



*Achieving Natural
Resources and
Wildlife Preservation
Goals on Alameda
County Working
Lands and
Natural Habitats*

**ALAMEDA COUNTY
RESOURCE CONSERVATION
DISTRICT**

Strategic Plan
FY19/20 – FY20/21



GOALS & OBJECTIVES

A. Protect and Enhance Alameda County Working Lands

1) Provide conservation, preservation, and land stewardship services.

- a) Develop and promote habitat enhancement and management programs.
 - i) Seek out grants to support ongoing habitat enhancement and management programs.
(1) See Wildlife Conservation Board [WCB] opportunities. Ongoing.
 - ii) Coordinate with experts about the needs of local habitats and species. Develop related projects as feasible. Ongoing.

2) Coordinate with landowners, ranchers, vineyard operators, and farmers regarding resource issues and needs to provide planning and technical assistance, and to foster new relationships.

- a) Identify projects that are eligible for Natural Resources Conservation Service (NRCS) Farm Bill Programs to concurrently benefit natural resources and support agricultural producers. Ongoing.
- b) Conduct and measure the effectiveness of NRCS additional outreach to support voluntary restoration projects for ranchers and farmers (e.g., Environmental Quality Incentives Program [EQIP] through NRCS and Voluntary Local Program [VLP] through Alameda County Resource Conservation District [ACRCD]).

3) Research and support programs that provide financial and other incentives to land managers and landowners.

- a) ACRCD received a National Association of Conservation Districts (NACD) grant to strengthen partnership with University of California Cooperative Extension (UCCE) and NRCS and to enhance our ability to provide technical assistance and training to urban farmers in Alameda County. Hired two urban ag technical assistance experts. FY19/20
- b) Began collaborating with StopWaste on their urban farm compost technical assistance program. New Healthy Soils Program Technical Assistance (HSP TA) Grant will enable ACRCD to continue this work. FY19/20, FY20/21

4) Ponds restoration

- a) Seek opportunities to advance Voluntary Local Programs in coordination with NRCS. Ongoing.
 - i) Monitor success of restorations on sensitive species. FY20/21

5) Restore native habitat.

- a) Evaluate future restoration project potential and priority areas for coordination. Work with local partner agencies on priority action areas. (CA F&W, etc.) FY19/20, FY20/21
 - i) Oak woodlands
 - ii) Riparian areas
 - iii) Springtown restoration focused event canceled due to COVID-19.
 - iv) Conduct mussels research. Implement monitoring and restoration/reintroduction of freshwater mussels in Alameda Creek with partners from Alameda Creek Fisheries Restoration Workgroup. FY20/21

6) Enhance and expand Rangeland Management Program to additional agencies.

- a) Advance rangeland resilience and sustainability programs. FY20/21
- b) Rangeland monitoring and management (Research, analysis, and recommendations). FY20/21
- c) Develop and implement San Francisco Public Utilities Commission (SFPUC) rangeland monitoring program with LD Ford Rangeland Consultants. FY19/20, FY20/21
- d) Continue Residual Dry Matter (RDM) monitoring for Zone 7 Water Agency's Lake Del Valle property. FY19/20, FY20/21

7) Livestock management

- a) Stock-water, ponds, restoration, and additional water plough infrastructure. FY19/20, FY20/21
 - i) Funding from Prop 1 State Coastal Conservancy.
- b) Livestock fencing. FY19/20, FY20/21
- c) Livestock grazing and browsing best practices identification. FY20/21
- d) Identify best practices for integrating a variety of species for rangeland management/fuel reduction purposes. FY19/20, FY20/21

8) Manage working lands for wildlife, wildfire hazard reduction, water quality/quantity, biodiversity, and sustainability.

