

City of Menlo Park

Environmental Justice Element Action Guide Updated February 2026

City Council March 21, 2026 Priority Setting Workshop Version

The Environmental Justice (EJ) Element is accompanied by an EJ 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 EJ 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. This version of the EJ Element Action Guide, prepared for the March 22, 2025 City Council Priority Setting Workshop, identifies the programs and action items of the top three community-identified priorities (Goal EJ5, Goal EJ4 and Goal EJ2) that are currently in progress. All seven EJ Element goals are listed in Table 1 below.

Table 1: Menlo Park EJ Element Goals and Community-Identified Priorities		
Goal ID	Goal Text	Priority #
EJ1	Address unique and compounded health risks	-
EJ2	Reduce pollution exposure and improve air quality	3
EJ3	Equitably provide appropriate public facilities to individuals and communities	-
EJ4	Promote access to high quality and affordable food	2
EJ5	Provide safe, sanitary, and stable homes	1
EJ6	Encourage physical activity and active transportation	-
EJ7	Create equitable civic and community engagement	-

The organizational structure of the Priority Setting Workshop Version Action Guide is described below:

- Goals: Broad actions to pursue to work toward EJ;
- Programs: Precise steps to further policies and goals; and
- Action Items: Preferred methods to fulfill programs based on community feedback.

The organizing structure and color scheme is demonstrated below.

Item	Structure	Example
Goal	EJ#	EJ1
Program	EJ#.X	EJ1.A
Action Item	EJ#.X.#	EJ1.A.1

There are five frequent community-mentioned programs and action items outlined with a thick black border and gray shading to highlight items the City Council may want to review in particular on March 22, 2025, potentially offering guidance to staff to continue pursuing with extra funding (e.g., funding through the \$1 million EJ Element Implementation Fund).

The Action Guide includes details on programs and action items, organized under three groups: Descriptive Information, Implementation, and Time Frame.

Descriptive Information

Column A: ID

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

- 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: Program / Action Item Text

Text of the program or action item.

Column C: Classification

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

Column D: Activity

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

City of Menlo Park Environmental Justice Element Action Guide Updated February 2026 (reports on 2025 activities)								
DESCRIPTION				IMPLEMENTATION			TIME FRAME	
A	B	C	D	E	F	G	H	I
ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
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. In 2025, the City continued to adhere to CEQA guidelines for environmental review and if/when there is reportable activity involving hazardous waste and clean up sites, the City will coordinate and communicate with DTSC.	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	On May 27, 2025, 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. The Housing Division staffed a table at both the Love Our Earth (April 26, 2025) and the City LCS Community Resource (March 29, 2025) fairs. Staff distributed the Housing Resource Guide as well as information about the City's Below Market Rate (BMR) housing program in both hard copy and electronically. A laptop was provided at fair tables to encourage interested households to register for the City's BMR interest list. The Anti-displacement survey, a survey to solicit public feedback in prioritizing anti-displacement strategies, was aslo distributed to participants.	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	On April 26, 2025, the Housing Division participated in the Love Our Earth festival at the Belle Haven Community Campus and distributed the Housing Resource Guide, in both English and Spanish, to community members as well as the Housing Survey for the Anti-displacement Plan. The Guide includes information related to services, including tenant resources such as Project Sentinel, Legal Aid Society of San Mateo Council and Samaritan House. The Housing Survey was to receive community input in prioritizing anti-displacement strategies. In addition, the Housing Division is exploring adding tenant protections resources onto its website. Through the website, the resources can be translated into various languages.	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.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. However, no BMR ownership units were sold in 2025.	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 2025, the City promoted Peninsula Clean Energy's (PCE) 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 2025 the City continued to provide electrification building permit fee waivers and promote PCE's rebates for heat pump water heaters and heat pump space heating and cooling for multifamily and single family homes. The rental 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. Additionally, the City expanded the Menlo Park Home Upgrade Services program to include portable air conditioners, space heaters, induction cook hobs, and batteries for income-qualified renters in Belle Haven. A multifamily electrification summit is planned for April 2026 in coordination with other cities in San Mateo County and PCE.	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	As a continuation of the community outreach for the anti-displacement plan, after conducting the two community meetings in 2024, in early Spring 2025, the City circulated a community survey to get broader feedback on the questions posed in the community meetings. Housing staff gave presentations about the survey to a number of community groups such as the Belle Haven Neighborhood Association and the Belle Haven Climate Change Community Team (BHCCCT) which includes representatives from a number of organizations. The survey included all the considered strategies listed in Program EJ5.G along with additional strategies to address anti-displacement. The feedback from the survey helped prioritize the various anti-displacement strategies. On September 3 and 9, 2025, Housing Division staff held meetings with the Housing Commission and City Council, respectively. The meetings were held to receive feedback from the Housing Commission and City Council. The City Council meeting was a study session with live interpretation in Spanish to present the intial findings of the plan and also the proposed recommendations of the plan. The Council provided direction on the proposed recommendations. Staff will return to the Council with the draft plan in 2026. The City joined other jurisdictions in the Grand Nexus study. The study will evaluate the City's current inclusionary requirements and will research potential revisions, including requiring lower rents to the affordable units. The study is under way and planned for completion by the end of 2026.	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 received a grant of \$250,000 from the Metropolitan Transporation Commission (MTC) to implement a Legal Assistance Program and Rental Assistance Program. City staff is close to finalizing the agreement with the MTC to implement a new legal assistance program and bolster the city's existing rental assistance program, which funds were depleted in early 2025.	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

