

Race, Equity & Inclusion Working Group Notes

Friday, July 29, 2022 | 1:00 pm - 3:00 pm

Meeting recording available at: <https://www.youtube.com/watch?v=UfK9kOViRLk>

Working Group Outcomes for the year:

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

Attachments

- Blueprint Outreach and Engagement
- Working Draft Racial Equity Action Plan
- Presentation

Call to Order, Approve Remote Working Group Meeting, Welcome, Public Communications

Chair Jennings opened the meeting, the committee approved the remote working group meeting, then Chair Jennings welcomed meeting attendees.

How can SACOG's Blueprint engagement strategy follow through on racial equity commitments?

AJ Tendick of SACOG staff presented an overview of SACOG's long-range transportation plan, the next version of which will be called the Blueprint. When engaging the public on the plan, SACOG asks big picture questions. Mr. Tendick then presented the public engagement plan for the Blueprint (see **attachment, "Blueprint Outreach and Engagement"**.) Chair Jennings then asked working group members, with regard to prioritizing racial equity in the Blueprint engagement: What is missing in the outreach approach? What needs to be adjusted? Who does SACOG need to work with?

Working group members provided the following feedback:

- Think about and plan ahead for language access for any outreach activity. If you are holding public workshops, make sure to conduct some of them in Spanish. Make sure to reach out to local community-based organization that work with populations that are typically underserved, to coordinate on outreach and translation of information.

- Modify the Blueprint public engagement plan to include references to the goals of the racial equity action plan. There should be a clear and intentional link between the Blueprint outreach plan and the racial equity action plan.
- For the workshop-in-a-box, if the idea is to give this to community-based organizations so they can extend outreach to the populations they serve, then make sure to bring community-based organizations in at the beginning of the content design so they can help with framing, cultural nuances, and language.

Mr. Tendick called the Blueprint public engagement plan a living document that can be updated throughout the Blueprint planning process. Chair Jennings invited working group members, if they have additional ideas or feedback later, to provide it directly to Mr. Tendick or the committee clerk.

Review of Draft Racial Equity Action Plan

Shaniece Alexander of Venture with Purpose, SACOG's racial equity consultant and trainer, presented the process to date for developing the racial equity action plan: findings from the stakeholder listening sessions, REI working group one-on-one interviews, and a capacity building series for the REI working group.

Stakeholder listening sessions and findings: Between May 17 and June 22, 2022, 14 stakeholder listening sessions were held with 83 attendees: 3 sessions of local government and RTPA staffs, 6 sessions of SACOG staff, 2 sessions of transit agencies' staffs, 2 sessions of community based organizations, and one session of SACOG's prosperity partners. Ms. Alexander reported eight major themes from these listening sessions: community stakeholder engagement, SACOG as an agency (internal operations), SACOG staff capacity, knowledge, and skill, overall commitment to REI, board dynamics, historical structural inequities, SACOG's role in regional REI, shared language. Key findings from the listening sessions are listed in the **attached presentation** and the full report of the listening session is an appendix to the racial equity action plan.

Working group one-on-one findings: Between March and June, 2022, 14 working group members chose to participate in one-hour, one-on-one interviews with SACOG staff to provide input on SACOG's racial equity action plan. Ms. Alexander presented key findings by the categories of internal operations, programs, and board practices. These key findings are listed in the **attached presentation** and the full report of the the one-on-ones is an appendix to the racial equity action plan.

REI Working Group capacity building series: The REI working group members and staff participated in a practical capacity building workshop series that outlined best practices for developing, implementing, and tracking outcomes in SACOG's racial equity action plan. The series incorporated practical examples using specific priorities discovered during the listening and learning phases of the plan. Ms. Alexander walked through the agenda of each of the capacity building workshops, presented the remaining timeline and deliverables for the action plan. This summary is included in the **attached presentation**.

After hearing this process for developing the draft racial equity action plan, the working group heard a presentation of the goals and objectives in the action plan. Working group members were to respond to the following questions for each section of the action plan (Operations, Programs, Board Practices):

- Which goals and objectives are you most excited about?
- Which goals and objectives do you think will be most challenging or controversial?
- What's missing from the goals and objectives?
- Which objectives should we prioritize in 2023?

Working Group feedback on Operations: Erik Johnson of SACOG staff presented the Operations goals and objectives. Working group members provided this feedback:

- Regarding Operations Objective 1B (standardize training opportunities), a standardized approach is not necessarily equity. Many people of color have not had the same professional opportunities in their career and may need more support even in training. Consider that dynamic in refining this objective.
- Regarding Operations Objective 2C (mitigate biases in hiring), add 'promotion' to that objective.
- Regarding Operations Goal 3 (reduce barriers to SACOG procurement and contracting), consider how SACOG, in its procurement rules, can incorporate requirements that encourage and help member agencies find and contract with companies that have an equity plan.
- In the Operations goals, be careful as a government agency to maintain compliance with Proposition 209.

Working Group feedback on Programs: Kacey Lizon of SACOG staff presented the Programs goals and objectives. Working group members provided this feedback:

- Regarding all Program goals, it is important for government officials to understand what history has done in this region. Learning the history of the region is part of the board practices section of the action plan, and it should be included in this programs section.
- Programs Goal 3 (support and learn from member and local partner agencies) that has SACOG collaborating and working together on REI plans is very exciting. This is a big opportunity to get jurisdictions working together to benefit the whole region and each jurisdiction. There needs to be some form of regular gatherings for jurisdictions to share what they've learned from each other.

Working Group feedback on Board Practices: James Corless, SACOG executive director, presented the Board Practices goals and objectives. Working group members provided this feedback:

- Regarding Board Practices Goal 1 (SACOG board deepens its understanding of how race/ethnicity, income, and geography affects the social outcomes of communities throughout the Sacramento region), it is important to include history in the objectives.

For example, it is important that we share and learn the history of when big freeways were built and separated communities. It is also important to make clear in this plan that the work of this racial equity action plan will continue and not be forgotten.

- Board Practices Goal 1 is a very exciting goal because it will help the board deepen its understanding of our communities. The better we understand our communities, then we establish empathy to help us achieve our goals. A gentle way to do this is by attending more of the social events that all of our communities host. We could publish a calendar of community events so we can all see what events are coming up.
- Regarding Board Practices Objective 1B (hold annual REI primer/refreshers session), for new board members, it has been helpful to have that onboarding occur in pieces, and not all at once. It is also helpful to hear from your local community-based organization that is doing work on the ground in your community. So when you do orientations, invite community-based organizations to share information from on the ground.
- Regarding Board Practices Objective 1C (hold annual internal study mission in the region), the idea of an internal study mission is exciting. SACOG board members already visit other places around the country, and to look into our own jurisdictions in the region to get a better understanding of our neighbors will be even better.

Next Steps

Mr. Corless invited working group members to share any additional feedback directly with Kacey Lizon or Erik Johnson. Staff is inviting feedback from the working group members and stakeholders through the end of August. With that feedback, staff will create another draft of the racial equity action plan to deliver to the working group at its September 30th meeting. The working group will be asked to finalize the plan at that time and forward it onto the Policy and Innovation Committee and board for adoption.

Next meeting dates:

September 30, 2022

November 18, 2022