

Racial Equity Framework & Early Action Plan

Special Committee on Equity & Social Justice

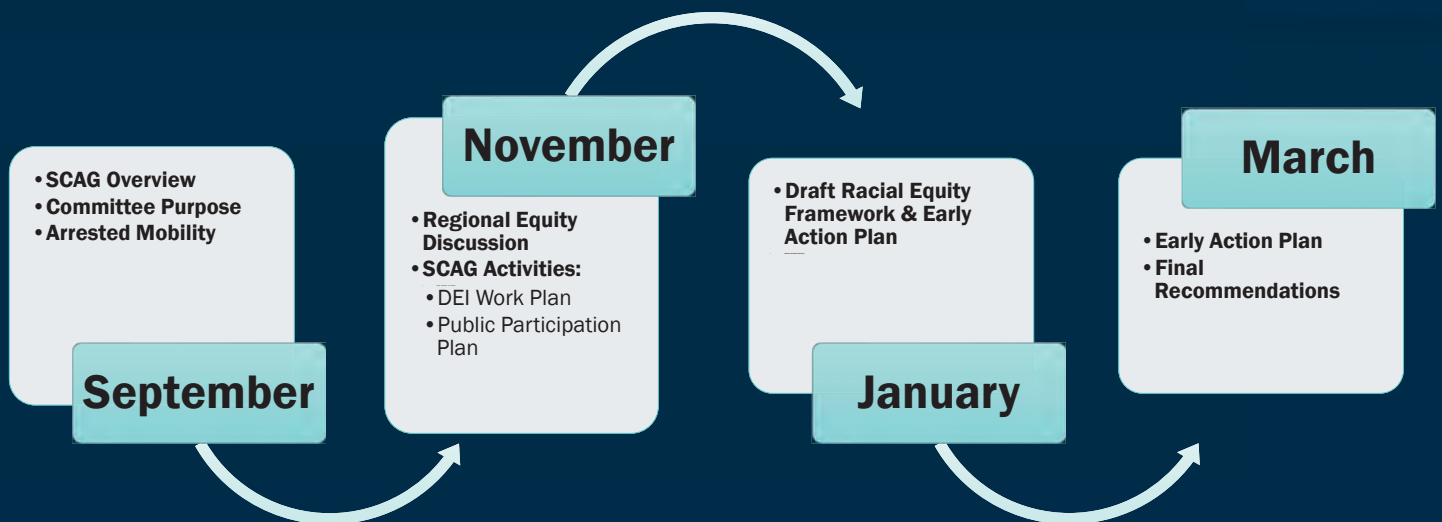
Wednesday, January 27, 2021

3:00 – 5:00 p.m.

www.scag.ca.gov



President's Committee on Equity & Social Justice



Update on Defining Equity

- Informed by research, best practices, peer agency review, and guided by input from the Special Committee, SCAG staff, and stakeholders.
- **Leading with racial equity** to address the pervasive and deep inequities faced by people of color across the region.

“As central to SCAG’s work, racial equity describes the actions, policies, and practices that **eliminate bias and barriers** that have historically and systemically marginalized communities of color, **to ensure all people can be healthy, prosperous, and participate fully in civic life.**”

Equity Framework & Early Action Plan (EAP)

- Early Action Plan (EAP) critical for ensuring work advances and endures beyond life of Special Committee
- Includes range of range of **internally and externally focused** actions
- Iterative process
- **Short-, medium-, and long-term** actions
- Need for **partnerships** with other agencies and institutions

Equity Framework & Early Action Plan (EAP)

Framework of the draft EAP includes **three strategies**:

- **Listen & Learn:** Develop a shared understanding of our history of discrimination and the structural barriers that continue to perpetuate the inequities experienced today.
- **Engage & Co-Power:** Create an environment where everyone is included, able to share their experiences, and equipped to talk about racial equity and inequities.
- **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.

Equity Framework & Early Action Plan (EAP)

Strategies apply across SCAG's core areas of focus and influence:

- **Shift the Organizational Culture**, which is focused on SCAG's internal work and practices.
- **Center Racial Equity in Regional Policy & Planning**, which refers to SCAG's regional planning functions.
- **Encourage Racial Equity in Local Planning Practices**, referring to how SCAG can influence local elected officials and planning professionals it works and partners with.
- **Activate and Amplify**, in which SCAG commits to communicating more broadly its commitment to racial equity and joining with others in different fields and sectors to amplify impact.

ADVANCING RACIAL EQUITY IN SOUTHERN CALIFORNIA

Framework for the Early Action Plan to advance racial equity.