- a) Stream erosion control and flow enhancement. FY19/20, FY20/21
 - i) City of Livermore Stream Maintenance Program.
 - ii) Coastal Conservancy Fire Planning Grant Implementation. FY19/20, FY20/21
- b) Restoration of riparian habitat. See WCB grants. FY20/21
- c) Reduce pressure on stock water through increased infrastructure development. FY19/20, FY20/21

9) Agriculture

- a) Urban and Rural Agriculture
 - i) Seek new sources of funding to continue our urban agriculture programs. HSP TA grant will help provide carbon farming support to urban farms from RCD staff.
 - ii) Coordinate with NRCS on how Conservation Stewardship Program may be relevant to urban farms.
- b) Support urban farming through mini-grant program and/or collaboration with partners. Identify and/or revisit long term efficacy of mini-grants, refine program and identify new funding.
 - i) Obtained NACD grant that supported three mini-grants outside the Alameda County Flood Control District (ACFCD) area to provided match for the program. The 2019/2020 mini-grant program funded six projects in the AC Flood Control District and WCD boundaries. FY19/20
 - ii) Seek new funding. FY 20/21
- c) Promote local agriculture/rancher/vineyard viability and sustainability.
 - i) Invited by LAFCO to apply for Department of Conservation SALC grant for agriculture preservation. Presently in discussions. FY19/20
- d) Sunol Ag Park
 - i) Educate Ag Park farmers on current best management practices.
 - ii) Recruited for and hired new Sustainable Ag Spec. at RCD in 2019
 - iii) Ag Park Management Plan in process of being updated.
 - iv) Coordinate with Ag Park Teachers to enhance curriculum with carbon farming / climate-smart agriculture elements. FY20/21
 - v) Coordinate with SFPUC on future of Education Program vis a vis planned education program at the Alameda Creek Watershed Center. FY20/21
- e) Enhance and Identify the Viability of Agriculture in the region through preservation of agricultural lands in Alameda County.
 - i) Support implementation of conservation BMPs on urban and peri-urban agriculture through technical assistance and on-the-ground implementation. Pursue funding sources to support.
 - (1) NACD grant provided support enabling the hiring of 2 urban ag technical assistance providers who will assist at least 8 growers total with irrigation, rain catchment and composting. FY19/20
 - (2) Continue to pursue funding to expand our urban agriculture program. FY20/21
 - ii) Continue to include support of conservation practice installation (hedgerows, filter strips, etc.) on ranches and farms (i.e., Urban Farms and other new partners identified).
 - (1) NACD grant and urban farms mini-grant program are helping to expand our capacity; the new Coastal Conservancy Climate Ready Grant (CRG) that supports carbon farming in row crops and vineyards will also support hedgerow and other conservation practice installation. The SCC CRG will also support additional signage at the Ag Park. FY19/20

- (2) Continue working on procuring ag grant and SCC CRG programs to increase installation of beneficial conservation practices on multiple farms. FY20/21

10) Ecosystem services

- a) Continue ACRCDD facilitation of ecosystem services committee meetings.
- b) Identify working lands ecosystem services. If feasible, develop recommendations about associated monetary remuneration for ranchers/farmers.

B. Provide Education and Outreach

- 1) Conduct educational events and natural resources/agricultural workshops for public and private landowners and land managers.**
 - a) Update and offer another Ranching workshop. FY20/21

- 2) Develop multi-faceted education programs for professionals (see Attachment A for list of potential workshops)**
 - a) Contact Ca Fish & Wildlife to discuss potential for collaborative development of San Joaquin Kit Fox workshops. FY20/21
 - b) Consider ACRCO biologist development of Alameda Whipsnake workshop. FY20/21
 - c) Both workshops could be developed virtually if necessary.

- 3) Develop and provide programs and materials that engage youth and community members.**
 - a) **See Attachment A** list of potential virtual, classroom, and field-based education programs.
 - b) Completed managing City of Livermore Civic Spark Fellows to develop public outreach materials focusing on water resources and stream stewardship.
 - c) Provide programs that engage youth and community members in on-the-ground watershed stewardship activities to improve watershed health.
 - i) Due to the onset of COVID-19, all in-person educational events were cancelled. Re-schedule to FY 20/21.
 - d) Events held:
 - i) Coastal Cleanup Day, MLK Day of Service, and Earth Day volunteer events planned for FY2020.
 - (1) Coastal Cleanup Day event in Castro Valley was very successful with 44 volunteers.
 - (2) Earth Team cleanup events were held along the San Lorenzo Creek Bay Trail for MLK Day of Service (2020).
 - ii) Palomares Watershed Education program. Cancelled FY19/20.
 - iii) All youth and community education programs that the ACRCO has the resources to develop will be held virtually due to COVID-19 in FY19/20.

