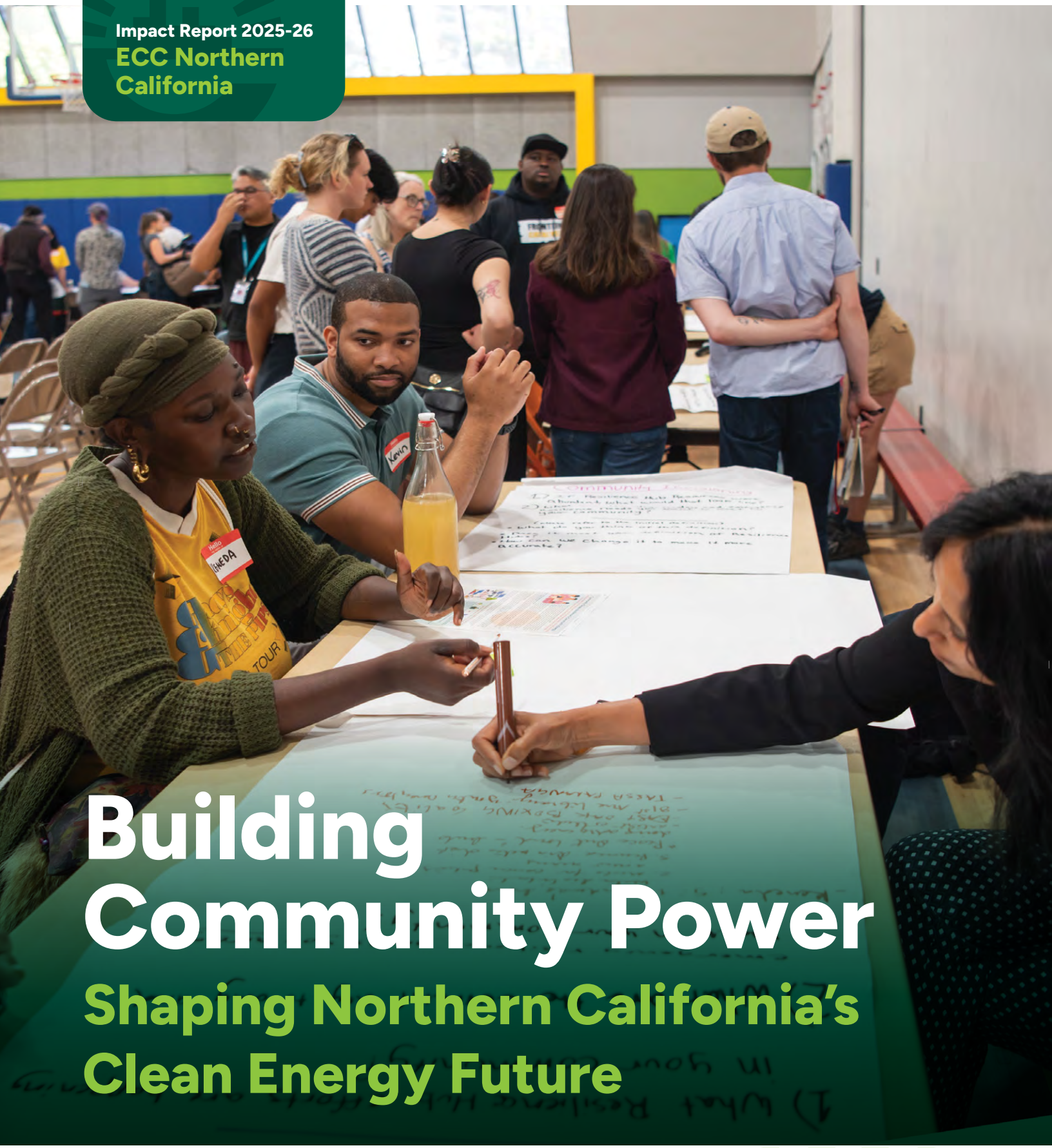
Impact Report 2025-26

ECC Northern California



Building Community Power

Shaping Northern California's Clean Energy Future

Emerald Cities COLLABORATIVE

America empowered.

