# SACOG Race, Equity & Inclusion Working Group Meeting Summary

Friday, June 29, 2023 | 2:00 pm - 4:00 pm
Meeting recording available at: https://youtu.be/FNp97RObG04

## Working Group Outcomes for 2023:

- 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.

## Agenda available at: https://sacog.primegov.com/Portal/Meeting?meetingTemplateId=3949

Meeting Agenda Topics:
Welcome and Settle in
Introduction and Overview
Opening Activity: What does Leadership Mean to You?
Since Our Last Meeting
Regional Indicators
Implementation Progress Report
Call to Action: Ad hoc action planning touchpoints
Wrap-up and Closing

## Pre-reading:

Regional Monitoring and Reporting: Regional Progress Report, Current Indicators, Scan of Other Regions
SACOG's Progress in Racial Equity Action Plan Implementation

Meeting Attendees:  Chair Rick Jennings, II, Vice Chair Darren Suen, Aimee Barnes, Maria Chacon Kniestedt, Woody Deloria, Rich Desmond, Jill Gayaldo, Lakhvir Ghag, Martha Guerrero, Elisa Herrera, Marco Lizarraga, Jesse Loren, William Walker

Absent:  Shawntay Arroyo, Pamela Bulahan, Shon Harris, Kendra Lewis, Raul Martinez, Michael Saragosa, Christine Tien, Raul Martinez

Racial Equity Action Plan Staff:  Alex Cole-Weiss, Rene Handy, Katie Brunetti, Mia Lopez, Garett Ballard-Rosa, Chris Dougherty, Erik Johnson, Yanmei Ou, Christina Lokke

## Meeting Summary

June 29, 2023 was the third meeting of the 2023-2024 Race, Equity, and Inclusion Working Group.

This meeting was focused on the Board Practices Goal 3 of the Racial Equity Action Plan: *The Board maintains consistent engagement with racial equity action plan implementation process.* In particular, the working group weighed in on two tools that will be used to monitor REAP implementation: a process for monitoring regional racial equity indicators over the long term, and a report for measuring progress on REAP implementation. Working group members were also invited to join an ad hoc planning group with SACOG staff over the next 2-3 months to work on one of the REAP objectives most relevant to their interest and expertise.

## Welcome, Settle In, Introduction and Overview

Chair Jennings welcomed the members of the REI Working Group. Danielle DeRuiter-Williams, meeting facilitator, provided an overview of the day's agenda.

## Opening Activity: What does Leadership Mean to You?

Chair Jennings shared that the word that resonates with him today is leadership. Given that every member of the working group serves in leadership in some capacity, he wanted to understand what are the key characteristics, skills, and approaches in leaders they admire. Working group members offered the following answers:

A leader is one who doesn't have an ego and lifts others up, even if it's above themselves.
A leader should never ask someone to do something that they aren't willing to do themselves. It generates trust and openness.
A leader accepts they don't know it all and can't do it all and so accepts different opinions and views.
A leader has the courage to continue doing what's necessary.
A leader has worked on themselves so they can come into a space without baggage, ready to receive people where they are.
A leader listens to understand people and figure out how to connect with them.
We were given two ears and one mouth. A true leader listens twice as much as they talk and when they do talk, they represent the people as well as themselves.

## Since Our Last Meeting

**First Optional Discussion Session:** Danielle DeRuiter-Williams reported out on the first optional discussion session for REI working group members, which was held earlier in June. The discussion session was focused on the terms *racial equity lens,* as a lens we employ, and *racial equity culture,* and what it can mean in various contexts*.* There was a rich discussion about how people have experienced a racial equity lens and what racial equity culture means to them, and some of the challenges and tradeoffs that come up for people when exploring these concepts. The session also spent some time on the historical context of the terms Latino/Latinx/Latine. The group discussed generational differences in how people refer to themselves, as well as intersectionality--the way concepts of gender can align with ethnicity. This was tied to why shared language is important in the context of advancing racial equity work at SACOG.
**Successful working group member-staff collaboration:** Rene Handy, SACOG staff, shared with the working group the the progress since the last working group meeting on developing a summer

internship program as part of REAP Operations Objective 2B, *Develop and facilitate learning opportunities for high school, college, and early career individuals to learn about and begin careers in transportation, housing, and land use.* The program will be piloted this summer as a six-week paid internship for two positions. The pilot will be evaluated to determine what if any changes to make. Working group member William Walker provided valuable feedback on the design of the program and helped with publicizing it to college student audiences.

