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REMOTE PARTICIPATION ONLY

RACIAL EQUITY AND REGIONAL PLANNING SUBCOMMITTE

Thursday, November 17, 2022
9:00 a.m. – 11:00 a.m.

To Attend and Participate on Your Computer:
https://scag.zoom.us/j/89921007957

To Attend and Participate by Phone:
Call-in Number: 1-669-900-6833
Meeting ID: 899 2100 7957

*Please see next page for detailed
instructions on how to participate in the meeting.*

PUBLIC ADVISORY

Given the declared state of emergency (pursuant to State of Emergency Proclamation dated March 4, 2020) and local public health directives imposing and recommending social distancing measures due to the threat of COVID-19, and pursuant to Government Code Section 54953(e)(1)(A), the meeting will be held telephonically and electronically.

If members of the public wish to review the attachments or have any questions on any of the agenda items, please contact Maggie Aguilar at (213) 630-1420 or via email at aguilarm@scag.ca.gov. Agendas & Minutes are also available at: www.scag.ca.gov/committees.

SCAG, in accordance with the Americans with Disabilities Act (ADA), will accommodate persons who require a modification of accommodation in order to participate in this meeting. SCAG is also committed to helping people with limited proficiency in the English language access the agency's essential public information and services. You can request such assistance by calling (213) 630-1420. We request at least 72 hours (three days) notice to provide reasonable accommodations and will make every effort to arrange for assistance as soon as possible.

Instructions for Public Comments

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1. **In Writing: Submit written comments via email to:** ePublicComment@scag.ca.gov **by 5pm on Wednesday, November 16, 2022.** You are **not** required to submit public comments in writing or in advance of the meeting; this option is offered as a convenience should you desire not to provide comments in real time as described below.

   All written comments received after 5pm on Wednesday, Wednesday, November 16, 2022, will be announced and included as part of the official record of the meeting.

2. **In Real Time:** If participating in real time via Zoom or phone, during the Public Comment Period (Matters Not on the Agenda) or at the time the item on the agenda for which you wish to speak is called, use the "raise hand" function on your computer or *9 by phone and wait for SCAG staff to announce your name/phone number. SCAG staff will unmute your line when it is your turn to speak. Limit oral comments to 3 minutes, or as otherwise directed by the presiding officer. For purpose of providing public comment for items listed on the Consent Calendar, please indicate that you wish to speak when the Consent Calendar is called; items listed on the Consent Calendar will be acted on with one motion and there will be no separate discussion of these items unless a member of the legislative body so requests, in which event, the item will be considered separately.

   If unable to connect by Zoom or phone and you wish to make a comment, you may submit written comments via email to: ePublicComment@scag.ca.gov.

In accordance with SCAG's Regional Council Policy, Article VI, Section H and California Government Code Section 54957.9, if a SCAG meeting is "willfully interrupted" and the "orderly conduct of the meeting" becomes unfeasible, the presiding officer or the Chair of the legislative body may order the removal of the individuals who are disrupting the meeting.

OUR MISSION
To foster innovative regional solutions that improve the lives of Southern Californians through inclusive collaboration, visionary planning, regional advocacy, information sharing, and promoting best practices.

OUR VISION
Southern California's Catalyst for a Brighter Future

OUR CORE VALUES
Be Open | Lead by Example | Make an Impact | Be Courageous

Instructions for Participating in the Meeting

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3. Select "Join Audio via Computer."
4. The virtual conference room will open. If you receive a message reading, "Please wait for the host to start this meeting," simply remain in the room until the meeting begins.
5. During the Public Comment Period, use the "raise hand" function located in the participants' window and wait for SCAG staff to announce your name. SCAG staff will unmute your line when it is your turn to speak. Limit oral comments to 3 minutes, or as otherwise directed by the presiding officer.

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Racial Equity and Regional Planning Subcommittee
Members – November 2022

1. **Hon. Mark Henderson**
    Chair, Gardena, RC District 28

2. **Hon. Lorrie Brown**
    Ventura, RC District 47

3. **Hon. Darrell Dorris**
    Lancaster, NCTC

4. **Hon. Ray Hamada**
    Bellflower, RC District 24

5. **Hon. Patricia Lock Dawson**
    Riverside, RC District 68

6. **Hon. Andrew Masiel**
    Tribal Govt Regl Planning Board Representative

7. **Hon. Marisela Nava**
    Perris, RC District 69

8. **Hon. Kim Nguyen**
    Garden Grove, RC District 18

9. **Hon. Deborah Robertson**
    Rialto, RC District 8

10. **Hon. Colleen Wallace**
    Banning, WRCOG

11. **Hon. Frank A. Yokoyama**
    Cerritos, RC District 23

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Southern California Association of Governments
Remote Participation Only
Thursday, November 17, 2022
9:00 AM

The Racial Equity and Regional Planning Subcommittee may consider and act upon any of the items on the agenda regardless of whether they are listed as Information or Action items.