Impact Report 2025-26

ECC Northern California





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A Letter from the Regional Director

Facilitating Environmental Justice

Dear ECC Community,



This report summarizes our achievements in the last fiscal year, highlighting innovative initiatives and capacity building programs that advance community wealth and resilience in historically marginalized communities. As we start our fiscal year and look ahead to 2026-27, we are excited to expand our vision, scale, and reach in the Northern California region.

Over the past two years, we have faced an unprecedented pullback on federal climate and equity commitments, making state and regional policy drivers for clean energy and an inclusive workforce even more critical. Environmental Justice remains our guiding star as we navigate turbulent policy and funding conditions while confronting extreme heat, flooding and wildfire risks particularly frontline EJ communities. Our goal is clear: more resources for low-income communities and communities of color.

In the past year, we informed the implementation of regional climate and energy policies by engaging with air districts, community choice aggregators (CCAs), utilities, and sustainability agencies. We advocated for equity in addressing air quality rules, building operations, direct install programs and residential contractor training and preparedness. We developed models that prioritize investment in frontline communities, create business and employment opportunities, and build a cleaner, greener region.

We advocated for community-led, neighborhood-scale decarbonization and demonstrated the true costs and barriers of electrifying inner-city homes serving tenants and immigrants. Working with utility, CCA, and building trades partners, we trained small and minority contractors to become high-road contractors and compete in the emerging building decarbonization market, including installing electric water and space heaters.

We also worked to make renewable energy and building-level climate mitigation efforts more accessible to low-income Californians. Our climate resilience work has brought solar, energy storage, and medical supplies to churches, small clinics, and community centers.

These milestones represent important victories toward our vision of resilient, thriving communities. We look forward to continuing the work.

Avni Jamdar
NorCal Regional Director

About Us

Delivering Real Opportunities to the Bay Area Community

ECC Northern California

Emerald Cities Collaborative Northern California (ECC NorCal) has built local partnerships, advanced green projects, high road jobs and inclusive climate programs for over 15 years. ECC NorCal's approach spans policy, advocacy, and place based interventions, always rooted in the self-determined needs of frontline communities. Our work is grounded in strong collaboration and meaningful partnerships. By convening and participating in multi-stakeholder coalitions, ECC NorCal informs, develops, and evolves interventions that reflect community leadership and cross-sector initiatives.

Mission

Emerald Cities Collaborative (ECC) advances racial, economic, and climate justice to build communities that are more equitable, economically just, and sustainable through replicable strategies in community power building, economic inclusion, and equitable implementation.

Vision

We envision healthy, sustainable, powerful, and thriving communities.



Standing (L to R): TTriss Williams Renard, Economic Inclusion Manager; Avni Jamdar, Regional Director; Jenifer Lomeli, Program Coordinator
Seated (L to R): Carli Yoro, Senior Climate Resilience Manager; Megan Leary, Community Engagement & Policy Manager

Our Models and Programs

Programs Driving Regional Impact

E-Contractor Program

Training program that partners with small frontline contracting firms to build technical, operational and financial capacity for successful bidding and completion of decarbonization and public construction projects.

East Contra Costa Healthy Homes

Housing justice and high labor policy informed by small frontline contracting firms to address health, safety, and resiliency for low-income households while creating equitable career pathways for local BIPOC residents.

Bay Area Air District Zero-NOx Appliance Standards and Implementation Working Group

Local group of environmental justice and community-based organizations assembling to address rules adopted in the District and ensure frontline communities are prepared and unburdened.

Anchors in Resilient Communities (ARC)

Equity-centered regional initiative in partnership with Health Care Without Harm that leverages resources of anchor institutions to strengthen community wellness and climate resiliency.

San Francisco Climate Equity Hub

Municipal program that centers low-income residents and environmental justice communities through electrification installations in qualified homes.

East Bay Community Resilience Hubs Initiative

Initiative supports trusted, community-serving facilities in developing the infrastructure and operational capacity to remain functional during grid outages and climate emergencies across Alameda and San Joaquin Counties.

San Francisco Healthy and Resilient Homes

Equitable whole-home electrification program that addresses resident health, safety, affordability, and displacement concerns through no-cost retrofit.