## Regional Indicators

Board Practices Objective 3A of the REAP states that SACOG will formalize a process that the board will use to monitor regional racial equity indicators such as economic, demographic, land use, transportation, and housing outcomes to track the impact of the racial equity action plan.

Garett Ballard-Rosa, SACOG staff, presented the racial equity indicators SACOG currently monitors, the indicators that other regional planning agencies monitor. With that overview, the working group was asked: Are there equity metrics/themes the working group is aware of that we are not tracking, that we should? Does the working group have any guidance or insight on how to present information about race/ethnicity? (e.g., some data sets define in different ways, don't always include same classification)? Is the working group aware of successes or best practices on how to incorporate qualitative data into a monitoring program?

Working group members provided the following feedback on themes or indicators that should be considered for regional equity indicators, including resources and cautions for certain types of metrics:

- Additional indicators to consider: Food access, Education access, Educational attainment, Job opportunities and required education level, Job quality (SETA has a definition of quality jobs), Pollution burden, Climate disaster-prone areas and disaster vulnerability.
- A caution: when tracking job and reporting job data, be aware that a large number of workers will not be counted in datasets because employers pay in cash.
- Resources: In measuring economic indicators, SACOG could define wealth and measure the experience of wealth for residents. Wealth could be access to outdoor spaces, low pollution exposure. Two resources that could help: the Prosperity Scorecard and The Black Wealth Data Center. These include glossary definitions, data sources, and comparisons to other racial/ethnic groups.
- Clarification: Should the working group think about what is important or a priority in the action plan, and that should lead to the indicators of focus? Answer: the action plan is focused on short term changes to how SACOG does its work, and the REI Working Group can change the priorities there. However, the regional equity indicators are long term indicators of the region that SACOG work would influence over time.

Garett Ballard-Rosa also asked the group for advice on how to bring qualitative data, including lived experience, into a set of regional indicators. Working group member Aimee Barnes offered it as an area of collaboration, as the city of Sacramento is looking a lot at how to gather and apply qualitative data.

Garett Ballard-Rosa also presented as next steps, SACOG staff will research the themes, indicators, and resources provided by the working group and come back to the next working group meeting to work through which indicators are practical to track regionally.

Chair Jennings encouraged the data-oriented members of the working group to work together with staff.

## Implementation Progress Report

Board Practices Objective 3A of the REAP also includes development and tracking of progress on implementation of all of the REAP objectives to achieve REAP goals. The REAP Implementation Progress Report is intended to provide information to the working group and SACOG board to determine whether the REAP is on track toward its goals and what modifications to the REAP may be needed.

Katie Brunetti, SACOG staff, introduced all of the REAP staff team working on its implementation, walked through the organization of the REAP Progress Report, and summarized overall progress by each focus area (Operations, Programs, Board Practices). Working group members were asked for feedback on REAP progress: whether there's enough information for them to assess progress, and for feedback on what would make it more understandable. Working group members were encouraged to provide feedback in the meeting or to SACOG staff at any time. An updated REAP Progress Report, incorporating feedback, will be presented at the next working group meeting.

Working group members provided this feedback:
- Provide explanation on each page of the symbols for ease of reading and interpretation.
- Ensure that any hyperlinks work in the published document.
- Appreciation for the report and a wish that all programs in their own community could have a progress report like this.

## Call to Action: Ad hoc action planning touchpoints

Danielle DeRuiter-Williams asked working group members to raise their hands if they are interested in helping on specific REAP tasks. In the Operations focus area of the REAP, there will be work on recruitment and trainings. In Programs focus area, there will continue to be building of practices for community engagement and non-profit/CBO engagement practices. There will also be development of program evaluation. In Board Practices focus area, many tasks will be discussed by the full working group, like regional equity indicators and REAP progress. In addition, policy evaluation will be a topic for the working group.  On all of these activities, working group members are invited to engage individually or in small groups between now and the next working group meeting.

Chair Jennings offered to assist Programs work. Member William Walker offered to assist on Operations Goal #2. Maria Chacon Kniestedt offered to assist on the community engagement part of Programs. Working group members were also invited to contact SACOG staff after the meeting if they would like to assist.

## Wrap-up and Closing

Chair Jennings and Danielle DeRuiter-Williams provided wrap up, thanks, and adjournment.


## Next meeting dates in 2023:

October 26, 2023, 3:00 pm – 5:00 pm

*Optional Discussion Sessions:*
*September 8, 1:00 pm – 2:30 pm*
*November 7, 1:00 pm – 2:30 pm*