

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



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