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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 2025, the City continued partnering with Second Harvest of Silicon Valley for grocery distribution at BHCC on the second and fourth Thursdays of each month. Library and Community Services provides a community resource guide, including information on available housing, medical, and food support programs that is distributed to families and available at the Menlo Park Library and BHCC. Additionally, the City's Housing Resource Guide highlighted food pantries/food assistance services and shelter services such as: -Bread Basket, Brown Bag Program, and the 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 Encampment Resolution Funding (ERF) Program and WeHope in coordinating food assistance programs for those experiencing unsheltered homelessness in three identified homeless encampments.	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
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. In 2025 the City hosted the fifth annual Love Our Earth Festival at the Belle Haven Community Campus with a plant-based (vegan) food market.	All City Departments	-	General Fund	In Progress (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 Love Our Earth Festival at BHCC on April 26, 2025 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. In 2025, the City helped process development-related items to support the Oak Gardens project and the project broke ground. Oak Gardens is anticipated to be completed in spring 2026.	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	In 2025, the Environmental Quality Commission formed a Food Systems ad hoc subcommittee to begin evaluation of options to advance implementation. Their recommendation to the full commission was on Feb. 26, 2026.	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.3	Facilitate the installation of community gardens at senior centers and senior housing facilities.	Action Item	At the BHCC, planning is underway for a container garden on the back patio. This effort is being managed by the Recreation Coordinator who oversees the daily senior lunch program. The container garden will focus on cultivating edible plants that can be incorporated into the daily lunches.	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

