

City of Menlo Park

Environmental Justice Element Action Guide Updated February 2025

The Environmental Justice Element is accompanied by an Environmental Justice Element Action Guide. The Action Guide is a tool to be used to manage and coordinate City efforts to accomplish the goals, policies, and programs outlined in the Environmental Justice Element. This dual document approach allows for more frequent updating of the Action Guide in response to changing community needs, funding opportunities, and ongoing community outreach – particularly input from Menlo Park’s underserved communities – without requiring a General Plan Amendment.

The Action Guide lists Environmental Justice Element goals, policies, programs, and action items. The community-prioritized goals lead the Action Guide, followed by the other goals in sequential order.

Policies and programs are under the goals in sequential order, while action items are under the program they implement. The organizing structure and color scheme, demonstrated below, allows for easy reference:

Item	Structure	Example
Goal	EJ#	EJ1
<i>Policy</i>	<i>EJ#.#</i>	<i>EJ1.1</i>
Program	EJ#.X	EJ1.A
Action Item	EJ#.X.#	EJ1.A.1

The Action Guide includes details on programs and action items, organized under three groups: Descriptive Information, Implementation, and Time Frame. The structure and presentation style of the Action Guide may evolve over time.

Descriptive Information

Column A: ID

Identification of the policy, program, or action item corresponding to the goal they support (e.g., EJ4):

- Policies are given a number (e.g., EJ4.1)
- Programs are given a letter (e.g., EJ4.D)
- Action items are given a letter and a number (e.g., EJ4.D.1)

Column B: Policy / Program / Action Item Text

Text of the policy, program, or action item.

Column C: Classification

Identification of whether the row is a policy, program, or action item.

Column D: Activity (Formerly "In Progress?")

If City and/or partners are currently conducting a process that would accomplish the objective of the program or action item, this column includes a brief description. As the City fulfills programs and action items, and initiates activity on additional programs and action items, this column may be updated.

Implementation

Implementation data describes who would likely lead carrying out the program or action item and what funding is potentially available to fulfill it. Also included in this section are supporting City departments and partners outside City government, such as County authorities or non-governmental organizations.

Column E: Lead Role

The City department or division who would likely lead the implementation of the program or action item.

Column F: Supporting Role

City departments or divisions, as well as partner organizations, that may support implementation of the program or action item.

Column G: Funding Source(s)

Potential sources of funding that may support program or action item implementation.

Time Frame

The estimated time frame for programs and action items is arranged into two components: initiation (when work will begin) and completion (when work will be finished).

Column H: Initiation

The programs and action items are sorted into four categories: those that can be started in a short-term time frame, a medium-term time frame, a long-term time frame, and those that are in progress. As the City fulfills programs and action items, and initiates action on additional programs and action items, this column may be updated. For the purposes of the Environmental Justice Element, the time frames are defined accordingly:

- **In Progress:** Already in progress. These are highlighted in gold in the Action Guide.
- **Short-Term:** Zero to three years from Element adoption, estimated
- **Medium-Term:** More than three and less than six years from Element adoption, estimated
- **Long-Term:** Six years or more from Element adoption, estimated

Column I: Completion

The programs and action items are sorted into four categories: those that can be accomplished in a short-term time frame, a medium-term time frame, a long-term time frame, and those that are ongoing from initiation of work. For the purposes of the Environmental Justice Element, the time frames are defined accordingly:

- **Ongoing from Initiation:** Estimated to be worked on indefinitely
- **Short-Term:** Zero to three years from beginning of work on the item, estimated
- **Medium-Term:** More than three and less than six years from beginning of work on the item, estimated
- **Long-Term:** Six years or more from beginning of work on the item, estimated

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ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion	
Community Priority #1: Goal EJ5. Provide safe, sanitary, and stable homes									
EJ5.1	Prioritize housing programs that provide and maintain safe, sanitary, and stable homes, particularly in underserved communities.	Policy	-	-	-	-	-	-	-
EJ5.2	Maintain and develop safe, sanitary, and stable homes across all locations and affordability ranges, particularly in underserved communities.	Policy	-	-	-	-	-	-	-
EJ5.3	Support housing development distribution throughout the city and not concentrated within Menlo Park's underserved communities.	Policy	-	-	-	-	-	-	-
EJ5.A	Soil Remediation. Identify and resolve, to the extent feasible, any potential toxic soil contamination in residential developments, particularly in underserved communities. Identify potential closed (remediated) contaminated sites at risk of groundwater rise or sea level rise. Work with community based organizations and underserved communities to coordinate with regulatory and regional agencies for contaminated sites to be remediated at a level that protects community health under current and future flood conditions.	Program	The California Department of Toxic Substances Control (DTSC) tracks cleanup, permitting, enforcement and investigation efforts at hazardous waste facilities and sites with known contamination or sites where there may be reasons to investigate further. The Safety Element (Table S-4) includes a list of sites along with their current status of evaluation or remediation. The City is typically the lead agency for environmental review under the California Environmental Quality Act (CEQA) and staff coordinates with developers, the community, and other agencies to ensure a comprehensive environmental review process is adhered to whenever there are proposed projects.	Community Development	San Mateo County Environmental Health Services, Department of Toxic Substances Control (DTSC)	Department of Food and Agriculture (Healthy Soils Demonstration Program)	In Progress	Short Term	
EJ5.B	Outreach to Households. Conduct outreach to potentially eligible households regarding programs that support safe, sanitary, and stable homes.	Program	<p>On April 26, 2024, the City Council introduced a proclamation recognizing the month of May as Affordable Housing Month in Menlo Park. This proclamation acknowledges how affordable housing enhances community life, character, and vitality by providing adequate housing opportunities for all income levels.</p> <p>On May 11, 2024, the City held a Housing Resource Fair at Ivy Plaza in Belle Haven with local housing providers and housing service organizations. The event offered information on affordable housing opportunities, housing rehabilitation, and support services. Event highlights include:</p> <ul style="list-style-type: none"> -Approximately 50 community members attended. -Nine vendors participated, including: Project Sentinel, Housing INC, Samaritan House, Life Moves, Nation's Finest, Habitat for Humanity Greater San Francisco, Rebuilding Together, HIP Housing, and MidPen Housing. - City staff members from the Community Development Department and City Manager's Office staffed information booths. The Housing Division provided direct access for participants to sign up for the City's Below Market Rate Housing Interest List. The Sustainability Division promoted the Peninsula Clean Energy home electrification program. The Planning Division shared information about the preparation of the Environmental Justice Element and update to the Safety Element. -Snacks, raffle gift card prizes, and a children's activity table were provided. Raffle giveaway was conducted hourly and included gift cards from businesses located in Menlo Park (e.g., Safeway and SAJJ Mediterranean). 	Community Development	California Department of Community Services and Development, City Manager's Office	Strategic Growth Council (Transformative Climate Communities Program)	In Progress (Short Term)	Ongoing From Initiation	
EJ5.C	Multilingual Tenant Protection Resources. Create or partner with providers to provide a central multilingual tenant protection hotline for renters with questions. If such resources already exist, conduct proactive outreach and education to inform the community of available resources. Hold culturally competent, in-language outreach workshops.	Program	<p>On October 5, 2024, the Housing Division participated in an open house information night at the Belle Haven Community Campus and distributed the Housing Resource Guide to community members. The Housing Division updated and distributed a Housing Resource Guide to all of the major City campuses. The Guide includes information related to services, but not limited to, transitional, permanent and temporary housing support services through organizations like HIP Housing, Samaritan House, and LifeMoves.</p> <p>In 2025, the Housing Division plans to conduct additional outreach to share information about housing-related and supportive resources.</p>	Community Development	Local Tenant Protection Services (e.g., Legal Aid Society of San Mateo County (HomeSavers Project), Project Sentinel by San Mateo County)	Strategic Growth Council (Transformative Climate Communities Program)	In Progress (Short Term)	Ongoing From Initiation	

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EJ5.D	Community Land Trust. Identify opportunities to support a Community Land trust or other fiscal vehicle to purchase land to develop deeply affordable housing.	Program	This item has not yet begun and evaluation for implementation continues.	Community Development	City Manager's Office, Community Development Department, MidPen Housing Community Land Trust	BMR Housing Fund	Long Term	Long Term	
EJ5.E	First-time Homeowner Assistance. Conduct community outreach to help prospective first-time homeowners navigate the process. This includes 6th Cycle Housing Element Program H5.F (regarding collaborating with the Housing Endowment and Regional Trust of San Mateo County (HEART)) and helping to facilitate first-time homeowner workshops for residents in underserved communities.	Program	As part of the City's Below Market Rate Housing Program, the City requires prospective below market rate homebuyers to complete a first time homebuyer education workshop, class, or counseling session. The City has partnered with Habitat for Humanity of Greater San Francisco to create low income homeownership opportunities such as the project at 335 Pierce Road where the City granted Habitat \$3.6 million in April 2024 to develop a low income homeownership project (8 units).	Community Development	City Manager's Office, Local Community Based Outreach Organizations (e.g., Menlo Together)	Strategic Growth Council (Transformative Climate Communities Program)	In Progress (Short Term)	Ongoing From Initiation	
EJ5.F	Building Electrification. Promote funds and subsidies that minimize the passing through of any upfront investment costs of building electrification on to tenants.	Program	In 2024, the City promoted Peninsula Clean Energy's rebates for heat pump water heaters and heat pump space heating and cooling for multifamily and single family homes. The program only provides incentives for in-unit upgrades which ensures tenants receive the most value. Staff continues to identify incentive structures that enable property owners to make upgrades while not resulting in cost impacts to tenants, such as increased rent or utility bills. In 2024, the City supported Menlo Spark, a community based organization, in its work with MidPen Housing to electrify Willow Court without passing any costs to tenants.	Sustainability Division	City Manager's Office, Public Works Department, PG&E, Peninsula Clean Energy	Strategic Growth Council (Community Resilience Centers Program)	In Progress (Short Term)	Medium Term	
EJ5.G	Anti-Displacement Strategy. Ensure that City's Anti-Displacement Strategy (Housing Element Program H2.E) supports households and neighborhoods in underserved communities, including identifying, acknowledging, and addressing racial disparities in the housing market. This will include consideration, at a minimum, the following: - Rental inventory of all dwelling units - Updated or expanded rent control laws - Rent increase mitigations, such as longer noticing requirements - Community and tenant opportunity to purchase - Revised BMR guidelines allowing for deeper affordability (e.g., subsidies) - Expand relocation assistance for tenants - Just Cause Eviction protections regardless of tenant duration - Strengthened anti-tenant harassment ordinances - An examination of opportunities to limit additional fees passed to tenants like laundry, parking, and utility costs	Program	In 2024, the City collaborated with the Housing Endowment and Regional Trust (HEART) of San Mateo County to prepare the Anti-Displacement Strategy and work is underway. Building from the feedback received from the Housing Element and Environmental Justice Element, staff identified a list of Anti-Displacement Strategy tools. These tools include the adoption of a just-cause eviction ordinance and establishment of formal rental assistance and access to legal assistance programs. On November 7 and 14, 2024, the City conducted two community meetings (one in monolingual Spanish) to learn more about the community's prioritization of the assorted Anti-Displacement Strategy tools and understand what would be most impactful to them. Staff is continuing to build on this work and will be launching an Anti-Displacement Strategy survey to gather more input before presenting the findings and tools to the City Council at a study session in 2025.	Community Development	City Manager's Office, Public Works Department	General Fund	In Progress (Short Term)	Long Term	
EJ5.H	Access to Legal Counsel. As part of an anti-displacement program and to ensure stable housing, support increasing access to legal counsel for tenants facing eviction by conducting community outreach, education, and engagement to ensure renters are aware of this resource. Include progress reports on usage annually.	Program	Current legal aid services offered by the City are through partnerships with organizations such as Legal Aid Society of San Mateo County, Project Sentinel, Samaritan House South, and Community Legal Services of East Palo Alto. The City is currently developing an Anti-Displacement strategy. In November 2024, the City held two in-person events to support anti-displacement implementation and receive feedback from the community. The expansion of legal services is a program/policy that may be implemented as part of the Anti-Displacement Strategy. In 2025, the City will be continuing community outreach through an online, citywide survey.	Community Development	City Manager's Office, Local Tenant Protection Services (e.g., Legal Aid Society of San Mateo County (HomeSavers Project), Project Sentinel by San Mateo County)	Strategic Growth Council (Transformative Climate Communities Program)	In Progress (Short Term)	Ongoing From Initiation	
Community Priority #2: Goal EJ4. Promote access to high quality and affordable food									
EJ4.1	<i>Encourage adequate food access to fresh and healthy foods for all residents, particularly those in underserved communities.</i>	Policy	-	-	-	-	-	-	
EJ4.A	Increasing Food Security. Work with grocery stores and online food service delivery and meal providers to increase access to high-quality affordable and healthy food (e.g., reduced or waived delivery service fees). Encourage and support the acceptance of SNAP (Supplemental Nutrition Assistance Program), CalFresh, and other governmental food assistance programs that increase food security.	Program	This item has not yet begun and evaluation for implementation continues.	Community Development	Local Grocery Stores (e.g., Safeway, Trader Joe's), Local Grocery Delivery Services (e.g., Uber Eats, GrubHub, DoorDash), CalFresh	Strategic Growth Council (Community Resilience Centers Program)	Medium Term	Long Term	
EJ4.B	Food Assistance Outreach. Inform low-income households and people experiencing homelessness about food assistance programs through multilingual fliers, community events, information at shelters and food banks, as well as other appropriate outreach methods.	Program	In 2024, the City's Housing Resource Guide highlighted food pantries/food assistance services and shelter services such as: -Bread Basket, Brown Bag Program, and Samaritan House Pantry -Mobile food programs such as Second Harvest of Silicon Valley (program is marketed to senior center attendees) and Peninsula Volunteers' Meals on Wheels -Project WeHope Shelter and the Salvation Army Harbor House The Housing Resource Guide was distributed to RV dwellers regularly parked in the Bohannon Park area. The City also collaborates with the County of San Mateo Department of Housing and WeHope in coordinating food assistance programs for those experiencing unsheltered homelessness.	Community Development	Communications and Public Engagement Division, Second Harvest of Silicon Valley, Homeless Outreach Team, San Mateo County Human Services Agency	Strategic Growth Council (Transformative Climate Communities Program)	In Progress (Medium Term)	Long Term	