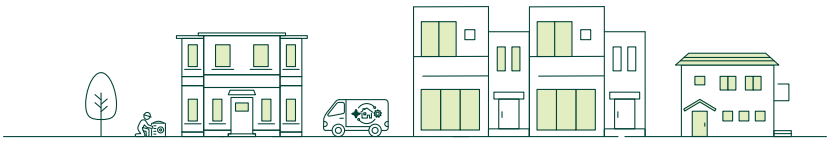


Milestones and Accomplishments

In 2025-26, ECC NorCal leveraged strategic partnerships and advocacy to advance initiatives that create lasting benefits for both communities and the environment.

Our Success

Program Impact Numbers



102
heat pumps installed in collaboration with local partners

55
active partners across all programs

21
contractors trained to increase local economic participation

17
resilience hubs supported to increase community preparedness across Alameda and San Joaquin Counties

16
actively engaged coalition partnerships advancing the high-road agenda

5
priority building decarbonization energy policies influenced at the state and regional levels



E-Contractor Academy training at UA Local 342.

Milestones and Accomplishments

We advocated for:

Community-Owned Energy Utilities
The development of community-owned energy utilities to empower local control over energy resources.

Direct-Install Programs
Direct-install programs that prioritize environmental justice communities, such as the Climate Equity Hub and East Contra Costa Healthy Homes Collaborative.

Community Inclusion
The inclusion of community voices in the formulation of air quality rules, ensuring policies reflect the needs of those most affected.

Contractor Training
Contractor preparedness in the residential sector to support clean energy and decarbonization retrofits.

Equitable Decarbonization
Equitable decarbonization of the building stock in the San Francisco Bay Area.

Equity in Design
The inclusion of equity considerations in program design at California agencies such as the California Public Utilities Commission, California Energy Commission, and California Air Resources Board.



E-Contractor Academy Fall 2025 Graduates in Contra Costa County.



Our Programs and Partnerships

Programs Creating Community Impact

In 2025-26, we continued to exemplify ECC's mission at the local level, advancing a 21st-century economy that is generative, resource-efficient, sustainable, climate-resilient, and democratic. We accomplish this work through three core pillars—**economic inclusion, building equitable decarbonization policy and implementation, and community climate resilience**—while building toward a shared strategic goal: to build multi-stakeholder coalitions that advance a high-road agenda that is inclusive, accountable, and equitable.

Economic Inclusion

Our high-road vision requires an economy that values people and communities as much as the planet. We advance this vision by expanding access to union and living-wage jobs, creating viable business opportunities for underrepresented populations, and supporting community-scale resilient infrastructure. Through policy, investment, and partnership, we work to expand economic opportunity, close income and wealth gaps, and strengthen community climate resilience.

Program Spotlights

E-Contractor Program

ECC NorCal partners with frontline contractor communities, labor, utilities, local government and others to develop the construction contracting high road which ensures small Minority (BIPOC) Business Enterprises (MBEs) have their fair share of work in the clean energy economy. Since 2013, ECC NorCal's E-Contractor Program has provided a no-cost weekly workshop series building technical, financial, and operational capacity with diverse, small and local construction businesses to successfully do business in climate-critical decarbonization fields such as building electrification, energy efficiency and renewable energy. Our frontline contractor partners receive training and business support and get connected to project opportunities in the San Francisco Bay Area.

ECC NorCal completed our 6th fully in-person ECA, expanding into yet a new region: East Contra Costa, where we enrolled 21 participants and fully graduated 12 contractors (all MBEs and several WLGBTBEs.) We intentionally sought-out and secured a partnership with UA Local 342 to host one of our sessions at their JATC and have a direct representatives engage with contractor students on administering prevailing wage, project labor agreements, leveraging apprentices, becoming a signatory, and more.

Program Impact

- **21 participants trained**
- **7+ connections to public and private project pipelines**
- **Increased contractor preparedness in the residential sector to support clean energy and decarbonization retrofits**
- **Forged another partnership with Labor: Sheetmetal Workers Union on high road contractor development**



"The networking has been fantastic. I love the innovation and I love all the teaching. It's been very valuable to me."

