



# Infosheet: SACOG'S Race, Equity, and Inclusion Initiative

## THE WHY

Reflecting on the social and racial justice protests of 2020, the SACOG board decided to initiate its Race, Equity and Inclusion (REI) working group to examine the historic role of government, particularly government policies and practices, in creating racial disparities in health, wealth, education, transportation, housing, and other aspects of life. These policies include “Redlining” lending practices, racially restrictive housing covenants and exclusionary zoning, redevelopment programs, and the construction of our region’s freeways and interstate highways that divided and displaced once-thriving communities of color. The cumulative effect of these policies and programs adds up to a legacy of structural racism, the impacts of which are still visible in communities throughout our region today. As a government entity, SACOG has perpetuated and sustained these long-standing policies and programs that have resulted in significant racial disparities in transportation, housing, and land use in the region. With the REI Initiative, SACOG is committed to reducing these inequities through our work to ensure that safe, healthy, accessible, and inclusive opportunities are available to all residents of the six-county region.

## THE WHAT

SACOG’s Race, Equity, and Inclusion (REI) Initiative is an agencywide effort to implement SACOG’s board-adopted [Racial Equity Action Plan](#) (REAP). The REAP includes measurable activities to align SACOG’s operations, programs, and board practices to the board’s adopted [racial equity statement of change and commitment](#). The work will be performed by SACOG staff from each resource group in the agency, consultant support, the REI Working Group, the SACOG board, and community stakeholders.

## THE HOW

The REAP is focused on changing how we do the work of SACOG, which is to advance three strategic goals of equity, economy, and environment. Deliverables and results of this work will be integrated into agency policies, processes, and practices. Here’s how the pieces of the REAP work together to do that:

GOALS	PRIORITIES
The Operations goals focus on enhancing the overall staff’s capacity and understanding of racial equity, to enable them to effectively contribute to the realization of the Triple Bottom Line. How will this be accomplished?	<ul style="list-style-type: none"><li>• By developing and implementing training and ongoing support to increase staff capacity and understanding of racial equity work.</li><li>• By working to attract, hire, invest and retain an inclusive workforce that reflects the diversity of the region, and where all current and future employees feel they belong.</li><li>• By creating more opportunities for more businesses and organizations to do business with SACOG.</li></ul>
The Programs goals focus on actively working toward achieving the Triple Bottom Line goals. How will this work be executed?	<ul style="list-style-type: none"><li>• By increasing our engagement with community organizations working with underrepresented communities to help shape SACOG’s projects and programs.</li><li>• By shaping our programs to proactively consider the needs of underrepresented and underserved communities in the region.</li><li>• By sharing with and learning from other agencies also doing this work.</li></ul> <p><i>For example, in 2023, we began this with the Blueprint engagement plan, and engaging community organizations to design the Engage, Empower, Implement Program.</i></p>

<u>Goals</u>	<u>Priorities</u>
<p>The Board Practice goals aim to boost the board's capability in making Triple Bottom Line decisions and ensuring SACOG's accountability to its Triple Bottom Line commitment. How will this be achieved?</p>	<ul style="list-style-type: none"> <li>• By actively listening to and learning from the experiences of diverse communities in the region, so that we gain insight about disparities and inequities across the six counties and learn how they are being addressed.</li> <li>• By learning from the community/community leader input in our program work, gaining the practice of asking for and understanding the impacts of proposed policy decisions on our communities, especially underrepresented and underserved communities.</li> <li>• By monitoring implementation of our Racial Equity Action Plan, and the region's indicators of economic, transportation, housing, and environmental health, and asking what have we learned? What have we accomplished? What can we do better?</li> </ul> <p><i>For example, in 2023, we observed how local governments with community partners in Roseville, Yuba County, Sacramento, and Sacramento County, are working to reduce these disparities.</i></p>

## THE WHO

### Role of the REI Working Group

- The REI working group's primary responsibility is to observe, engage in, review, discuss, and make recommendations regarding the implementation of SACOG's adopted Racial Equity Action Plan (REAP).
- After reviewing the progress of REAP implementation activities, the group will make recommendations to the SACOG Board of Directors for enhancing the effectiveness and impact of the REAP.

### Working Group outcomes by the end of 2024

- Build understanding and support among key stakeholders and board members for SACOG's Racial Equity Action Plan implementation.
- Better understand and define the key components of meaningful community engagement processes.
- Develop regional equity indicators that SACOG will collect and report on a regular basis.
- Provide recommendations to the SACOG board on assessing equity impacts of proposed policy decisions.
- Based on REAP progress reports, make recommendations to the SACOG board of any changes to the REAP to increase its effectiveness and impact.

### Role of SACOG Staff and Consultant Team

- Develop the REI Working Group meeting agendas in consultation with the Working Group chair.
- Do the day-to-day work of executing the REAP. This includes seeking feedback and collaboration from the REI Working Group to plan out and implement individual REAP objectives.
- Regularly report progress on implementation of the REAP, including successes, barriers, and recommendations, to the REI Working Group and SACOG board.