

SACOG Race, Equity & Inclusion Working Group

Agenda & Meeting Materials

Friday, May 27, 2022 | 1:00 pm - 3:00 pm

Consistent with California Government Code Section 54953 and Assembly Bill 361, a meeting of the Board of Directors will be held via teleconference and in person. Members of the public are invited to observe the meeting over the internet at: . <https://us06web.zoom.us/j/87008111581>, Webinar ID: 870 0811 1581 or phone in: 888 475 4499 (Toll Free), Webinar ID: 870 0811 1581.

Public Comment:

Public comment will be taken on the item at the time that it is taken up by the committee. To make a public comment, you can do so five ways:

1. Written comment by email: email the deputy clerk (rgarcia@sacog.org) to submit a comment. Comments read at the meeting will be limited to 250 words. Comments will be accepted through the public comment period and individual agenda discussion items during the meeting.
2. Written comment online: access SACOG's website (www.sacog.org/agendas-0) and complete a public comment form. Comments read at the meeting will be limited to 250 words. [<https://sacog.primegov.com/public/portal>] (click on the orange speech bubble next to the agenda meeting items, and follow the prompts on the screen). Comments will be accepted through the public comment period and individual agenda discussion items during the meeting.
3. By phone during the meeting: Press *9 to indicate a desire to make a comment. The chair will call you by name or phone number when it is your turn to comment. We ask that members of the public keep their remarks brief. Speakers will be limited to 3:00 minutes. Comments will be accepted through the public comment period and individual agenda discussion items during the meeting.
4. Online during the meeting: for each agenda item, we will pause for public comment. Tap your name in the attendee list, then tap "Raise Hand". The chair will call you by name when it is your turn to comment. Please note that speakers will be limited to 3:00 minutes. Comments will be accepted through the public comment period and individual agenda discussion items during the meeting.
5. In person at the meeting: please complete a speaker form and provide it to the clerk at the meeting. Comments will be limited to 3:00 minutes.

Agenda Timing: Time durations are estimates only. Action may be taken on any item on this agenda. The Working Group may take up any agenda item at any time, regardless of the order listed.

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La SACOG puede proveer asistencia/facilitar la comunicación a las personas y los individuos con conocimiento limitado del inglés quienes quieran dirigirse a la agencia. Para solicitar asistencia, por favor llame al número 916.321.9000 o para TDD/TTY llame al numero 711, o email a contact@sacog.org. Requerimos que solicite asistencia con tres días hábiles de anticipación para poderle proveer asistencia.

Message from the Clerk: In compliance with California Government Code Section 54952.3, the Clerk hereby announces that the compensation for legislative body members attending the following simultaneous or serial meetings is: Board of Directors \$100; Transportation Committee \$100; Land Use & Natural Resources Committee \$100; Policy & Innovation Committee \$100, Strategic Planning Committee \$100, Race, Equity and Inclusion Working Group \$100. Compensation rates for these meetings are set pursuant to the Rules for the Sacramento Area Council of Governments adopted in July 2005.

Working Group Outcomes:

- Prioritize racial equity in the Blueprint, SACOG's long-range transportation and land use plan
- Build support among key stakeholders and Board members and provide direction for a racial equity action plan

Pre-reading:

- Learnings from 1-on-1 listening sessions with REI working group members
- Blueprint engagement strategy overview
- Adopted Racial Equity Statement of Change and Commitment
- 2022 Working Group Schedule and Outcomes

Agenda

Goals today:

- Discussion and then guidance from this working group on how SACOG should interpret the learnings from the listening sessions to create a draft racial equity action plan.
- Identify where there are tensions/conflicts in the learnings.
- Guidance from this working group on how to prioritize racial equity in public engagement for SACOG's Blueprint plan.

- 1. Call to Order, Welcome, Public Communications, Rick Jennings (10 mins)**
- 2. Approve Remote Working Group Meeting, (Action), Rene Garcia (2 minutes)**
- 3. Where have we been, where are we today, where are we going, James Corless (10 minutes)**

4. Learnings from listening sessions held to date, Kacey Lizon and Shaniece Alexander (60 minutes)

Outcomes: Common understanding among working group members of themes from listening sessions so far. Working group direction for staff to use in developing a draft racial equity action plan for SACOG.

a. Introduction of Venture with Purpose, consultant for SACOG listening sessions

b. Working group discussion of learnings to date and guidance for SACOG staff

- What do you think equitable community engagement looks like?
- What can SACOG do to support cities, counties, and transit agencies in re-learning how to engage with their communities?
- How can SACOG create opportunities for local elected officials to understand the different communities in the region?

