Race, Equity, and Inclusion Working Group
Monday, August 10, 2020 at 1:00 p.m.
REMOTE MEETING

In compliance with the Governor’s Executive Order No. N-25-20, this meeting will be held online only and will be open to public participation online only. Members of the public are invited to observe the live stream over the internet at: https://zoom.us/j/93289624541 or may phone in by dialing: 888 475 4499, Webinar ID: 932 8962 4541.

To make a public comment, please contact the Clerk to the Board (lespinoza@sacog.org). Comments read at the meeting will be limited to 250 words. If you would like to make a public comment orally during the meeting, please indicate this in your request to the Clerk to the Board.

If you need a disability-related modification or accommodation to participate in this meeting, please contact the Clerk to the Board (lespinoza@sacog.org) or by phone at (916) 340-6236. Requests must be submitted by August 6, 2020 at 5:00 p.m.

The group may take up any agenda item at any time, regardless of the order listed. Public comment will be taken on the item at the time it is taken up by the group. Action may be taken on any item on this agenda.

Roll Call: Directors Cabaldon, Frost, Gayaldo, Harris, Joiner, Jennings, Lozano, Saragosa, Saylor, Schenirer, Spokely, Ex-Officio Member Takhar, Co-Chair Frerichs, and Co-Chair Samayo

Public Communications: Any person wishing to address the group on any item not on the agenda may do so at this time. After ten minutes of testimony, any additional testimony will be heard following the action items.

Action:
1. Race, Equity, and Inclusion Working Group Charge

   Review and discuss the draft charge. Discuss what specific areas of SACOG’s work does the group want to focus on. (Co-chair Frerichs, Co-Chair Samayo will lead, 70 minutes)
Information:

2. Equity in the 2020 Regional Transportation Funding Round

   Staff will provide an update on the status of the draft funding round framework and the Board Committee discussions. Continue discussion on how to further integrate equity into the draft funding round framework. (Staff presentation, Co-Chairs to lead discussion, 40 minutes)

Adjournment

Next meeting: August 31, 2020: 1:00 p.m. - 3:00 p.m.

This agenda and attachments are available on SACOG’s website at www.sacog.org. SACOG is accessible to the disabled. As required by Section 202 of the Americans with Disabilities Act of 1990 and the Federal Rules and Regulations adopted in implementation thereof, a person who requires a modification or accommodation, aids or services in order to participate in this meeting, including receiving this agenda and attachments in an alternative format, should contact Lanette Espinoza at (916) 340-6236 as soon as possible and preferably at least 48 hours prior to the meeting.
Race, Equity, and Inclusion Working Group Charge

Action
Prepared by: Jennifer Hargrove  
Approved by: James Corless
Attachments: Yes

1. Issue:
What is the charge of the SACOG Board Working Group on Race, Equity, and Inclusion?

2. Recommendation:
That the working group discuss desired goals and outcomes and recommend that the board of directors adopt the charge.

3. Background/Analysis:
At the June 18, board meeting, Chair Frerichs announced the formation of a working group on race, equity, and inclusion. The work ahead for this group is to move SACOG towards policies, programs, and projects that intentionally reduce racial disparities in a specific, actionable, and measurable manner.

4. Discussion/Analysis:
Under SACOG’s Rules, as an ad-hoc committee, this working group is required to adopt a charge. The charge should outline, at a high level, the purpose, tenure, and goals of the working group. A draft charge is provided in Attachment A. Attachment B is a glossary of terms related to the charge and the future work of this group. This glossary is from the Government Alliance on Race and Equity. These definitions are an excerpt from their May 2018, Communications Guide. Not included in the glossary is the term, antiracist, which is added here for reference. From Race Forward, antiracism is the work of actively opposing racism by advocating for changes in political, economic, and social life.

The draft charge includes a wide range of non-binding activities to provide flexibility to the working group. However, staff would like to better understand the topics that the working group is most interested in discussing so that we can prepare appropriately for the next few months. At the working group meeting, the committee should discuss, refine, and adopt a charge and provide direction to staff for future work.