Catherine Dupont, Sol Benefit E-Contractor Academy Graduate



E-CONTRACTOR
Energy • Environment • Economy



E-Contractor Program Spotlight

Randy Williamson

Randy Williamson, owner of Dreamworks Construction, loves what he does. For Randy, construction is about more than completing a project. It's about helping families live in healthier homes while creating stronger communities.

Before graduating from ECC NorCal's E-Contractor Program, Randy didn't fully anticipate the range of advantages the program would offer, or how valuable those supports would become once applied in the real world. But as the Bay Area Air Quality Management District's NOx rules began moving communities away from gas-powered water heaters and toward electrification, customer demand grew—and that value became clear.

While many of Randy's peers are trying to catch up without the tools, training, or connections needed to meet growing demand, he has already built that capacity. He understood the challenge clearly: *"There's definitely not enough installers, so incentives and training for contractors would be a great boost to get this work done."* The E-Contractor Program prepared and connected him to opportunities to grow and sustain his business.

That preparation opened doors to programs like the **San Francisco Climate Equity Hub's direct install program**, where Randy was referred to participate as an E-Contractor graduate. Randy gained hands-on experience, technical assistance, and access to work aligned with the region's electrification goals—including learning how to install heat pump water heaters and getting acquainted with the newest emerging technologies.

As demand for clean energy contractors grows, Randy is positioned to serve more customers, scale his business, and contribute to work he describes as "good for the community, environment, consumer, and planet."

> **"There's definitely not enough installers, so incentives and training for contractors would be a great boost to get this work done."**
>
> ***Randy Williamson, Dreamworks Construction***
> ***E-Contractor Graduate Spring 2024***

Photo Credit: CBS Bay Area

Honorable Mention
Contractor Momentum

Since completing his direct install program training, Randy has completed seven installations and immediately booked three additional installations—an early sign of steady demand and consistent work opportunities in the growing electrification field.



Equitable Policies: Building Decarbonization

Decarbonizing our built environment is an important driver in ECC NorCal's programs and policy engagement. These efforts are designed to address longstanding environmental inequities, and expand access to affordable, clean, and healthy infrastructure services for our vulnerable frontline communities. Our regional team is focused on the passage and implementation of policies that drive decarbonization and energy efficiency, creating high road job opportunities for local contractors, and providing direct benefits to our most vulnerable community members across the Bay Area. We implement this work in partnership with local governments, sustainability coalitions, and frontline community groups that help shape and lead priorities.

Program Spotlights

Bay Area Air District Zero-NOx Appliance Standards and Implementation Working Group

Elevating Equity and Workforce Considerations

The Bay Area Air District adopted new rules requiring water heaters and furnaces to meet zero-nitrogen-oxide (NOx) emission standards, with the goal of reducing emissions from residential buildings as gas-burning models are phased out in the region.

To help ensure implementation does not disproportionately burden frontline communities, ECC NorCal convened local environmental justice and community-based organizations to learn about the rules, identify equity and affordability concerns, and develop recommendations to address those concerns. ECC NorCal continues to elevate equity and workforce considerations through the development of key amendments and implementation procedures proposed by the Air District's Implementation Working Groups. These include the Contractor Preparedness Working Group, which provided six contractor trainings across the Bay Area.

Program Partners

Building advocates

RMI, Building Decarbonization Coalition, Sierra Club, 350 Bay Area, Fossil-Free Buildings Silicon Valley, SPUR, and Menlo Spark

Community-based organizations

People Organizing to Demand Environmental and Economic Rights (PODER), Unity Council, El Concilio of San Mateo County, Vallejo Citizen Air Monitoring Group, Greenaction, Canal Alliance, Local Clean Energy Alliance, Veggielution, and Richmond Progressive Alliance



Program Spotlights

San Francisco Climate Equity Hub

Home Energy Upgrades

The San Francisco Climate Equity Hub (the Hub) is a municipal program led by SF Environment, that advances electrification in income-qualified homes. The Hub provides direct installation of electric appliances to replace gas-powered systems, along with technical assistance, education, and workforce development services that support citywide electrification.