5. Case Study: How can SACOG's Blueprint engagement strategy follow through on racial equity commitments? AJ Tendick, (35 minutes)

Outcome: Working group guidance for staff to prioritize racial equity in the engagement strategy for Blueprint.

6. Next Steps, James Corless (5 minutes)

7. Meeting Adjourn

Next meeting dates:

July 29, 2022

September 30, 2022

November 18, 2022



Race, Equity & Inclusion Working Group

Meeting Date: May 27, 2022

Remote Working Group Meeting

1. Issue:

Holding the Race, Equity, & Inclusion Working Group meeting remotely and in person.

2. Recommendation:

Staff recommends approval of the attached resolution that allows for this meeting to be held remotely for those members who wish to participate online.

3. Background/Analysis:

The Brown Act is a state law that establishes the procedural framework for members of local government decision-making bodies to meet, debate, and act. The Act is designed to ensure that the public is informed about the views, discussions, and actions of governing officials. SACOG is subject to the Brown Act.

On March 12, 2020, the Governor issued Executive Order No. N-25-20 that waived certain requirements of the Brown Act including:

- the requirement that the notice of each meeting location be provided for those members of the legislative body (board or committee) participating in the meeting;
- the requirement that each meeting location be accessible to members of the public;
- the requirement that members of the public be able to address the legislative body (board and committee) at each meeting location;
- the requirement that agencies post agendas at all meeting locations; and
- the requirement that at least a quorum of the legislative body (board and committee) participate from locations within the boundaries of the territory over which they exercise jurisdiction.

With the Executive Order in place, SACOG has been holding its meetings remotely over Zoom since the beginning of the pandemic. The Governor's Executive Order expired on September 30, 2021.

4. Discussion/Analysis:

In September, the Governor signed Assembly Bill (AB) 361, which amends the Brown Act to allow continued flexibility for public meetings following the expiration of the Governor's Executive Order. The provisions of AB 361 regarding remote meetings can only be used in the event there is a Governor issued state of emergency that is active under the California Emergency Services Act and a legislative body makes a determination by resolution that there is a need to meet remotely. The Governor's state of emergency presently remains in effect. Staff recommends that the committee adopt a resolution that the committee is holding a meeting during a proclaimed state of emergency, and state or local officials have imposed or recommended measures to promote social distancing.

An additional stipulation of the legislation is that legislative bodies must approve by resolution the decision to meet remotely every 30 days. Attached is the authorizing resolution that allows this meeting to be held both remotely and in person.

Assembly Bill 361 permits remote meetings but requires that:

- agencies may not close public comment periods for written comments in advance of a meeting, but instead only close the comment period at the same time it is closed during a meeting;
- that agencies must clearly advertise the means by which the public can observe the meeting and offer comment during the meeting via either a call or internet based option, the public must be given an opportunity to comment directly; and
- that in the event of a disruption in the broadcasting of the meeting the legislative body (board or committee) would take no further action until meeting access would be restored to the public.



SACRAMENTO AREA COUNCIL OF GOVERNMENTS

RACE, EQUITY & INCLUSION WORKING GROUP

RESOLUTION NO. 60 – 2022

**DECLARING ITS INTENT TO CONTINUE REMOTE TELECONFERENCE ONLY
MEETINGS DUE TO THE GOVERNOR’S PROCLAMATION OF STATE EMERGENCY
AND STATE REGULATIONS RELATED TO PHYSICAL DISTANCING DUE TO THE
THREAT OF COVID-19**

WHEREAS, the Race, Equity & Inclusion Working Group of the Sacramento Area Council of Governments (“SACOG”) is committed to preserving public access and participation in meetings of SACOG; and

WHEREAS, all meetings of SACOG are open and public, as required by the Ralph M. Brown Act (Cal. Gov. Code 54950 – 54963, the “Brown Act”), so that any member of the public may attend, participate, and observe SACOG conduct its business; and

WHEREAS, the Brown Act, Government Code section 54953(e), provides for remote teleconferencing participation in meetings by members of a legislative body, without compliance with the requirements of Government Code section 54953(b)(3), subject to the existence of certain conditions; and

WHEREAS, a required condition is that a state of emergency is declared by the Governor pursuant to Government Code section 8625, proclaiming the existence of conditions of disaster or of extreme peril to the safety of persons and property within the state caused by conditions as described in Government Code section 8558; and

WHEREAS, such conditions now exist in the State, specifically, the Governor of the State of California proclaimed a state of emergency on March 4, 2020, related to the threat of COVID-19, which threat remains; and