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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 (CAP) is subject to annual progress reports and is scheduled for an update in 2028. The City Council received the 2025 progress report outlining priority actions to achieve carbon neutrality by 2030. Most significant efforts in 2025 include expanding the state grant-funded Home Upgrade Services program to enroll more residents, adopting local building code amendments to encourage energy efficiency and electrification, and making significant strides to eliminate fossil fuel use at municipal facilities. Specifically, 21 homes in Belle Haven have received electrification upgrades as of Jan. 2026 and in partnership with the Belle Haven Community Development Fund a new program to support renters was launched. Gas water heaters at City Hall and the Burgess Pool were replaced with efficient heat pump water heaters through PG&E's Government, K-12 Energy Efficiency Program. Staff also scoped work to replace the final gas water heater at the Arrillaga Family Gymnasium, planned for early 2026. On fleet electrification, the City secured \$2.2 million in grant funding for electric vehicle charging infrastructure for fleet and community vehicles and brought on project management support, with construction planned to begin in 2026. CAP implementation also includes education and outreach, prioritizing bilingual engagement through workshops, door-to-door canvassing, mailers, and community events in Belle Haven and the Bayfront. The City hosted the Love Our Earth Festival at BHCC alongside partners including 350 Silicon Valley, Acterra, the City of East Palo Alto, Menlo Spark, and Peninsula Clean Energy, offering bike fix-it clinics, information about available incentives and programs, free food, and more. The City also continued implementation of its zero emission landscaping equipment ordinance, which took effect for leaf blowers and string trimmers in July 2024, with remaining equipment — chain saws, lawnmowers, and hedge trimmers — phasing in by January 2029.	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		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 (Short 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		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

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EJ2.C.2	Support the distribution of air purifiers and/or other air cleaning devices within underserved communities, especially for sensitive populations.	Action Item	CAP implementation also includes education and outreach, prioritizing bilingual engagement through workshops, door-to-door canvassing, mailers, and community events in Belle Haven and the Bayfront. The City hosted the Love Our Earth Festival at BHCC alongside partners including 350 Silicon Valley, Acterra, the City of East Palo Alto, Menlo Spark, and Peninsula Clean Energy, offering bike fix-it clinics, information about available incentives and programs, free food, and more. The City also continued implementation of its zero emission landscaping equipment ordinance, which took effect for leaf blowers and string trimmers in July 2024, with remaining equipment — chain saws, lawnmowers, and hedge trimmers — phasing in by January 2029.	Sustainability Division	Police, Sustainability Division, San Mateo County Sustainability Department	General Fund	In Progress (Long Term)	Ongoing From Initiation
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. Newsletters are also available electronically on the RethinkWaste website. Public Works staffed debris collection monthly events are being planned for Belle Haven begining in spring 2026 as a pilot program.	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	The City offers a rate assistance program for solid waste services to help income-eligible residents facing financial hardship.	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	Ongoing implementation of the 2019 Green Infrastructure Plan through development reviews through conditions for green infrastructure/LID and complete-streets frontage elements on applicable projects, with attention to Belle Haven/Bayfront areas where relevant. Continued evaluation of green infrastructure requirements on public projects for stormwater permit compliance.	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	In 2025, the City advanced efforts for the Strategy to Advance Flood protection, Ecosystems Restoration and Recreation along San Francisco Bay (SAFER Bay) project, a multi-jurisdictional and public-private collaboration to protect communities and critical infrastructure from sea level rise and tidal flooding in the cities of Menlo Park and East Palo Alto. In Menlo Park, the project will use levees, floodwalls, and natural solutions to protect 3.7 miles of shoreline – safeguarding homes, schools, business, and roads from coastal flooding. Aspects of sea level rise include, but are not limited to: structure and contaminant risk, roads and other structures weaken, stream flooding and rising groundwater, loss of shoreline habitat, rising waters, and seawater intrusion.	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)	In Progress (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	Ongoing implementation of Menlo Park Municipal Code Chapter 15.16 requirements for undergrounding electric and communication service connections on private property under applicable circumstances.For qualifying private development in O, LS, and R-MU zoning districts, projects were reviewed/conditioned to underground eligible overhead electric distribution (<60 kV) and communication lines along the project frontage where required by code; these 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 Resilience Planning and Implementation Grant Program), PG&E Rule 20 Program, Community Amenities Fund, Bonds per project specific deferred frontage agreements	In Progress	Medium Term