CALL TO ORDER AND PLEDGE OF ALLEGIANCE
(The Honorable Mark Henderson, Chair)

PUBLIC COMMENT PERIOD (Matters Not on the Agenda)
This is the time for persons to comment on any matter pertinent to SCAG's jurisdiction that is **not** listed on the agenda. Although the committee may briefly respond to statements or questions, under state law, matters presented under this item cannot be discussed or acted upon at this time. Public comment for items listed on the agenda will be taken separately as further described below.

General information for all public comments: Members of the public are encouraged, but not required, to submit written comments by sending an email to: ePublicComment@scag.ca.gov by 5pm on Wednesday, November 16, 2022. Such comments will be transmitted to members of the legislative body and posted on SCAG's website prior to the meeting. Any writings or documents provided to a majority of the Racial Equity and Regional Planning Subcommittee regarding any item on this agenda (other than writings legally exempt from public disclosure) are available at the Office of the Clerk, located at 900 Wilshire Blvd., Suite 1700, Los Angeles, CA 90017 during normal business hours and/or by contacting the office by phone, (213) 630-1420, or email to aguilarm@scag.ca.gov. Written comments received after 5pm on Wednesday, November 16, 2022, will be announced and included as part of the official record of the meeting. Members of the public wishing to verbally address the Racial Equity and Regional Planning Subcommittee in real time during the meeting will be allowed up to a total of 3 minutes to speak on items on the agenda, with the presiding officer retaining discretion to adjust time limits as necessary to ensure efficient and orderly conduct of the meeting. The presiding officer has the discretion to equally reduce the time limit of all speakers based upon the number of comments received. If you desire to speak on an item listed on the agenda, please wait for the chair to call the item and then indicate your interest in offering public comment by either using the "raise hand" function on your computer or pressing *9 on your telephone. For purpose of providing public comment for items listed on the Consent Calendar (if there is a Consent Calendar), please indicate that you wish to speak when the Consent Calendar is called; items listed on the Consent Calendar will be acted upon with one motion and there will be no separate discussion of these items unless a member of the legislative body so requests, in which event, the item will be considered separately.

REVIEW AND PRIORITIZE AGENDA ITEMS

CONSENT CALENDAR

Approval Items

1. Minutes of the Meeting – October 20, 2022   PPG. 5

Receive and File

2. Status Report on SCAG's Racial Equity Early Action Plan   PPG. 9

INFORMATION ITEMS

3. Best Practices: Mitigating the Impacts of Systemic Racism through Policy and Systems Changes   PPG. 22
(Elizabeth Carvajal, Manager of Housing and Economic Empowerment, SCAG)   10 Mins.

4. Presentations Highlighting Best Practices and Strategies to Advance Racial Equity   95 Mins.
(Charles T. Brown, Founder and CEO, Equitable Cities, Jocelyn Gibson, Sr. Consultant, ZoneCo, Andre Perry, Senior Fellow, Brookings Metro, and Christopher Coes, Assistant Secretary for Transportation Policy, U.S. Department of Transportation, Office of the Secretary)

ADJOURNMENT

Southern California Association of Governments
Remote Participation Only
November 17, 2022

RACIAL EQUITY AND REGIONAL PLANNING SUBCOMMITTEE
MINUTES OF THE MEETING
THURSDAY, OCTOBER 20, 2022

THE FOLLOWING MINUTES ARE A SUMMARY OF ACTIONS TAKEN BY THE RACIAL EQUITY AND REGIONAL PLANNING SUBCOMMITTEE (RERP). A VIDEO AND AUDIO RECORDING OF THE FULL MEETING IS AVAILABLE AT: http://scag.iqm2.com/Citizens/.

The Racial Equity and Regional Planning Subcommittee (RERP) of the Southern California Association of Governments (SCAG) held its regular meeting virtually (telephonically and electronically), given the declared state of emergency (pursuant to State of Emergency Proclamation dated March 4, 2020) and local public health directives imposing and recommending social distancing measures due to the threat of COVID-19, and pursuant to Government Code Section 54953(e)(1)(A). A quorum was present.

Members Present:

Hon. Mark Henderson, Chair	*Gardena*	District 28
Hon. Darrell Dorris	*Lancaster*	NCTC
Hon. Ray Hamada	*Bellflower*	District 24
Hon. Patricia Lock Dawson	*Riverside*	District 68
Hon. Andrew Masiel	*Tribal Gov't Reg'l Planning*	
Hon. Marisela Nava	*Perris*	District 69
Hon. Kim Nguyen	*Garden Grove*	District 18
Hon. Deborah Robertson	*Rialto*	District 8
Hon. Colleen Wallace, Vice Chair	*Banning*	WRCOG
Hon. Frank Yokoyama	*Cerritos*	District 23

Members Not Present

Hon. Lorrie Brown	*Ventura*	District 47

CALL TO ORDER AND PLEDGE OF ALLEGIANCE

The Honorable Mark Henderson called the meeting to order at 9:00 a.m. and asked the Honorable Colleen Wallace, Vice Chair, City of Banning, WRCOG, to lead the Pledge of Allegiance. The Clerk confirmed a quorum was present.