WHEREAS, California Department of Public Health and the Federal Centers for Disease Control and Prevention caution that the Delta variant of COVID- 19, currently the dominant strain of COVID-19 in the country, is more transmissible than prior variants of the virus, may cause more severe illness, and that even fully vaccinated individuals can spread the virus to others resulting in rapid and alarming rates of COVID-19 cases and hospitalizations; and

WHEREAS, on September 28, 2021, the County of Sacramento Public Health Officer recommended social distancing measures and that local legislative bodies in the County of Sacramento use certain available teleconferencing options in order to help minimize the spread and transmission of COVID-19; and

WHEREAS, the California Division of Occupational Safety and Health (“Cal/OSHA”) regulations at Title 8 Section 3205 recommends physical distancing in the workplace as precautions against the spread of COVID-19 and imposes certain restrictions and requirements due to a “close contact” which occurs when individuals are within six feet of another in certain circumstances; and

WHEREAS, to allow for physical distancing and remote meeting attendance in accordance with recommended measures from Cal/OSHA and the County of Sacramento Public Health Officer, SACOG does hereby find that SACOG shall conduct its meetings without compliance with paragraph (3) of subdivision (b) of Government Code section 54953, as authorized by subdivision (e) of section 54953, and that SACOG shall comply with the requirements to provide the public with access to the meetings electronically as prescribed in paragraph (2) of subdivision (e) of section 54953.

NOW, THEREFORE, IT IS HEREBY RESOLVED AND ORDERED by the Sacramento Area Council of Governments:

1. The foregoing recitals are true and correct.
2. SACOG hereby recognizes the Governor’s proclaimed state of emergency remains in effect and continues to impact the ability of SACOG and the public to meet safely in person. SACOG further recognizes the recommendation of State and local officials promoting social distancing.
3. SACOG shall conduct public meetings in accordance with Government Code section 54953(e) and other applicable provisions of the Brown Act for remote only teleconference meetings.

PASSED AND ADOPTED this 27th day of May, 2022 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Rick Jennings II
Chair

James Corless
Executive Director

Learnings from 1-on-1 listening sessions with REI working group members

Since the REI Working Group last met, staff have interviewed nine of the working group members to gather direct input from each member. These conversations were very helpful to get a lot of input, primarily from the public members, about how SACOG, as a government agency, can fulfill its commitments to reduce racial disparities through its work.

The interviews were wide-ranging, covering best practices from outside the region, examples of other practices within the region, as well as direct recommendations for what SACOG should do. The notes from the interviews are presented below categorized into three areas:

- I. SACOG's programs
- II. SACOG's operations
- III. SACOG's board practices.

They are further organized around five areas:

LISTEN and LEARN: Work to build and strengthen relationships with organizations representing historically marginalized communities in both urban and rural areas, to integrate their perspectives and priorities, and to give voice to these communities.

PLAN: Develop a racial equity action plan for SACOG's programs and operations, that includes measurable activities, and regularly review the plan to ensure the integration of policies, procedures and programs to advance racial equity.

SUPPORT: Provide continuous support to our member and partner agencies to integrate the agency's racial equity action into local plans, build and strengthen relationships with community-based organizations, non-profits, advocacy organizations, and other equity experts and practitioners;

ACT: Continue to build the capacity of the SACOG staff and board to fully implement SACOG's racial equity action plan, and carefully consider how our decision-making processes address historic inequities in transportation and housing;

MEASURE: Establish, regularly monitor, and report publicly on 1) regional equity indicators associated with housing, transportation, and economic opportunity; 2) organizational equity indicators of employee and stakeholder (community members, public agencies, non-governmental partners) experience of existing policies, practices, and procedures; and 3) indicators of authentic project sponsor engagement in the planning and design of regionally significant projects.

These have been summarized and edited for clarity, but are intended to convey what we heard. Some of the same ideas were presented by more than one interviewee. There are also some ideas that may be different approaches. Unless otherwise indicated in the comment, the term "community" means any group of people living in the same place or having a particular characteristic in common. The terms equity and inclusion are defined per the definitions in the attached glossary.

We hope that the discussion from the working group will help give staff direction on what ideas should be prioritized in the racial equity action plan.

