

# Framework for Advancing Racial Equity 2020



While much of the first years' work is outlined in this draft framework, some tangible outcomes won't be seen until years two or three—including a racial equity plan. It is important to note that calendar year 2021 projects and programs (e.g., Disadvantaged Communities Pipeline Program, MTP/SCS update) will consider racial equity impacts and/or outcomes. The Race, Equity, and Inclusion working group will provide guidance on embedding racial equity considerations into upcoming programs and projects in parallel to participating in the foundational work in 2021 that will inform a racial equity plan.

## Framework for Developing a Racial Equity Plan

### Listen (Years 1-2)

Listening and elevating the experiences and input of Black, Indigenous, and People of Color (BIPOC), women, and other marginalized communities into the racial equity planning process and building a racial equity vision for the organization through coalition and capacity building.

#### *Potential activities to listen to residents and stakeholders*

- Create a public-private advisory committee
- Partner with community-based organizations working to advance racial equity to host focus groups or other listening opportunities
- Explore opportunities for local listening circles or other opportunities for localized learnings that can be elevated to the regional scale

### Learn (Years 1-2)

Engage in multilevel educational opportunities to develop common understandings relative to racial equity and intersectionality to ultimately develop a racial equity plan.

#### *Potential activities to broaden board and staff understanding racial equity and interventions*

- Conduct a racial equity educational program for the SACOG board and staff for 2021 and beyond
- Provide proposals for new and/or modified approaches to projects/programs that consider racial equity outcomes
- Explore new approaches for increasing stakeholder feedback on programs/projects

- Explore regional and national racial disparity data and efforts to close the racial access and opportunity gaps across sectors including but not limited to housing, transportation, built environment, clean air, education, amenities, parks and open space, and healthcare.

### **Measure (Years 2-3)**

Working with national best practices, local stakeholders, develop qualitative and quantitative goals and measurement that can inform an overall racial equity plan, performance goals, and program/project outcomes.

#### *Potential activities to inform outcomes and indicator measurement*

- Develop a project/program racial equity analysis methodology
- Develop a historical transportation investment report
- Explore identifying racial equity outcomes relative to SACOG funding programs, planning programs, and data services