

# Meeting Summary of the 2025-2026 Race, Equity & Inclusion Working Group

Friday, March 21, 2025 | 11:30 am – 1:30 pm

## March Outcomes:

- REI Working Group members get to know each other.
- REI Working Group members understand community-co-creation process of Mobility Zones and are ready to support next steps.
- REI Working Group members have signed up to participate in other SACOG activities in the next three months.

## Agenda Packet available at:

<https://sacog.primegov.com/Public/CompiledDocument?meetingTemplateId=5728&compileOutputType=1>

## Meeting recording available at:

<https://www.youtube.com/watch?v=ScJFFl7mLWw>

**Meeting Attendees:** Chair Rick Jennings, Vice Chair Jan Clark-Crets, Gary Bradford, Pamela Bulahan, Sam Bunton, Tere Flores Onofre, Bruce Houdesheldt, Raul Martinez, Caroline McCully, Desiree Orozco, William Walker, Kim Williams

**Absent:** Josh Chapman, Woodrow Deloria, Dawnte Early, Jesse Loren, Amy Pooley, Rachel Rios, Marnie Sanders, Mayra Vega

## Meeting Summary

March 21, 2025, was the first meeting of the 2025-2026 Race, Equity, and Inclusion Working Group.

Chair Jennings open the meeting by welcoming everyone. He then asked SACOG executive director James Corless to speak about the effect of this year's federal executive orders on the work of this working group. Corless shared that the work of this group, including its past work, is legal and does not go against any laws or orders from the government. Chair Jennings then asked working group members if they wanted to share any concerns. Members didn't express concern with the work of the group but instead talked about how their experience and perspective that they bring to the working group is focused improving conditions for all people and communities, of different abilities and strengths, who face different struggles and therefore need different types of solutions to help them get what they need.

## Welcome, Introductions, and Community Agreements

Working Group members broke up into groups of three to introduce themselves and each person identified one value they would like the working group to honor during their work together. At the end of the small group discussions, Chair Jennings asked each member to report out what they learned about their colleagues and share the value that they'd like to contribute to the group.

The Working Group identified the following values they agree to honor in their work together:

- Civility
- Humility
- Levity
- Honesty
- Authenticity
- Commitment
- Family

Chair Jennings then asked working group members to come up with community agreements for how the group will work together over the next two years. He explained that these will be living agreements that can be changed over the next two years as long as working group members agree to it.

The Working Group identified the following community agreements:

- Come prepared to be present and participate
- No one knows everything; we all have something to learn **and** offer
- Make sure everyone has time and space to contribute
- Accept and expect non-closure
- Ask: Is it beneficial to all?
- Speak from what you know and not from what you assume
- Work towards continuous improvement
- Don't assume ill intent / seek clarification
- Be aware of impact and intent
- Be an active listener
- Perception is reality

## Review Charge of the Working Group

Chair Jennings asked SACOG staff, Kacey Lizon, to review the Working Group's charge. Lizon explained the history of the Working Group's charge over the last four years: 2021-2022, to develop racial equity statement of charge and commitment and racial equity action plan for the SACOG board to adopt; 2023-2024, to guide and help implement the racial equity action plan, and make connections with the rest of the SACOG board.

For this 2025-2026 the Working Group has two main focuses:

- 1) help shape the entire SACOG board's engagement and education on REI-related topics and

- 2) help integrate racial equity and principles of meaningful community engagement into specific SACOG programs

Given this charge, Lizon explained the goals for the Working Group at the end of two years are:

- The Working Group has identified lessons learned to incorporate into an SACOG's projects and programs, annual work plans, and any updates that may be required to Racial Equity Action Plan
- The SACOG board has considered equity frameworks and community engagement principles in key SACOG programs
- More SACOG programs fully reflect the communities of the Sacramento region and all communities can benefit from them

Lizon then explained that the Working Group will use quarterly meetings to hear from SACOG staff about opportunities over the next few months for working group members to help shape SACOG programs or board engagement activities. Working Group members will then decide among them who will sign up to help, then work with staff on that topic before the next quarterly meeting. At the next quarterly meeting, the Working Group will debrief on what all the members did, observed, and learned. In that meeting they'll also hear about the next opportunities to shape programs and board engagement activities and sign up to help. After repeating this process, the hope is that the Working Group has helped SACOG achieve its goal of the board considering inclusion of equity frameworks and community engagement principles in some of SACOG programs.

The Working Group had no questions or discussion of this.

### First Working Group Assignment: Mobility Zones Community Engagement Process

Lizon then introduced the first opportunity for the Working Group to engage: SACOG's Mobility Zones program. The SACOG board will be adopting a set of Mobility Zones in May.

SACOG staff, Kathleen Hanley, introduced the Mobility Zones project. The project is to identify areas of the region are really struggling with mobility needs, then identify and help bring about transportation projects to meet those needs. The project is designed and executed to bring community voices to the decision-making table.

Hanley focused on the community-involvement process: the project is guided by seven communities that represent community members, local government staff, and regionally focused governments and institutions, which come together quarterly to move the project forward. These committees defined equity needs in each of their counties, then overlayed that equity data with SACOG's built environment data to identify places with equity needs and transportation gaps. With these zones identified, SACOG and its project partners partnered with community organizations to outreach to communities to get feedback on these zones. The goal is that through extensive community involvement in identifying and vetting the zones, the SACOG board can have assurance that the process really did engage all of the communities in the region and adopt the zones in May.

After this step in the project, more detailed planning with community members will occur in each of the zones.

Lizon then directed follow up questions and interest to the next agenda item.

### Other Opportunities to Serve Between Now and June 13<sup>th</sup> Meeting

Lizon announced that working group members could rotate between three stations to learn more about the opportunities to help with three SACOG programs in the next few months: Mobility Zones, 2025 Blueprint update, and Regional Monitoring Program. The program manager for each would give an overview of the program, answer working group member questions, and present the ask for help. Then all members would reconvene to share out which of them volunteer to help on each program.

### Wrap-Up

Chair Jennings reconvened the Working Group and asked members to report out which programs they want to help:

2025 Blueprint: Members Bradford, Clark-Crets, Flores Onofre, and Orozco

Regional Monitoring Program: Members Bunton, McCully, Walker, and Houdesheldt

Mobility Zones: Members Houdesheldt, Clark-Crets, Walker, Jennings, Martinez, Williams

Lizon then explained that each program manager will reach out to the volunteers with the next steps for their particular program.

### Adjourn

Chair Jennings announced the next meeting dates and adjourned the meeting. And Vice Chair Clark-Crets asked in closing that staff order the book “The Color of Law,” for Working Group members.

### **Next meeting dates in 2025 (all meetings will be in-person):**

June 13, 2025 11:30 am – 1:30 pm

September 19, 2025 11:30 am – 1:30 pm

November 14, 2025 11:30 am – 1:30 pm