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EJ4.C	Food Options at City Events. Encourage healthy food options, including vegan and vegetarian options, at municipal buildings and City-participating events. Encourage sourcing food from local small businesses.	Program	The Menlo Park Senior Center operates Monday to Friday, morning to lunchtime, and is based at the Belle Haven Community Campus. The Senior Center lunch program provides nutritionally balanced meals prepared fresh on site. The meals are paired with health, recreation, dance, creative arts, educational programs, and opportunities for conversation, fun, and connection.	All City Departments	-	General Fund	In Progress (Long Term)	Long Term
EJ4.D	Healthy Food Markets. Encourage and facilitate the establishment and operation of a farmer's market(s), farm stands, ethnic markets, and mobile health food markets in underserved communities. Conduct widespread outreach and engagement to advertise these markets.	Program	This item has not yet begun and evaluation for implementation continues.	City Manager's Office	Community Development, Second Harvest Food Bank	Strategic Growth Council (Transformative Climate Communities Program)	Long Term	Long Term
EJ4.D.1	At existing and future farmer's markets, or similar events, offer free or subsidized space for vendors who provide healthy, fresh, and affordable food for underserved communities.	Action Item	Farmer's market vendors participated at City events including the BHCC grand opening on May 18, 2024 and Juneteenth celebrations.	City Manager's Office	Community Development, Second Harvest Food Bank	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Medium Term)	Long Term
EJ4.E	Community Gardens. Encourage and simplify the process of developing community gardens within or adjacent to neighborhoods and housing development sites. Facilitate the creation or enhancement of one community garden within three years of Environmental Justice Element adoption.	Program	MidPen's Oak Gardens, a 100% affordable residential development, located on the VA Campus includes a community garden for its residents. The City continues to encourage opportunities for these amenities for its residents and beyond.	Community Development	Library and Community Services, Local Community-Based Organizations (e.g., Rotary Club of Menlo Park)	Strategic Growth Council (Community Resilience Centers Round 1 Planning Grant)	In Progress (Medium Term)	Long Term
EJ4.E.1	Explore identifying unused City-owned property to support community gardens. Encourage community gardens as an amenity in required open space areas of new multifamily and mixed-use development projects.	Action Item	The Belle Haven Community Garden is a service project of Menlo Park Rotary Club. Created in 2015, the garden is community-operated on land owned by the City of Menlo Park at Ivy and Market Streets, a short walk from Belle Haven Elementary school. Local residents may sign up (at no cost) to cultivate garden beds for one year at a time. Volunteers from the Rotary Club help gardeners with periodic maintenance and repairs, equipment, weed cleanups, and paying the water bill. Master Gardeners provide technical assistance during planting and harvest. Planning staff encourage applicants to consider community gardens as an amenity in required open space areas of new multifamily and mixed-use development projects.	Community Development	Local Community-Based Organizations (e.g., Rotary Club of Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Short Term)	Short Term
EJ4.E.2	Identify private properties suitable for community gardens on vacant or undeveloped lots, or other opportunities for community-supported agriculture within the community. Encourage community gardens as an amenity in required open space areas of new multifamily and mixed-use development projects.	Action Item	This item has not yet begun and evaluation for implementation continues.	Community Development	Local Community-Based Organizations (e.g., Rotary Club of Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant)	Short Term	Short Term
EJ4.E.3	Facilitate the installation of community gardens at senior centers and senior housing facilities.	Action Item	Container gardening for seniors is planned for the patios outside of the event/senior lunch space at the Belle Haven Community Campus.	Library and Community Services	Community Development, Local Community-Based Organizations (e.g., Rotary Club of Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Medium Term)	Medium Term
EJ4.E.4	Develop programs and encourage developments that make smaller planter boxes or garden beds accessible for apartment dwellers.	Action Item	This item has not yet begun and evaluation for implementation continues.	Community Development	Local Community-Based Organizations (e.g., Rotary Club of Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant)	Medium Term	Medium Term
Community Priority #3: Goal EJ2. Reduce pollution exposure and improve air quality								
EJ2.1	<i>Prioritize pollution reduction, air quality (both indoor and outdoor), and water quality programs to reduce inequitable exposure in underserved communities.</i>	Policy	-	-	-	-	-	-
EJ2.2	<i>Implement regenerative and nature-based land management practices at the city scale, as well as collaborate on countywide and regional efforts. Reduce greenhouse gas emissions and improve watershed and human health.</i>	Policy	-	-	-	-	-	-
EJ2.3	<i>Use Urban Forest: Developing the Management Plan for Menlo Park to promote and encourage urban greening on public and private projects (e.g., bioswales, raingardens, habitat restoration) in areas with relatively less tree canopy or other greenery to provide health and safety benefits to underserved communities residents.</i>	Policy	-	Public Works - Trees	Sustainability Division, Canopy	-	Medium Term	Long Term
EJ2.4	<i>Collaborate with the Bay Area Air District [formerly known as Bay Area Air Quality Management District (BAAQMD)] and other agencies to continuously monitor air quality and seek opportunities to minimize exposure to air pollution and other hazards and maximize air quality (both indoor and outdoor) in underserved communities.</i>	Policy	-	-	-	-	-	-
EJ2.5	<i>Work with Caltrans on improvements on State-owned rights of way.</i>	Policy	-	-	-	-	-	-

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EJ2.6	When updating or installing transportation infrastructure, consider factors such as stormwater management, Universal Design Principles and attractive green roadway design.	Policy	-	-	-	-	-	-
EJ2.A	Stationary Pollutant Generators. Work with any identified significant stationary pollutant generators to the extent it is within the City's jurisdiction (e.g., gas stations, automobile repair, dry cleaners, and/or diesel generators) to minimize the generation of pollution through best available control technologies.	Program	This item has not yet begun and evaluation for implementation continues.	Community Development	Peninsula Clean Energy, Bay Area Air District [formerly known as Bay Area Air Quality Management District (BAAQMD)], Westbay Sanitary District, San Mateo County Environmental Health, San Mateo County Fire, Sustainability Division	Department of Resources Recycling and Recovery (Greenhouse Gas Reduction Loan Program)	Long Term	Ongoing From Initiation
EJ2.B	Climate Action Plan Implementation. Implement and periodically update the City's Climate Action Plan to improve air quality and reduce greenhouse gas emissions.	Program	The Climate Action Plan is subject to annual progress reports and is scheduled for an update in 2028. The City Council adopted a 2025-2030 implementation scope of work with the 2024 progress report outlining priority actions to achieve carbon neutrality by 2030. In 2024, the City began implementation of a zero emission landscaping equipment rule to improve air quality and reduce emissions. The new ordinance requires use of zero emission (manual, electric or battery powered) landscaping equipment, starting with leaf blowers and string trimmers on July 1, 2024, and remaining equipment (chain saws, lawnmowers and hedge trimmers) in January 2029. A electric gardening voucher program was also implemented in 2024 to support the new regulations. The Climate Action Plan implementation includes education and outreach which has prioritized bilingual outreach in Belle Haven and the Bayfront. The City co-hosted three events in 2024: -Love Our Earth Festival at Bloomhouse in East Palo Alto for proximity to Belle Haven (April 13, 2024) -Clean Air Day celebration at the TIDE Academy (October 24, 2024) -Wetlands and Watts at Cooley Landing (November 17, 2024). These community events provided resources including bike fix-it clinics, information about available incentives and programs, free food, and more. On April 26, 2025, the City will co-host the Love Our Earth Festival at the Belle Haven Community Campus alongside 350 Silicon Valley, Acterra, City of East Palo Alto, Menlo Spark, and Peninsula Clean Energy.	Sustainability Division	City Manager's Office	General Fund, grants (e.g., California Energy Commission, PG&E, Peninsula Clean Energy, and CALFIRE)	In Progress	Long Term
EJ2.C	Air Quality Education and Outreach. Conduct proactive education and outreach about indoor and outdoor air quality and protective actions that can be taken to both improve air quality inside one's home and to minimize exposure to poor air quality index days.	Program	In 2024, the City began providing no-cost whole home electrification to income qualified homeowners (<80% area median income) in Belle Haven with State grant funds. Community outreach focuses on the health impacts of natural gas and has been shared broadly through door-to-door canvassing, the Weekly Digest, social media, collaboration with community based organizations, presentations at public meetings, and posting of information at the Belle Haven Community Campus. As of December 2024, 33 home energy assessments were scheduled and installation of electric appliances began in seven homes. In 2024/2025, the City adopted local amendments to the California Building Standards Code to ensure that homes will be ready for future installation of electric appliances. Property owners replacing main electrical panels will be required to install an outlet for a future electric water heater and reserve space on the panel for electrification (for stoves, dryers, and electric vehicle chargers).	Sustainability Division [formerly Public Works]	Bay Area Air District [formerly known as Bay Area Air Quality Management District (BAAQMD)], City Manager's Office, Peninsula Clean Energy, County Office of Sustainability	Department of Resources Recycling and Recovery (Greenhouse Gas Reduction Loan Program)	In Progress (Long Term)	Ongoing From Initiation
EJ2.C.1	Identify and implement methods and avenues for public education and outreach about air quality issues in the community.	Action Item	In 2024, the City supported Acterra's, community based organization, application to the California Air Resource Board to fund the installation of air quality monitoring devices in Belle Haven. Funding awards have not yet been determined. City staff continuously provide information encouraging sign-up for Spare the Air alerts. City staff help educate the community on the impacts of using gas-powered landscaping equipment through methods including, but not limited to, citywide mailing, banners, Weekly Digest and social media posts, outreach to landscapers, and posting information at the Belle Haven Community Campus. Sustainability staff attend Belle Haven Community Climate Change Team meetings to help identify community priorities and solutions for addressing air quality issues in Menlo Park.	All City Departments	Public Works, Communications and Public Engagement Division, Bay Area Air District [formerly known as Bay Area Air Quality Management District (BAAQMD)], City Manager's Office, Peninsula Clean Energy, San Mateo County Sustainability Department	-	In Progress (Long Term)	Ongoing From Initiation
EJ2.C.2	Support the distribution of air purifiers and/or other air cleaning devices within underserved communities, especially for sensitive populations.	Action Item	City staff continuously explore grant opportunities to be able to fund the purchase of air filters to distribute. In 2024, filters were provided to two attendees of the Clean Air Day event at the TIDE Academy in partnership with 350 Silicon Valley. In 2024, the City supported Peninsula Clean Energy's partnership with Climate Resilient Communities to conduct outreach for the Home Upgrade Program focused on income-eligible Belle Haven homeowners. The program helps residents transition to electric appliances by providing financial incentives like rebates and zero-percent loans to upgrade their homes, with a particular focus on offering free installations for low-income households to replace outdated gas appliances with cleaner electric options, aiming to electrify homes, reduce carbon emissions, and have cleaner air.	Sustainability Division	Police, Sustainability Division, San Mateo County Sustainability Department	General Fund	In Progress (Long Term)	Ongoing From Initiation