ECC NorCal helped shape the Hub as a model for equitable decarbonization that centers low-income residents and environmental justice communities. In 2025, ECC NorCal trained local contractors on heat pump water heaters and emerging electrification technologies and connected them with opportunities through the Hub.

The Hub's development and success was guided by an Advisory Committee of community partners whose collective expertise helped shape outreach strategies and services to address community needs and barriers.

Program Impact

- **95 low-income residents received heat pump water heaters**
- **9 local BIPOC contractors referred to install projects**
- **4 local BIPOC contractors received field training**
- **3 heat pump HVAC systems installed**
- **2 homes fully electrified**



Spotlight

Avni Jamdar

From the program's conception, Regional Director Avni Jamdar helped shape the San Francisco Climate Equity Hub as a model for equitable decarbonization that centers low-income residents and environmental justice communities.



Electric heater installation in the Mission District, San Francisco.

Program Partners

ECC and the Hub's advocacy and partnership with the SFPUC led to a newly launched program, Electrify Your Home, which provides an electrification bill credit of $50/month for installing a heat pump water heater or other electric appliance swap-out that reduces greenhouse gases. This is a significant relief for San Francisco ratepayers in an environment where other incentives are drying up.

The community-led direct install model of the Hub and its members is a key proof of concept in the implementation process for heat pump water heaters. Emerald Cities continues to elevate this model in its work and in its policy discussions with key stakeholders uplifting the potential for increased job opportunities, access to certification for local contractors, expanded access to resources, electrification awareness for residents, and addressing barriers.



ECC NorCal and PODER site visit in the Mission District, San Francisco

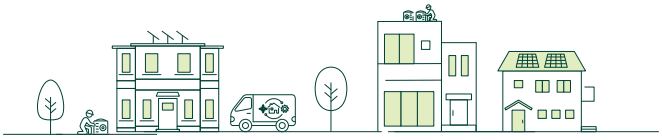
Program Spotlights

East Contra Costa Healthy Homes

Promoting High-road Job Pathways

The East Contra Costa Health Homes initiative supports California's net zero emissions goals by prioritizing equity and raising the floor for residential trade workers through building electrification. Using a holistic direct install approach, the project addresses housing justice while enhancing health, safety, asset development, and resilience for households in Pittsburg and Antioch, CA. It will also promote high-road job pathways for local BIPOC residents and bolster the nonprofit and environmental justice efforts in refinery corridor frontline communities. It is a Bay Area Jobs First Collaborative project led by Richmond Community Foundation and Contra Costa 350.

ECC NorCal leveraged 15 years of institutional knowledge from small MWVDBE contractor training and advocacy program work. ECC NorCal developed and delivered numerous engagement and research initiatives with 100 small hyperlocal frontline contractors to gain valuable input such that these contractors meaningfully inform program design and high road contracting frameworks, roadmapping, and labor standards.





Business owners of A1 Phoenix Plumbing (on the left) and RAM Electric Services Inc. (on the right) are two hyperlocal firms that provided significant input for the East Contra Costa Healthy Homes initiative, pictured at the Fall 2025 E-Contractor Academy.

Program Spotlights

San Francisco Healthy and Resilient Homes

Retrofitting Low-income and Rental Housing

The San Francisco Healthy and Resilient Homes initiative is a partnership between ECC NorCal and PODER that advances equitable whole-home electrification while addressing resident health, safety, affordability, and displacement concerns. In 2025, the program completed a pilot at a small multi-family, historic, low-income property in San Francisco's Mission District, transforming the building into a fully electric, healthier, and safer home while maintaining affordability and protecting residents from displacement.

Program Partners

- PODER
- Association for Energy Affordability (AEA)
- Mission Economic Development Agency (MEDA)
- Blackline Construction
- Zubi Consulting

Program Impact:

- **Completed a whole-home electrification pilot at a historic, low-income multi-family unit property in San Francisco's Mission District**
- **Improved home safety, health, and comfort through insulation and high-efficiency electric systems**
- **Maintained housing affordability and protected residents from displacement throughout the retrofit**
- **5 units served**



Participant Spotlight

A Healthier Home for the Family on Sycamore Street

A family living on Sycamore Street has lived in their home for nearly 40 years—enduring unsafe and uncomfortable conditions, including inadequate heating and poor ventilation. Throughout the retrofit, the family was protected from displacement and actively included in decisions affecting their daily life.