I. What do these notes tell us we can do to make SACOG's programs more equitable and inclusive?

LISTEN AND LEARN

1. When reaching out to communities, understand the framework of the community. Do your homework.
2. We have to be better about knowing what we don't know and being honest about what we don't understand.
3. We need to give people the opportunity to engage and not speak for them or filter them out.
4. It's important not to be focused on fixing when we listen. Focus on education on the front end before asking for answers or solutions to address racial equity.
5. Ensure enough time to gain community support. There is a lack of trust in government in underserved communities.
6. Think about in which contexts SACOG will directly work with CBOs, and when cities/counties will work with CBOs.
7. Getting CBOs to the table without overtaxing them is key.
8. Using standing community meetings rather than one-off meetings for SACOG can provide consistency, which is key to get folks engaged and hopefully committed. But it must be worth their while and time.
9. English speaking and hearing persons take for granted the ability to participate in public meetings. Consider participating through translation of ASL interpreter, and when that goes poorly, the frustration of participating.
10. Learn about different communities: field trips to projects/communities – if it isn't practical to visit in person – making short videos – particularly with some data and stories mixed in – with community voices.
11. Think about whose voice is being left out in a community discussion.
12. Consider that experiences are different based on income level, even within racial/ethnic groups.
13. Be inviting and welcoming in our engagement of people, so all attendees are open to listening and learning.
14. Organize community members, explain to them how SACOG works, bring them to meetings, and encourage them to speak.
15. Think about both the engagement of Native American individuals and Native American tribal governments.

SUPPORT

16. Advise agencies applying for federal grants to look at data in project area by race and ethnicity and understand and articulate how the project will impact those populations.
17. Work with transit agencies to take closer look at riders' issues.
18. Use a combination of data and stories to illustrate the importance of racial equity, policies, programs, investments. You don't get to influence how people think without telling human stories.
19. Survey local jurisdictions regularly on their racial equity work.
20. Encourage engagement with diverse and inclusive non-profit agencies/committees.
21. Foster a way for elected leaders to put aside their assumptions about their community, and look into their own communities to learn who is being left out.
22. Provide training to local agency staff on figuring out how to reach marginalized populations, on learning the experiences of the people they serve, and on how to work with others in the community who may have better relationships or trust with that marginalized community.

23. Support local staff to educate their elected leaders on the challenging issues in their community.
24. Provide opportunity for local staffs to re-learn how to listen. And to not be afraid to educate their elected officials. Staff are reluctant to say what the real problems are, they want to paint a rosier picture. But you need to show your real need to be able to address that need.
25. Create training for local agencies in how to: identify disparities in their jurisdiction, work with communities to build and implement racial equity in those neighborhoods, then encourage each local government to identify the poorest, most disinvested neighborhoods in their jurisdiction and then work with the neighborhoods to build racial equity there.

ACT

26. Require funding recipients to engage constituents. Don't just require percentages to meet goals because people will do the least amount that they can do and not the actual engagement part that is so important.
27. Consider CBOs as "consultants," and instead of doing simple MBE/WBE percent, the qualification should be firm (or church/community group/CBO) that knows the community well.
28. Consider if SACOG is positioned to talk directly with community groups or more to give guidance to member agencies to help them identify and work with CBOs.
29. Utilize CBOs to facilitate community engagement/voices – need a variety because they have different perspectives, strengths and connections.
30. Examine all of SACOG's advisory groups and committees to see where we already engage CBOs and figure out how to piggyback/consolidate their engagement so they are not over-asked/overtaxed.
31. Community meetings – provide interpretation, ASL – ways to make it easier for people to understand what they're getting involved in.
32. Have people with lived experience running committees.
33. Show community members they are equally valued to consultants: provide them stipends or pay for CBOs/community members to participate in SACOG projects and programs.
34. Set policies for plans, programs, funding, so that every jurisdiction should know that if they are going to apply for funding from SACOG, it needs to be for communities that need it, the grass roots support it, and the applicant represents the community voice.
35. Be what we say we are: attend the events where we show we value racial equity and inclusion.
36. Think about what language access looks like in SACOG's programs.
37. Think about how we can ask communities for data without being extractive.
38. Have a focused effort to address the transportation needs of students.
39. When reaching out to tribal governments, have clear 'why we are here and talking with you.'
40. When reaching out to Native Americans for representation, ensure equal emphasis on tribal governments and community members.
41. Show more diversity amongst the panels speaking to groups.
42. Continue SACOG's Youth Leadership Academy and teach them our region's history so we can do better.

MEASURE

43. Review other equity indices and consider adopted them or developing a SACOG equity index.
44. Work with local agencies/lead agencies, to be able to define what "improving racial equity" means.
45. Regularly report on race/ethnicity data to board and public.
46. A measure of success: when everyone can say "I'm really fortunate. I live in a fabulous city."
47. In SACOG's data collection focus on filling in the gap of reporting for tribal communities and Native Americans (typically misreported and/or underreported, eg traffic safety data).