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EJ2.D	Illegal Waste Dumping. Minimize and mitigate illegal solid waste dumping (as defined in 7.04.030 of the Municipal Code), potentially through minimizing fees for disposal at landfills in collaboration with South Bayside Waste Management Authority (SBWMA).	Program	The City has several ongoing partnerships to help minimize illegal dumping: -Recology offers two free bulky item pick up services that residents can use to dispose of large items (e.g., mattresses and sofas). -The City organizes free electronic waste and document shredding events with RethinkWaste. -The City hosts free household hazardous waste collection events with the San Mateo County Health Department. -Public Works staff receive illegal dumping reports from ACT Menlo Park and staff or Recology responds/collects the item(s) within the next business day.	Public Works	Communications and Public Engagement	Strategic Growth Council (Transformative Climate Communities Planning Grant)	In Progress (Medium Term)	Ongoing From Initiation	
EJ2.D.1	Conduct proactive outreach in underserved communities to inform households of free trash pickup days and solid waste disposal opportunities and programs, including the ACT Menlo Park reporting app. Outreach can include signage about ACT Menlo Park along Pierce Road.	Action Item	The City creates quarterly Recology bill inserts to provide information about free sustainable community related-events (e.g., household hazardous waste collection, document shredding, electronic waste collection, bulky item pick-up services, and compost and mulch giveaways) and to encourage multifamily and commercial properties to contact Recology for free compost pails. The bill inserts also include information about the City's rate assistance program which provides eligible users discounts on their Recology and Menlo Park Municipal Water bills. Additionally, the bill inserts encourage use of the City's online and mobile application called ACT Menlo Park, which makes it easy to report non-emergency issues from a smartphone, tablet, or desktop computer. Public Works staff have QR codes on their business cards to encourage the public to utilize ACT Menlo Park. The City partners with RethinkWaste to produce and distribute spring/summer and fall/winter Rethinker newsletters through direct mailing. The 2024 spring/summer newsletter was mailed to single-family homes and the 2024 fall/winter newsletter was distributed to multifamily households. Newsletters are also available electronically on the RethinkWaste website.	Public Works	Communications and Public Engagement, Recology, Public Works	Strategic Growth Council (Transformative Climate Communities Planning Grant)	In Progress (Medium Term)	Ongoing From Initiation	
EJ2.D.2	Explore ways to subsidize or eliminate fees for disposal at landfills and implement for underserved communities.	Action Item	A solid waste fee study is planned for 2025; the study is anticipated to include an evaluation of potential subsidies for landfill disposal costs. The City implemented a rate assistance program beginning in 2021 for solid waste services.	Public Works	Communications and Public Engagement, Recology, Public Works	Clean California (Local Grants)	In Progress (Long Term)	Ongoing upon commencement	
EJ2.E	Green Infrastructure Plan. Review the City's Green Infrastructure Plan and update, as necessary, to incorporate environmental justice. Focus on underserved communities and implement programs in this Element, in coordination with related regional efforts.	Program	The City adopted its Green Infrastructure Plan in 2019 to prioritize, track, and implement Green Infrastructure (GI) across municipal projects and policies. GI consists of stormwater treatment facilities designed to reduce pollutants from runoff while promoting sustainable infrastructure. The GI Plan is an ongoing requirement of the City's Municipal Regional Stormwater Permit issued by the State Water Resources Control Board and aims to achieve pollutant reduction targets through 2040. As part of these efforts, the City has collaborated with developers to incorporate GI and complete streets elements in the Belle Haven and Bayfront areas. The Menlo Portal and Menlo Uptown projects were conditioned to install GI as part of its development agreement and both projects were completed in 2024.	Public Works	Community Development	General Fund	In Progress (Medium Term)	Long Term	
EJ2.E.1	Support efforts by other agencies to abate hazardous, polluted, or toxic sites. Align with community members and collaborate with regulatory and regional agencies to clean up hazardous, polluted, or toxic sites and incorporate sea-level rise and groundwater rise in remediation decisions.	Action Item	This item has not yet begun and evaluation for implementation continues.	If on private property then Community development, if for public projects then Public Works	San Mateo County Health, Department of Water Resources, OneShoreline	Governor's Office of Emergency Services (Hazard Mitigation Grant Program)	Short Term	Long Term	
EJ2.E.2	Prioritize comprehensive undergrounding of utilities in underserved communities on private and public property to promote resilience. Consider the impact of shallow groundwater rise on underground utilities.	Action Item	The Menlo Park Municipal Code (Chapter 15.16) includes the undergrounding of electric and communication service connections on private property under certain circumstances. Some categories of private development in Office (O), Life Sciences (LS) and Residential Mixed Use (R-MU) zoning districts require undergrounding of overhead electric distribution lines of less than sixty (60) kilovolts and communication lines along the property frontage. The specified zoning districts are adjacent to and serve underserved communities.	Public Works	Community Development, City Manager's Office, utilities (e.g., PG&E)	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resiliency Planning and Implementation Grant Program), PG&E Rule 20 Program, Community Amenities Fund, Bonds per project specific deferred frontage agreements	In Progress	Medium Term	
EJ2.E.3	Focus green stormwater improvements for areas at risk of flooding with an emphasis on underserved communities.	Action Item	City staff evaluate all applicable projects for stormwater retention and treatment per the Municipal Regional Stormwater Permit (MRP) and Green Infrastructure Plan. For example, development projects are required to capture any increase to pre-construction run-off onsite by routing stormwater to landscaped areas or wells. In addition, MRP regulated projects are required to install stormwater treatment facilities on-site to retain and clean run-off before it enters the public storm drain. The City also evaluates green infrastructure in the public right-of-way on large developments and qualifying resurfacing projects where feasible. The City's capital improvement program includes upgrades to its stormwater facilities to mitigate flooding. The Chilco Streetscape Improvement project completed in 2022 is one local example of a capital project, built in partnership with Meta, that installed significant green infrastructure in the Bayfront and Belle Haven neighborhoods. Other examples in the Bayfront include the Chrysler Pump Station Project (currently under construction) and ongoing planning efforts to address sea level rise via the SAFER Bay Project. The SAFER Bay Project is a multi-benefit, multi-jurisdictional, public-private collaboration that will protect critical infrastructure, protect and restore critical habitat, provide community resilience to current tidal flooding and projected sea level rise, and improve recreational access, using both engineered structures and nature-based flood protection. Belle Haven and the City of East Palo Alto are vulnerable to flooding today from a 100-year tide event and will face greater flood risk in the future; protecting these communities is a priority of the SAFER Bay project.	Public Works	-	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resiliency Planning and Implementation Grant Program)	In Progress	Long Term	

		DESCRIPTION			IMPLEMENTATION			TIME FRAME	
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ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion	
EJ2.E.4	Support West Bay Sanitary District, the respective responsible agency, in their efforts to prevent sewage discharges during large stormwater events. In the event of occurrence, coordinate with the responsible agency in conducting proactive, extensive, and prolonged community outreach and education to inform underserved communities of protective actions and risks. The City can coordinate with agencies to promptly share their information with the City Council and community after storms.	Action Item	City staff host a monthly coordination meeting with West Bay Sanitary District (WBSD) to review upcoming projects including sewer main upgrades to address capacity and leakage issues. Staff also reviews development projects with WBSD to condition upgrades to the sewer main as a condition of the project's frontage improvement where applicable. The City issues notices to impacted residents, prior to resurfacing any given street, for owners to repair their sanitary sewer lateral in advance. In the event that emergency repairs are required due to large storm events, Public Works coordinates with WBSD to expedite corrective measures. For example, staff will issue an emergency encroachment permit, and assist with public outreach and traffic control as required.	Public Works	City Manager's Office, West Bay Sanitary District, East Palo Alto Sanitary District, Fair Oaks Sewer Maintenance District	Strategic Growth Council (Transformative Climate Communities Planning and Project Development Grant)	In Progress (Long Term)	Long Term	
EJ2.E.5	Collaborate with landowners to decrease the risk of flooding by advancing watershed management projects that reduce and/or store runoff during rainfall events, including the installation of green infrastructure and Low Impact Development (LID) practices, and improve the condition in the floodplain, for example through floodplain restoration or improvement.	Action Item	City staff evaluate all applicable projects for inclusion of stormwater detention and treatment devices, where feasible, per the Municipal Regional Stormwater Permit (MRP) and Green Infrastructure Plan. For example, development projects are required to capture any increase to pre-construction run-off onsite by routing stormwater to landscaped areas or wells. These required measures are captured in the City's grading and drainage guidelines. MRP regulated projects are required to install stormwater treatment facilities on-site to retain and clean run-off before it enters the public storm drains. The City also evaluates green infrastructure in the public right-of-way on large developments and qualifying resurfacing projects where feasible.	Public Works	OneShoreline, Department of Water Resources, City Manager's Office, Community Development	Infrastructure and Economic Development Bank (Infrastructure State Revolving Fund (ISRF) Program)	In Progress	Medium Term	
EJ2.E.6	Encourage green infrastructure in future developments, including using green infrastructure as preferred alternative.	Action Item	City staff refer to the City's Green Infrastructure Plan, and the latest MRP, as a guide to plan, implement, and track the development of green infrastructure (GI) and ensure "no missed opportunities." Consequently, development projects are evaluated for GI in the public right-of-way as part of frontage improvement conditions where feasible.	Public Works	Community Development, City Manager's Office, Sustainability Division	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Long Term	
EJ2.E.7	Establish requirements for major development and redevelopment projects to construct and maintain urban greening projects in the adjacent public right of way. Community benefits for such projects could include shade trees for pedestrian and biking routes.	Action Item	The existing heritage tree and street tree ordinances have requirements for tree preservation during development and re-planting on private property and in the public right-of-way, with a focus on diversity and large canopy species where site conditions allow. The City is currently updating administrative guidelines to increase the amount of mitigation required for development-related tree removals. City staff review qualifying development projects for frontage Improvements which can include the addition of street trees, landscaping, planters, and green infrastructure, within the public right-of-way where feasible.	Public Works	Caltrans, Silicon Valley Bicycle Coalition, Canopy	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), CAL FIRE Urban and Community Forestry Grants	In Progress	Long Term	
EJ2.E.8	Restore and enhance parks, natural lands and large open spaces and explore expansion of the City's natural areas preservation system through land transfers and acquisitions of undeveloped/unprotected private and public lands.	Action Item	This item has not yet begun and evaluation for implementation continues.	Library and Community Services	City Manager's Office, Community Development, Public Works, Save The Bay, California Department of Conservation	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	Long Term	Long Term	
EJ2.F	National Flood Insurance Program. Increase community outreach and awareness of the City's participation in the National Flood Insurance Program, including the Community Rating System, and the potential benefits to homeowners (e.g., reduced insurance premiums).	Program	This item has not yet begun and evaluation for implementation continues.	Communications and Public Engagement Division	Public Works	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	Short Term	Ongoing From Initiation	

