmony with the environment instead of dominating it. • All sectors and people invested in tree canopies and addressing the impacts of heat/climate. • All people understand that we live in a relationship with our environment to protect and care

				for it, not to extract from it.
Additional Mission	• Beyond trees, this program is about centering people on decisions that impact their well-being and livelihoods. • Provide a role model example for other programs to follow.			
Additional Vision	• Help shift our social paradigm away from extraction and towards reciprocity and harmony.			

Equity Driven Tree Planting Program (EDTPP) Working Group (WG)

Meeting Agenda

June 2, 2025, from 6:30-8 pm

Meeting Purpose: The purpose of the meeting is to review and share the EDTPP Equity Working Group Recommendation Report, gather feedback from EWG members on the final report, and learn from EWG members' experience having participated in the EDTTP WG.

Attendees: Tanisha-Jean Martin (San Diego Urban Sustainability Coalition), Simren Kaur (Sunrise Movement), Seraphina Eberhardt (Institute for Public Strategies), Monica Garls (San Diego 350), Rachel Oporto (San Diego Food System Alliance), Ali Mariko Dressel (Climate Action Campaign), Teresa Greenhalgh (Community Emergency Response Team [CERT]), Sonja Robinson (NAACP, SUN), Ariel Hamburger (County of San Diego), Chelsea Oakes (County of San Diego) Magen Shaw (County of San Diego), America Aceves (County of San Diego)

Topic	Notes	Action Items
Welcome & Introductions	• Welcomed everyone and kicked off meeting #6.	
Final Report Overview	• Ariel shared an overview of the table of contents, land and labor acknowledgements, and introduction section for the final report.	
Recommendations	• America provided an overview of the prioritized recommendations for the short-term and long-term priorities for the four program themes: buy-in, empowerment, investment, and involvement.	Group members –Provide feedback on the recommendations.
Mission and Vision Statements	• Ariel shared the mission and vision statements drafted based on feedback.	Group members – Provide feedback on mission and vision statements.

Topic	Notes	Action Items
	• Ali suggested changing the vision statement from "traditional" to "traditional ecological knowledge" so it's clearer what the reference is.	County staff – Update the vision statement to reflect Ali's edits.
Next Steps	• Ariel shared next steps of the EDTPP which includes initiating the private property tree planting initiative, developing online video tutorials, scheduling community workshops, tree planting events, and a tree stewardship program, as well as pursuing grant funds, and working with regional workforce development organizations to expand opportunities.	County staff – Continue to provide updates and information to group members. Group members – Subscribe to CAP newsletter to stay involved.
Discussion and Feedback	• Teresa shared that she did not see anything that needed editing. Sonja shared that the report captured everything very well. • Seraphina echoed what everyone had shared, and that the group was very intentional about the feedback provided. • Simren asked if the recommendation tables could be displayed in another way to capture the information in a more visually appealing manner. • Tanisha-Jean mentioned the importance of knowing the audience for the report and including a glossary if it's meant to be something for the community to review. • Ali recommended creating a one-pager with visuals and a flowchart.	Group members – Continue to provide feedback on final report and continuing to be involved. County staff – develop a more visually-appealing final report. County staff – add a glossary to the report appendix. County staff – develop a one-pager report summary. County staff – add information about the Tree Equity Score methodology. County staff – develop social media posts for the report. County staff – reorganize report to include mission and vision statements at the beginning of the recommendations section.

Topic	Notes	Action Items
	• Sonja suggested that the Tree Equity Score methodology and the visual formula shared in the report be explained better. • Simren asked If the report would only be online or also distributed physically. • Ali recommended creating a social media post with information from the report. • Teresa shared coordinating with library partners to have a physical copy available at local libraries. • Monica wanted to continue being informed about the tree stewards program's efforts. • Teresa shared that the community map included in the report was helpful to visually see where gaps exist and where more trees need to be planted. • Ali recommended moving the mission and vision statements closer to the beginning of the report. •	
Certificates	• Ariel distributed certificates to EWG members for their participation.	County staff – Email certificates to members
Closing	• Ariel shared final thank you's to the EWG members.	