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EJ2.E.3	Focus green stormwater improvements for areas at risk of flooding with an emphasis on underserved communities.	Action Item	Ongoing evaluation of applicable private development projects for stormwater retention and treatment consistent with the stormwater permit requirements and the City's Green Infrastructure Plan, including requiring onsite capture of increases in runoff and installation of stormwater treatment measures to retain and treat runoff prior to discharge to the public storm drain. Where feasible and applicable, staff also continue to evaluate green infrastructure in the public right-of-way/frontage for large developments and qualifying projects consistent with City standards. The City's capital improvement program includes upgrades to its stormwater facilities to mitigate flooding.	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	Long Term
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 regular coordination meetings 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	Through development reviews, Engineering/Land Development required feasible LID/green infrastructure measures and stormwater detention/treatment consistent with the City's stormwater permit, GI Plan, and City grading/drainage guidelines. Regulated projects were conditioned to manage increases in runoff onsite and provide treatment prior to discharge to the public storm drain.	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	Applied the City's Green Infrastructure (GI) Plan and during development review to avoid "missed opportunities," including conditioning feasible GI in public ROW/frontage through frontage improvement requirements.	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. Staff are in the process of developing a request of proposals for the developmet of the City's urban forest management plan. The plan will provide updated guidelines for tree replanting for development projects.	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

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A	B	C	D	E	F	G	H	I
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	In 2025, the City provided transportation from the Belle Haven neighborhood for two City Council meetings including the annual priority setting workshop and budget public hearing. 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. The study was accepted by the City Council on December 17, 2024. An update on the study and potential next steps was provided to the City Council in January 2026. 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.	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	In 2025, City Council adopted local building code amendments that require enhanced energy efficiency, pre-wiring and electrification for existing buildings ahead of the 2025 code cycle. Electrification eliminates the combustion of fuel gases and improves community air quality and indoor air quality for residents.	All City Departments	All City Departments	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	In Progress	Medium 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 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	The U.S. 101/ Willow landscaping plans reached 95% with planned construction in summer 2026. The City continued to respond to resident requests for street tree plantings to serve as vegetative buffers from freeways. Over the past year, three trees have been planted for this purpose.	Public Works	Caltrans	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning) Community Amenities Fund	In Progress	Long Term
EJ2.I.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

DESCRIPTION				IMPLEMENTATION			TIME FRAME	
A	B	C	D	E	F	G	H	I
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EJ2.I.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	In 2025, there were eight 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	Staff are in the process of developing a request of proposals for the developmet of the City's urban forest management plan. A request for proposals for early action tree planting plan was released in December. Tree planting is planned for 2026.	Public Works	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	Staff are in the process of developing a request of proposals for the developmet of the City's urban forest management plan. A request for proposals for early action tree planting plan in Belle Haven was released in December. Tree planting is planned for 2026.	Public Works	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
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. Staff are in the process of developing a request of proposals for the developmet of the City's urban forest management plan. A request for proposals for early action tree planting plan in Belle Haven was released in December. Tree planting is planned for 2026.	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

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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 are in the process of developing a request of proposals for the developmet of the City's urban forest management plan. A request for proposals for early action tree planting plan in Belle Haven was released in December. Tree planting is planned for 2026.	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. A-frames are placed on extreme weather days inviting community members to seek relief in the facility. Signage improvements for facilities continue to be considered (e.g., branded, informational/directional signage for A-frames). Additionally, the Home Upgrade Services program provides air conditioning through the installation of heat pumps and has installed 24 at no-cost to Menlo Park homeowners since program launch in Sept. 2024.	Library and Community Services	Communications and Public Engagement	General Fund	In Progress	Ongoing From Initiation