PUBLIC COMMENT PERIOD

Chair Henderson opened the Public Comment Period and outlined instructions for public comments. He noted this was the time for persons to comment on any matter pertinent to SCAG's jurisdiction that were not listed on the agenda. He reminded the public to submit comments via email to ePublicComment@scag.ca.gov.

The Clerk acknowledged there were no written public comments for items not listed on the agenda.

Seeing no public comment speakers, Chair Henderson closed the Public Comment Period.

REVIEW AND PRIORITIZE AGENDA ITEM

There were no reprioritizations made.

CONSENT CALENDAR

Approval Item

1. Minutes of the Meeting- September 15, 2022

A MOTION was made (Robertson) and SECONDED (Wallace) to approve the Consent Calendar. The motion passed by the following roll call vote:

AYES: Dorris, Hamada, Henderson, Lock Dawson, Masiel Sr., Nava, Nguyen, Robertson, Wallace and Yokoyama (10)

NOES: None (0)

ABSTAIN: None (0)

There were no public comments or additional discussions received for this item.

Chair Henderson made opening remarks and acknowledged the comments in the recently leaked audio recordings that were made by Los Angeles City Councilmembers, who also serve on SCAG's Regional Council. He noted that those comments have no place in furthering the Subcommittee's work on racial equity.

There were no comments or additional discussions received.

INFORMATION/DISCUSSION ITEMS

2.   Impacts and Outcomes of Systemic Racism in the SCAG Region

Chair Henderson introduced Elizabeth Carvajal, SCAG staff, to present a presentation on the Impacts and Outcomes of Systemic Racism in the SCAG region.

Ms. Carvajal provided information on the Subcommittee's goal and a brief outline of the scheduled topics or lookahead, with the goal of bringing forth recommendations [White Paper] in the last meeting, in January 2023. A recap of the presentations discussed at the September 15, 2022 RERP meeting was highlighted.   Ms. Carvajal's presentation included an overview on the current day impacts and outcomes of systemic racism within the SCAG region. Highlights included data from the updated Racial Equity Baseline Conditions Report, which includes demographic information and data on the economy, housing mobility and the environment.

In the following presentation, Ms. Carvajal noted that two community partners, Just San Bernardino (Just SB) and Santa Ana Active Streets (SAAS), had been invited to share their work to help further demonstrate the importance of ground-truthing data and engaging vulnerable and marginalized people and communities that have been historically excluded from planning processes in identifying community needs, assets, and solutions. As in the first Subcommittee meeting, Mr. Charles Brown, Equitable Cities, facilitated the discussion.

The panelists and SCAG staff responded to comments and questions expressed by the Subcommittee members, including observations that focused on mobility and demographic data for youth and the senior populations, addressing resources and second-chance programs for hiring non-violent felons, more diversity in the workplace and hiring opportunities for people of color in a decision-making capacity.

There were no public comments received for this item.

The comprehensive staff report was included in the agenda packet.

3.   Elevating the Community Perspective and Facilitated Discussion

Chair Henderson introduced Mr. Charles Brown, Founder and CEO of Equitable Cities, who along with guest speakers, Miriam Nieto, Co-Director, Just San Bernardino, Kristopher Fortin Project Director, Santa Ana Active Streets and Dorian Romero, Project Coordinator, Santa Ana Active Streets, provided highlights of the presentation.

Mr. Brown provided brief remarks reminding the Subcommittee of the presentations presented at its September 15, 2022 meeting and how this presentation would frame the context of systemic racism, and its impacts on communities within the SCAG region. He asked the panelists from the Santa Ana Active Streets and Just San Bernardino to share highlights of their presentation.

Facilitated discussions led by Mr. Brown ensued, including a request for unemployment data to be shared with the Subcommittee, and observations that address economic and equity plan development strategies for communities that are most impacted.

Kome Ajise, Executive Director, noted that a current and updated Baseline Conditions Report which highlights demographic data and strategies identified in Connect SoCal would be shared with the Subcommittee.

There were no public comments received for this item.

The Committee thanked the panelist for the comprehensive presentation. The presentation and video are available on SCAG's website.

ANNOUNCEMENTS

Chair Henderson announced that the upcoming meeting on Thursday, November 17th will focus on best practices and strategies to advance racial equity from all levels of government. He noted, as a reminder, the Subcommittee meetings are building towards recommendations for incorporating racial equity in Connect SoCal.

FUTURE AGENDA ITEMS

There were no future agenda items requested.

ADJOURNMENT

There being no further business, Chair Henderson adjourned the Racial Equity and Regional Planning Subcommittee meeting at 10:46 a.m.

