

Overview of progress toward Racial Equity Action Plan goals

September 20, 2024



Operations



Operations Goal 1

Establish an inclusive workplace where all current and future employees feel they belong.

Objectives:

- 1 Create a process to annually assess and track organizational demographics.
- 2 Conduct yearly training for staff to understand diversity, equity, inclusion, and belonging.
- 3 Organize an annual learning academy with in-depth racial equity training for staff, focusing on applying these principles in SACOG's programs and planning.
- 4 Continuously support staff in creating an inclusive workplace where everyone feels they belong.

Signs of progress:



Two annual demographics reports prepared



95% of staff participated in 2023, with a variety of trainings, staff conversations, and state and national conferences looking at race and other equity issues



We're surveying to assess the wants and needs of staff as we work through training and activities

Operations Goal 2

Identify, attract, invest in, and retain a workforce that reflects the diversity of the region by providing equitable access to opportunities.

Objectives:

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

Signs of progress:



100% of job openings posted on our social media accounts



95% of supervisors participated in “DEI and Why It Matters for Leaders” training



All staff trained on how to avoid biases in hiring and new procedures for hiring process



2/3 of staff participating in professional associations—an increase from historic levels

Operations Goal 3

Reduce barriers to procurement and contracting process to create more opportunity for Black, Indigenous, Asian, Pacific Islander, Hispanic/Latino, and communities of color, along with low-income rural, urban, and other underrepresented communities.

Objectives:

1

Partner with other local, state, and federal government agencies to help identify barriers in SACOG's procurement process to increase access to business opportunities.

2

Review procurement processes and partner with other local, state, and federal government agencies to engage more businesses in the procurement process.

Signs of progress:



We're collecting statistics on DBE contractors and subcontractors for federally funded agreements.



Creating a demographics report on vendors to understand baseline information.



Developing a resource guide so participants understand SACOG's procurement process

Programs



Programs Goal 1

Increase engagement with community representatives of underrepresented communities to help shape SACOG's projects and programs.

Objectives:

1

Strengthen partnerships with community representatives, leaders, and organizations through regular meetings, funding, and communication with Community-Based Organizations (CBOs).

2

Create, execute, and evaluate a strategic outreach and engagement plan for the 2024 Blueprint.

3

Strengthen SACOG's efforts to engage and build relationships with tribal governments, in partnership with local agencies in the region.

Signs of progress:



107 community partners on SACOG's list served and counting



12 CBO partners awarded \$50K for Blueprint outreach activities



Initial 2-way communication with 4 of 5 tribal governments in the region



Demographics of respondents to polling, focus groups, and surveys better mirror SACOG region



2 SACOG tools/benefits identified for 2 tribal governments

Programs Goal 2

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

Objectives:

1

Commit long-term support and funding for the Engage, Empower, Implement Program in the upcoming Blueprint plan update.

2

Annually evaluate and report on SACOG's major projects and programs to identify opportunities to increase racial equity and reduce disparities.

Signs of progress:



Board adopted framework for Engage, Empower, Implement (EEI) Grant Program



First round of EEI applications are being reviewed



Developed equity framework to incorporate into SACOG's overall Regional Funding Program Guidelines



Redesigning SACOG's program and project development process to include evaluation and equity considerations in every step of the process

Programs Goal 3

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

Objectives:

1

Collaborate with government agencies to create quarterly capacity building sessions (e.g., trainings, brown bags, convenings) to enhance REI impact across the region, sectors, and communities.

2

Starting in 2024, collab with government agencies to develop resource guides and toolkits to improve the implementation of REI best practices.

Signs of progress:



SACOG invited to working groups—regional, statewide, national—of government agencies working on racial equity best practices



SACOG has workshoped equity questions in these groups as we're developing programs

Board Practices



Board Practices Goal 1

Board deepens understanding of how race/ethnicity, income, and geography affect social outcomes of SACOG communities.

Objectives:

1

Schedule at least two board workshops annually with speakers on REI concepts and best practices, focusing on equity issues in transportation, housing, land use, and the impact of past inequitable policies.

2

Hold an annual REI primer/refresher session for board members in the first quarter, covering SACOG's REI journey, key findings, and board actions.

3

Collaborate with REI partners in the region to organize an annual site visit for board members, highlighting REI barriers and successes

Signs of progress:



100% of new board members and 71% of returning members attend REI primer/ refresher session this year



51% of board responded to REI primer survey; 87% of them report better understanding of SACOG's REI work



4 REI workshops conducted since 2023 & one more in October



2 site visits since 2023



In 2023 and 2024, all 6 counties will have hosted off-site board meetings

Board Practices Goal 2

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

Objectives:

1

By January 2024, the board incorporates measures of accountability within its policy approval process to prioritize CBO collaboration in policy development and implementation processes.

2

By January 2024, establish and implement a process to regularly assess the equity impacts of proposed policy decisions through the consistent application of REI best practices

Signs of progress:



Increased community engagement to shape SACOG project and program recommendations (Blueprint, EEI, Mobility Hubs, Mobility Zones)



Increased local government engagement to shape SACOG projects and program recommendations

Board Practices Goal 3

Board maintains consistent engagement with REAP implementation process.

Objectives:

1

By September 2024, SACOG will establish a process for the board to monitor regional racial equity indicators, including economic, demographic, land use, transportation, and housing outcomes, to assess the impact of the REAP.

2

The REI working group is responsible for overseeing the implementation of REAP in 2023-2024. They review progress reports and recommend any changes to the board to enhance the REAP's effectiveness.

Signs of progress:



REI WG members participated in REAP primer/refresh presentation to SACOG board



REI WG members attendance at SACOG board REI tours of South Sacramento and Woodland



REI WG guidance on how to design board workshops on REI topics, equity indicators for SACOG's new regional monitoring report, next version of CBO engagement program, equity framework for Regional Funding Program