

# Race, Equity & Inclusion Working Group

## 2022 Working Group Schedule and Outcomes

Updated: February 17, 2022

### Working Group Outcomes

- Develop a racial equity statement of change and commitment
- Build support among key stakeholders and Board members and provide direction for a racial equity action plan in 2022
- Prioritize racial equity in the 2024 Blueprint (SACOG’s long-range transportation and land use plan)

At its February 17, 2022 meeting, the SACOG board adopted the racial equity statement of change and commitment developed by the REI working group. For the rest of the year, the working group will focus the rest of 2022 on its second and third outcomes. A primary focus will be building support for and providing direction on a racial equity action plan for SACOG. This action plan will be developed according to the plan framework of SACOG’s racial equity statement and will apply to SACOG’s programs, operations, and board. The other focus for the working group will be helping to prioritize racial equity in SACOG’s Blueprint plan (long-range transportation and land use plan). The Blueprint is a plan for how the region will spend billions of dollars in transportation in such a way that it meets equity, economic, and environmental goals.

Meeting Date	Agenda	Outcomes
January 14th	<ul style="list-style-type: none"><li>• Recap of 2021</li><li>• Why are we here?</li><li>• Endorse racial equity statement</li><li>• Discussion: how should SACOG act on the commitments in the racial equity statement?</li></ul>	<ul style="list-style-type: none"><li>• A racial equity statement forwarded to Policy and Innovation Committee for adoption</li><li>• Feedback to SACOG on how it can act on commitments in the racial equity statement</li></ul>
February 25 <sup>th</sup>	<ul style="list-style-type: none"><li>• Debrief on SACOG board adoption of racial equity statement</li><li>• Overview of the year ahead</li><li>• What does it mean for SACOG to operationalize the commitments in the racial equity statement?: Feedback for Engage, Empower, Implement Program</li></ul>	<ul style="list-style-type: none"><li>• Guidance from working group members on what it means for SACOG to operationalize the Racial Equity Statement of Change and Commitment in the Engage, Empower, Implement program</li></ul>

March to May	<p><i>Stakeholder conversations:</i></p> <ul style="list-style-type: none"> <li>• REI working group members</li> <li>• City and county staffs</li> <li>• Transit agency staffs</li> <li>• Tribal governments</li> <li>• Community based organizations</li> <li>• SACOG staff</li> </ul>	<ul style="list-style-type: none"> <li>• Learnings to inform racial equity action plan for SACOG’s programs, operations, and board</li> </ul>
May 27 <sup>th</sup>	<ul style="list-style-type: none"> <li>• Review stakeholder feedback focused on programs, operations, board</li> <li>• Engagement strategy for Blueprint update</li> </ul>	<ul style="list-style-type: none"> <li>• Guidance on how to apply learnings from the stakeholder feedback to a racial equity action plan</li> <li>• Guidance on engagement strategy for the Blueprint update</li> </ul>
July 29 <sup>th</sup>	<ul style="list-style-type: none"> <li>• Discuss first draft Racial Equity Action Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Feedback to apply to final draft racial equity action plan</li> </ul>
Sept 30 <sup>th</sup>	<ul style="list-style-type: none"> <li>• Review final draft Racial Equity Action Plan and forward recommendation to PI committee</li> </ul>	<ul style="list-style-type: none"> <li>• Accept final racial equity action plan, forward to PI committee for review</li> </ul>
Nov 18 <sup>th</sup>	<ul style="list-style-type: none"> <li>• Evaluation of working group and wrap up, feedback from REI members on what board should do next</li> </ul>	<ul style="list-style-type: none"> <li>• Recommendations to SACOG board on next steps for REI working group</li> </ul>

**Framework for SACOG’s Racial Equity Action Plan**

The following commitments from SACOG’s racial equity statement of change and commitment will be used as a framework for a racial equity action plan that focuses on SACOG’s programs, operations, and board activities:

- LISTEN and LEARN: Work to build and strengthen relationships with organizations representing historically marginalized communities in both urban and rural areas, to integrate their perspectives and priorities, and to give voice to these communities.
- PLAN: Develop a racial equity action plan for SACOG’s programs and operations, that includes measurable activities, and regularly review the plan to ensure the integration of policies, procedures and programs to advance racial equity.
- SUPPORT: Provide continuous support to our member and partner agencies to integrate the agency’s racial equity action into local plans, build and strengthen relationships with

community-based organizations, non-profits, advocacy organizations, and other equity experts and practitioners.

- ACT: Continue to build the capacity of the SACOG staff and board to fully implement SACOG's racial equity action plan, and carefully consider how our decision-making processes address historic inequities in transportation and housing.
- MEASURE: Establish, regularly monitor, and report publicly on 1) regional equity indicators associated with housing, transportation, and economic opportunity; 2) organizational equity indicators of employee and stakeholder (community members, public agencies, non-governmental partners) experience of existing policies, practices, and procedures; and 3) indicators of authentic project sponsor engagement in the planning and design of regionally significant projects.