Respectfully submitted by:
Carmen Summers
Racial Equity and Regional Planning Subcommittee Clerk

[MINUTES ARE UNOFFICIAL UNTIL APPROVED BY THE AUDIT COMMITTEE]
//

Southern California Association of Governments
Remote Participation Only
November 17, 2022

To:	Racial Equity and Regional Planning Subcommittee (RERP)	**EXECUTIVE DIRECTOR'S APPROVAL**
From:	Debbie Dillon, Chief Strategy Officer (213) 236-1870, Dillon@scag.ca.gov	*Kome Ajise*
Subject:	Status Report on SCAG's Racial Equity Early Action Plan	

RECOMMENDED ACTION:
Information Only – No Action Required

STRATEGIC PLAN:
This item supports the following Strategic Plan Goal 2: Advance Southern California's policy interests and planning priorities through regional, statewide, and national engagement and advocacy.

EXECUTIVE SUMMARY:
In July 2020, the Regional Council adopted Resolution NO. 20-623-2, affirming its commitment to advancing justice, equity, diversity, and inclusion throughout Southern California. The resolution called for the formation of an ad hoc Special Committee on Equity and Social Justice to further develop SCAG's response to advancing equity. The Committee met on a quarterly basis starting in September 2020 and concluding in March 2021, culminating in the development of an early action plan. On May 6, 2021, the Regional Council adopted the Racial Equity Early Action Plan (Plan), which SCAG has used to guide and sustain SCAG's regional and organizational leadership in service of equity and social justice since its adoption. This report provides a summary of Plan progress to date.

The Racial Equity and Regional Planning Subcommittee has convened to build upon SCAG's equity work to date, as highlighted in this report, and to advance racial equity through Connect SoCal. The November Subcommittee meeting will highlight some of SCAG's equity efforts to date and include presentations from external speakers that will uplift equity-centered best practices and strategies.

BACKGROUND:
The Racial Equity Framework adopted by SCAG's Regional Council in May of 2021 established overarching goals and strategies to advance racial equity through SCAG's policies, practices, and

activities. This ensures that SCAG's equity-related work is aligned toward common goals and continues through actions pursued across the agency.

The Framework includes four overarching goals:
1. **Shift Organizational Culture:** Focus SCAG's internal work and practices on inclusion, diversity, equity, and awareness.
2. **Center Racial Equity in Regional Policy & Planning:** Bring equity into SCAG's regional planning functions.
3. **Encourage Racial Equity in Local Planning Practices:** Promote racial equity in efforts involving local elected officials and planning professionals.
4. **Activate & Amplify:** Communicate broadly SCAG's commitment to racial equity and join others in different fields and sectors to amplify impact.

Each of these goals is advanced through a focus on the following three strategies:
1. **Listen & Learn:** Develop a shared understanding of our history of discrimination and the structural barriers that continues to perpetuate the inequities experienced today.
2. **Engage & Co-Power:** Create and environment where everyone is included, able to share their experiences, and equipped to talk about racial equity and inequities.
3. **Integrate & Institutionalize:** Focus on systems change to improve racial equity. Center racial equity in all aspects of work. This involves internal and external systems change.

The Plan was and is intended to be a living document with opportunities to identify new actions and commitments over time. SCAG understands that the work of advancing equity requires continual listening and learning, and SCAG will utilize input received from this Subcommittee, the strategic plan update process underway and other resources to update the plan.

Attached to this report is a table that provides the Goal, Action, Status and Notes about each element in the current Plan.

In addition, the Racial Equity and Regional Planning Subcommittee presents an opportunity for SCAG to build on equity work to date and identify opportunities to advance racial equity in the region. More specifically, the Subcommittee charge is to identify opportunities to advance racial equity through the policies and strategies in Connect SoCal and guide how planning and investments over the next 30 years can address and rectify the effects of racially discriminatory policies in the SCAG region. The November Subcommittee meeting will be grounded in content and discussion of best practices and equity centered strategies.

FISCAL IMPACT:
Work associated with this item is included in the FY 22-23 Overall Work Program (310.4874.01: Connect SoCal Development) and in the FY 22-23 Indirect Budget 810-1020.02.

ATTACHMENT(S):