		DESCRIPTION			IMPLEMENTATION			TIME FRAME	
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ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion	
EJ2.G	Transportation to City Events. Develop incentives to encourage shared commute programs and alternative methods of travel for city events, meetings, and official business.	Program	<p>In April 2024, the City coordinated an electric shuttle for public attendees to participate in the Love Our Earth Festival in East Palo Alto.</p> <p>In May 2024, the City coordinated a shuttle to bring City employees to an all-hands event at the Belle Haven Community Campus.</p> <p>The City has provided transportation to City Council meetings from the Belle Haven neighborhood for the annual priority setting workshop, the EJ Element adoption meeting in September 2024, and will be exploring opportunities for additional services in 2025.</p> <p>The City's ongoing free shuttle program includes two community shuttles (M1-Crosstown and Shoppers' shuttles) and two commuter shuttles (M3-Marsh Road and M4-Willow Road shuttles) that encourage individuals to take transit instead of driving. The shuttle service complements existing transit services in San Mateo County provided by SamTrans, Caltrain, and the Dumbarton Express. A Comprehensive Shuttle Study was conducted to analyze how to improve the shuttle service to connect the community to transit, jobs, shopping, and other destinations while maximizing ridership and cost-efficiencies. The study was accepted by the City Council on December 17, 2024 and changes to the system are planned for summer 2025.</p> <p>SamTrans began piloting the RidePlus microtransit (public transit, on demand) service in the Belle Haven neighborhood in 2024. Caltrain offers the Pass Forward program, where local community-serving organizations partner with Caltrain to provide unused transit passes to residents in underserved communities. The Community Transportation Benefits Program offered by the US 101 Express Lanes provides a \$200 toll or transit credit to qualifying individuals.</p>	City Manager's Office, Public Works	SamTrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition), Public Works, Sustainability Division, Library and Community Services	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	In Progress	Long Term	
EJ2.H	Collaboration for Electrification. Collaborate with SamTrans and Ravenswood City School District, as well as Meta and other large employers to leverage transportation electrification initiatives to prioritize bus electrification in underserved communities.	Program	SamTrans anticipates being fully electric by 2034, in compliance with State law requiring transit fleets be all electric by 2040.	Public Works	Sustainability Division, SamTrans, Ravenswood City School District, Large Local Businesses (over 50 employees, e.g., Meta, SRI International, Grail, others)	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	In Progress	Medium Term	
EJ2.I	Regulations Revisions. Consider revisions to applicable City regulations that will reduce pollution exposure, eliminate environmental inequities, and improve quality of life in underserved communities.	Program	<p>On July 11, 2023, the City Council adopted a zero emission landscape equipment (ZELE) requirement that prohibits using gas powered landscaping equipment due to its negative impacts on health, and noise and air pollution. Remaining equipment (chain saws, lawnmowers and hedge trimmers) will be banned in January 2029.</p> <p>On July 1, 2024, the City began to enforce the ordinance requiring the use of zero emission (manual, electric or battery powered) landscaping equipment, starting with leaf blowers and string trimmers. Operating a gas powered leaf blower for one hour is equal to inhaling 15 hours of emissions from driving. It can also contribute to hearing loss. To support this transition, the City distributed vouchers to income-qualified residents and residents living in pollution burdened neighborhoods as defined by CalEnviroScreen 4.0. A total of 18 vouchers were distributed to residents in Belle Haven and six were distributed to residents with incomes below 80% area median income. Outreach for the program was focused on Belle Haven and was bilingual (English/Spanish). The California Air Resources Board is requiring manufacturers to sell only zero emission landscaping equipment in California starting in 2024.</p> <p>Menlo Park Municipal Code Chapter 7.30 (Smoking Regulated or Prohibited) codifies smoking prohibitions, requires reasonable separation distance between building openings, and more to help reduce pollution exposure.</p> <p>City Council directed staff to move forward with options for electrification as part of the building code local amendments ahead of the 2025 code cycle. Electrification eliminates the combustion of fuel gases and improves community air quality and indoor air quality for residents.</p>	All City Departments	All City Departments	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	In Progress	Medium Term	
EJ2.I.1	Review truck routes and/or identify and pursue measures for reductions to diesel emissions in underserved communities.	Action Item	This item is planned for action in 2026.	Public Works	Caltrans	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning)	Medium Term	Long Term	
EJ2.I.2	Identify, evaluate and implement potential mitigation measures that support Caltrans mitigation efforts to reduce noise and air quality impacts from adjacent freeways and highways, particularly those impacting underserved communities.	Action Item	Coordination with Caltrans on noise mitigation efforts is ongoing. For local streets, the City incorporates rubberized asphalt concrete (RAC) as a bid alternate on street resurfacing projects impacting arterials and collectors. RAC is composed of recycled tires and is a considered a more environmentally friendly material compared to traditional asphalt. RAC can also reduce vehicular noise for speeds at 45 miles per hour or greater.	Public Works	Caltrans	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning)	In Progress (Long Term)	Long Term	
EJ2.I.3	Install improved vegetative buffers between freeways and highways and adjacent land uses to reduce noise and air quality impacts, upon identification of the roadway segments for such installations.	Action Item	In 2024, the City planted new trees, African Fern Pines, along both sides of the US-101 sound walls along Pierce Road and Van Buren Road and at the intersection of Van Buren Road and Bay Road. Progress has also continued on the Willow Road/US-101 interchange landscaping work. In 2024, the City entered into agreements with Caltrans and the San Mateo County Transportation Authority to complete the landscaping design work and a design contract was awarded to complete the work. As of early 2025, the plans are 95% complete and final plans are expected in the spring. The project would then be bid for construction, and installation is expected to begin in late 2025.	Public Works	Caltrans	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning) Community Amenities Fund	In Progress	Long Term	

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ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion	
EJ2.1.4	Review and update the Transportation Toolkit (Appendix I to the Transportation Master Plan) and the City's standard design details to incorporate Universal Design principles to enhance access for all people.	Action Item	This item has not yet begun and evaluation for implementation continues.	Public Works	Caltrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition)	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	Long Term	Medium Term	
EJ2.1.5	Support roadway design that integrates green stormwater infrastructure into traffic calming (where appropriate) and includes trees, landscape buffer areas, public art, public space, and other visual enhancement.	Action Item	The City has a Green Infrastructure (GI) Plan to guide the implementation of GI and ensure "no missed opportunities" across projects. Staff evaluates all qualifying development and street resurfacing projects for implementation of complete streets and GI features. Contingent upon factors such as right-of-way width and funding, traffic calming, landscaping, and GI are assessed when planning roadway projects or leveraged as part of frontage improvements for development projects.	Public Works	Caltrans, Library and Community Services	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	In Progress	Long Term	
EJ2.1.6	Consider rezoning and limiting the intensity and usage of industrially zoned properties and/or other means such as landscaping to ensure a healthier and safer separation between residential and industrial uses.	Action Item	This item has not yet begun and evaluation for implementation continues.	Community Development	Public Works	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	Medium Term	Medium Term	
EJ2.1.7	Explore reductions to parking requirements with the intent to encourage balanced live, work, and play environments.	Action Item	In November and December 2023, the City approved a variety of zoning amendments to provide residential development opportunities throughout the community in the spirit of affirmatively furthering fair housing, promoting a range of housing options at all affordability levels through new residential and mixed use developments (which allow for shared parking), enhancing vibrancy and promoting activity in the downtown and along major corridors through the city, and implementing the zoning programs in the Housing Element. Reduction/elimination of parking requirements were applied to sites around the downtown as well.	Community Development	Public Works	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	Medium Term	Medium Term	
EJ2.1.8	Inform residents and organizations in underserved communities of the permit application process for temporary street closures for temporary events such as farmers' markets, arts and craft fairs, bicycle and pedestrian events, and other public events. Consider easing the permitting process for temporary street closures in the city.	Action Item	An update to the special event permitting process was made in 2022. In 2024, there were two temporary street closures in Belle Haven at the 1400 block of Plumas Avenue and the 1200 block of Windermere Avenue. There were also four major events at Bedwell Bayfront Park with only parking spaces impacted and not full, temporary street closures.	Police	City Manager's Office, City Attorney's Office, Community Development, Public Works.	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	In Progress	Short Term	
EJ2.J	Urban Forest Management Plan. Develop Urban Forest: Developing the Management Plan for Menlo Park within four years of the adoption of the Environmental Justice Element.	Program	On May 30, 2024, the City applied for a CalFire Urban and Community Forestry Grant for \$514,375 for the creation of an Urban Forest Management Plan (UFMP). The goal was to supplement \$250,000 in capital improvement (CIP) funds to develop a plan titled "Urban Forest Equity: Developing the Management Plan for Menlo Park" to increase urban canopy coverage to provide long-term benefits to the community, enhance the community's understanding and value of urban forest management and tree maintenance, and address existing inequity in urban canopy coverage. Unfortunately, the CalFire grant application was not approved. The project goals remain and include the creation of a City Council-adopted UFMP and the successful implementation of an Early Action Tree Planting component. The UFMP would serve as a principal guiding policy document and strategic roadmap for sustainably growing the City's urban canopy and advancing equitable tree coverage. The UFMP would provide an analysis of public and private trees; canopy coverage mapping; changes in canopy over time; clearly delineate best management practices; provide recommendations for promoting a diverse, climate-resilient urban forest; inform the City's General Plan; and support the identified actions in the Environmental Justice Element. The Early Action Tree Planting Program remains an opportunity for funding that could be pursued now while additional funds for development of the UFMP are sought. The Early Action Tree Planting Program would benefit the historically underserved neighborhood of Belle Haven with efforts to address inequity in urban canopy coverage, including robust community outreach and tree planting events and raffles. The Program seeks to increase local participation in environmental education mentoring and training opportunities and foster greater stewardship in urban forestry with a focus on outreach, education, and tree planting in Belle Haven.	Public Works - Trees	Sustainability Division, Canopy	Strategic Growth Council (Community Resilience Centers Round 1 Planning Grant), United States Department of Agricultural (USDA) Grants, CALFIRE grants, City of Menlo Park Heritage Tree in-lieu fee program	In Progress	Long Term	
EJ2.J.1	Urban canopy expansion prioritizing underserved communities and areas vulnerable to urban heat effects, using tools such as the Tree Equity Score and Bay Area Greenprint.	Action Item	The City is updating administrative guidelines, adding more City-approved consulting arborists to the list, and working on initial steps to develop an Urban Forest Management Plan for Menlo Park.	Public Works - Trees	Sustainability Division, Canopy	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), Community Amenities Fund	In Progress	Short Term	

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ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion	
EJ2.J.2	Implement equitable canopy expansion procedures and promote and maintain healthy and vibrant trees that may require dedicating additional resources within the City Arborist Division, Public Works.	Action Item	The City replaces each street tree and park tree that is removed, as long as there is space. In 2025, staff plans to plant new trees in Belle Haven as part of community events (e.g., Love Our Earth Festival, Arbor Day, Mayor's tree planting, etc.).	City Manager's Office, Public Works	Sustainability Division, Public Works	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program).	In Progress	Short Term	
EJ2.J.3	Include trees, landscape buffer areas, public art, public space, and other visual enhancements in roadway projects, emphasizing tree planting and landscaping along all streets.	Action Item	Contingent upon factors such as right-of-way width and funding, traffic calming, and landscaping, green infrastructure is assessed when planning roadway projects and leveraged as part of frontage improvements for development projects. Routine maintenance is conducted every five years for street and park trees. Residents may request evaluation of work needs outside of routine maintenance and request new tree planting as needed. All removed public trees are replaced as long as there is space.	Public Works	Community Development, Menlo Park Library and Community Services Department	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), Community Amenities Fund (north of 101 implementation of Action Item 2.N.3)	In Progress	Long Term	
EJ2.J.4	Use Urban Forest: Developing the Management Plan for Menlo Park to prioritize the retention of mature street trees in public rights of way or City-owned parcels during infrastructure modifications (e.g., using solutions such as bulb-outs, basin expansion, and sidewalk re-routing.).	Action Item	The City has preservation requirements for heritage and street trees. Staff is currently evaluating initiation of specific projects such as urban forest canopy mapping to support and set priorities for outreach and planting.	Public Works	-	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress (Medium Term)	Long Term	
EJ2.J.5	Coordinate with property owners to help preserve mature trees by replacing any that require removal in any redevelopment process. Explore opportunities to transplant trees and vegetation that require removal during construction to other places within underserved communities. Consider requiring multiple new trees be planted for each mature tree removed.	Action Item	The City is updating administrative guidelines to require increased mitigation for development-related removals. The City Arborist reviews each proposed heritage and street tree removal and ensures there is "good cause" for removal after exhausting all other alternatives. The City Arborist also ensures sufficient mitigation (e.g., multiple replacement trees or a large tree replacement) is provided for each approved heritage tree removal.	Public Works - Trees	-	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Medium Term	
EJ2.K	Extreme Heat Relief. Prioritize relief from extreme heat (Safety Element Program S1.T) in underserved communities. Information on these resources shall be provided at community facilities (e.g., BHCC).	Program	The City operates three cooling centers at the Arrillaga Family Recreation Center, Belle Haven Community Campus, and the Menlo Park Library. The facilities are air-conditioned and open to the public everyday. Signage improvements for facilities are being considered (e.g., branded, informational/directional signage for A-frames).	Library and Community Services	Communications and Public Engagement	General Fund	In Progress	Ongoing From Initiation	
Goal EJ1. Address unique and compounded health risks									
EJ1.1	<i>Prioritize programs that address the unique and compounded health risks present in underserved communities currently and in the future.</i>	Policy	-	-	-	-	-	-	
EJ1.2	<i>Reduce climate vulnerability in underserved communities.</i>	Policy	-	-	-	-	-	-	
EJ1.3	<i>Strengthen collaboration efforts with residents in underserved communities, particularly on public improvement projects.</i>	Policy	-	-	-	-	-	-	
EJ1.4	<i>Prioritize active transportation (e.g., walking, bicycling, wheelchair) improvements, transit incentives, and neighborhood connectivity in underserved communities.</i>	Policy	-	-	-	-	-	-	
EJ1.A	Prioritizing Public/Capital Improvements. Prioritize public/capital improvements needed in underserved communities with priority allocation of funding, available to the City locally and from regional, statewide, and federal entities, for such projects, and to address climate change.	Program	In 2024, the City participated in a program to replace the gas water heaters at the Belle Haven Child Development Center as part of an effort to electrify the facility. To that end, the City has secured a grant from Peninsula Clean Energy (PCE) for approximately \$20,000 to support building electrification of space conditioning and cooking equipment and City staff included the facility in the PCE GovPV program in 2023 to install solar on public buildings. The solar systems are expected to be installed by PCE's contractors by spring 2026. City staff are in the process of refining the scope of work and completing the electrification of the facility before the solar installation. PCE will be revisiting project sites in 2027 to install battery systems for additional resilience and to enable load shifting for further reduced electricity bills. The City received a \$50 million FEMA grant for the Menlo Park SAFER Bay Project which focuses on building a levee system from East Palo Alto to Bedwell Bayfront Park for storm and sea level rise protection. A request for proposals for the design work was issued in 2024. The design is planned to begin in early 2025 and completed in 2027. Belle Haven and East Palo Alto are vulnerable to flooding today from a 100-year tide event and will face greater flood risk in the future. Protecting these communities is a priority of the SAFER Bay project. The SAFER Bay Project is a multi-benefit, multi-jurisdictional, public-private collaboration that will protect critical infrastructure, protect and restore critical habitat, provide community resilience to current tidal flooding and projected sea level rise, and improve recreational access, using both engineered structures and nature-based flood protection.	City Manager's Office, Public Works	Community Development, Sustainability Division	General Fund, General Capital Fund, Countywide Transportation Sales Tax Funds (Measure A & W), State and Federal Gas Taxes	In Progress (Short Term)	Long Term	

