



Racial Equity Action Plan Goals and Objectives and Race, Equity, and Inclusion Working Group Charge

Action

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Attachments: Yes

Referring Committee: Not Applicable

Issue:

After two years of overseeing racial equity action plan implementation, the 2023-2024 Race, Equity, and Inclusion (REI) Working Group of the SACOG board recommends updates to the goals and objectives of the REAP to increase its effectiveness. The REI Working Group has also developed a charge for the 2025-2026 REI Working Group.

Request:

Approve

Recommendation for Board:

That the SACOG board: (1) adopt the goals and objectives of SACOG's racial equity action plan; and (2) adopt the charge for the 2025-2026 REI Working Group.

Recommendation for Committee:

Not applicable

Background:

(1) Racial Equity Action Plan Goals and Objectives

In 2022, SACOG staff and the Race, Equity, and Inclusion (REI) Working Group developed, and the SACOG board adopted a racial equity action plan. The goals and objectives in the plan established initial priorities for what SACOG could do to implement the [racial equity statement of change and commitment](#) that the board adopted in 2022 (Attachment A). The [current racial equity action plan](#) goals and objectives were developed directly from the listening and learning sessions SACOG conducted with REI Working Group members, staff at member cities and counties, transit agencies, regional transportation planning agency partners, SACOG staff members, and community-based organizations. SACOG staff developed the action steps, timelines, measures and indicators for each objective. The 2023-2024 REI Working Group was charged by the board with overseeing the first two years (2023-2024) of plan implementation and based on that oversight, recommending at the end of those two years any updates to the plan to increase its effectiveness.

Since the board adopted the racial equity action plan, SACOG staff under the leadership of SACOG's executive director and management team implemented the objectives of the plan through SACOG's overall work

program. Staff worked with the REI Working Group on specific implementation activities where the plan explicitly called for REI Working Group involvement, or where staff sought the expertise and experience of REI Working Group members. These areas of focus, and their successful outcomes, were highlighted for the board at its [November meeting](#). As outlined in Board Practices Goal 3 of the plan, staff developed a [quarterly progress report](#) for the REI Working Group, SACOG board, and public to maintain general engagement with the racial equity action plan activities.

Over the summer and fall of 2024, SACOG staff and the REI Working Group did a holistic review and assessment of SACOG's progress toward the goals of the racial equity action plan. Then the REI Working Group focused its September and November meetings, as well as ad hoc meetings in between, on determining what changes should be made to the racial equity action plan to continue making progress toward the goals. Based on these discussions, SACOG staff drafted updates to the goals and objectives. At its December meeting, the REI Working Group reviewed, finalized and unanimously recommended the goals and objectives to the SACOG board (Attachment B).

(2) 2025-2026 REI Working Group Charge

In addition to updating the goals and objectives of the racial equity action plan, the REI Working Group also developed a charge for the next two years of REI work that is based on the issues and opportunities identified during their assessment of the racial equity action plan. At its November meeting, the REI Working Group heard a staff presentation on SACOG's anticipated work over the next two years along with some high-level options for where the REI Working Group could focus its time and attention during that time. The REI Working Group unanimously recommended the 2025-2026 charge to the SACOG board (Attachment C).

Discussion/Analysis:

(1) Summary of Proposed Changes to Racial Equity Action Plan Goals and Objectives

The proposed changes to the goals and objectives of the racial equity action plan are intended to 1) apply tools, practices, and processes that were developed in the last two years; 2) apply lessons learned to build upon the progress of the last two years of implementation; 3) reflect the completion of objectives where applicable. On December 6, the REI Working Group discussed the proposed changes and unanimously recommended the board adopt the updates to the racial equity action plan. The proposed changes are described in Attachment B, which includes changes based on the assessments of the REI Working Group and staff at the September and November REI Working Group meetings, and ad hoc meetings on the Programs goals and Board Practices goals. Summary notes of the REI Working Group's December 6 meeting are included in Attachment D. The following summarizes the proposed goals and objectives by focus area (Operations, Programs, Board Practices):

Operations Goals and Objectives

The operations goals continue to be relevant to SACOG's racial equity statement of change and commitment. The current objectives of each goal are focused on setting up new policies, processes, and practices to set the agency on a path toward the goals. Most objectives have been completed, and staff proposed updating them to reflect ongoing practices. A few objectives were not completed, but through implementation staff learned more effective ways of working toward the relevant goal and so propose modifying the objectives. Attachment B explains the status of an objective and what modifications, if any, are proposed.

Programs Goals and Objectives

The programs goals also continue to be relevant to SACOG's racial equity statement of change and

commitment. SACOG has completed two objectives as currently written, and so staff proposed modifying them to apply to more of SACOG's programs. Of the objectives that have yet been completed, one group staff proposed to continue implementing without modification, the other group staff proposed modifying based on lessons learned. Staff also proposed adding two new objectives to help advance programs Goal 2. Attachment B explains the status of the objectives and what modifications, if any, are proposed.

Board Practices Goals and Objectives

The board practices goals continue to be relevant to SACOG's racial equity statement of change and commitment. However, through the REI Working Group's assessment of the goals, staff recommended rewriting Goal 2 to provide clarity and specificity; the intent of Goal 2 remains unchanged. The objectives of Goal 1 are annual activities, and staff proposed they continue with slight modification to focus on onboarding new board members. The objectives of Goal 2 have not yet been completed, but through implementation staff learned more effective ways of working toward the relevant goal and so proposed modifying the objectives. Finally, SACOG has completed the objectives of Goal 3, so staff proposed modifying objectives to focus on the next phase of progress toward the goals. Attachment B explains the status of the objectives and what modifications, if any, are proposed.

(2) Proposed Charge for the 2025-2026 REI Working Group

Based on the REI Working Group's November discussion, staff developed a draft charge for the next two years of the REI Working Group and presented that to the Working Group at its December meeting. The Working Group unanimously adopted the charge (Attachment C), which focuses the Working Group on two areas:

1. Help shape the entire SACOG board's engagement and education on REI-related topics.
With a number of new members likely joining the SACOG board in 2025, the REI working group could weigh in on and help shape the full SACOG board experience related to REI topics in 2025-2026. This includes onboarding of new board members, trainings for board members, and other related engagement opportunities.
2. Help integrate racial equity and principles of meaningful community engagement into specific SACOG programs that will be developed and/or launched in 2025-2026.
There are several high-profile programs that SACOG will focus on over the next two years that would greatly benefit from the REI working group's insights and experience, including SACOG's Mobility Zones program, SACOG's transportation funding round programs, the current round of SACOG's Engage, Empower, Implement (EEI) program.

Fiscal Impact/Grant Information:

Included in the Overall Work Program/Budget

List of Attachments:

Attachment A: SACOG Racial Equity Statement of Change and Commitment

Attachment B: Proposed Goals and Objectives for Racial Equity Action Plan

Attachment C: Charge for 2025-2026 Race, Equity, and Inclusion Working Group

Attachment D: Summary Notes of December 6, 2024, REI Working Group Meeting