- 4) Increase public awareness of the ecosystem benefits provided by range and working lands.**
 - a) Began developing a carbon farming factsheet through the DWR grant proposal. Developed a carbon farming page for the ACRCO website. FY19/20
 - b) Develop carbon farming factsheet. Coordinate with UCCE rangeland resource web portal. FY20/21

5) Collaborate with partners to provide information locally and regionally on watershed health and stormwater pollution prevention.

- a) Develop and maintain website, annual conference, spring symposium, e-newsletter for Alameda Creek Watershed (ACW) Forum. FY19/20
- b) Prepare display and handout materials for and conduct approximately 15 Clean Water Program Outreach events a year. FY19/20
- c) All remaining events planned for FY 19/20 cancelled.
- d) Events planned for FY 20/21 – Alameda County Fair, Fall and Spring Alameda County Home and Garden Shows, Ashland FamFest, Castro Valley Fall Festival, Science in the Park, Sunol Wildflower Festival, and 3 Earth Day events.
- e) Develop and maintain website, annual conference, spring symposium, e-newsletter for Alameda Creek Watershed Forum.
 - i) Continue to produce quarterly newsletter for ACW Forum. Evaluate website use, upgrades, etc. FY19/20 and 20/21

6) Identify and develop virtual educational programs for ACRCO website and hard-copy brochures.

- a) See list of educational programs identified to date on Attachment A.

7) Website education programs expansion.

- a) Monthly writing and posting of articles on ACRCO/NRCS programs/projects.
- b) Create virtual lesson plans/educational outreach materials.
 - i) Develop many programs focused on disadvantaged communities.
 - ii) PowerPoint presentations with photos and voice-over.
 - iii) For youth and adult audiences including programs in Spanish.

C. Biodiversity

1) Protect and enhance habitat and watershed health in urban and rural areas.

- a) Oak Woodland and riparian restoration. FY20/21 and Ongoing.

2) Ensure planning that preserves and provides for sustainability of native species of wildlife in identified areas.

- a) All native species including endangered/protected/threatened/special status species.

3) Preserve and sustain native plant species in identified areas.

4) Preserve native insect communities.

a) Butterflies

i) Monarchs

- (1) Develop and Implement Monarch Engagement Species Program.
- (2) Develop a hedgerow and pollinator garden tour. FY20/21
- (3) Develop projects whose primary goal is to conserve or restore native pollinator habitat and that also provide measurable ecosystem services benefits. FY19/20
- (4) Received Wildlife Conservation Board block grant for Milkweed enhancement on ranches, including technical assistance for planning on additional properties. FY19/20, FY20/21
- (5) Coordinating Milkweed restoration EBRPD. FY20/21
- (6) Plan a grassland butterfly symposium with SF Bay Area Wildlife Society. Likely to occur virtually.

b) Native Bees

- i) Restoration of native bees (Look into Native Bee Lab at Berkeley).

5) Restore and preserve Urban and Rural Areas.

a) Watershed health

b) Reduce Invasive Plant Species (Grasses).

- i) Develop invasive plant eradication plan in coordination with NRCS to support City of Livermore SMP mitigation planting efforts.
- ii) Arundo in riparian areas.

6) Collaborate, plan and implement on-the-ground restoration and stewardship projects.

- a) Identify viticulture sustainability projects and implement. FY20/21

7) Support programs that benefit populations of common and special status plant and animal species.

- a) San Joaquin Kit Fox. FY20/21

8) Support programs that approach management of natural resources on a watershed-wide and ecosystem basis, while respecting diverse landownership and stewardship practices.

- a) Develop projects with Upper Watershed Ecosystem Services benefits (SFPUC, ZONE 7, Contra Costa RCD) FY 20/21 and Ongoing.
- b) Develop projects that provide tangible ecosystem services benefits to local lower watershed communities and document benefits. FY 20/21 and Ongoing.
- c) Explore grant opportunities in Healthy Watersheds Programs. FY20/21 and Ongoing.

9) Collaborate with regulatory agencies and other organizations to reduce barriers to the implementation of voluntary conservation programs.

- a) Continue to enroll landowners in the ponds program's Voluntary Local Program to support on-the-ground voluntary conservation projects that have the potential for take of California Tiger Salamander (CTS) and/or California Red Legged Frog (CRLF).
 - i) Three Landowners enrolled in the VLP program FY19/20 and three for FY20/21.
 - ii) Safe Harbor Program inactive.
- b) Voluntary local program expires in 2022 and will need to be reapplied for.
- c) Continue to enroll landowners in the San Francisco Bay Regional Water Quality Control Board (RWQCB) General Order Waste Discharge Requirement permit to support on-the-ground voluntary conservation projects that have impacts to waters of the state.
 - i) Several landowners enrolled under the WDR in FY19.
 - ii) Will continue to enroll landowners in 2021.