When the family was introduced to induction cooking, they received demonstrations and support testing and replacing cookware so they could confidently use their new kitchen.

Today, the home on Sycamore is safer, healthier, and more comfortable, with modern heating and cooling, improved air quality, and reduced fire risk. Strong, permanent tenant protections also ensure that the family can continue living in the upgraded home they've called home for multiple decades—benefiting from climate-focused investment without fear of eviction or rising costs.

Community Resilience

ECC NorCal advances community resilience by building cross-sector partnerships that connect frontline communities with the institutions, resources, and infrastructure needed to prepare for and respond to climate-related challenges. Through collaborative initiatives, we work to break down silos, strengthen local capacity, and develop community-centered approaches that support long-term health, equity, and resilience.

Program Spotlights

East Bay Community Resilience Hubs Initiative

Planning Resilience Hubs

In January 2025, ECC NorCal received a grant from Ava Community Energy to identify and plan for community resilience hubs across Ava's service territory in Alameda and San Joaquin counties. The initiative is implemented in partnership with longtime partner Local Clean Energy Alliance (LCEA) and other frontline community-based organizations.

The initiative supports trusted, community-serving facilities in developing the infrastructure and operational capacity needed to remain functional during grid outages and climate emergencies. ECC NorCal leads community outreach, eligibility screening, and assessments, helping ensure that the initiative reflects the needs and priorities of frontline communities.

Through deep community engagement, the initiative works to better understand how historically marginalized communities define and envision resilience hubs. Participating organizations also receive technical assistance, including feasibility assessments to support resilience hub planning and access to battery incentives.

Program Impact

- **200 attendees participated in community workshops and office hours**
- **191 community hubs engaged through outreach, interviews, screening, and other program activities**
- **17 community hubs enrolled in the technical assistance program**







Collaborator Spotlight

Local Clean Energy Alliance

Local Clean Energy Alliance (LCEA) is the Bay Area's foremost membership organization working at the local, state, and national level to promote a clean energy future through the development and democratization of local renewable energy resources. As a long time partner with Emerald Cities, they see these resources as key to addressing climate change, advancing social and racial justice, and building sustainable and resilient communities.

Above: San Joaquin County Resilience Hub Listening Session at The Well in Stockton, CA Inset: Jessica Tovar, Executive Director of LCEA (L) and June Brashares, LCEA Member (R).

