



RACIAL EQUITY EARLY ACTION PLAN

S O U T H E R N C A L I F O R N I A A S S O C I A T I O N O F G O V E R N M E N T S

SCAG'S RACIAL EQUITY EARLY ACTION PLAN

In July 2020 SCAG's Regional Council made a commitment to advancing justice, equity, diversity, and inclusion throughout Southern California and established an ad hoc Special Committee on Equity & Social Justice to advise the Regional Council on policies and practices to advance regional equity. The Committee met on a quarterly basis starting in September 2020 and concluding in March 2021. Based on discussions and feedback of the Committee, SCAG staff prepared the Racial Equity Early Action Plan to provide a framework for sharing the Committee's recommendations with the Regional Council. The Racial Equity Early Action Plan establishes a definition of equity, overarching goals, and strategies to advance racial equity through SCAG's policies, practices, and activities. It includes actions that can be initiated with existing resources through process improvements, leveraging current work activities, and forming new partnerships, as well as new efforts and programs that would need to be considered through the budget development process. The Early Action Plan is a "living document," with opportunities to identify new actions over time.

STRATEGIES

Each of these goals is advanced through a focus on the following 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.

DEFINING EQUITY

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.

GOALS



Shift Organizational Culture

Focus SCAG's internal work and practices on inclusion, diversity, equity, and awareness.



Center Racial Equity in Regional Planning & Policy

Bring equity into SCAG's regional planning functions.



Encourage Racial Equity in Local Planning Practices

Promote racial equity in efforts involving local elected officials and planning professionals.



Activate & Amplify

Communicate broadly SCAG's commitment to racial equity and join with others in different fields and sectors to amplify impact.

EARLY ACTIONS

GOAL 1 | SHIFT ORGANIZATIONAL CULTURE

Listen & Learn

- Develop an Inclusion, Diversity, Equity, and Awareness (IDEA) Education and Training Program
- Conduct an externally led racial equity audit to further inform equity actions

Engage & Co-Power

- Establish an IDEA Team to oversee and update EAP
- Assess and align procurement policies with diversity goals
- Create an Equity Planning Resource Group to share best practices
- Develop a Diversity Style Guide on standards for communicating

Integrate & Institutionalize

- Update SCAG's Strategic Plan to incorporate an equity vision and goals to guide agency work plans
- Prepare an Inclusive and Equitable Talent Management Strategy

GOAL 2 | CENTER RACIAL EQUITY IN REGIONAL POLICY & PLANNING

Listen & Learn

- Offer equity training for Board members, including as part of Board Orientation
- Include Equity Assessment section in Staff Reports
- Prepare Annual Racial Equity Indicators Report

Engage & Co-Power

- Increase opportunity for participation in Policy Committees; Formalize Committee equity roles
- Update Public Participation Plan
- Form Regional Policy Working Group dedicated to Equity

Integrate & Institutionalize

- Develop equity goals, policies, and metrics as part of Connect SoCal update
- Explore developing Research Program with University Partners

GOAL 3 | ENCOURAGE RACIAL EQUITY IN LOCAL PLANNING

Listen & Learn

- Support data requests, create tools for information sharing
- Expand Toolbox Tuesday trainings to include sessions on racial equity
- Provide elected officials with fact sheets and tools to promote racial equity

Engage & Co-Power

- Provide resources for CBO engagement in Local Planning - e.g., Call for Collaboration, Go Human Mini-Grants
- Build planning capacity in low-resourced jurisdictions by providing staff support - e.g., Civic Sparks, Public Health Fellows

Integrate & Institutionalize

- Refine equity goals and evaluation criteria used in Sustainable Communities Program
- Provide resources through the Sustainable Communities Program to promote Environmental Justice
- Identify opportunities to incorporate equity analysis in development of 2023 FTIP

GOAL 4 | ACTIVATE & AMPLIFY

Listen & Learn

- Collaborate on a public information campaign to promote fair housing, reduce segregation
- Strengthen relationships with other MPOs

Engage & Co-Power

- Explore opportunities to partner to establish a "Planning University" for Community-Based Organizations & Stakeholders
- Develop an Excellence in Equity Annual Award Program

Integrate & Institutionalize

- Develop Inclusive Economic Recovery Strategy