Additionally, SACOG is in the process of hiring a consultant to help create an action plan for integrating racial equity into our work and internal operations. This action plan is intended to be created over the next few months so that SACOG has a clear framework for integrating and supporting racial equity going into 2021. The discussions and actions of the working group will be an important part of influencing the action plan. One of the goals for this working group is to provide recommendations to the Board of Directors on policies or other actions relating to equity and this action plan will be one vehicle for doing that.
A draft outline of topical areas and questions is provided below to support the working group’s discussion on the work ahead.

**Produce and provide data and analysis to support advancing racial justice, equity, and inclusion**
- What data is available today and what does it tell us about disadvantaged communities and racial injustice and disparities over time?
- What additional data is missing that helps tell the complete story of racial inequality?
- How should we use quantitative and qualitative data to inform our work?
- What data should we begin monitoring and measuring?

**Integrate equity into SACOG’s work**
- How does structural and institutional racism effect our work?
- Which projects and programs have the most opportunity to have a meaningful impact for communities of color and low-income communities?
- What work is needed to inform change in our projects and programs?
- What policy and/or strategic goal changes are necessary to facilitate this work?
- How do we monitor the effectiveness of policy changes?

**Integrate equity into SACOG’s operations**
- Should we make changes to human resources policies to advance racial justice?
- Should we make changes to procurement policies to better ensure participation by businesses owned by people of color and/or representation of people of color on project teams?
- How do we support staff and create a culture of equity and inclusion in the workplace?

**Support local agency work**
- Should we be a resource for building capacity around meaningful community engagement?
- How can we support local agency efforts to address racial justice and equity?

**5. Fiscal Impact/Grant Information:**
Staff work to date is covered by the existing budget, but new projects may require a budget amendment. A consultant with expertise in diversity, equity and inclusion work is being hired. The scope is not finalized, but the cost will be less than $60,000.
SACOG Race, Equity, and Inclusion Working Group Charge

**Purpose:** The Race, Equity, and Inclusion Working Group shall follow the guidelines of an ad hoc committee of the SACOG Board of Directors. The Working Group shall serve as a forum to discuss and make recommendations to the SACOG Board of Directors relating to race, equity, inclusion, social and racial justice, and antiracism. The committee will examine issues via SACOG programs and projects, and historical planning practices and/or programs that either intentionally or inadvertently feed into the continued lack of equal opportunity and government benefits for Black, Indigenous, and people of color (BIPOC). The committee will bring forward topics and recommendations to the Strategic Planning Committee for formal recommendations to the board.

**Activities:** Activities of the working group may include, but are not limited to, discussion, identification and advancement of the following:

- Building equity, justice, and antiracism into SACOG’s strategic goals, policies, projects and programs, focusing on changes that have the promise to improve conditions and prevent harm to BIPOC. Examples could be changes to the funding round, leading with equity in the next MTP/SCS update, and highlighting innovations and best practices to increase affordable housing production and development, or redevelopment, without displacement.
- Building data to analyze racial disparities in economic outcomes and access to economic opportunities, mobility and transportation equity, and create a baseline of indicators to monitor equity metrics.
- Supporting local government and community capacity building.
- Reviewing educational information on the role government played in segregating communities and suppressing home-ownership wealth accumulation through land use and transportation policies, programs, and decisions to better understand how this effects our work.
- Developing approaches to raise or attract state investment and/or funding programs focused on increasing investment without displacement in communities of color and/or low-income communities.

**Membership:** The current chair of the SACOG Board of Directors shall appoint the members of the Race, Equity, and Inclusion Working Group. Membership shall not exceed 15 members. Members must be current SACOG board members or ex-officio board members.

**Term of Committee Members:** Members shall serve for a term of one calendar year.

**Officers:** The current chair of the SACOG Board of Directors shall designate one or more of the committee members to serve as chair or co-chairs, and as vice chair(s).
An effort to include people of color on staff (e.g. in meetings) but there is limited effort to include them proportionally or in decision-making. These efforts can lead to tokenism. Having a representative number of people of color is critical, but not enough.