10) Wildlife Crossing/Contiguous Land Corridors

- a) Multiple presentations on The Transportation Wildlife Corridor Initiative were given by Dr. Shilling and Boxer. Stakeholder group formed and meetings conducted with the Wildlife Conservation Board and the Altamont Landfill Open Space Committee (ALOSC). ALOSC requested Boxer/Shilling to submit a proposal for the funding of Wildlife Crossings and adjacent lands research off of I-580. \$62,000 was awarded for this research by the ALOSC in 2019. Shilling/Boxer are actively conducting wildlife research along east and westbound I-580 in the Altamont Pass area. FY19/20, FY20/21
- b) Continuation with UC Davis on wildlife crossings/corridor research, re-convening the stakeholder group and writing new applications for grant funding. FY 19/20 and 20/21

D. Develop Marketing, Public Relations, and Partnership Activities

- 1) Identify funding resources to plan and hold *Day in the District* events, once every 5 years.**
 - a) Consider sponsorship by Alameda County Board of Supervisors. FY21/22

- 2) Enhance ACRC D community visibility through clear and effective promotional materials.**
 - a) ACRC D bi-annual report developed. FY19/20
 - b) New bi-annual report to be developed. FY20/21

- 3) Enhance marketing of district through website and website links.**
 - a) Website redesigned and updated. FY19/20
 - b) Continue website update and enhancement including addition of linkages on ongoing basis. FY20/21

- 4) Continue to participate in and lead important collaborations, such as committees, meetings, workgroups, and conferences. Build partnerships that benefit local and regional resource and agricultural conservation activities.**
 - a) Joined Together Bay Area at request of other agencies. CEO participating in frequent discussions of legislative actions needed by assembly and senate.
 - b) ACRC D to join and attend Wildlife Society meeting, CARCD annual meeting, and other trainings and meetings as appropriate (e.g. Foothill yellow-legged frog, which was just listed).
 - c) Continue participation in other relevant watershed/species/habitat groups such as Alameda Creek Watershed Forum, Bay Area Open Space Council (BAOSC), BAWN, San Francisco Estuary Partnership (SFEP), Alameda/Contra Costa WMA, Alameda Creek Alliance, Alameda Creek Fisheries Workgroup, Friends of TESLA, Alameda County Ag Advisory Committee, CARCD, Upper Alameda Creek Watershed Partnership, Central Coast Rangeland Coalition, CA Rangeland Coalition, CA Rangelands Trust, Bay Area Agricultural Conservationists, local and state Audubon Society, Tri-Valley Conservancy, International Conference on Wildlife Ecology and Transportation, Friends of Springtown Preserve, UC Cooperative Extension, SFBJV, Alameda County Agricultural Advisory Committee, Arroyo de la Laguna Collaborative (ADLL), including Participation in California Rangeland Conservation Coalition (CRCC) annual summits and maintain annual sponsorship of CRCC. Ongoing.

E. Develop and Maintain Sustainable Funding

- 1) Develop and implement an annual revenue development strategy to include local, state, federal, and private funding sources.**
 - a) Analyze grant and fee-for-service start and end dates every six months.

- 2) Strengthen financial sustainability by expanding the ACRCDC's fee for service programs.**
 - a) Identify services of special interest.
 - b) Began developing fee-for-service opportunities with EBRPD and StopWaste. FY19/20
 - c) Expanded rangeland monitoring services for Zone 7 (Lake Del Valle property). FY19/20
 - d) New fee-for-service contracts pursued/secured such as with Zone 7 and East Bay Regional Parks District, City of Livermore (scope expanded and re-funded). New fee for services program for Rangeland Monitoring explored with East Bay Municipal Utility District. FY19/20
 - e) Ongoing Livermore SMP management and possibly new tasks including Mitigation Master Plan, Habitat Conservation Plan, and individual permitting assistance. FY19/20
 - f) Continue expanding our fee-for-service contracts to local partners. FY20/21

- 3) Continue excellent quality support for San Francisco Public Utilities Commission multiple Task Orders (Ongoing).**