1. SCAG's Racial Equity Early Action Plan Fiscal Year 2022-23 Progress Report

SCAG's Racial Equity Early Action Plan
Fiscal Year 2022-23 Progress Report

Goal	Action	Status	Notes
Shift Organizational Culture	Develop an Inclusion, Diversity, Equity, and Access (IDEA) Education and Training Program.	In-Progress	Launched Mental Health Matters program, centering key elements of inclusion and belonging. The first quarterly session launched, September 2022 with three remaining sessions to follow. Executive Team members completed Leading with Equity training facilitated by external Diversity Equity Inclusion and Belonging (DEIB) consultant. Learning modules identified within the Learning Center titled "A Seat at the Table" centering critical dialogue related to DEIB related topics. Further training curriculum is in development.
Shift Organizational Culture	Conduct an externally led racial equity audit to further inform equity actions.	Planned	This action will be included as part of the update to SCAG's strategic plan which is currently underway.
Shift Organizational Culture	Establish an IDEA Team to oversee and update EAP.	Completed	The IDEA team, consisting of 17 cross-functional SCAG team members, underwent a foundational knowledge workshop series titled "IDEA Foundations," where a shared language of DEI principles was established. With both the addition of a DEIB Principal Management Analyst position in HR, and the execution of a contract between a DEIB consultant firm in Spring, the IDEA team reconvened in July 2022 to continue working toward shifting the organizational culture.
Shift Organizational Culture	Assess and align procurement policies with diversity goals.	In-Progress	A service provider will be procured to facilitate the rewrite of the Procurement manual. An Internal Review Committee has been established to evaluate and inform the rewrite. A member of the IDEA (Inclusion, Diversity, Equity, Access) Strategies, Policies, and Procedures subcommittee has been included on the Internal Procurement Review committee to ensure the integration of DEIB opportunities to the extent possible.
Shift Organizational Culture	Create an Equity Planning Resource Group to share best practices.	Completed	SCAG has established an Equity Planning Resource Group that is currently focused on developing an equity toolkit to help institutionalize equity in the Planning Division, and the group has also developed an equity resource guide to support local jurisdictions as they take on advancing equity.
Shift Organizational Culture	Develop a Diversity Style Guide on standards for communication.	In-Progress	Media and Public Affairs will partner with the IDEA subcommittee to develop a style guide with DEIB integration.

SCAG's Racial Equity Early Action Plan
Fiscal Year 2022-23 Progress Report

Goal	Action	Status	Notes
Shift Organizational Culture	Update SCAG's Strategic Plan to incorporate an equity vision and goals to guide agency work plans.	In-Progress	Consultant is in the data collection phase of the project and this will be incorporated into the implementation phase expected completion in calendar year 2023.
Shift Organizational Culture	Prepare an Inclusive and Equitable Talent Management Strategy.	In-Progress	SCAG Human Resources is currently developing a hiring toolkit to inform the early stages of the employee journey from recruitment to onboarding. The outreach guide will include an outreach guide informing outlets to reach highly diverse candidate pools. Training will be deployed to support the launch and utilization of the toolkit in early 2023. An improved onboarding program is in-development with inclusion of a buddy program to increase belonging within the agency. NEOGOV, the agency's applicant tracking system, is being expanded to support talent management functions including pre-boarding and offboarding. Offboarding will improve data collection as individuals depart the agency through intentional exit surveys. Clarity related to internal mobility is underway through the development of a succession planning framework and defined career mapping. The Global Diversity, Equity, and Inclusion benchmarks are serving as a framework to inform best practices and measure maturity of DEIB integration.
Center Racial Equity in Regional Policy & Planning	Offer equity training for Board members, including as part of Board Orientation.	In-Progress	SCAG's equity efforts are incorporated into New Member Orientation presentations and onboarding materials. Resources from GARE and other publications will be shared with members. A formal training program will be proposed to Human Resources as part of their DEI Consultant initiatives.
Center Racial Equity in Regional Policy & Planning	Include Equity Assessment section in Staff Reports.	Planned	This action will follow the update of SCAG's Strategic Plan to ensure alignment with equity vision and goals and may include the addition of an equity sectionto the staff report template in MinuteTraq. Evaluating a date when it will become effective (requires advance staff training).
Center Racial Equity in Regional Policy & Planning	Prepare Annual Racial Equity Indicators Report.	In-Progress	On November 3, 2022, SCAG released an update of the baseline assessment of racial equity in Southern California. The report highlights past transportation and housing policies and practices that yielded the inequitable conditions that exist today and provided an assessment of existing disparities and inequities. SCAG staff anticipates updating the report annually.

SCAG's Racial Equity Early Action Plan
Fiscal Year 2022-23 Progress Report

Goal	Action	Status	Notes
Center Racial Equity in Regional Policy & Planning	Increase opportunity for participation in Policy Committees; Formalize Committee equity roles.	Completed	Coinciding with the adoption of the Racial Equity Early Action Plan, last May SCAG's Bylaws were amended to expand Policy Committee membership to include Communities of Concern representatives to create a more inclusive governance structure.
Center Racial Equity in Regional Policy & Planning	Update Public Participation Plan.	Completed	SCAG updated the Public Participation Plan to include several goals and strategies to ensure SCAG's communications are looked at through an equity framework whenever possible. The Regional Council will consider approving the document at its April meeting.
Center Racial Equity in Regional Policy & Planning	Form Regional Policy Working Group dedicated to Equity.	Completed	Quarterly, SCAG staff convenes a Regional Equity Working Group to engage stakeholders on SCAG's equity-focused regional and local planning activities as well as uplift efforts across the region to advance equity in land-use and transportation planning.
Center Racial Equity in Regional Policy & Planning	Develop equity goals, policies, and metrics as part of Connect SoCal update.	In-Progress	SCAG staff are currently developing Connect SoCal equity-oriented goals and performance measures, and reevaluating the plan's environmental justice analysis by shifting to an equity analysis to further align with SCAG's equity efforts.