People of color are included in discussion to provide input, but do not hold significant levels of decision-making power. The number and percent of people of color increases, at times leading to increased power.

Driven by a relentless focus on conditions in the community, recognizing that we must develop and implement policies and practices that eliminate racial inequities and increase success for all groups.
The difference between "equity" and "equality" is core to our approach. A rich dialogue exists in the larger racial equity community about the best ways to illustrate this distinction. Here are our best practices.

EQUALITY
Treating everyone the same, no matter where they’re starting or whether outcomes remain unequal. "Equality" typically means equal resources.

EQUITY
Acknowledging that different people start in different places due to racist historical context and giving everyone what they need to succeed equally. "Equity" is about equal outcomes.

TIPS FOR TALKING ABOUT THIS DIFFERENCE
- Use examples
- Remind people that "equality" doesn’t actually work — outcomes stagnate or outcome gaps grow
- Lean on shared values of justice and fairness to explain our equity approach

http://interactioninstitute.org/using-the4thbox-play-and-political-imagination/
KEY TERMS

Here’s a basic glossary of some of the key terms of racial equity work.

**RACE** // A social construct that categorizes people based on physical characteristics and ancestry to justify inequitable distribution of resources and power.

**ETHNICITY** // A social group that shares a common and distinctive culture, religion, language, history and customs.

**RACIAL EQUITY** // Eliminating race-based outcome gaps so that race cannot predict one’s success and improving outcomes for all. This approach centers those who are worse off and moves from a service-based approach toward focusing on policies, institutions and structures.

**RACIAL INEQUITY** // Outcome gaps between people of different races based on historical or current factors or structures that benefit White people more than people of color.

We occasionally use "equity" or "inequity" as shorthand for "racial equity" and "racial inequity," but only when the full phrase has just been used. While it's tempting to shorten for brevity's sake, it's more important to be explicit.

**BIAS** // Prejudice toward one group and its members relative to another group.

**EXPLICIT BIAS** // Biases that people are aware of and that operate consciously. They are expressed directly.

**IMPLICIT BIAS** // Biases people are usually unaware of and that operate at the subconscious level. Implicit bias is usually expressed indirectly.

**INDIVIDUAL RACISM** // Bigotry or discrimination by an individual based on race.

**INSTITUTIONAL RACISM** // Policies or practices that work better for White people than for people of color, often unintentionally or inadvertently.

**STRUCTURAL RACISM** // A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.
GLOSSARY - VISUALIZED

INDIVIDUAL RACISM
Bigotry or discrimination by an individual based on race.

INSTITUTIONAL RACISM
Policies or practices that work better for White people than for people of color, often unintentionally or inadvertently.

STRUCTURAL RACISM
A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.

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Equity in the 2020 Regional Transportation Funding Round

Information
Prepared by: Jennifer Hargrove
Approved by: James Corless
Attachments: Yes

1. Issue:
How can the four-county 2020 Regional Funding Round support transportation investments that lead or advance equity in disadvantaged communities, specifically focused on reducing disparities due to racial injustice?

2. Recommendation:
That the working group continue their discussion on recommendations that integrate equity in the 2020 Regional Funding Round.

3. Background/Analysis:
At the July 29, 2020, meeting, the working group heard a brief presentation on the draft funding round framework and discussed ideas for further advancing equity into the funding round. Below is a summary of that discussion, as it relates to the funding round.

- Desire to focus on a few most impactful changes.
- Support for the Disadvantaged Communities Pipeline Project Program and ensuring we do that well.
- Support for being explicit about equity in the program goals.
- Support for building the data and tools to better evaluate the projects and/or the program.

4. Discussion/Analysis:
This meeting provides an opportunity for the working group to continue their conversation on advancing equity into either the draft 2020 Regional Funding Round and/or what considerations should be made for the next, 2022 Regional Funding Round.

Staff will update the working group on any changes to the framework and summarize the discussions from the board committees that have met since the July 29, meeting.

5. Fiscal Impact/Grant Information:
This item does not have an impact on the agency budget.