DESCRIPTION				IMPLEMENTATION			TIME FRAME	
A	B	C	D	E	F	G	H	I
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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	The Belle Haven Child Development Center was included in PCE's 2023 GovPV program for solar panel installation. The solar panels were installed in 2025 and will be energized in 2026. PCE plans to revisit project sites in 2027 to install battery systems for additional resilience and load shifting to further reduce electricity bills. In 2025, the City won technical assistance and up to \$100K in gap funding from the BayREN Decarbonization Showcase for a zero-net energy electrification retrofit at the Belle Haven Child Development Center. City Council authorized the use of CEC communitywide electrification grant funding for the project, with construction planned for completion by summer 2026. Additionally, the City received PG&E funding to replace the facility's existing gas water heaters with electric heat pumps. By the end of 2026, BHCDC will be fully electric powered by the rooftop solar system. Belle Haven is vulnerable to flooding from a 100-year tide event / sea level rise. Protecting the community 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.The City received a FEMA grant for the Menlo Park SAFER Bay Project which focuses on the development of a levee system from the Dumbarton Bridge to Bedwell Bayfront Park for storm and sea level rise protection. The design is currently underway and will becompleted in 2027.	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
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	The Community Funding Program provided approximately \$350K for projects that advance basic services, community enrichment, and community health. To see recipients: https://www.menlopark.gov/Government/Departments/City-Managers-Office/Special-projects/Community-funding-program . Provided letter of support for Caltrans' Clean California Community Cleanup and Employment Pathway grant proposal submitted by C/CAG, Climate Resilient Communities and the San Jose Conservation Corps to coordinate cleanup locations and promote our community cleanup workdays.	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.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	In March 2025, the Planning Commission and City Council reviewed the 2024 Environmental Justice Element Annual Progress Report (EJ APR). The EJ APR summarizes progress to advance environmental justice during the prior calendar year. The Planning Commission and City Council will review the 2025 EJ APR in March 2026.	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 was used as an informational tool to support the early preparation of materials to develop the City's first urban forest management plan. CalEnviroScreen is also being used to shape the eligibility for resident's to receive an electric vehicle or e-bike voucher through the City's program launching in 2026 in partnership with Acterra.	Community Development	California Office of Environmental Health Hazard Assessment, All City Departments	General Fund	In Progress (Long Term)	Ongoing From Initiation
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 and awards from the American Society of Civil Engineers. 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.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 2025, the City increased number of laptops and facilitated 2,588 laptop loans and 402 wireless hotspot loans. Providing internet access continues to be a priority for the department.	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.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. Changes to the shuttle program were implemented in 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

DESCRIPTION				IMPLEMENTATION			TIME FRAME	
A	B	C	D	E	F	G	H	I
ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
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.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 2025, 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 2026, 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.	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 once schoool construction is completed, expected in the Fall 2026.	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.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. Based on survey results, staff are looking at programming and offerings to meet diverse needs. In 2025, several policies were adopted by the Library Commission and Parks and Recreation Commission to address community and operational needs. 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

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A	B	C	D	E	F	G	H	I
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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 2025, in partnership with Peninsula Clean Energy through the GovPV Solar and Storage for Public Buildings program, solar was installed at the Belle Haven Child Development Center, the Menlo Park Library, and Arrillaga Family Gymnastics Center with additional systems under construction for City Hall. Additionally, the final phase of the Belle Haven Community Campus microgrid, the solar carports at Kelly Field, is under construction and planned for completion by spring 2026.	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
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 Jan. 5, 2026 there was an approximate 50% increase from 2024 enrollment with 2,073 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. In 2025, there were 66 programs with 1,700 attendees. This represents an increase of number of events by 164% with attendance increased by 421% from 2024. -The Halloween! community event series attendance and activities expanded in 2024: the Halloween Hoopla parade and carnival's attendance increased approximately 36% from 2024 with an estimated 2,000 attendees; the Pumpkin Splash continued Belle Haven Pool, increasing total attendance and Trunk or Treat at the Belle Haven Community Campus drew 310 attendees. -The October 2025 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 by 112% from October 2024 (380 new accounts created) to October 2025 (806 new accounts). -Additionally, there are feedback boxes at all Library and Community service facilities that are responded to quarterly.	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. The Belle Haven Youth Center continues to have broad community interest and is fully enrolled for both the after school and summer camp programs. 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. The Belle Haven Library provides story times during the school day for Belle Haven Elementary School.	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