SCAG's Racial Equity Early Action Plan
Fiscal Year 2022-23 Progress Report

Goal	Action	Status	Notes
Center Racial Equity in Regional Policy & Planning	Explore developing Research Program with University Partners.	Planned	SCAG staff are developing the scope of work for this effort. Although further work is needed on a holistic scope for the program, specific work elements are being developed. For example, staff is seeking to update its understanding of the travel behavior and travel challenges of low-income residents to improve future planning and support equitable travel initiatives throughout the region. Staff hopes to work with university partners to understand the travel behavior and transportation needs of low-income drivers across the region, examining the relationship between access to reliable transportation and employment status, including consideration of non-commute travel needs including childcare and access to health care and public services. The scope of work would also include strategies specifically to address challenges for unbanked populations and those who do not own smart phones. This effort is intended to serve as a foundation for understanding how to design innovative mobility pilots to increase participation of and benefits to low-income populations. This is particularly critical for understanding the potential of universal basic mobility programs.
Center Racial Equity in Regional Policy & Planning	Form a Restorative Justice Subcommittee to inform work on Connect SoCal (**new**).	In-Progress	The Racial Equity and Regional Planning Subcommittee was established to identify opportunities to advance racial equity through the policies and strategies in Connect SoCal and guide how planning and investments over the next 30 years can address and rectify the effects of racially discriminatory policies in SCAG's communities. The subcommittee has held two of the four required meetings that will culminate in a White Paper with recommendations for infusing racial equity in Connect SoCal.

SCAG's Racial Equity Early Action Plan
Fiscal Year 2022-23 Progress Report

Goal	Action	Status	Notes
Center Racial Equity in Regional Policy & Planning	Form Economic Empowerment Program (**new**).	In-Progress	SCAG hired a new Department Manager and staff to lead this work program. The team will oversee the Sustainable Communities Program Call 4 efforts (projects focused on Civic Engagement, Equity, and Environmental Justice), the Public Health Fellows program, the Disadvantaged Communities Active Transportation Tool, and leads the Racial Equity and Regional Planning Subcommittee effort.
Encourage Racial Equity in Local Planning	Support data requests, create tools for information sharing.	In-Progress	SCAG staff are currently conducting outreach to local jurisdictions in the region, including those that are low-resourced and located in Disadvantaged Communities, to introduce the available tools and resources in the Regional Data Platform (RDP). The Local Information Services Team (LIST) at SCAG are ready to provide technical assistance upon request.
Encourage Racial Equity in Local Planning	Expand Toolbox Tuesday trainings to include sessions on racial equity.	Completed	On a quarterly basis, SCAG hosts equity-focused Toolbox Tuesday trainings for practitioners. To-date, SCAG has held five trainings on the following topics: developing equity baseline conditions reports, conducting equitable engagement, developing and utilizing equity tools developing equity action plans and frameworks, and a demontration of the recently released Healthy Places Index, Extreme Heat Edition.
Encourage Racial Equity in Local Planning	Provide elected officials with fact sheets and tools to promote racial equity.	In-Progress	SCAG's equity efforts are incorporated into New Member Orientation presentations and onboarding materials. Resources from GARE and other publications will be shared with members.

SCAG's Racial Equity Early Action Plan
Fiscal Year 2022-23 Progress Report

Goal	Action	Status	Notes
Encourage Racial Equity in Local Planning	Provide resources for CBO engagement in Local Planning - e.g., Call for Collaboration, Go Human Mini-Grants.	In-Progress	SCAG has continued to support CBOs through the Call for Collaboration in partnership with three foundations. SCAG provided $1 million of its REAP 1.0 funding to develop a program that provided capacity-building technical assistance and grants to non-profits and CBOs. Fifteen organizations were invited to engage in land use planning efforts that support the acceleration of housing production, with an emphasis on ensuring principles of equity are included in planning processes, new funding programs, and policies. In September 2022, Go Human completed its Mini Grant Program, which aimed to build street-level community resiliency and increase the safety of people most harmed by traffic injuries and fatalities, prioritizing Black, Indigenous and People of Color; people with disabilities; and frontline workers, particularly those walking and biking. The program emphasized community-driven co-creation and community engagement. Go Human awarded more than $350,000 to 26 CBO-identied and led projects, directly engagement more than 300,000 people. Go Human also provided direct resources through the distribution of it's Kit of Parts to more than 13 partners and provided robust safety messaging materials and campaigns to more than 25 partners. The 2023 Go Human Safety Strategies contract is anticipated to kickoff in early 2023. The contract includes resources for CBO engagement to
Encourage Racial Equity in Local Planning	Build planning capacity in low-resourced jurisdictions by providing staff support - e.g., Civic Sparks, Public Health Fellows.	In-Progress	SCAG staff proposes to leverage the REAP 2021 funding program to utilize fellows in support of REAP 2.0 implementation and capacity building in under resourced jurisdictions. SCAG staff will use the REAP 2021 funding program to provide a Big Data Consulting Practice to provide consulting services to under resourced jurisdictions who may not have capacity to use big data to advance racial equity in local transportation planning.