48. To be honest about addressing some of the issues that have been identified—racial equity, affordability—define outcomes that can be measured and reported on. E.g., how many units of affordable housing were actually built? Did local jurisdictions do something to advance equity in their community?
49. make sure equity and inclusion requirements on contractors is strong, because they will only do the minimum requirement.
50. A diversity of people are participating in SACOG events/programs/engagements.
51. Regularly ask questions about all of our existing programs: how do [stakeholder groups] find out about that opportunity? To make sure we are refreshing our processes with an equity lens.
52. Is anyone better off because of the work we did? Outreach we did? Decision we made? Process we ran?
53. Require grant requests to describe their quantifiable benefit to communities of color.
54. Set SACOG funding requirements to the standard of equity, not to a minimum amount. E.g., if we want people of color, or community voices, to be involved in a program, set a standard or requirement that gets them meaningfully weighing in/shaping the program.

II. What do these notes tell us we can do to make SACOG's operations more equitable and inclusive?

LISTEN & LEARN

- Implement a Safe Place Forum for inclusiveness
- Support staff providing a voice for DEI
- Honest perspectives/expectations
- Agency leadership and management talk regularly about progress on SACOG's racial equity commitment and work to staff and stakeholders.
- Ask how SACOG can think about racial equity in hiring, promotion, retention, budgeting, and contracts.
- Training on finding and learning the experience of the people you serve.
- Training on figuring out how to reach those populations – e.g., who are the trusted organizations/people that will assist you to reach those populations?
- Sometimes you need someone who has had lived experiences to communicate those experiences.
- Value people for the cultural experience they bring to an organization, on the same level as their technical expertise or educational credentials.

SUPPORT

10. Consultants and training programs available to staff through our partners.
11. Support scholarships in the transportation and planning field.
12. Racial equity trainings for staff using outside consultants.
13. Assemble a GARE (Government Alliance on Racial Equity) cohort of jurisdictions and SACOG staff.
14. Providing training to local agency staffs is essential.

ACT

15. Make sure someone owns it.
16. Celebration of different cultural events.
10. For procurement, consider preferences for veterans and BIPOC owned businesses.

17. Set SACOG procurement and contracting policies to the standard of equity, not to a minimum amount. E.g., if we want people of color, or community voices, to be involved in a program, set a standard or requirement that gets them meaningfully weighing in/shaping the program.
18. Recruit for diverse workforce. Recruitment efforts in the broader community—need the staff to represent the communities we serve.
19. When onboarding, present the agency’s values and make sure in those values is inclusivity, and one where everyone can speak their voice, share their opinion, and not be chastised for it.
20. Employ a change management process through human resources.
21. Anywhere SACOG makes a decision is where equity can be infused.
22. Develop a multi-year training program for staff that has more intensive training for staff working directly on racial equity initiatives, and shorter sessions for all staff.
23. Institutional-level change needs to not be focused on individual/interpersonal change. That is how you get institutional change. Otherwise, you do not get to the root issues of the institution.

MEASURE

24. A measure of success: increasing the diversity of our staff.
25. Equitable and inclusive assessments and real action.
26. Publish the Racial Equity Action Plan and be transparent about metrics. Be clear in the plan when it is reviewed, how often it is updated, what the horizons are for different metrics.
27. A measurement: is anyone better off because of the work we did? Outreach we did? Decision we made? Process we ran?

III. What do these notes tell us we can do to make SACOG’s board practices more equitable and inclusive?

LISTEN & LEARN

1. We have to be better about knowing what we don’t know and being honest about what we don’t understand.
2. The leaders of the agency (board or staff) need to show up and be present in the places where these conversations are being had.
3. Board members should get out to other communities in the region to help them understand what “underserved” looks like in other communities.
4. Invite tribes to sit on the SACOG board.
5. Have people with lived experience running committees.
6. Use field trips to projects/communities for the SACOG board so they see other communities in the region, to understand what underserved looks like in different parts of the region, especially outside of their county. Board members could host the tours, talk peer-to-peer about issues.
7. Elected officials have to look into their own community. Put aside their assumptions about their community. Even if you live in a small rural community, you often live in your own bubble. It’s who you’re comfortable with. Unless you make an effort, to see who’s there, meet with them, speak to them, we all get lost in our own assumptions and a lot of times our assumptions are wrong.
8. Create chances for community leaders/grass tops to present about their communities.
9. For the board, ask them “what does equitable community engagement look like?”
10. It is important for elected officials to understand other communities in the region. Some of this can come through staff instead of relying on community members. Have SACOG staff meet one-on-one with board members and find out what they want to know. Brief them. Answer their questions in a safe, one-on-one environment as human beings.

