

Working Draft REAP

- 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?

Focus Areas of the REAP

- Operations
- Programs
- Board Practices

Ops 1: Establish a safe and inclusive workplace for all current and future employees.

- O1A: Develop and provide an annual training that provides in-depth racial equity training for staff that focuses on how to apply racial equity and inclusion practices in SACOG's programs and planning work
- O1B: Provide training, at least annually, to all staff to increase knowledge and develop a shared understanding of the foundational concepts of racial equity and inclusion.
- O1C: Provide ongoing support to staff to listen, learn, and support one another.
- O1D: Create internal REI task force and guiding liaison to current and future operations.
- O1E: Annually track and report organizational demographics.

Ops 2: Identify, attract, invest in, and retain a workforce that reflects the diversity of the Sacramento region.

- O2A: Develop and implement social media and marketing campaigns to engage a broad and diverse talent pool.
- O2B: Develop and provide training to supervisors on racial equity and inclusion in recruitment, interviewing, hiring, promotion, and retention.
- O2C: Review HR practices and policies for potential biases in employment practices and develop updated practices and policies.
- O2D: Support or provide opportunities for high school, college, and early career individuals to learn about and begin careers in transportation, housing, and land use.

Ops 3: Engage community representatives of Black, Indigenous, Asian, Pacific Islander, Hispanic/Latino, and communities of color, along with low-income rural, urban, and other underrepresented communities, to help reduce barriers to SACOG procurement and contracting process.

- O3A: Partner with community representatives, leaders, and organizations to help identify barriers in SACOG's procurement process to increase access to businesses.
- O3B: Review procurement processes and partner with CBOs to engage more businesses in the procurement process.

Pgm 1: Increase engagement with community representatives of Black, Indigenous, Asian, Pacific Islander, Hispanic/Latino, and communities of color, along with low-income rural, urban, and other underrepresented communities to help shape SACOG's projects and programs.

- P1A: Invest in and strengthen partnerships with community representatives, leaders, and organizations by establishing regular meetings with CBOs, funding CBOs to work with SACOG to engage community members, and maintaining regular communications with CBOs.
- P1B: For the 2024 Blueprint, create, execute, and evaluate an outreach and engagement plan that includes specific strategies for engagement.
- P1C: Strengthen SACOG's efforts to engage and build relationships with tribal governments, in partnership with local agencies in the region.

Pgm 2: Increase funding for programs and projects that prioritize REI and/or specifically engage underrepresented and underserved communities in the SACOG region.

- P2A: Through the Blueprint plan update, formalize long term commitment to support and fund Engage, Empower, Implement for communities across the region.
- P2B: Evaluate SACOG's major programs and planning work to identify opportunities to increase racial equity and reduce disparities.

Pgm 3: SACOG supports and learns from member and local partner agencies incorporating racial equity best practices into their planning work.

- P3A: Collaborate with member agencies to develop resource guides and toolkits to standardize implementation of REI best practices.
- P3B: Collaborate with other government agencies to develop shared learning and skill building opportunities through quarterly trainings and convenings to increase regional, sector, and community REI impact.
- P3C: Support lead agencies in evaluating their implementation of REI best practices in project development.

Bd 1: The SACOG board deepens its understanding of how race/ethnicity, income, and geography (rural/urban) affects the social outcomes of communities throughout the Sacramento region.

- B1A: Agendize regular board workshops on REI best practices including presentations from speakers from within and outside of the region, addressing emerging equity issues and trends in transportation, housing, land use; impact of past inequitable policies and practices in the region; cultural literacy and/or a history of the region through a race/ethnicity lens.
- B1B: Hold an annual REI primer/refresher session for new and returning board members in the first quarter of the calendar year. The annual session will describe SACOG's REI journey to date, including key findings and board actions.
- B1C: Collaborate with REI partners in the region to hold site visit(s) in the region with Board Members, focused on REI barriers and successes.

Bd 2: The SACOG board includes racial equity impacts in its triple bottom line decisions.

- B2A: Establish a process for community partners to inform SACOG policy decisions prior to board actions.
- B2B: Develop and apply standardized methods for assessing the equity impacts of proposed policy decisions. Incorporate regular staff reporting on assessment to the board.

Bd 3: The Board maintains consistent engagement with racial equity action plan implementation process.

- B3A: By 2024, SACOG will formalize a process that the board will use to monitor progress of the racial equity action plan and monitor regional racial equity indicators such as economic, demographic, land use, transportation and housing indicators of opportunity.
- B3B: The REI working group will oversee implementation of REAP in 2023-2024 and, based on review of REAP progress reports, make recommendations to the SACOG board of any changes to the REAP that would make it more effective.

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