Goal	Action	Status	Notes
Encourage Racial Equity in Local Planning	Refine equity goals and evaluation criteria used in Sustainable Communities Program (SCP).	In-Progress	Throughout three Calls for Applications completed in 2020/2021, SCAG prioritized equity criteria in the project evaluation and program goals. Specifically, the evaluation criteria required applicants to address anti-displacement strategies and discuss how projects will engage community-based partners and the most impacted communities, including non-English speaking populations. The program goals point to prioritizing disadvantaged communities in alignment with SCAG's resolution on race and equity. Additionally, staff developed an Equity Tool to prioritize outreach to high need areas based on a series of data-driven equity indicators and past funding SCP, to target communities with the highest need and those who historically have not received SCP funding. Finally, SCP piloted opportunities to compensate CBO partners committed to equity to serve as evaluators to ensure projects were assessed with intentional attention to equity.

SCAG's Racial Equity Early Action Plan
Fiscal Year 2022-23 Progress Report

Goal	Action	Status	Notes
Encourage Racial Equity in Local Planning	Provide resources through the Sustainable Communities Program to promote Environmental Justice.	Planned	Developing SCP Call 4, Civic Engagement, Equity and Environmental Justice, to support the goals and implementation of the Racial Equity Early Action Plan. Through strategic funding set-asides, this program, SCAG will prioritize resources in historically disinvested areas and communities most impacted by adverse public health outcomes and air quality impacts. This program will catalyze planning activities to support GHG and VMT reduction, advance equity and environmental justice, and provide needed funding to communities with the highest need.
Encourage Racial Equity in Local Planning	Identify opportunities to incorporate equity analysis in development of 2023 Federal Transportation Improvement Program (FTIP).	Completed	Based on the adopted FTIP Guidelines, County Transportation Commissions (CTCs) were encouraged to consider equity in developing their respective County TIPs. In future FTIPs, more advanced database analytics combined with spatial analysis may be utilized to evaluate investments across the region and consider whether they are addressing under resourced or underserved areas. In the near term, SCAG has initiated an FTIP mapping tool through the updated eFTIP database to capture the location and extent of all projects including non-modeled (exempt) projects. Any changes to the FTIP process involving equity will be done in collaboration with the CTCs.

SCAG's Racial Equity Early Action Plan
Fiscal Year 2022-23 Progress Report

Goal	Action	Status	Notes
Activate & Amplify	Collaborate on a public information campaign to promote fair housing, reduce segregation.	Planned	SCAG designated funding for the development of a community outreach and advertising campaign with the goals of creating positive associations with housing development and housing-supportive land use policies. This effort will be modeled on the success of SCAG's Go Human campaign. Staff began to research several similar, active efforts, and found that the Chan Zuckerberg Initiative (CZI) had been working with a marketing and branding firm on a market segmentation analysis, identifying core values associated with housing development. CZI has finalized their report and is coordinating with three foundations across CA to develop implementation toolkits. The United Way of Greater LA is the lead for the SCAG region and SACG is working to dedicate REAP2 funding to support development of the toolkits. Kick off is expected in early 2023
Activate & Amplify	Strengthen relationships with other MPOs.	In-Progress	On a bimonthly basis, SCAG works with others to convene an MPO Equity Working Group to discuss current equity efforts, challenges, and best practices. The past year's meetings have focused on performance measures, partnering with community-based organizations, environmental justice analysis, and equity tools. SCAG also participates in the California Association of Councils of Governments Big MPO + Caltrans meetings to discuss experiences advancing equity and share
Activate & Amplify	Explore opportunities to partner to establish a "Planning University" for Community-Based Organizations & Stakeholders.	Planned	SCAG staff are developing the scope of work for this effort.
Activate & Amplify	Develop an Excellence in Equity Annual Award Program.	Completed	SCAG's Sustainability Awards Program now includes an equity category to highlight projects that advance equity and facilitate the growth of healthy, livable, sustainable, and economically resilient communities.
Activate & Amplify	Develop Inclusive Economic Recovery Strategy.	Completed	The Inclusive Economic Recovery Strategy (IERS) was developed through a rigorous public outreach and engagement process, including 20 convenings with stakeholders from the private, public, and government sectors. The resulting Inclusive Economic Recovery Strategy Report and recommendations were adopted by the Regional Council on July 1,

Goal	Action	Status	Notes
Activate & Amplify	Inclusive Economic Growth Implementation Program (**new**).	In-Progress	Following adoption of the Inclusive Economic Recovery Strategy in July 2021, SCAG was awarded $3.5 million in State funding to implement IERS core recommendations. SCAG has hired two full time staff and an intern to lead this work, which kicked off Summer 2022. There are 5 deliverables in development for this program with a completion date of

Southern California Association of Governments
Remote Participation Only
November 17, 2022

To:	Racial Equity and Regional Planning Subcommittee (RERP)	**EXECUTIVE DIRECTOR'S APPROVAL**
From:	Elizabeth Carvajal, Manager of Housing and Economic Empowerment (213) 236-1801, carvajal@scag.ca.gov	*Kome Ajise*
Subject:	Best Practices: Mitigating the Impacts of Systemic Racism Through Policy and Systems Changes	

RECOMMENDED ACTION:
Information Only – No Action Required

STRATEGIC PLAN:
This item supports the following Strategic Plan Goal 1: Produce innovative solutions that improve the quality of life for Southern Californians.