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EJ1.A.1	Support (to the extent possible and subject to funding limitations) non-governmental agencies' grant applications and projects that will specifically help implement the Environmental Justice Element and address highlighted issues in underserved communities such as safe housing, increased tree coverage, recreational resources, active transportation, environmental concerns, and air quality.	Action Item	In 2024, the City, with support from Climate Resilient Communities, submitted a Transit Oriented Communities Housing Policies Grant Application to the Metropolitan Transportation Commission (MTC). The housing policy grant application requests funds to develop and adopt affordable housing protection policies defined by MTC and are consistent with the City's Housing Element, including: "just cause" eviction, legal assistance for tenants, and rental assistance programming. In 2024, the City supported Acterra's, community based organization, application to the California Air Resource Board to fund the installation of air quality monitoring devices in Belle Haven. The proposed policies funded under this grant would apply to the whole city, which also includes the MTC Equity Priority Community (EPC) of Belle Haven.	City Manager's Office	All City Departments	Bayfront Mitigation Fund (project specific) Community Amenities Fund (projects specific)	In Progress (Short Term)	Ongoing From Initiation	
EJ1.B	Reporting EJ Considerations. Prepare publicly available reports annually to describe how underserved communities are considered and prioritized in capital improvement plans, departmental work plans, and budgets within four years after the adoption of the Environmental Justice Element.	Program	This item has not yet begun and evaluation for implementation continues.	All City Departments	-	General Fund	Medium Term	Ongoing From Initiation	
EJ1.C	Progress Report. Develop and publicize annual or every-other-year reports that measure progress and outcomes of the implementation of the Environmental Justice Element programs within six years after the adoption of the Environmental Justice Element.	Program	The Environmental Justice Element was adopted in September 2024. The Planning Commission and City Council will review the Environmental Justice Element Annual Progress Report (EJ APR) in March 2025. The EJ APR summarizes progress to advance environmental justice in 2024 through an update of the EJ Element Action Guide.	Community Development	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ1.D	CalEnviroScreen Review. Review CalEnviroScreen to support evaluation of Environmental Justice Element policies and programs.	Program	CalEnviroScreen 4.0 was used to determine eligibility for the zero emission landscape equipment voucher program. Residents living in a disproportionately burdened neighborhood (pollution burden score above 60) were able to receive a \$250 voucher towards the purchase of an electric leaf blower or string trimmer.	Community Development	California Office of Environmental Health Hazard Assessment, All City Departments	General Fund	In Progress (Long Term)	Ongoing From Initiation	
Goal EJ3. Equitably provide appropriate public facilities to individuals and communities									
EJ3.1	<i>Prioritize providing public facilities and programming for underserved communities.</i>	Policy	-	-	-	-	-	-	
EJ3.2	<i>Ensure accessibility of public facilities for all community members, especially those in underserved communities.</i>	Policy	-	-	-	-	-	-	
EJ3.3	<i>Support programs that increase access to public and private health resources for underserved communities in locations that are convenient and accessible.</i>	Policy	-	-	-	-	-	-	
EJ3.4	<i>Coordinate with local school districts, transit operators, and other public agencies to provide adequate public facilities, improvements, and programs in underserved communities.</i>	Policy	-	-	-	-	-	-	
EJ3.A	Climate Resilience Centers. Identify, renovate, and retrofit candidate public buildings in underserved communities to serve as Climate Resilience Centers as outlined by the California Strategic Growth Council. These buildings should be places where the community already regularly gathers, such as libraries, community centers, or the Belle Haven neighborhood substation.	Program	The Belle Haven Community Campus was completed in 2024 and serves as a Red Cross shelter and community hub. The Campus received the 2025 Green Building Honorable Mention cosponsored by Sustainable San Mateo County and the San Mateo County Chapter of the American Institute of Architects. Sustainable San Mateo County notes, "The project was recognized in a highly competitive field, which included a diverse array of sustainable residential, commercial and civic projects. This LEED Platinum, net-zero energy facility stands as a beacon of resilience and innovation in the Belle Haven neighborhood of Menlo Park."	Public Works	Sustainability Division, Menlo Park Library and Community Services Department	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Medium Term)	Medium Term	
EJ3.B	Pet Waste Management. Work with relevant departments to install infrastructure allowing for easy disposal of pet waste at parks and along highly trafficked streets.	Program	This item has not yet begun and evaluation for implementation continues.	Public Works	City Manager's Office	General Fund	Medium Term	Medium Term	
EJ3.C	Expand Internet Access. Work with internet service providers to support affordable access for low-income households, potentially in partnership with neighboring jurisdictions or state agencies. Inform the community of existing or future partnerships through community workshops that also serve to improve internet literacy and technological skills. In addition, expand outreach and community access to the City Library's laptop and wireless hotspot, or similar, borrowing programs.	Program	The City currently offers laptop lending and wi-fi hotspots free to residents at the library with their library card. In 2024, the City facilitated 1,658 laptop loans, 317 wireless hotspot loans, and 255,852 wireless sessions at the libraries. In 2025 and 2026, even more loans and sessions are anticipated with full equipment capacity available at the Belle Haven Community Campus.	Library and Community Services	Local Internet Providers (e.g., AT&T, Xfinity, Spectrum), San Mateo County Public Works, California Public Utilities Commission, Administrative Services Department/Information Technology Department	California Advanced Services Fund: Broadband Public Housing Account	In Progress (Medium Term)	Medium Term	
EJ3.D	Health Care Partnerships. Seek to form partnerships, particularly with community based organizations and businesses, and consider options for the use of City facilities to promote and support access to health care for underserved communities.	Program	This item has not yet begun and evaluation for implementation continues.	City Manager's Office	Local Medical Centers (e.g., Menlo Medical Clinic, Palo Alto VA Medical Center-Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant), Department of Health and Human Services (Service Area Competition Grant)	Medium Term	Long Term	
EJ3.D.1	Encourage local transit providers to establish and maintain routes and services that provide underserved communities with convenient access to health service facilities.	Action Item	The City's ongoing free shuttle program includes two community shuttles (M1-Crosstown and Shoppers' shuttles) and two commuter shuttles (M3-Marsh Road and M4-Willow Road shuttles) that encourage individuals to take transit instead of driving. The shuttle service complements existing transit services in San Mateo County provided by SamTrans, Caltrain, and the Dumbarton Express. Coordination between the City and local transit agencies for service is ongoing. A Comprehensive Shuttle Study was conducted to analyze how to improve the shuttle service to connect the community to transit, jobs, shopping, and other destinations while maximizing ridership and cost-efficiencies. The study was accepted by the City Council on December 17, 2024 and changes to the system are planned for summer 2025.	Public Works	SamTrans, Local Medical Centers (e.g., Menlo Medical Clinic, Palo Alto VA Medical Center-Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Medium Term)	Medium Term	

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EJ3.D.2	Partner with local transit providers to provide a comprehensive system of para-transit service for seniors and people of all abilities and enhance service within the city and to regional public facilities, especially for access to health care and other needs.	Action Item	SamTrans provides paratransit through Redi-Wheels. Coordination between the City and SamTrans for service is ongoing.	Public Works	SamTrans, Local Medical Centers (e.g., Menlo Medical Clinic, Palo Alto VA Medical Center-Menlo Park)	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning)	In Progress (Medium Term)	Medium Term	
EJ3.D.3	Identify means of supporting a citywide paramedicine program providing health care delivery, pop-up clinics, and home visits, especially to those most vulnerable or underserved, such as seniors and residents of underserved communities through partnering with health care services.	Action Item	This item has not yet begun and evaluation for implementation continues.	Community Development	Library and Community Services, City Manager's Office, Local Medical Centers (e.g., Menlo Medical Clinic, Palo Alto VA Medical Center-Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant), Department of Health and Human Services (Service Area Competition Grant)	Medium Term	Medium Term	
EJ3.D.4	Identify a partner who can provide a community health clinic in Belle Haven.	Action Item	Ravenswood City School District is currently investing approximately \$65 million towards renovating all of the instructional rooms on the Belle Haven Elementary School campus, creating new spaces for early childhood and students with special needs, adding brand new classrooms, and relocating and expanding the gym on the site to be more community facing. The Belle Haven construction project is underway. The District and the Ravenswood Family Health Clinic are exploring options to develop a health clinic at the campus.	City Manager's Office	Local Medical Centers (e.g., Menlo Medical Clinic, Palo Alto VA Medical Center-Menlo Park)	Strategic Growth Council (Community Resilience Centers Planning Grant), Department of Health and Human Services (Service Area Competition Grant)	In Progress (Medium Term)	Medium Term	
EJ3.E	After-school Programs Coordination. Coordinate with schools and other local organizations (e.g., Boys and Girls Club) to support after-school activities and related outreach/communications generally.	Program	In 2024, after-school activities included expanded teen events, recreational activities, and educational programs (cooking/coding) timed for neighborhood school release times (Beechwood School and Ravenswood City School District). In 2025, an after-school homework help program is planned at Belle Haven Community Campus.	Library and Community Services	Ravenswood City School District	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Medium Term)	Long Term	
EJ3.E.1	Coordinate with the Ravenswood City School District and Beechwood School to help publicize affordable after school care options/programs and explore opportunities to enhance transportation options for youth to BHCC.	Action Item	Ravenswood City School District has a number of after school care options/programs and the City can help publicize and enhance usage. City vans provide transportation to Belle Haven Community Campus for youth enrolled in the City's after school program. Staff continue to evaluate opportunities to increase transportation options (e.g., transportation for youth interested in going to BHCC after school but are not enrolled in the City's program) and staffing capacity. Select capacity restrictions of after-school and summer programs are planned for resolution in 2025	Library and Community Services	Communications and Public Engagement, Ravenswood City School District	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Medium Term)	Long Term	
EJ3.E.2	Encourage joint use of recreational fields.	Action Item	The City's joint use agreement with Ravenswood City School District for the Belle Haven School field was amended due to construction at the school in 2023. Staff anticipates a revised agreement would be necessary once construction is nearing completion.	Library and Community Services	Public Works, Ravenswood City School District	Strategic Growth Council (Community Resilience Centers Planning Grant)	In Progress (Medium Term)	Medium Term	
EJ3.F	Community Banking Services. Seek to form partnerships or other agreements with a banking specialist and other identified partners to provide a community bank or banking services in the underserved communities.	Program	This item has not yet begun and evaluation for implementation continues.	City Manager's Office	Local banks	Strategic Growth Council (Transformative Climate Communities Planning Grant)	Medium Term	Long Term	
EJ3.G	Programming Plans. Ensure delivery on the needs of underserved communities through the City's Programming Plans currently in place and continue to adapt programming based on community feedback through regular community surveys and outreach.	Program	The City provides a wide range of lifelong learning and recreational opportunities for Menlo Park residents of all ages, abilities, and lived experiences. Programs and facilities include public libraries, recreation and sports, early childhood education, after-school programs, summer youth camps, older adults (senior) services, athletic fields and courts, community events, and aquatics. In 2024, the Library Commission and Parks and Recreation Commission recommended updates and the adoption of policies that addressed community and operational needs. Some policies directly addressed new services at the new Belle Haven Community Campus. This new facility combines a public library, senior center, gymnasium, after-school program, and aquatics center, all under one roof. The campus is designed to Leadership in Energy and Environmental Design (LEED) Platinum environmental standards, showcasing leading-edge sustainability. There has been significant community engagement and opportunities for feedback not only for the programming and operations planning of the new Belle Haven Community Campus but also focused on childcare, recreation programming, aquatics, tennis, and more.	Library and Community Services	-	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), National Endowment for the Humanities (Public Humanities Projects Grant)	In Progress	Long Term	
EJ3.G.1	During facility renovations, install distributed solar panels and battery storage over facility parking lots for resiliency and heat reduction.	Action Item	In 2024, the Belle Haven Community Campus was completed. The facility is an all-electric, zero combustion, net zero energy public building with onsite renewable energy generation, battery microgrid, and electric vehicle charging stations. The facility is built to Leadership in Energy and Environmental Design (LEED) Platinum environmental standards, and its structural design is resilient to serve as an emergency shelter. The Belle Haven Community Campus earned prestigious recognition for its innovative sustainable design, receiving the 2025 National Energy Services Company Award, Green Building Honorable Mention from Sustainable San Mateo County and the American Institute of Architects' San Mateo County Chapter. This all-electric facility runs on on-site solar power, backed by battery storage for resilience during outages. Despite housing energy-intensive amenities like an aquatic center and commercial kitchen, the building actually generates more power than it uses — while cutting typical energy consumption by approximately 55%. By bringing multiple services together in one location and providing extensive EV charging, the campus makes it easier for residents to access community resources while reducing vehicle trips. The facility's all-electric design also helps improve local air quality by eliminating the need for natural gas. In 2025, the Belle Haven Child Development Center roof is planned for replacement, with solar panels installation to follow	Public Works	Menlo Park Library and Community Services Department, Menlo Park Public Works Department, Silicon Valley Clean Energy, Menlo Park Building Division	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Short Term	