Overarching goals:

1. Shift organizational culture
2. Center racial equity in regional policy and planning
3. Encourage racial equity in local planning
4. Activate and amplify community

		GOALS			
		GOAL 1	GOAL 2	GOAL 3	GOAL 4
		SHIFT ORGANIZATIONAL CULTURE	CENTER RACIAL EQUITY IN REGIONAL POLICY & PLANNING	ENCOURAGE RACIAL EQUITY IN LOCAL PLANNING PRACTICES	ACTIVATE & AMPLIFY
STRATEGIES	LISTEN & LEARN Develop a shared understanding of our history of discrimination and the structural barriers that continue to perpetuate the inequities experienced today	Strengthen individual and collective understanding, knowledge, and skills regarding racial equity, diversity, and inclusion to build a more equitable, inclusive, and anti-racist organizational culture, resulting in more equitable plans and outcomes	Expand understanding among SCAG's elected leadership and decision-makers of regional racial inequities and the land use and transportation policies and practices that contributed to and perpetuated the inequities experienced today	Expand understanding across the region among elected officials and planning professionals of regional racial inequities and the land use and transportation policies and practices that contributed to and perpetuated the inequities experienced today	Increase cultural consciousness among the general public regarding regional racial inequities resulting from land use and transportation policies and practices that contributed to and perpetuated the inequities experienced today
	ENGAGE & CO-POWER Create an environment where everyone is included, able to share their experiences, and equipped to talk about racial equity and inequities	Foster an organizational culture around equity, diversity, and inclusion	Establish just and equitable processes at SCAG for engaging and co-powering people of color in land use and transportation policymaking at SCAG	Support partners in establishing local planning processes for engaging and co-powering people of color in land use and transportation planning and decision-making	Center racial equity by supporting communities of color in understanding and shaping the communication and context for regional transportation and land use planning work
	INTEGRATE & INSTITUTIONALIZE Focus on systems change to improve racial equity. Center racial equity into all aspects of work. This involves internal and external systems change	Integrate and align equity, diversity, and inclusion initiatives with organizational strategies through our DEI Work Plan, and internal policies and procedures	Update SCAG regional plans, policies and practices to properly address racial and social inequities in the region	Encourage and support the development of local plans that seek to address inequities in the region	Broadly communicate commitment to racial equity and join with others in different fields and sectors to amplify regional impact

EARLY ACTION PLAN: EXAMPLES OF CURRENT ACTIVITIES

		GOALS			
		GOAL 1	GOAL 2	GOAL 3	GOAL 4
		SHIFT ORGANIZATIONAL CULTURE	CENTER RACIAL EQUITY IN REGIONAL POLICY & PLANNING	ENCOURAGE RACIAL EQUITY IN LOCAL PLANNING	ACTIVATE & AMPLIFY COMMUNITY
STRATEGIES	LISTEN & LEARN	Equity Inventory	Special Committee		
	ENGAGE & CO-POWER	DEI TEAM		Call for Collaboration	
	INTEGRATE & INSTITUTIONALIZE		RHNA	Sustainable Communities Program	Inclusive Recovery

Regional Housing Needs Assessment

- Every 8 years, SCAG develops a regional housing allocation plan to address regional housing need
- Regional housing need is determined by CA Dept of Housing Community Development (HCD)
- SCAG adopts a methodology to establish the number of housing units each city and county must plan for to meet regional need
- Cities and counties must update the housing element of their General Plans to accommodate their share of regional need

INTEGRATE & INSTITUTIONALIZE



Update SCAG regional plans, policies and practices to properly address racial and social inequities in the region

RHNA law defines Equity Objectives:

- Increasing mix of housing types and affordability in an equitable manner
- Promoting socioeconomic equity
- Improving balance between low wage jobs and affordable housing
- Affirmatively furthering fair housing

Call for Collaboration

- Partnership with California Community Foundation to support deeper community engagement in planning activities and programs that accelerate housing production
- Funding available on competitive-basis for:
 - Partnership Programs to support implementation of existing plans, initiatives or partnerships
 - Spark Grants to seed new models of collaboration and engagement

ENGAGE & CO-POWER



Empowering community-based organizations to bring voices to the table that are often left behind, but are also the most impacted by the policies in question

Sustainable Communities Program

- Technical assistance program to provide local jurisdictions with planning resources to implement Connect SoCal
- Up to \$15M in awards made through competitive process
- Calls for Applications in multiple categories:
 - Sept 2020: Active Transportation & Safety
 - Nov 2020: Housing & Sustainable Development
 - Feb 2021: Smart Cities & Mobility Innovations
 - June 2021: Under Development

ENGAGE &
CO-POWER



- Targeted Outreach to DACs & BIPOC communities
- One-to-One Coaching
- Listening Sessions to shape project types
- Online Tools & Applications
- Evaluation Criteria
- CBOs on Evaluation Panel

INTEGRATE &
INSTITUTION-
ALIZE



Encourage and support the development of local plans that seek to address inequities in the region

Questions to Consider

- Does the framework for the draft EAP capture the goals and strategy areas that SCAG should prioritize? (Consider your vision of a racially just future, desired outcomes and where SCAG has direct influence.)

Questions to Consider

- What **early actions** would you **recommend SCAG consider** with its stakeholders to address the priorities in the draft EAP?
- Where do you see **opportunities for partnership** with your organizations or others working to advance racial equity in Southern California?

Questions to Consider

- Outside of the draft EAP, **are there other issues** the Special Committee would like to **address in its recommendations** and final report to SCAG's Regional Council?

Next Steps

March:

- Review final report and recommendations
 - Committee Purpose
 - Summary of Meetings & Discussions
 - Equity Definition
 - Updated Racial Equity Action Plan
 - Framework
 - Goals
 - Strategies
 - Early Actions
 - Equity Inventory Findings
 - Stakeholder Feedback
 - Other Considerations



Comments?
Questions?