- 4) Leverage public and private funding source as matches.**
 - a) Developed website donation option. FY19/20
 - b) Starting a sponsorship fundraising program. FY20/21

- 5) Evaluate opportunities to work on a regional or multi-agency basis as appropriate to create competitive programs for grant funding.**
 - a) Regional Carbon Farming Hub in development with goal of securing funds for regional coordinator to expand and improve carbon farming in the greater Bay Area. RCDs: Suisun, Solano, Contra Costa, Alameda, San Mateo, Guadalupe-Coyote, Loma Prieta, San Benito have written a plan and funding proposal for the GBACH, which the Carbon Cycle Institute is shopping for institutional funding. FY19/20
 - b) Grant proposals developed in partnership with CCRCDC have been funded to include:
 - i) Water for Wildlife (Ponds) - State Coastal Conservancy \$485,993 (split with CCRCDC);
 - ii) Fire Mitigation & Planning - State Coastal Conservancy \$400,000 (ACRCDC \$200,000).
 - c) Continue working with neighboring RCDs on relevant programs and towards revenue development. FY20/21

F. Achieve Operations and Policy Excellence

- 1) Identify and implement Best Practices in ACRCDC programs and operations.**
 - a) Coordinate with species experts, agency staff and regional partners to ensure staff and the agency are up to date on current knowledge and conditions regarding local species and their habitat needs. Ensure baseline studies are completed as appropriate.

- 2) Continue to enhance ACRCDC human resources program.**
 - a) Review and update existing job descriptions, responsibilities, and compensation. FYTBD
 - b) Reallocate \$10K for HR Consultant to support this effort. FYTBD

- 3) Continue to identify opportunities to maintain and strengthen the Alameda County Conservation Partnership.**
 - a) Continue to develop appropriate projects and funding sources.

- 4) Hire and train staff as needed to achieve grant and fee for service work.**
 - a) Develop ACRCDC new staff orientation package/process. FY20/21

- 5) Support Board of Directors' education and participation in development opportunities.**
 - a) Develop ACRCDC potential new Board members orientation package. FY19/20

- 6) Identify and develop Board and Associate Board Members.**
 - a) Continuously in process by CEO and active Board Members. Ongoing.

- 7) Review bylaws every 2 years.**
 - a) Bylaws review to be completed by 12/20.

- 8) Maintain balanced budget and reserve funds.** Ongoing.

- 9) Assess IT needs annually or as needed.** Ongoing.

- 10) Identify and supply resources and training that staff need to adequately and effectively implement job responsibilities.** Ongoing.

- 11) Continue updates to Employee Handbook, as needed. Continue integrating best management practices to ACRCDC policy documents.** Ongoing.

- 12) Continue to evaluate options for employee retirement plan.**

G. Climate Change

1) Healthy soils program

- a) Healthy soils demonstration grant (\$249,800) awarded to ACRCDD to study the feasibility of applying compost to slopes on rangeland at StopWaste Altamont property. FY19/20
 - i) Applying compost to 20 acres on 2 ranches along with range-seeding, planting Milkweed, and riparian restoration on 2 properties. (Received 2019 HSP Technical Assistance grant)

2) Carbon sequestration and carbon farming

- a) Develop and conduct field workshop with Ag producers, decision makers, planners, and public on carbon farm plan project and compost addition with StopWaste.
- b) Develop carbon farm plans for 2 vineyards and 1 row crop farm. Infuse Sunol Ag Park Mgmt Plan and Education Program curriculum with carbon farm elements. Finalize 2 rangeland carbon farm plans. FY19/20
- c) Secured funding from CCI to collaborate with neighboring RCDs to plan a Regional Carbon Farm Hub: Suisun, Solano, Contra Costa, Alameda, San Mateo, Guadalupe-Coyote, Loma Prieta, San Benito RCDs. Plan will be completed in late 2019 or early 2020.
- d) Planning to add compost on up to 90 acres at the StopWaste property and begin installation of other carbon farming practices where CFPs have been developed. FY20/21
- e) Establish Regional Carbon Farm Hub pending funding (revenue development supported by CCI) FY 19/20, FY20/21
- f) Implement additional Carbon Farming projects. TBD.
- g) Partner with StopWaste's compost assistance program to provide technical assistance to urban farmers around carbon farming techniques through our 2019 HSP TA grant (runs for 3 years).