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EJ3.G.2	Provide equitable access to programs at the Belle Haven Community Campus (BHCC) through appropriate costs and proactive, multilingual, and multimodal outreach for residents of underserved communities.	Action Item	Programming plans for the Belle Haven Community Campus (BHCC) emphasize equitable access to programs through appropriate costs and proactive, multilingual, and multimodal outreach for residents of underserved communities. In May 2024, a hyperlocal resident enrollment fee program began. Menlo Park residents who live or attend K-12 school within the BHCC service area (generally the area north of the US-101 and also the Flood Triangle neighborhood) are eligible for hyperlocal resident enrollment fees at BHCC. As of February 19, 2025, there are 1,383 hyperlocal residents registered with the City for eligibility to receive the lower cost fees.	Library and Community Services	Library and Community Services Department, Community-Based Outreach Organizations (e.g., Menlo Together, Climate Resilient Communities)	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Medium Term	
EJ3.G.3	Providing community programming for all age groups, including older teens and older adults not considered seniors.	Action Item	The City provides and is working to develop additional programming for all age groups, including teens and older adults not considered seniors, and will continue to adapt programming to meet community needs and desires as they change over time, with community input. Below are noteworthy statistics from the Library and Community Services Department's October 2024 report to the Library Commission at their November 25, 2024 meeting: -Belle Haven Library number of patron questions answered more than doubled from October 2023 (244 questions answered) to October 2024 (521 questions answered) -Belle Haven Library programs almost tripled from October 2023 (7 programs with 116 program attendees) to October 2024 (25 programs with 326 attendees) -The Halloweek! community event series attendance and activities expanded in 2024: the Halloween Hoopla parade and carnival's attendance increased approximately 36% from 2023 (estimated 1,100 attendees) to 2024 (estimated 1,500 attendees); the Pumpkin Splash added a second location at Belle Haven Pool in addition to Burgess Pool in 2024, increasing total attendance approximately 50% from 2023 (estimated 101 attendees at one location) to 2024 (estimated 150 attendees at two locations); and a new Trunk or Treat event was added at Belle Haven Community Campus in 2024, and proved instantly popular, drawing a higher-than-anticipated attendance of approximately 215 people. -The October 2024 report compilation includes a new statistic that tracks the numbers of new City recreation client accounts, which are used by people to enroll in recreation classes and summer camps, purchase tickets to events, and apply for facility rentals, among other functions. The number of new recreation client accounts increased 77% from October 2023 (215 new accounts created) to October 2024 (380 new accounts created). -Staff is preparing to add more data points to these monthly reports starting in January 2025, including customer service feedback and "library of things" circulation statistics.	Library and Community Services	-	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), National Endowment for the Humanities (Public Humanities Projects Grant)	In Progress	Medium Term	
EJ3.G.4	Provide childcare, potentially with funding support for residents of underserved communities.	Action Item	The City provides childcare with funding support for underserved communities at the Belle Haven Child Development Center and Belle Haven Youth Center. Tuition is subsidized based on income level with grant funding from the State and other sources.	Library and Community Services	Local Childcare Organizations	California Department of Education	In Progress	Medium Term	
EJ3.G.5	Communicate with the Ravenswood City School District to enhance an understanding of preferred amenities and activities that can be included at Belle Haven Community Campus.	Action Item	Communication between the City and the Ravenswood City School District is ongoing. The School District partners with Boys and Girls Club of the Peninsula, East Palo Alto Tennis and Tutoring, and City Year to provide before-school and after-school care. These collaborations offer both academic support and enrichment activities and the City continually seeks opportunities to amplify support for youth and families.	Library and Community Services	Ravenswood City School District, Communications and Public Engagement	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Medium Term	
EJ3.G.6	Provide safe and highly visible pathways that connect residential areas in underserved communities to the new community center. Safety and visibility features should include adequate lighting.	Action Item	The Transportation Master Plan and the Vision Zero Action Plan identify high priority systemic safety issues to be addressed in all neighborhoods, with a focus on underserved communities. In 2024, the Belle Haven Traffic Calming Project was completed, which built improvements to help reduce speeds and cut-through traffic traveling through the neighborhood to reach destinations outside of the area.	Public Works	Library and Community Services, Community Development	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Medium Term	
EJ3.G.7	Support the inclusion of artwork (e.g., murals) that reflects the diversity and culture of underserved communities at community centers and beyond. Include community artifacts and testaments to community history in the community center.	Action Item	Belle Haven Community Campus includes exhibits and displays focused on Belle Haven history, people, and neighborhood stories, rotating exhibits by local artists, interpretive artworks and multimedia. In 2025, there are plans to include even more artwork and local history.	Library and Community Services	Local Art Initiatives (e.g., Elevate Art Menlo Park, Allied Arts Guild)	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Long Term	

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EJ3.G.8	Uplift culturally relevant holiday events at Belle Haven Community Campus to foster a feeling of belonging among all residents.	Action Item	The City continually partners with community members to develop culturally relevant events. On February 11, 2024, the City held a Black Liberation Month celebration with more than 200 attendees. On June 15, 2024, the City held a Juneteenth celebration. In 2025, the City plans to host Black Liberation Month and Juneteenth celebrations again.	Library and Community Services	-	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), National Endowment for the Humanities (Public Humanities Projects Grant)	In Progress	Short Term	
EJ3.G.9	Facilitate yoga classes and other opportunities for regular community-gathering physical activities, such as walking groups and/or hiking programs for the underserved communities. Plan programs suitable to multiple age groups and abilities.	Action Item	The City currently offers yoga, Zumba, line-dancing and other movement classes for various age groups. Work with the community to develop new opportunities for community-oriented physical activities such as walking and/or hiking programs is ongoing.	Library and Community Services	-	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program), National Endowment for the Humanities (Public Humanities Projects Grant)	In Progress	Short Term	
EJ3.H	Amenities Access. Ensure that recreational facilities throughout Menlo Park provide residents of all ages, income levels, genders, and lifestyles, with access to parks, community centers, sports fields, trails, libraries, and other amenities.	Program	The City provides a wide range of lifelong learning and recreational opportunities for Menlo Park residents of all ages, abilities, and lived experiences. Programs and facilities include public libraries, recreation and sports, early childhood education, after-school programs, summer youth camps, older adults (senior) services, athletic fields and courts, community events, and aquatics.	Library and Community Services	Public Works, Community Development	General Fund	In Progress	Long Term	
EJ3.H.1	Provide public facilities that are well designed, energy efficient, maintained, and compatible with adjacent land uses.	Action Item	In 2024, the Belle Haven Community Campus was completed. The facility is an all-electric, zero combustion, net zero energy public building with onsite renewable energy generation, battery microgrid, and electric vehicle charging stations. The facility is built to Leadership in Energy and Environmental Design (LEED) Platinum environmental standards, and its structural design is resilient to serve as an emergency shelter	All City Departments	Community Development	General Fund	In Progress (Medium Term)	Long Term	
EJ3.H.2	Offer substantially reduced costs for recreation activities, particularly to residents of underserved communities based on economic need.	Action Item	Programming plans for Belle Haven Community Campus emphasize equitable access to programs through appropriate costs and proactive, multilingual, and multimodal outreach for residents of underserved communities. Menlo Park residents who live or attend K-12 school within the service area of the Community Campus (generally the area north of the US-101 and also the Flood Triangle neighborhood) are eligible for hyperlocal resident enrollment fees at the Community Campus. The hyperlocal resident enrollment fee began in May 2024. As of February 19, 2025, there are 1,383 hyperlocal residents registered with the City for eligibility to receive the lower cost fees.	Library and Community Services	Menlo Park Library and Community Services Department	General Fund	In Progress	Medium Term	
EJ3.H.3	In coordination with the City's Parks and Recreational Facilities Master Plan, provide public restroom facilities at parks in underserved communities.	Action Item	There are four parks in Belle Haven and Bayfront. Two parks have restrooms (Bedwell Bayfront Park and Kelly Field), and two parks do not have restrooms (Karl E Clark Park and Hamilton Park). The effort to evaluate the provision of additional restrooms has not begun but will be planned in the future.	Public Works	Menlo Park Library and Community Services Department, Menlo Park Public Works Department	General Fund, Recreation In-Lieu Fee Fund	Short Term	Long Term	
EJ3.H.4	Expand hours for public recreation facilities to allow working people to take advantage of the facilities. This should include open hours until 9:00 p.m. on weekdays and possibly shortened hours on weekends.	Action Item	Belle Haven Community Campus is open from 8:00 a.m. to 8:00 p.m. on Monday through Friday, 8:00 a.m. to 6:00 p.m. on Saturday, and 10:00 a.m. to 6:00 p.m. on Sunday. City staff continually monitor facility usage and seek opportunities for improvement and enhanced access, as much as possible.	Library and Community Services	-	General Fund	In Progress (Short Term)	Short Term	
Goal EJ6. Encourage physical activity and active transportation									
EJ6.1	<i>Prioritize programs that encourage physical activity in underserved communities.</i>	Policy	-	-	-	-	-	-	
EJ6.2	<i>Support physically active lifestyles through investment in complete streets and active transportation (e.g., walking, bicycling, wheelchair) and safety in underserved communities.</i>	Policy	-	-	-	-	-	-	
EJ6.3	<i>Prioritize the implementation of traffic and transit improvements in underserved communities to reduce excessive speed, limit cut through traffic, and make streets comfortable and accessible places for all users and abilities.</i>	Policy	-	-	-	-	-	-	
EJ6.A	Outdoor Physical Activity. Identify and eliminate barriers to outdoor physical activity, such as damaged, incomplete, blocked, or littered sidewalks and bike paths, lack of safe street crossings and direct connections, excessive speeding, insufficient lighting, and lack of landscaping and shade trees along streets in underserved communities.	Program	City staff review all development projects, subject to a planning permit, for frontage improvements (including sidewalks, gutters, trees, lighting) with respect to City guidelines and transportation master plans. In addition, the Public Works Department retains an on-call asphalt and concrete repair contractor to correct sidewalk gaps or local pavement damages where reported by staff or the public. The City continually evaluates street resurfacing projects for inclusion of complete street goals (such as traffic calming, signing and striping, bicycle lane, accessible curb ramp upgrades) where applicable. The City installed upgrades at eleven intersections along Ivy Drive and Newbridge Street as part of the Belle Haven Traffic Calming Project which was completed in 2024. The work generally includes new bulb-outs, curb ramps, and crosswalks to promote pedestrian connectivity and safety.	Public Works	Community Development, Sustainability Division	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning)	In Progress (Medium Term)	Long Term	