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A	B	C	D	E	F	G	H	I
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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.	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. Staff continue to research opportunities for adding more permanent displays.	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
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 Feb. 8, the City held a Black Liberation Month celebration. On June 14, 2025, the City held a Juneteenth celebration. In 2026, the City plans to host Black Liberation Month and Juneteenth celebrations again and will add a Lunar New Year celebration.	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

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A	B	C	D	E	F	G	H	I
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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 and the classes are well attended by the community. There remains an opportunity to work with the community to develop new opportunities for community-oriented physical activities such as walking and/or hiking programs.	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 2025, the Belle Haven Community Campus completed one year of operations. 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. In 2025 the City began design of the Belle Haven Child Development Center zero-net energy electrification retrofit. The project is planned to be completed by summer 2026 and includes enhanced ventilation, filtration and controls through efficient systems that will be powered by rooftop solar.	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.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
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.	Public Works	Community Development, Sustainability Division	Federal Transit Administration (Metropolitan & Statewide Planning and NonMetropolitan Transportation Planning)	In Progress (Medium Term)	Long Term
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 2025, pedestrian safety curriculum materials were distributed through the City's monthly Safe Routes to School newsletter to Belle Haven Elementary School and TIDE Academy.	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

DESCRIPTION				IMPLEMENTATION			TIME FRAME	
A	B	C	D	E	F	G	H	I
ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
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	The Vision Zero Action Plan, which is part of the City's Transportation Master Plan, was adopted by City Council in 2024. The Vision Zero Action Plan identifies high priority systemic safety issues to be addressed in all neighborhoods, with a focus on underserved communities. The implementation of the Transportation Master Plan and Vision Zero Action Plan are ongoing.	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.2	Seek opportunities to improve pedestrian safety, at all Willow Road intersections.	Action Item	In 2025, the City worked on completing the preliminary 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 2027, with construction in 2028.	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 2025, staff presented the Slow Streets Program to the Complete Streets Commission. The program establishing a data-driven and equitable approach for assessing neighborhood street safety concerns, prioritizing projects, and implementing appropriate traffic calming measures. The Complete Streets Commission recommended the Slow Streets Program for City Council adoption.	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
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 2025, staff began the design for the resurfacing of Pierce Rd. The project will includes additional speed humps and enhanced crosswalks. The project will be constructed in 2026.	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