11. Have board members report back on their progress on racial equity efforts. Have a regular agenda item on that at SACOG. That also creates a forum for community members to weigh in.
12. For local officials & staff, continue guest speakers, send to conferences—get people exposed to different perspectives. Local government officials need to hear what is actually going on in their community.
13. It's important too to spend a lot of time doing background educating for both elected officials and the community members. Organize community members and explain to them how SACOG works, bring them to meetings, and encourage them to speak.
14. Partner with CBOs and prepare case studies to tell stories in writing and video. Personal stories really hit home the policy issues.
15. Regarding engagement, throw out what you know. Don't assume. It's so easy to assume.

SUPPORT

16. Help the elected officials by being a bridge/voice from the community organizations and underserved populations. Provide them a way to get their voice heard, as not all CBOs are as vocal as others.
17. Provide opportunities for conferences and other venues for local officials to get exposed to different perspectives.
18. If you want elected officials to understand communities, you need to create chances for people to present about their communities. The communities also need more information about what is happening at SACOG so that they can offer their perspective on the issues before you.

ACT

19. How do we use the board agenda to bring perspective and set the table for the emerging trends and issues affecting the region.
20. Reimburse CBOs for their time/energy spent engaging with SACOG.
21. Something like this working group needs to continue, for SACOG to hold itself accountable.
22. Partnering with community base agencies, chambers, and public transit agencies
23. Have a regular agenda item on racial equity efforts at SACOG public meetings so SACOG can be accountable and also create forum for community members to weigh in.
24. Anywhere the board makes a decision is an opportunity to infuse equity.
25. Forward the REAP to the SACOG board for adoption as a policy document.

MEASURE

26. Regularly report on regional race/ethnicity data to board and public.
27. A measurement: is anyone better off because of the work we did? Outreach we did? Decision we made? Process we ran?
28. Award funding towards the programs/projects that have a quantifiable benefit of communities of color.



Blueprint Public Outreach, Education and Engagement

BACKGROUND

The 2024 Blueprint plan, to be completed in early 2024, is SACOG's plan to build a connected region that includes transportation options for residents, affordable housing for the region's growing population, and equitable investments that give all community members access to a safe and healthy region. Once adopted, the Blueprint will be a foundation for regional planning in the Sacramento region. It will help define our annual work program, prioritize funding decisions across the region, drive what grants SACOG seeks out, and what programs SACOG will run. Understanding local and regional priorities around equity, environment, and economy regarding land use and transportation will be critical towards crafting a long-range plan that is owned by the region and empowers the region to grow efficiently and towards achieving the triple bottom line framework of Equity, Environment, and Economy.

The process for developing the Blueprint includes local agency review and input to understand adopted planning policies, land use plans and desired transportation investments; nomination of transportation investments for SACOG to consider in the plan update; and evaluation of multiple future community growth pathways, strategies, and transportation packages. The SACOG board will adopt a final pathway, or framework, based on the results of this process, which will be used to create the priorities, policies, and strategies of the Blueprint plan.

Community input and education is key to informing all these steps along the way. SACOG will work with community-based organizations and our partner agencies and use multiple tools for direct public engagement. To help SACOG and our member jurisdictions engage in meaningful community engagement, SACOG is creating a bench of community-based consultants that SACOG and partner agencies can contract with to provide support for community engagement on SACOG and partner agency projects.

For direct public engagement, SACOG will collect attitudinal polling on how the region should grow, values-based surveying on priorities, and conduct focus groups. Additional, state required, public outreach will occur in early 2023 via pop ups and virtual options. Those inputs are shared with our Board as they consider adoption of the final Framework for the plan.

SACOG is also working to support our member jurisdictions with community engagement on individual projects. The Blueprint development process includes input from agencies with land use authority (i.e. cities, counties, and some special districts) and transportation project sponsors (i.e. cities, counties, transit districts, Regional Transportation Planning Agencies, and some special districts). Those local developments and projects go through outreach and engagement processes at several stages by the cities, counties, and project sponsors. SACOG is working to help support this by funding community

driven planning through our Engage Empower Implement program, facilitating engagement through our bench of community-based consultants and emphasizing the importance of high-quality local engagement by including it as a criterion in our project screening process.

As a guiding document for SACOG's future work, it is vital that the 2024 Blueprint reflect the priorities of the region's communities. It is only with extensive community outreach, education, and engagement that we can develop a long-range plan that moves the region towards achieving the triple bottom line.

COMMUNITY BASED ORGANIZATIONS

SACOG is putting together a bench of community consultants to bring in community expertise, perspective, and voices to projects and programs. The bench of community experts will be made up of community-based organizations (CBOs), which can include established faith-based or community-based organizations, non-profits, educational institutions, public entities, foundations, or related entities that can provide expertise in community needs and challenges, insight to solutions, and strategic advice and direction. This bench will also be available to the SACOG member-jurisdictions in the six-county region.

