



Adopt Racial Equity Action Plan

Action

Prepared by: Kacey Lizon

Attachments: Yes

Approved by: James Corless

Referring Committee: Policy & Innovation

1. Issue:

The board of directors will consider adoption of the final draft Racial Equity Action Plan.

2. Recommendation:

The Policy and Innovation Committee unanimously recommends the board adopt the attached Racial Equity Action Plan.

3. Background/Analysis:

Immediately following adoption of its racial equity statement, SACOG followed through on the first commitments in that statement, to listen and learn from SACOG's stakeholders in order to develop its racial equity action plan.

From March to June of 2022, SACOG staff and their racial equity consultant, Venture with Purpose (Venture), conducted listening sessions with key SACOG stakeholders to learn what SACOG should focus on in its racial equity action plan. SACOG staff invited every member of the Race, Equity, and Inclusion (REI) working group to participate in one-on-one interviews with staff, and 14 participated. Venture invited every SACOG member city and county, SACOG's two Regional Transportation Planning Agency (RTPA) partners, every transit agency, every SACOG staff member, and over a dozen community based organization (CBOs) to attend group listening sessions. Venture held 14 listening sessions, attended by nine local governments, both RTPAs, seven transit agencies, 11 CBOs and 85 percent of SACOG staff.

Partway through the listening sessions, the REI working group heard and discussed the preliminary findings at its May 2022, meeting and provided feedback to guide staff's development of a draft plan. Staff and Venture completed the listening and learning phase for this action plan at the end of June 2022, and Venture conducted a series of capacity building workshops in June and July for SACOG staff and REI working group members to support them in the creation of a draft racial equity action plan.

Staff used the best practices from the capacity building series to turn the findings from the listening sessions into a working draft racial equity action plan. Venture provided guidance and feedback as staff developed the action plan. Particular attention was paid to making sure the goals and objectives reflect the themes from listening sessions.

Staff shared the working draft action plan back to the stakeholders invited to the initial listening sessions, presented it to the REI working group and SACOG board committees, and asked for feedback from all these groups on:

- 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?

The stakeholder feedback guided staff on where to clarify and add specificity to goals, objectives, and actions.

4. Discussion/Analysis:

The goals and objectives in this racial equity action plan establish initial priorities for what SACOG can do to implement the statement of change and commitment that the board adopted in February 2022.

The board is responsible for adopting the goals and objectives of this plan. The REI Working Group will oversee implementation of the plan and make recommendations to the SACOG board, based on review of plan progress reports, of any changes to the plan to increase its effectiveness.

The executive director and the management team are responsible for implementing this plan. As noted throughout the objectives of the plan, there is a cycle of planning, implementation, and evaluation. As staff carry out the objectives, there may be the need to revisit goals, objectives, and actions. Changes to implementing actions will be made through consultation with the lead staff for that action and the management team.

At least quarterly, the Management Team will take an agency-wide look at this plan: what resources are needed to carry out the identified actions, how it interacts with other planned work, and whether changes are needed based on evaluation.

As outlined in Board Practices Goal 3, these internal assessments will feed into information shared with the board. As needed, staff will propose to the board modifying goals and objectives.

At its September 30, 2022, meeting, the REI working group reviewed and recommended adoption of the final draft racial equity action plan, with one amendment to Board Practices Objective 1A. The working group amended the number of board workshops from "at least three" per year to "at least two" per year to maintain the impact of the information. The Policy and Innovation committee received and accepted this amendment and recommendation at its October 3, 2022, meeting.

5. Fiscal Impact/Grant Information:

Staff and consultant time for SACOG's REI Initiative is included in SACOG's adopted budget and Overall Work Program (OWP). Adoption of the Racial Equity Action Plan will require amendments to the overall work program and budget, will come before the board through the regular OWP and budget amendment process.

6. This staff report aligns with the following SACOG Work Plan Objectives:

Goal 1 : Advance Economic Prosperity

Objective 5: Begin sustained effort to address the racial inequities related to economic prosperity indicators associated with housing, transportation, and opportunity.