East Bay Community Resilience Hubs Initiative

Ava Community Energy Resilience Hubs Initiative: Sites Enrolled

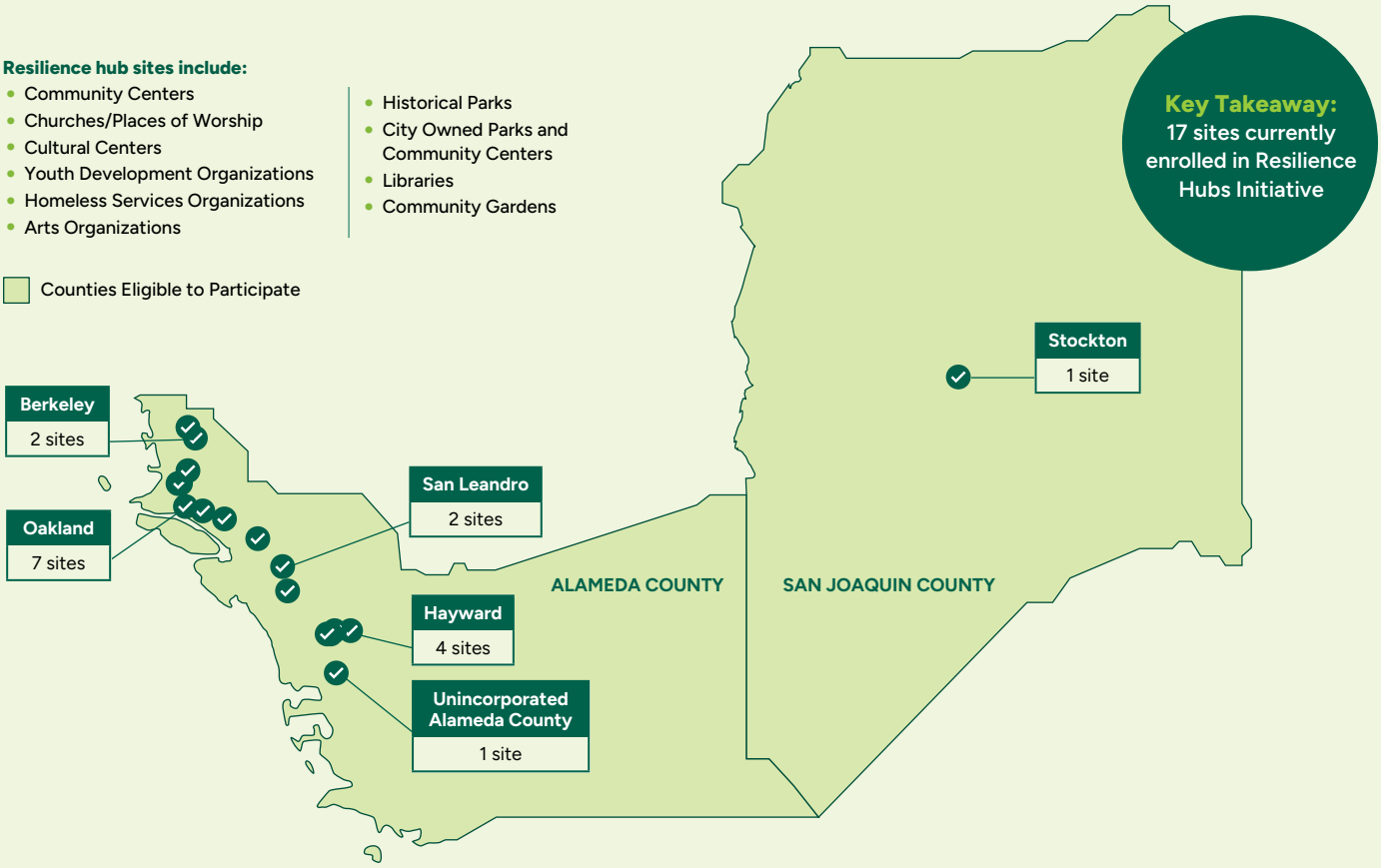
Resilience hubs within Ava Community Energy territory (Alameda and San Joaquin Counties) who have enrolled for Technical Assistance (TA).

Resilience hub sites include:

- Community Centers
- Churches/Places of Worship
- Cultural Centers
- Youth Development Organizations
- Homeless Services Organizations
- Arts Organizations
- Historical Parks
- City Owned Parks and Community Centers
- Libraries
- Community Gardens

Counties Eligible to Participate

Key Takeaway:
17 sites currently enrolled in Resilience Hubs Initiative





Alameda County Resilience Hub Listening Session, Lincoln Square Park and Recreation Center in Oakland, CA

Program Spotlights

Anchors in Resilient Communities (ARC)

Neighborhood Scale Solutions

Anchors in Resilient Communities (ARC), a partnership between Health Care Without Harm and ECC NorCal, develops equity-centered regional initiatives that leverage the resources of anchor institutions, such as health systems and universities, to strengthen community health, wealth, and climate resilience.

Through ARC's Community Climate Equity Initiative (CCEI), ECC NorCal helps build partnerships between health systems and communities to address the health impacts of climate disruption and strengthen community and health care facility resilience.

In 2025, CCEI expanded partnerships connecting health care institutions with community organizations and resilience hubs. A partnership between The Women's Building and MedCycle Network grew to include resilience hubs as recipients of surplus medical supplies donated by UCSF Health and other Bay Area hospitals. CCEI also initiated pilots with UCSF Health and Stanford Children's Health to collect additional surplus supplies for resilience hubs and community emergency preparedness.

The working group also developed a Resilience Hub Readiness Self-Assessment tool, including a badge system to identify each hub's areas of specialization, such as fire, flood, and extreme heat response. Surveys of anchor institutions, community-based organizations, and resilience hubs also helped identify available resources and community needs as a first step toward regional asset mapping and matchmaking.

