



SACOG Race, Equity, and Inclusion Working Group Charge

Purpose: The Race, Equity, and Inclusion (REI) Working Group shall follow the guidelines of an ad hoc committee of the SACOG Board of Directors. The working group shall discuss and oversee implementation of SACOG's Racial Equity Action Plan (REAP) and, based on review of implementation activities, make recommendations to the SACOG Board of Directors. The REI Working Group will notify the SACOG Board of suggestions for changes to the REAP that increase its effectiveness and impact. The working group will provide input and guidance on the board's engagement on REI-related topics and the integration of both racial equity and community engagement into specific SACOG programs. Foundational to this working group will be building proficiency in knowledge of, and strategic actions through policy and programming, to both fix historical inequities and prevent further marginalization of Black, Indigenous, Asian, Pacific Islander, Hispanic/Latino, and other communities of color as well as low-income, rural, urban and other underrepresented communities throughout the Sacramento Region.

Activities: Activities of the working group for 2025-2026 are focused in two key areas:

- (1) Help shape the entire SACOG board's engagement and education on REI-related topics.*
- (2) Help integrate racial equity and the principles of meaningful community engagement into specific SACOG programs that will be developed and/or launched in 2025-2026.*

Membership: The working group shall include SACOG board members, community members, local government and other public agency staff. The chair or chair-elect of the SACOG Board of Directors shall appoint the members of the Race, Equity, and Inclusion Working Group. Total membership shall not exceed 25 people. Members must be current SACOG board members, Sacramento region community members, or staff from SACOG member and partner governments. The chair will have the discretion for the exact composition.

The community members shall include representatives from some or all of the following categories:

- Racial Equity and Justice
- Affordable Housing
- Equitable Transportation Planning and Investment
- Investment without Displacement
- Community Development
- Education (PK-12, Community College, College/University)
- Public Health
- Air Quality
- Race and Intersectionality
- Economic Mobility
- Adaption and Resiliency

The government members shall include representatives from some or all of the following categories:

- City and county governments
- Transit agencies
- Special districts (e.g., air districts, school districts, utility districts, disaster preparedness/response)
- Tribal governments

Term of Working Group Membership: All members shall serve for the term of February 2025, through December 2026.

Officers: The current chair of the SACOG Board of Directors shall designate one or more of the committee members to serve as chair and as vice chair.