DESCRIPTION				IMPLEMENTATION			TIME FRAME	
A	B	C	D	E	F	G	H	I
ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
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	Engineering/Land Development reviewed qualifying development projects for required frontage improvements to support pedestrian connectivity and accessibility; where feasible, conditions included street trees/landscaping/planters and, when applicable, green infrastructure elements within the public right-of-way, consistent with City standards. As part of the City's annual street resurfacing project, traffic calming, pedestrian crossings and bicycle improvements are incorporated.	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
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 2025, Menlo Park advanced equitable disaster preparedness outreach by engaging traditionally underserved communities through targeted, neighborhood-based events. Efforts included the April 1 Main Library presentation on City readiness initiatives, the May 21 and October 18 Belle Haven preparedness events with trusted community partners, the July 19 bilingual Listos workshop with Menlo Park Fire Protection District, and the October 16 Belle Haven Community Campus evacuation drill. A January 15 joint meeting with MPCReady, REACT, and ADAPT further strengthened collaboration with community-based organizations. Together, these efforts expand access to preparedness resources, build local capacity, and increase inclusive participation in emergency planning. Additionally, in 2025, The Belle Haven Pool hybrid model task force (Task Force) met on Oct. 14, 2025, Oct. 28, 2025, and Dec. 8, 2025. In November 2025, staff had individual conversations with Task Force members to confirm and refine desired pool programming that could be offered under the hybrid model. The purpose of the Task Force is to gather neighborhood-oriented feedback to help develop a potential hybrid operating model at the Belle Haven Pool. The table below shows the programs desired by Task Force members as developed during the three Task Force meetings. Additional suggestions for programming gathered during individual meetings with Task Force members are marked with an *. All programming suggestions were reviewed and confirmed by Task Force members at the Dec. 8, 2025, meeting. Additional comments from the Belle Haven Task Force meetings are listed on the aquatics webpage at: https://menlopark.gov/aquatics . The Police department worked with community based organizations to host National Night Out block parties. There were 8 block parties held on Tuesday, August 5, 2025. One was held in Belle Haven by the Belle Haven Haven Community Development Fund had an estimated attendance of 200. Though there was only one held in Belle Haven, It was one of the largest gatherings of the night.	City Manager's Office	Belle Haven Action	General Fund	In Progress (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 2025, 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 2026.	City Manager's Office	Belle Haven Action	General Fund	In Progress (Short Term)	Ongoing From Initiation
EJ7.B	Meeting People Where They Are. All meetings with an agendized 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	There were two City Council meetings at BHCC and several commissions met at BHCC in 2025. In the Fall, the City Clerk's office hosted an open house at BHCC with interpretation with the purpose of educating the community on how to engage with government. This open house provided an opportunity for community members to learn about applying for commissions, participating in city council meetings, understanding elections and public records act requests, shuttle schedules and how to make interpretation requests. Additionally, 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 budget public hearing. City Council provided direction in Dec. 2025 for staff to develop a public meetings transportation, location, interpretation and translation services accessibility policy.	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 May 2025, the City provided food for participants attending the Building a Cleaner Tomorrow building code feedback workshop at the Belle Haven Community Campus (BHCC). In June 2025, the City provided food for participants who attended the Home Upgrade Services program electrification workshop at BHCC and Climate Resilient Communities (CRC) provided stipends. In addition, all community events at BHCC hosted by the City include food for community members. Stipends, and on-site child care, are provided 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 2025, Spanish translation was included in nearly all print materials to reach more community members. Digital materials such as emails and the website have offered accessibility in multiple languages since 2021.	City Manager's Office	-	General Fund	In Progress (Short Term)	Ongoing From Initiation

DESCRIPTION				IMPLEMENTATION			TIME FRAME	
A	B	C	D	E	F	G	H	I
ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
EJ7.D.1	Initiate outreach efforts as early as possible in the decision-making process before significant resources have been invested.	Action Item	In fiscal year 2025-26, outreach for citywide initiatives included the downtown parking management study and SAFER Bay (design phase). Also, the Home Upgrade program started within the Belle Haven neighborhood and then expanded to the entire City. Outreach materials were developed in English and Spanish to be more accessible for all community members.	City Manager's Office	All City Departments	General Fund	In Progress (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	The City Council conducted meetings at the Belle Haven Community Campus (BHCC) on March 25 and December 16, 2025. Other City commissions that conducted meetings at BHCC in 2025 include: Complete Streets Commission (April 9), Environmental Quality Commission (August 20), and Housing Commission (December 3). Staff will explore opportunities to hold Planning Commission meetings at BHCC, especially when there is an agenda item of particular interest to underserved communities.	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 2025, approximately 12 percent of individuals serving on City boards and commissions resided in District 1. The City Clerk provides opportunities for commissioners to receive Advisory Body training convenient to a typical and atypical working schedules in Spring. The oath of office is now provided digitally, so new commissioners can complete on their own schedule without needing to come to City Hall. 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 2025, the City Council continued 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.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. In addition, the City hosts workshops and/or partners with organizations for community meetings or open houses to provide more details about projects, resources and initiatives.	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	Upon request, using the Spanish interpretation request form, meeting materials were provided in both English and Spanish languages and live interpretation was provided. Nine City Council meetings had Spanish interpretation and the Police Department quarterly updates were provided to City Council with both English and Spanish staff reports. Monolingual Spanish meetings were provided as well. During outreach for building electrification programs and policies, bilingual outreach with workshops were hosted at BHCC. Additionally, every event hosted by LCS staff at BHCC is offered bilingual with interpretation.	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	For the building electrification programs and policy workshops, activities for children were provided. For LCS events that pertain to families and children, childcare is provided. For other events, childcare can be requested and arranged if needed to encourage participation.	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 Services program flyer). Phone numbers and emails for bilingual support are provided whenever possible. Information on how to engage with the City Council is printed and available at all public counters including at BHCC. There is also printed information about making public records act requests and contacting the City Clerks office.	City Manager's Office	All City Departments	General Fund	In Progress (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 2025, a sustainability information booth was available 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
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 and continues to be a part of the City budget. The City Council compensation was adjusted in March 2024.	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. SamTrans' has attended community events hosted by LCS to get the word out about their new services.	Library and Community Services	SamTrans, Public Works	Strategic Growth Council (Transformative Climate Communities Round 5 Planning Grant)	In Progress	Medium Term