Program Impact

- **7+ resilience hubs and clinics engaged**
- **10+ stakeholders engaged in assessment feedback**
- **$9,000 worth of medical supplies donated or distributed to community resilience hubs**





Above: Medical donation drive event at UCSF, in collaboration with Medcycle. Inset photo:The Women's Building in Mission District, San Francisco receiving Medcycle donations.

Anchors in Resilient Communities (ARC)

Program Partners

- **Health care institutions:**
  UCSF Health, UC Center for Climate, Health, & Equity, Stanford Children's Health, and Blue Shield of California
- **Community clinics:**
  Roots Community Health Center and Aliados Health
- **Service organizations and resilience hubs:**
  St. Mary's Center, The Women's Building, and Local Clean Energy Alliance
- **Municipal agencies:**
  San Francisco Department of Public Health and San Francisco Office of Resilience and Capital Planning
- **Nonprofit organizations:**
  Thrive Alliance and Collective Resilience





CCEI Convening at Roots Community Health.

Looking Ahead

Working to Meet California's Ambitious Climate Goals

California has some of the most ambitious climate goals in the country seeking to reduce emissions to 40% of 1990 levels by 2030 and achieve carbon neutrality by 2045. Billions are being invested in clean energy projects. Yet too often, these investments do not reach disadvantaged communities.

ECC NorCal aims to change this through policy, programming, coalition building, and technical assistance that create economic opportunities for underserved communities in the transition to clean energy.

In 2026, we are:

- Advocating for Bay Area Zero Nox appliance rules for Heat Pump Water Heaters to be passed without delay
- Ramping up small contractor preparedness for Heat Pump Water Heater Installs
- Planning for neighborhood scale decarbonization and gas pipeline decommissioning
- Increasing Community Resilience Hubs and their networks

ECC NorCal could not do this work without supporters. We are always looking to connect with industry and community partners, as well as values-aligned funders who can help expand opportunities and respond to community needs.

For further information, contact Avni Jamdar at ajamdar@emeraldcities.org



E-Contractor Academy Fall 2025

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ECC Northern California

Thank You, Partners and Funders!

Anchors in Resilient Communities

Aliados Health
Blue Shield of California
Collective Resilience
Health Care Without Harm (HCWH)
Local Clean Energy Alliance
Roots Community Health Center
San Francisco Department of Public Health
San Francisco Office of Resilience and Capital Planning
St. Mary's Center
Stanford Children's Health
The Women's Building
Thrive Alliance
University California Center for Climate, Health, & Equity
University California San Francisco Health

Equitable Policies: Building Decarbonization

Bay Area Air District (BAAD)
Climate Imperative Foundation
Heising-Simons Foundation
Physicians for Social Responsibility Los Angeles (PSR LA)

East Bay Community Resilience Hubs Initiative

Asian Pacific Environmental Network
Ava Community Energy
California Interfaith Power & Light
Collective Resilience
Communities for a Better Environment
East Oakland Collective
Green The Church
Little Manila Rising
Local Clean Energy Alliance (LCEA)
Reclaim Our Power

Economic Inclusion

BayREN
Contract Costa County
Energy Foundation
MCE Community Choice Energy
Pacific Gas and Electric (PG&E)
Plumbers & Steamfitters Local 342
Richmond Community Foundation

San Francisco Healthy and Resilient Homes

Association for Energy Affordability (AEA)
Building Power Resource Center (BPRC)
Community Climate Shift (CCS)
Mission Economic Development Agency (MEDA)
PODER

San Francisco Climate Equity Hub

Association for Energy Affordability (AEA)
Bayview Hunters Point Community Advocates
Brightline Defense
DMG Construction
People Organizing to Demand Environmental and Economic Rights (PODER)
QuitCarbon
San Francisco Bay Physicians for Social Responsibility (SF Bay PSR)
San Francisco Environment
San Francisco Housing Development Corporation
San Francisco Public Utilities Commission
Smart Building Solutions
South of Market Community Action Network (SOMCAN)

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