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EJ6.B	Public Safety Education. In concurrence with the City's Vision Zero Action Plan, develop and implement education campaigns to increase the safety and comfort of people walking, bicycling and taking transit. These efforts should include education for people using all modes.	Program	The City continually implements education campaigns. Through the Safe Routes to School Program, the City supports the Ruby Bridges Walk to School Day which is celebrated on November 14th to honor Ruby Bridges' courage in desegregating an all-white school in 1960. The day encourages students to walk to school and learn about the civil rights movement. In 2024, pedestrian safety curriculum material was distributed to the Belle Haven Elementary School.	Public Works	Silicon Valley Bicycle Coalition, SamTrans	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning)	In Progress (Medium Term)	Ongoing From Initiation
EJ6.C	Safe Routes to School. Coordinate with Ravenswood City School District to expand the Safe Routes to School program, including potential for increased crossing guards at key intersections.	Program	The City has a Safe Routes to School Program. The Safe Routes to School Task Force meets quarterly and convenes representatives from surrounding school districts and schools, Menlo Park and Atherton police departments, city and county public works departments, San Mateo County Sheriff's Office, San Mateo County Office of Education, local organizations, and parents to discuss challenges around walking and biking to school and share ideas and opportunities for the Safe Routes to School program. The City coordinates with the Ravenswood City School District and has information online regarding their hiring process for crossing guards. Ravenswood City School District has reported challenges hiring for and filling crossing guard positions.	Public Works	Ravenswood City School District	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning)	In Progress (Medium Term)	Long Term
EJ6.D	Transportation Master Plan. Prepare to update and adopt the City's Transportation Master Plan (best practice is to update every 10-15 years) to improve environmental justice by advancing equity, mobility, reducing air pollution, and increasing bicycle and pedestrian safety.	Program	In 2024, the Vision Zero Action Plan, which is part of the City's Transportation Plan, was adopted. The Vision Zero Action Plan identifies high priority systemic safety issues to be addressed in all neighborhoods, with a focus on underserved communities. In 2024, the Belle Haven Traffic Calming Project was completed. The Project built improvements to help reduce speeds and cut-through traffic traveling through the neighborhood to reach destinations outside of the area.	Public Works	Caltrans, Community-Based Outreach Organizations (e.g., Menlo Together, Climate Resilient Communities), Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition)	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation Grants (Safe Streets and Roads for All, Sustainable Transportation Planning)	In Progress (Long Term)	Long Term
EJ6.D.1	Consider community solutions for addressing concerns related to parking (e.g., idling and noise, parking availability challenges) in underserved communities and explore the creation of Residential Preferential Parking (RPP) programs.	Action Item	This item has not yet begun and evaluation for implementation continues.	Public Works	Caltrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition), Police	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	Medium Term	Medium Term
EJ6.D.2	Seek opportunities to improve pedestrian safety, at all Willow Road intersections.	Action Item	In 2025, the City is in the design phase of the Willow Road Pedestrian and Bicycle Safety Project, which includes Willow Road enhanced pedestrian crossings, a new pedestrian crossing at O'Brien Street, and separated (Class IV) bikeways on both sides of the street between Bayfront Expressway and U.S. Highway 101. Design is anticipated to be completed in 2026, with construction in 2027.	Public Works	Caltrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition)	Federal Transit Administration (Metropolitan & Statewide Planning and Non-Metropolitan Transportation Planning), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	In Progress	Short Term
EJ6.D.3	Consider strategies to reduce excessive speed and cut-through traffic in underserved communities.	Action Item	In 2024, the Belle Haven Traffic Calming Project was completed. The Project built improvements to help reduce speeds and cut-through traffic traveling through the neighborhood to reach destinations outside of the area. In 2024, the Vision Zero Action Plan, which is part of the City's Transportation Plan, was adopted. The Plan identifies high priority systemic safety issues to be addressed in all neighborhoods, with a focus on underserved communities.	Public Works	Caltrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition)	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	In Progress	Long Term

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EJ6.D.4	Install traffic calming measures to reduce speeds, as well as flashing stop signs in underserved communities, particularly around schools during pick-up and drop-off periods.	Action Item	In 2024, the Belle Haven Traffic Calming Project was completed. The Project built improvements to help reduce speeds and cut-through traffic traveling through the neighborhood to reach destinations outside of the area. The project included the installation of speed humps near Belle Haven Elementary School, and bulbouts along Ivy Drive, Chilco Street, Terminal Avenue, and Newbridge Street.	Public Works	Caltrans, Menlo Park Fire Protection District, Ravenswood City School District, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition)	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	In Progress	Short Term	
EJ6.D.5	Install bikeways on Ivy Drive, ideally Class I or Class IV.	Action Item	This item was explored in 2019 during the outreach for the Belle Haven Traffic Calming Plan. At that time, staff heard bicycle lanes were not desirable, because they required parking removal. Since adoption of the EJ Element, reevaluating this proposal has not started but would be planned for the future. The development of options and evaluation of parking removal for bicycle lanes will be planned in the future. Comprehensive community outreach and engagement efforts would be undertaken to invite discussion to confirm local interests.	Public Works	Caltrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition), San Francisco Public Utilities Commission	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant), San Francisco Public Utilities Commission	In Progress (Long Term)	Long Term	
EJ6.D.6	Expand the network of safe, accessible, and appealing pedestrian and bicycle facilities, including pedestrian connections within and in between neighborhoods. Poles, signs, or other impediments in the center of sidewalks should be modified to improve accessibility and sidewalk safety. Pursue improvements for public transit users and pedestrians where feasible, including, but not limited to, bus shelters, benches, shade structures, and lighting to support alternative transportation.	Action Item	Staff reviews qualifying development projects for frontage Improvements which include the addition of street trees, landscaping, planters, and green infrastructure, within the public right-of-way where feasible. As part of the City's annual street resurfacing project, traffic calming, pedestrian crossings and bicycle improvements are incorporated. In 2024, the Belle Haven Traffic Calming Project was completed. The Project built improvements to help reduce speeds and cut-through traffic traveling through the neighborhood to reach destinations outside of the area.	Public Works	Caltrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition)	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	In Progress (Medium Term)	Medium Term	
EJ6.D.7	Install and regularly maintain adequate lighting to encourage walking and safe travel at night. This may begin with installation on Ivy Drive, Hamilton Avenue, Chilco Street, Newbridge Street, and at public buildings at parks. It should continue after subsequent community outreach that identifies other streets and locations with inadequate lighting, prioritizing underserved communities.	Action Item	This item has not yet begun and evaluation for implementation continues.	Public Works	Community Development	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	Short Term	Long Term	
Goal EJ7. Create equitable civic and community engagement									
EJ7.1	Prioritize civic and community engagement programs that enhance the participation and inclusion of underserved communities.	Policy	-	-	-	-	-	-	
EJ7.2	Keep residents informed about governmental meetings and actions by ensuring transparency and accessibility in government and decision making.	Policy	-	-	-	-	-	-	
EJ7.3	Treat all members of the community fairly and promote equity and capacity building toward creating a healthy environment and just community.	Policy	-	-	-	-	-	-	
EJ7.A	Engaging Underserved Communities. Promote and evaluate capacity-building efforts to educate and involve traditionally underrepresented populations, including underserved communities, in the public decision-making process.	Program	In 2024, following three years of community outreach and engagement with a focus on meeting people where they are and empowering the voices of Menlo Park's underserved Belle Haven and Bayfront communities, the City adopted its first General Plan Environmental Justice Element. Through an inclusive, intentional, and equitable planning process with over 15 outreach and engagement events, the Menlo Park community harmonized voices into an action-oriented plan to positively impact the whole ecosystem — not only the environment, but also the health and wellbeing of people. City staff supported the community in their identification of seven goals and three top priorities for advancing environmental justice.	City Manager's Office	Belle Haven Action	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.A.1	Partner with community-based organizations that have relationships, trust and cultural competency with target communities to outreach on local initiatives and issues and allow them the use of space in the Belle Haven Community Campus at no cost.	Action Item	This item has not yet begun and evaluation for implementation continues.	City Manager's Office	Belle Haven Action	General Fund	Short Term	Ongoing From Initiation	