This bench will be used extensively during the survey period with CBOs contracted to provide education through a "workshop in a box" concept and to encourage survey participants in their communities. The intent is to build relationships with CBOs and foster the relationships through the Blueprint planning process and beyond.

POLLING

To collect the attitudinal feedback, SACOG is exploring partnering with Valley Vision on both their current livability polling and their summer polling on the built environment.

Specific lines of inquiry include:

- Modes of transportation most relied on and commute patterns
- Satisfaction with transportation (overall), public transit, roads, and bike or pedestrian paths
- Concerns with respect to transportation system and most sought after improvements
- Proximity to school/work/other frequented locations
- Changes in transportation behavior/conditions post pandemic
- Preference for either improved public transit or building more roads/expanding existing roads
- Perceptions around shared mobility and low carbon transportation (electric buses and other vehicles)
- Housing mobility and satisfaction
- Perceptions and experiences around housing conditions and affordability
- Desire for (or reluctance towards) more dense developments in the region/neighborhood
- Amenities most relied on or desired in the neighborhood, such as access to food, health, and other resources, safety and built environment, green spaces, and other
- Attitudes and preferences towards cultural and civic amenities in the community and region
- Access to broadband/internet/technology resources

SURVEYING

To gather values-based priorities on how the region should be growing with a triple bottom line focus we will be implementing an online survey in the late summer/early fall time frame. The survey will gather feedback on concepts such as infill development, road pricing, Affirmatively Furthering Fair Housing, as well as the triple bottom line framework of Equity, Environment, and Economy. The survey will carry over many questions from the current plan in order to track changes over times in priorities.

FOCUS GROUPS

As a means of digging deeper into what we are hearing via the polling and surveying we will convene several focus groups. A portion of these will be led by staff bringing together stakeholders and others will be led by an outside consultant with general public participants.

LOCAL TOURS TO BOARDS AND COUNCILS

SACOG staff is planning to visit each city council and board of supervisors throughout the region to engage local officials on the regional initiatives like Green Means Go, the 4-county funding round, the regional trails plan, and 2024 Blueprint development. The meetings will provide an overview of regional initiatives and how they relate to the Blueprint plan, including a discussion around future pathways, local transportation priorities, and regional investments. As staff begin the outreach efforts for the 2024 Blueprint, SACOG knows it is vital to coordinate our efforts with local agencies to ensure our message is valuable, strategic, and consistent.

POP UPS AND VIRTUAL

Staff and the SACOG Board will take the feedback from the polling, survey, and focus groups, plus input from agency partners and other elected officials to help hone the three pathway concepts into a single pathway which will eventually become the final 2024 Blueprint. After the data and analysis of those three pathways are presented to the SACOG Board in the Fall of 2022, staff will work to ensure that the public input has been reflected in the pathways discussion.

As required by state law, SACOG staff will host eight public workshops, one in each county and three in Sacramento County. These workshops will be hosted at local community events to meet residents where they are. By tabling at these local events SACOG staff will be able to receive feedback from community members who may not attend formal workshops which will broaden the reach of the input staff will collect. We will also offer a virtual option with similar content, ideally three times, lunch on a weekday, evening on a weekday and a weekend option.

The content of those pop ups and virtual meetings will be developed once we can assess any holes in prior outreach, by needs defined by the technical staff, by Board input and stakeholder input.

Sacramento Area Council of Governments Racial Equity Statement of Change and Commitment ***Adopted February 17, 2022***

The Sacramento Area Council of Governments (SACOG) acknowledges that residents living in the greater six-county Sacramento region face significant inequities, resulting in disparities and divides that exist by race and ethnicity, by income, and by urban and rural areas. SACOG is committed to tackling inequities and disparities in all forms. This statement marks a commitment to advancing racial equity in order to build a thriving economy and healthy environment for all residents of the Sacramento region, particularly for Black, Indigenous, Asian, Pacific Islander, Hispanic/Latino, and other communities of color, that have been historically disenfranchised and excluded. SACOG envisions a Sacramento region where race is no longer a predictor of life outcomes, and outcomes for all groups are improved.

BACKGROUND

As the greater Sacramento region has grown, its residents have not shared equally in the benefits of that growth. Federal, state, and local policies played a significant role in racial disparities in health, wealth, education, transportation, housing, and other aspects of life that continue today. “Redlining” lending practices denied home ownership and prevented the creation of generational wealth for people of color, and Black communities in particular. Racially restrictive housing covenants and exclusionary zoning intentionally, artificially, and persistently segregated non-white from white communities. Redevelopment targeted these communities of color in the name of progress and economic development, but often served to displace and further disadvantage them. Similarly, transportation policies and programs—such as the construction of our region’s freeways and interstate highways—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. SACOG has an obligation to reduce these inequities through our work to ensure that safe, healthy, accessible, and inclusive opportunities are available to all residents of the six-county region.