DESCRIPTION				IMPLEMENTATION			TIME FRAME	
A	B	C	D	E	F	G	H	I
ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
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	On May 21, 2025, the Emergency Services Coordinator spoke about disaster preparedness at a community event hosted by community-based organization, Belle Haven Action – The hour and a half bilingual (English/Spanish) session focused on household disaster preparedness. The session was attended by over 30 residents. On July 15, 2025 the Emergency Services Coordinated a two hour bilingual (English/Spanish) as well as American Sign Language planning meeting with the San Mateo County Department of Emergency Management, other local jurisdictions and members from Community Based Organizations severing those with Access and Functional Needs. To focus was to identify actionable solutions that enhance coordination between AFN-serving organizations and CBOs during emergencies, ensuring that the Emergency Operations Plans includes practical strategies to meet the needs of the entire community. In September 2025, 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. A bilingual post card (English/Spanish) was mailed to every household in in the 94025 zip code encouraging residents to sign up for SMC Alert. This resulted in 300 new registrations. On October 18 2025, the City Manager's Office, Emergency Services Division participated in "Let's Get Ready Belle Haven" a collaborative three hour event with multiple Community Based Organizations. The bilingual (English/Spanish) event focused on health impacts of natural disasters, what to do in case of a natural disaster, how to do basic CPR and how to get involved in your community. More than 75 attendees went home with a solar battery phone recharger and an emergency gas valve shut off tool, compliments of the City. 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	Belle Haven is vulnerable to flooding from a 100-year tide event / sea level rise. Protecting the community 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.The City received a FEMA grant for the Menlo Park SAFER Bay Project which focuses on the development of a levee system from the Dumbarton Bridge to Bedwell Bayfront Park for storm and sea level rise protection. The design is currently underway and will becompleted in 2027.	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	On March 22, 2025, the City conducted the annual City Council priority setting workshop, including discussion of priorities for EJ implementation. The EJ Element webpage (menlopark.gov/ejelement), including EJ Element Action Guide, was continuously monitored and maintained in 2025. In February 2026, the Environmental Justice Element Action Guide was comprehensively updated to reflect 2025 activities.	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 provided.	Library and Community Services	-	General Fund	In Progress	Ongoing From Initiation

DESCRIPTION				IMPLEMENTATION			TIME FRAME	
A	B	C	D	E	F	G	H	I
ID	Policy / Program / Action Item Text	Classification	Activity	Lead Role	Supporting Role	Funding Source(s)	Initiation	Completion
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	This item 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
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.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	In February 2025, the Environmental Justice Element Action Guide was comprehensively updated to reflect 2024 activities. On March 22, 2025, the City conducted the annual City Council priority setting workshop, including discussion of priorities for EJ implementation. The EJ Element webpage (menlopark.gov/ejelement), including EJ Element Action Guide, was continuously monitored and maintained in 2025.	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 2026 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