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EJ7.A.2	Use culturally appropriate approaches to public participation and involvement in a partnership with community based organization.	Action Item	The City partnered with Climate Resilient Communities and community-based organizations to develop Menlo Park's first Environmental Justice Element which was adopted in September 2024. Through the Element's development, outreach and engagement used culturally appropriate approaches to public participation and involvement, meeting community members where they already were and providing tools, incentives, and assistance to enhance civic participation	City Manager's Office	Belle Haven Action	General Fund	Short Term	Ongoing From Initiation	
EJ7.A.3	Deploy educational workshops for City staff to enhance understanding of social injustice and housing needs pertaining to diversity, equity, and inclusion.	Action Item	In 2024, City staff from different departments and divisions participate in the Quarterly San Mateo County Equity in Government Community of Practice meetings. The quarterly meetings are ongoing in 2025.	City Manager's Office	Belle Haven Action	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.A.4	Provide training for decision makers, City staff, applicants, and public on social justice issues that affect community members.	Action Item	This item has not yet begun and evaluation for implementation continues.	City Manager's Office	-	General Fund	Short Term	Ongoing From Initiation	
EJ7.B	Meeting People Where They Are. All meetings with an agenda item located in an underserved community should take place in a location easily accessible to the underserved community and/or by means that facilitate such access, such as satellite meeting centers, simulcasting, and/or remote participation. Consider hardcopy materials for outreach, particularly door-to-door outreach.	Program	In August 2024, the Planning Commission reviewed and recommended to the City Council the adoption of the Environmental Justice Element at the Belle Haven Community Campus. In 2025, more public meetings are planned to occur at the Belle Haven Community Campus. Public meetings are typically simulcast online to increase access and participation. The City has provided transportation to City Council meetings from the Belle Haven neighborhood for the annual priority setting workshop, the EJ Element adoption meeting in September 2024, and will be exploring opportunities for additional services in 2025.	City Manager's Office	Library and Community Services	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.C	Encouraging Community Outreach. Consider and provide, as feasible, compensation (such as food and refreshments, stipends, on-site child care) at community outreach events in underserved communities.	Program	In 2024, the preparation of the Environmental Justice Element included community outreach events focused on meeting people where they are and included compensation such as food and refreshments, stipends, and on-site child care, when feasible.	City Manager's Office	-	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.D	Equitable Engagement. Pursue equitable civic and community engagement.	Program	In 2024, the preparation of the Environmental Justice Element included community meetings and public meetings with the Planning Commission and City Council. When possible, meeting materials were provided in both English and Spanish languages and live interpretation was provided. Monolingual Spanish meetings were provided as well.	City Manager's Office	-	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.D.1	Initiate outreach efforts as early as possible in the decision-making process before significant resources have been invested.	Action Item	The Environmental Justice Element was adopted in 2024 after three-year inclusive, intentional, and equitable planning process with over 15 outreach and engagement events. The element is a community-driven document. City staff supported the community in their identification of seven goals and three top priorities for advancing environmental justice.	City Manager's Office	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.D.2	Conduct open meetings on issues affecting land use and the environment.	Action Item	This item has not yet begun and evaluation for implementation continues.	City Manager's Office	Community Development, Public Works	General Fund	Short Term	Ongoing From Initiation	
EJ7.D.3	At least twice per year, beginning immediately following Environmental Justice Element Adoption, conduct City Council meetings in underserved communities.	Action Item	In August 2024, the Planning Commission reviewed and recommended to the City Council the adoption of the Environmental Justice Element at the Belle Haven Community Campus. In December, the City Council conducted its annual recognition of the outgoing Mayor and selection of Mayor and Vice Mayor at BHCC. In 2025, more public meetings are planned to occur at the Belle Haven Community Campus.	Community Development	City Manager's Office	General Fund	In Progress	Ongoing From Initiation	
EJ7.D.4	Encourage representation from all districts on City boards and commissions.	Action Item	In 2024, approximately eight percent of individuals serving on City boards and commissions resided in District 1. The City continues to seek opportunities to encourage greater representation from all districts on City boards and commissions and has started noting applicants' district in application materials so the City Council can help encourage diversity amongst districts. In 2024, the City also began advertising opportunities to join advisory boards in Spanish to attract more diversity and these efforts continue in 2025.	City Manager's Office	-	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.D.5	Evaluate scheduling of public meetings in order to allow for a wide range of participation options around typical and atypical working hours.	Action Item	This item has not yet begun and evaluation for implementation continues.	City Manager's Office	-	General Fund	Short Term	Ongoing From Initiation	
EJ7.D.6	Coordinate outreach efforts between City departments to avoid duplication and encourage that all Menlo Park community stakeholders receive notification and information.	Action Item	The City's weekly newsletter, the Weekly Digest, provides information on City initiatives for community members as well as staff. In addition, the City's Public Engagement team ensures that information shared with community members is accessible (provided in multiple languages and formats such as digital, mailers, banners, etc.) and works across departments to implement and continually improve outreach opportunities	City Manager's Office	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.D.7	Inform the public on decisions – and seek feedback on decisions – using multiple communication methods, including traditional and online forms of communication.	Action Item	The City shares regular information and opportunities for feedback through subscription-based digital communications such as the weekly City newsletter (Weekly Digest), mailed notices, TV monitors with informational 'ads' throughout the city, street banners, message boards, A-Frame signs, social media channels, and partner community based organizations communications.	City Manager's Office	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.D.8	Incorporate multilingual outreach, announcements and noticing into City procedures for public meetings and hearings and offer interpretation services at all meetings and workshops on environmental issues.	Action Item	In 2024, the preparation of the Environmental Justice Element included community meetings and public meetings with the Planning Commission and City Council. When possible, meeting materials were provided in both English and Spanish languages and live interpretation was provided. Monolingual Spanish meetings were provided as well. During development of the Vision Zero Action Plan in 2023 and 2024, bilingual outreach with pop-events at Belle Haven Elementary School and the Menlo Park Farmer's Market were held.	City Manager's Office	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.D.9	Consider offering childcare at key meetings and workshops on environmental issues affecting entire neighborhoods and the city as a whole.	Action Item	In 2024, the preparation of the Environmental Justice Element included community outreach events focused on meeting people where they are and included on-site child care, when feasible. During development of the Vision Zero Action Plan in 2023 and 2024, bilingual outreach with pop-events at Belle Haven Elementary School and the Menlo Park Farmer's Market were held.	City Manager's Office	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.D.10	Distribute contact information (such as phone numbers to call) for various departments, programs and other functions in the City organization in underserved communities and in appropriate languages.	Action Item	The City produces hardcopy outreach materials in English and Spanish when feasible and needed (e.g., Home Upgrade program flyer). Phone numbers and emails for bilingual support are provided whenever possible.	City Manager's Office	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.E	Community Resource Hub. Encourage resources for in-person outreach, enhancing the BHCC as a community hub for learning and engagement opportunities strengthened with partner organizations. These will connect residents in underserved communities with pre-existing city and state resources as well as encourage resident participation in public meetings, events, and decision making.	Program	This item has not yet begun and evaluation for implementation continues.	City Manager's Office	All City Departments	General Fund	Short Term	Ongoing From Initiation	
EJ7.E.1	Provide resources at BHCC about environmental safety, including flooding, extreme heat, and other issues identified in the Safety Element. Consider having a concierge or dedicated staff/resources to provide outreach on local mitigation efforts in underserved communities.	Action Item	In 2024, a sustainability information booth was established at the Belle Haven Library. All information is provided in Spanish and English and focuses on available resources related to water conservation, electrification, waste reduction, and advertising upcoming events.	Community Development	Library and Community Services, Public Works, Sustainability Division	General Fund	In Progress (Short Term)	Ongoing From Initiation	

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EJ7.F	Increasing Accessibility and Representation. Review Planning Commission stipend pilot and consider compensating City Councilmembers and appointed commissioners for the time they spend in their positions to make the positions more accessible to residents of underserved communities.	Program	A Planning Commission stipend pilot program was added in the 2023-2024 budget.	City Manager's Office	-	General Fund	In Progress	Short Term	
EJ7.G	Paratransit Services. Expand outreach on SamTrans' paratransit services to support increased attendance at public functions.	Program	SamTrans provides paratransit through Redi-Wheels. Coordination between the City and SamTrans for service is ongoing. In 2024, SamTrans launched a new service called SamTrans Ride Plus. SamTrans Ride Plus is an on-demand service offering easy, affordable transportation for riders in the Belle Haven neighborhood of Menlo Park, East Palo Alto, Half Moon Bay and El Granada.	Library and Community Services	SamTrans, Public Works	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	In Progress	Medium Term	
EJ7.H	Multilingual and Multimodal Disaster Preparedness. Ensure that disaster preparedness planning as described in the Safety Element includes multilingual and multimodal outreach in Menlo Park's underserved communities. Upon adoption of the Environmental Justice Element, conduct regular disaster preparedness outreach that may include participation and information dissemination at public event and/or fairs in underserved communities with proactive encouragement and opportunity for the residents to sign up for emergency alert systems.	Program	In September 2024, the City promoted National Preparedness Month by writing a weekly article focused on different activities to be better prepared as a community. Some of those activities that the City continues to promote are registering for emergency alerts through SMC Alert and joining the Fire District Community Emergency Response Team. On November 16, 2024, the City Manager's Office, Emergency Services Program hosted an eight-hour Listos ("Ready") Menlo Park training taught in Spanish, consistent with Listos California, an initiative of the Governor's Office of Emergency Services. The class focused on individual and household disaster preparedness. Training topics included: Hazard and Risk Identification, Communication Plan, Family Reunification Plan, Service Supply Interruption, Fire Extinguishers, Disaster Team, Care for the Wounded, Organization at Home, and Emotional Support. The session was attended by approximately 25 residents. On December 12, 2024, the Emergency Services Program partnered with several community based organizations – Climate Resilient Communities, Catholic Charities, Belle Haven Action – and the Menlo Park Fire Protection District (Fire District) to hold disaster preparedness training for the Belle Haven community. The two-hour bilingual (English/Spanish) session focused on household disaster preparedness and each family in attendance received an emergency radio and American Red Cross disaster preparedness starter kit. The session was attended by over 60 residents. Ongoing activities include continued partnership with community based organizations and the Fire District to provide bilingual (English/Spanish) disaster preparedness training and partnering with the American Red Cross to install smoke/carbon dioxide detectors free to Belle Haven residents. Additional work is in progress to develop bilingual literature on how to prepare for and respond to disasters. The City provides preparedness information throughout the year in various channels such as newsletters, email, social media, and TV ad monitors located within the city to help community members be ready for storms and other disasters. The City also coordinates with other agencies and/or offers programs to inform community members on ways to prepare for disasters. In addition, the City regularly communicates on storm impacts and provides resources to the community to recover.	City Manager's Office	Menlo Park Fire Protection District	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress (Short Term)	Ongoing From Initiation	
EJ7.I	Long Term Adaptation Planning. Encourage the sustained engagement and involvement of underserved communities in long term adaptation planning projects related to sea-level rise and coastal flooding. Maintain membership and partnership with the San Francisquito Creek Joint Powers Authority during their oversight of levee installations and expansions protecting underserved communities.	Program	The City received a \$50M FEMA grant for the Menlo Park SAFER Bay Project, which focuses on the building of a levee system from East Palo Alto to Bedwell Bayfront Park for storm and sea level rise protection. A request for proposals for the design work was issued in 2024. The design is planned to begin in early 2025 for completion in 2027. As part of this effort, the City will continue to work with the SAFER Bay Citizens Advisory Committee (formed in 2022) to provide public engagement and involvement opportunities.	Public Works	City Manager's Office, San Francisquito Creek Joint Powers Authority	Governor's Office of Land Use and Climate Innovation (Integrated Climate Adaptation and Resiliency Program's Regional Resilience Planning and Implementation Grant Program)	In Progress	Long Term	
EJ7.J	EJ Element Action Guide Maintenance. Continually maintain the Environmental Justice Element Action Guide in response to changing community needs, funding opportunities, and ongoing community outreach. Annual reporting, at a minimum, should be provided to the City Council and made available on the City website.	Program	The Environmental Justice Element Action Guide was comprehensively updated in February 2025 as part of the Environmental Justice Element Annual Progress Report which will be reviewed by the City Council and made available on the City website.	Community Development	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.J.1	Monitoring programming at community centers for usage, popularity, and equitable access, including an annual report on community center programming to Council. The report shall include community outreach and will recommend any updates to programming and outreach methods to address inequitable access.	Action Item	The City collects usage data and statistics and provides monthly usage reports to Library Commission and Parks and Recreation Commission. An annual report to the City Council is under development.	Library and Community Services	-	General Fund	In Progress	Ongoing From Initiation	
EJ7.J.2	Publish an annual report on the progress of the Transportation Master Plan, beginning a year after adoption of the updated Transportation Master Plan.	Action Item	An online map showing completed projects is published on the City's website. Additional status/dashboard information about the Transportation Master Plan and Vision Zero Action Plan is under development.	Public Works	Community Development Department, Caltrans, Community-Based Active Transportation Organizations (e.g., Silicon Valley Bicycle Coalition)	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant), Department of Transportation (Safe Streets and Roads for All Funding Opportunity Grant)	In Progress	Ongoing From Initiation	

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EJ7.J.3	Diligently implement all state laws and mandated bias and sensitivity training requirements for law enforcement officers, current and new upon hire, who may interact with historically discriminated groups. The Police Department shall maintain records as required by state law to show vigilant compliance with all state laws and California Commission on Peace Officer Standards and Training (POST) requirements. The Police Department includes documentation of records generated in compliance with the department's "Bias-Based Policing" policy as well as California's Racial and Identity Profiling Act in its quarterly reporting to the community through City Council.	Action Item	The Police Department continues its diligent adherence to bias and sensitivity factors, including policy changes, mandated training, mandated pre-employment screening, and policy transparency to the community. The Police Department continues to strictly adhere to the reporting requirements of the Racial and Identity Profiling Act and provides related data to the public quarterly through an informational bilingual (English/Spanish) report to the City Council.	Police	City Manager's Office	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.J.4	Prepare and publicize an annual report describing the City's progress on promoting and evaluating capacity-building efforts per Program EJ7.D. This report shall also evaluate outreach methods and recommend adjusting outreach strategies to reflect best practices and results.	Action Item	This item has not yet begun and evaluation for implementation continues.	City Manager's Office	All City Departments	General Fund	Short Term	Ongoing From Initiation	
EJ7.K	EJ Element Action Guide Updating. The City will update the Environmental Justice Element Action Guide annually to indicate progress, especially in meeting community-identified priorities. Revisions to existing action items and/or community-identified priorities will include outreach, particularly in underserved communities, and include a public process with City Council consideration. Outreach to further environmental justice will be ongoing. The Action Guide does not require a General Plan amendment to be updated.	Program	The Environmental Justice Element Action Guide was comprehensively updated in February 2025 as part of the Environmental Justice Element Annual Progress Report which will be reviewed by the City Council and made available on the City website.	Community Development	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation	
EJ7.L	City Council Consideration. The City Council shall consider the community-identified environmental justice priorities during its annual priority and goal setting workshop.	Program	The City Council will consider the community-identified environmental justice priorities at its March 2025 priority setting workshop. Identifying top priorities helps the City Manager create a work plan of projects for the year. Many of the projects take multiple years to plan, fund and complete.	City Manager's Office	All City Departments	General Fund	In Progress (Short Term)	Ongoing From Initiation	