PLAN

To work toward a just and equitable region that addresses the historic wrongs and where health and economic outcomes for all groups are improved, SACOG commits to:

- **LISTEN and LEARN:** Work to build and strengthen relationships with organizations representing historically marginalized communities in both urban and rural areas, to integrate their perspectives and priorities, and to give voice to these communities.
- **PLAN:** Develop a racial equity action plan for SACOG’s programs and operations, that includes measurable activities, and regularly review the plan to ensure the integration of policies, procedures and programs to advance racial equity.
- **SUPPORT:** Provide continuous support to our member and partner agencies to integrate the agency’s racial equity action into local plans, build and strengthen relationships with community-based organizations, non-profits, advocacy organizations, and other equity experts and practitioners.

- ACT: Continue to build the capacity of the SACOG staff and board to fully implement SACOG's racial equity action plan, and carefully consider how our decision-making processes address historic inequities in transportation and housing.
- MEASURE: Establish, regularly monitor, and report publicly on 1) regional equity indicators associated with housing, transportation, and economic opportunity; 2) organizational equity indicators of employee and stakeholder (community members, public agencies, non-governmental partners) experience of existing policies, practices, and procedures; and 3) indicators of authentic project sponsor engagement in the planning and design of regionally significant projects.

Race, Equity & Inclusion Working Group

2022 Working Group Schedule and Outcomes

Updated: May 20, 2022

Working Group Outcomes

- Develop a racial equity statement of change and commitment
- Build support among key stakeholders and Board members and provide direction for a racial equity action plan in 2022
- Prioritize racial equity in the 2024 Blueprint (SACOG's long-range transportation and land use plan)

At its February 17, 2022 meeting, the SACOG board adopted the racial equity statement of change and commitment developed by the REI working group. For the rest of the year, the working group will focus the rest of 2022 on its second and third outcomes. A primary focus will be building support for and providing direction on a racial equity action plan for SACOG. This action plan will be developed according to the plan framework of SACOG's racial equity statement and will apply to SACOG's programs, operations, and board. The other focus for the working group will be helping to prioritize racial equity in SACOG's Blueprint plan (long-range transportation and land use plan). The Blueprint is a plan for how the region will spend billions of dollars in transportation in such a way that it meets equity, economic, and environmental goals.

Meeting Date	Agenda	Outcomes
January 14th	<ul style="list-style-type: none">• Recap of 2021• Why are we here?• Endorse racial equity statement• Discussion: how should SACOG act on the commitments in the racial equity statement?	<ul style="list-style-type: none">• A racial equity statement forwarded to Policy and Innovation Committee for adoption• Feedback to SACOG on how it can act on commitments in the racial equity statement
February 25 th	<ul style="list-style-type: none">• Debrief on SACOG board adoption of racial equity statement• Overview of the year ahead• What does it mean for SACOG to operationalize the commitments in the racial equity statement?: Feedback for Engage, Empower, Implement Program	<ul style="list-style-type: none">• Guidance from working group members on what it means for SACOG to operationalize the Racial Equity Statement of Change and Commitment in the Engage, Empower, Implement program

March to June	<p><i>Stakeholder conversations:</i></p> <ul style="list-style-type: none"> • REI working group members • City and county staffs • Transit agency staffs • Tribal governments • Community based organizations • SACOG staff 	<ul style="list-style-type: none"> • <i>Learnings to inform racial equity action plan for SACOG's programs, operations, and board</i>
May 27 th	<ul style="list-style-type: none"> • Review stakeholder feedback focused on programs, operations, board practices • Engagement strategy for Blueprint update 	<ul style="list-style-type: none"> • Guidance on how to apply learnings from the stakeholder feedback to a racial equity action plan • Guidance on engagement strategy for the Blueprint update
July 29 th	<ul style="list-style-type: none"> • Review stakeholder feedback focused on programs, operations, board practices • Discuss first draft Racial Equity Action Plan 	<ul style="list-style-type: none"> • Feedback to apply to final draft racial equity action plan
Sept 30 th	<ul style="list-style-type: none"> • Review final draft Racial Equity Action Plan and forward recommendation to PI committee 	<ul style="list-style-type: none"> • Accept final racial equity action plan, forward to PI committee for review
Nov 18 th	<ul style="list-style-type: none"> • Evaluation of working group and wrap up, feedback from REI members on what board should do next 	<ul style="list-style-type: none"> • Recommendations to SACOG board on next steps for REI working group