# SACOG

Updates on Racial Equity Action Plan Progress Report

Receive and File
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**Attachments:** Yes                                      **Referring Committee:** Policy & Innovation

## 1. Issue:
An update on Racial Equity Action Plan Board Practices Objective 3A, which is to formalize a process that the board will use to monitor progress on the implementation of the Plan.

## 2. Recommendation:
None, this is for information only.

## 3. Background/Analysis:
As part of SACOG's Racial Equity Action Plan (REAP), staff are tracking progress on implementation of each of the objectives in the three focus areas, Operations, Programs, and Board Practices. This report is an update on the progress of Board Practices objective 3A. Objective 3A is to formalize a process that the board will use to monitor regional racial equity indicators and progress on the implementation of the REAP focus areas.

SACOG staff have created an internal tracker as a way to monitor progress on the implementation of each of the three focus areas. Each of the staff task leads provides bimonthly updates in conjunction with our Race, Equity, and Inclusion Working Group meetings. The information from the bimonthly updates is then consolidated into the report that is attached to this report (Attachment A).

## 4. Discussion/Analysis:
The implementation report is Attachment A.  Staff are using a tracking spreadsheet internally to collect the data used to create this report. The tracker is updated bimonthly and information is then compiled into the report, as shown in the attachment.

The first page of the attachment provides a summary overview of the progress made thus far on REAP implementation. The second page provides information about the icons and terms used within this report. The "Terms Used" page is intended to provide the reader context into how staff are updating the status of their item. If you would like more information on SACOG's REI Glossary of Terms, please click here. The fourth page of the report begins the updates on the REAP focus areas, starting with Operations, then moving to Programs, and ending with Board Practices.

The work that SACOG staff is doing is qualitative in nature, however, staff wanted to find a way to quantitatively track progress, in order to share implementation progress in a more usable format.  This report,

combined with verbal updates to the Board and the REI Working Group, will help to provide both those quantitative and qualitative updates on implementation.

In the report, each objective in the REAP has a status and progress towards completion for all of the actions listed in the objective, with its target start and end dates. The progress towards "completion" of each objective rolls up into the progress bar for the overarching goal.  There are some objectives that are establishing ongoing practices for SACOG. In an effort to show that some objectives may be complete at the moment but will be continuing in future years, there are icons that show if an item is an ongoing practice or is a one-time effort. The measures and indicators in the report are pulled from the REAP and each measure has an update towards its progress. The notes section is a narrative bimonthly update from the staff task lead on the implementation and current status of the objective.

This report was shared with the REI Working Group at their June 29, 2023, meeting. The report was also shared with specific external members of the Working Group who expressed interest in helping with implementation progress reporting. Feedback from both the external partners and the Working Group has been incorporated into several different iterations of the report and staff is continuing to solicit feedback, specifically on how the report presents to external partners.

**5. Fiscal Impact/Grant Information:**
There is no fiscal impact.