EXECUTIVE SUMMARY:
The goals of the Racial Equity and Regional Planning Subcommittee are to identify opportunities to advance racial equity through the policies and strategies in Connect SoCal and guide how planning and investments over the next 30 years can address and rectify the effects of racially discriminatory policies in the SCAG region.

The Racial Equity and Regional Planning Subcommittee convened in September and October to discuss the historic impacts of systemic racism and how these impacts have manifested in the SCAG region. The third Subcommittee meeting will highlight SCAG's equity work to date and include speakers that will highlight best practices, policies, and strategies for overcoming systemic racism. The meeting will include presentations from Ms. Jocelyn Gibson of ZoneCo, Mr. Andre Perry of The Brookings Institute, and Mr. Christopher Coes of the U.S. Department of Transportation, Office of the Secretary, with facilitated discussion from Mr. Charles T. Brown of Equitable Cities.

BACKGROUND:
The October Subcommittee meeting highlighted how systemic racism has manifested in the SCAG region. The staff presentation included data from the updated Racial Equity: Baseline Conditions Report that was represented spatially through maps of the SCAG region and through disaggregation of data by race. The data covered an array of topics from poverty, housing, mobility, environmental justice, and park access.

Mapping the data highlighted visually which communities across the SCAG region experience the greatest disparities in outcomes, and disaggregating data by race highlighted which racial/ethnic groups were most impacted. Across the board, the data illustrated that people of color were most negatively impacted by the various topic areas noted above.

The meeting also included presentations from two community partners, Santa Ana Active Streets and Just San Bernardino. Both community partners illustrated community priorities and highlighted the importance of ground truthing data, needs, and solutions at the local level to advance racial equity.

The Subcommittee members feedback on data collection included the following:

- Include the percentage of the population and percentage of the regional population
- Disaggregate data further for racial/ethnic groups
- Include data that highlights historical trends
- Include data on homelessness and unemployment (*Please note that unemployment data is included in the Baseline Report, page 17).*
- Explore data collection on local governments' utilization of local businesses
- Make the data widely available to organizations that serve communities of color

Beyond feedback on data, additional recommendations included:

- The importance of community engagement and engaging people of color in planning processes
- Overcoming poverty is an important regional issue with discussion centering around a desire to explore how to address poverty, including creating contracting opportunities for various communities of color, and creating more employment opportunities, including for non-violent felons
- Members raised the importance of engaging the business community in advancing racial equity and in tackling poverty
- Subcommittee members also noted that recommendations should be described in the short to long term

Best Practices: Mitigating the Impacts of Systemic Racism Through Policy and Systems Changes
The third Racial Equity and Regional Planning Subcommittee meeting will focus on best practices and strategies for mitigating impacts of systemic racism. The content will include a presentation from SCAG staff highlighting the organization's racial equity work to date and presentations from the following speakers:

- **Ms. Jocelyn Gibson, Sr. Consultant, ZoneCo:** Ms. Gibson is an experienced city planner with extensive public and private sector planning, zoning, and commercial real estate experience. Prior to joining ZoneCo, Jocelyn worked at the Global Real Estate firm, CBRE. Jocelyn was a strategist for global real estate portfolios, developing client strategies regarding locational decisions, workspace optimization, property consolidation, and advising on zoning and land use.

- **Mr. Andre Perry, Senior Fellow, Brookings Metro:** Mr. Perry is a Senior Fellow at Brookings Metro, a scholar-in-residence at American University, and a professor of practice of economics at Washington University. A nationally known commentator on race, structural inequality, and education, Perry is the author of the book "Know Your Price: Valuing Black Lives and Property in America's Black Cities". Perry is a regular contributor to MSNBC and has been published by numerous national media outlets, including The New York Times, The Nation, The Washington Post, TheRoot.com and CNN.com

- **Mr. Christopher Coes, Assistant Secretary for Transportation Policy, U.S. Department of Transportation, Office of the Secretary:** Christopher Coes serves as the Assistant Secretary for Transportation Policy in the Office of the Assistant Secretary for Transportation Policy. Mr. Coes previously served as Vice President for Land Use and Development at Smart Growth America (SGA), Senior Fellow at the Brookings Institute, Professor at George Washington University, and Deputy Director and Senior Advisor for the Transportation for America campaign.

The speakers will highlight best practices and strategies for advancing racial equity. The presentations will be followed by facilitated discussion led by Mr. Charles T. Brown of Equitable Cities that will help uplift key recommendations that should be further explored in Connect SoCal.

The final Subcommittee meeting will be in January where staff will share the recommendations for incorporating racial equity in Connect SoCal based on feedback received in prior meetings.

FISCAL IMPACT:
Work associated with this item is included in the FY 22-23 Overall Work Program (310.4874.01: Connect SoCal Development).