3) Fire mitigation programs including projects supporting resiliency to wildfires and forest management and restoration through natural resources protections.

- a) Lead development of regional fire mitigation plan in coordination with Contra Costa RCD.
- b) Planning, Mitigation, Response, Restoration
- c) Fire Hazard Reduction through Rangeland Management and Sustainability practices.

4) Water Management

- a) Pond restoration
 - i) Continue to support the Livestock Ponds Initiative and conduct ongoing pond restoration projects.

- (1) New Coastal Conservancy Prop 1 "Water for Wildlife" grant. ACRC/CCRCD received funding for Ponds program in both Alameda and Contra Costa counties. FY19/20, FY20/21
 - (2) 3 ponds at Mission Peak Park (EBRPD) and 1 Pleasanton Ridge Park (EBRPD) implemented. A pair of Rangeland Resilience (SFPUC) ponds were repaired after last year's installation due to erosion. FY19/20
 - (3) Advertise wildlife friendly ponds program and implement new pond and stock water projects. Implement pond and livestock water projects in collaboration with CCRCD via new grant. FY20/21
 - (4) Ornellas pond project was implemented; high rainfall led to some slides in dam which are currently being repaired with support of SFPUC and NRCS. Repairs completed on Ornellas Pond slides. FY19/20
- b) Stream restoration, erosion control, and water quality
- i) Ongoing volunteer-based restoration activities along Livermore water courses. FY19/20, FY20/21
 - ii) Installed low flow channel plantings to be installed by student volunteers along Arroyo las Positas in Springtown. Stream specialist planning and providing seedlings for Las Positas College botany club in collaboration with Living Arroyos. FY19/20
 - iii) Continue ongoing Livermore SMP restoration site, invasive plant management, and monitoring to meet success criteria permit requirements.
 - iv) Continue to represent the ACFC&WCD and Unincorporated Area County in the Countywide Clean Water Public Information and Participation Committee along with 15 member agencies and participate in work groups. Manage the CWP outreach programs for the ACFC & WCD and County. FY19/20, FY20/21
 - v) Develop large-scale sediment and invasive plant project at Los Positas gold course. FY20/21
 - vi) Coastal Cleanup Day planning to change into Coastal Cleanup Month with safe distance protocols. FY20/21
 - vii) MLK Day of Service and Earth Day volunteer events planned for FY20/21.
 - viii) Continue to represent the ACFC&WCD and Unincorporated Area County in the Countywide Clean Water Public Information and Participation Committee along with 15 member agencies and participate in work groups. Manage the CWP outreach programs for the ACFC&WCD and County. FY20/21
 - ix) Continue management of City of Livermore Stream Maintenance Program mitigation sites.
 - (1) Develop and implement Livermore habitat conservation plan.
 - (2) Stonybrook Creek Restoration Project - complete in 2016/17 and monitor for 5 years post construction. Continued monitoring and reporting. FY 19/20, FY 20/21

- x) Arroyo de la Laguna Restoration Projects (Arroyo 1, Arroyo 2, Verona Bridge, Zone 7 North of Verona Bridge). Installation complete. Monitor and implement remedial actions as needed for duration of permits. Continued monitoring and reporting. FY19/20, FY20/21
- c) Watershed
 - i) Developed and implemented first county-wide Watershed Symposium for Alameda County.
 - ii) Coordinated with local partners, Alameda County Flood Control/Public works, and others, to organize and hold the annual State of the Watershed conference. FY19/20

ACRCD STRATEGIC PLAN

ATTACHMENT A

Potential Website Educational Programs

- 1) Stormwater pollution prevention
- 2) Urban agriculture/sustainable agriculture
- 3) Introduction to wildlife crossings and land corridors
- 4) SFPUC Ag Park
- 5) Healthy Soils
- 6) Carbon Farming
- 7) Pond restoration
- 8) Land stewardship practices
- 9) Working lands
- 10) Natural resources
- 11) Rangeland management
- 12) Ecosystem benefits
- 13) Watershed protection and enhancement
- 14) Endangered Wildlife
 - a) San Joaquin Kit Fox, CA Tiger Salamander, Ca Red-legged frog, Alameda Whipsnake, Monarch and other grassland butterflies, Native Bees.
- 15) Bringing Back Native plants
- 16) Reducing invasive plant species