



Addressing DE&I through Inclusive Economic Growth

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Outline

- I. About SCAG
- II. Foundation for DEI at SCAG
 - a. Regional Council Resolution 20-623-2
 - b. Global Diversity, Equity & Inclusion Benchmarks (GDEIB)
- III. Inclusive Economic Growth Program
- IV. Building Equity Across the Region (BEAR)



ABOUT SCAG

The SCAG Region

191
CITIES

6
COUNTIES

19.1M
RESIDENTS



36,618
SQUARE MILES

\$1.2T
REGIONAL GDP

15TH
LARGEST
ECONOMY
WORLDWIDE

48.1%
OF STATE
POPULATION

Primary Roles & Responsibilities

1 REGIONAL TRANSPORTATION PLAN (RTP)

2 SUSTAINABLE COMMUNITIES STRATEGY (SCS)

3 FEDERAL TRANSPORTATION IMPROVEMENT PROGRAM (FTIP)

4 REGIONAL HOUSING NEEDS ASSESSMENT (RHNA)

5 REGIONAL DATA & INFORMATION CENTER

6 FORUM FOR ISSUES OF REGIONAL SIGNIFICANCE





FOUNDATION FOR DEI AT SCAG

SCAG RESOLUTION NO. 20-623-2

“A resolution of the Southern California Association of Governments (SCAG) stating conviction that

systemic racism is a human rights and public health crisis which results in disparities in family stability, health and mental wellness, education, employment, environmental justice, economic development, transportation, public safety, incarceration and housing

and reaffirming its commitment to advancing justice, equity, diversity and inclusion in Southern California.”

Adopted by SCAG Regional Council on July 2, 2020

Global Diversity, Equity & Inclusion Benchmarks (GDEIB)

What is the GDEIB?

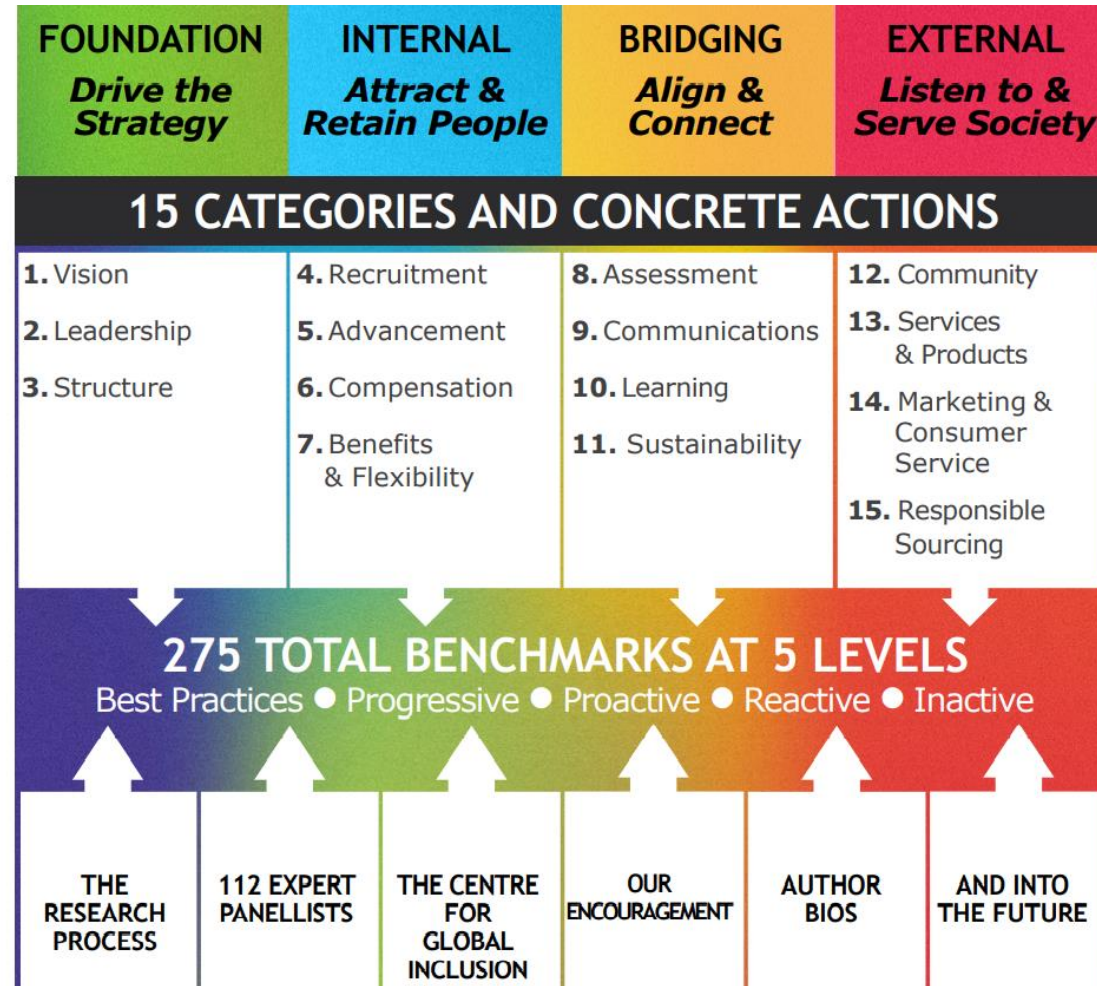
- A tool for guiding an organization's DEI work
- Developed with input from over 100 expert panelists around the world



Global Diversity, Equity & Inclusion Benchmarks (GDEIB)

How does it work?

- Establishes 15 categories and 275 benchmarks for DEI action
- Self assessment
- 5 levels of maturity



GDEIB: The Five Levels of Maturity

Level 5: Best Practice

Demonstrating current global best practices in DEI; exemplary.

Level 4: Progressive

Implementing DEI systemically and showing improved results and outcomes beyond what is required or expected.

Level 3: Proactive

A clear awareness of the value of DEI; starting to implement DEI systemically. This is what is required and expected of all organizations.

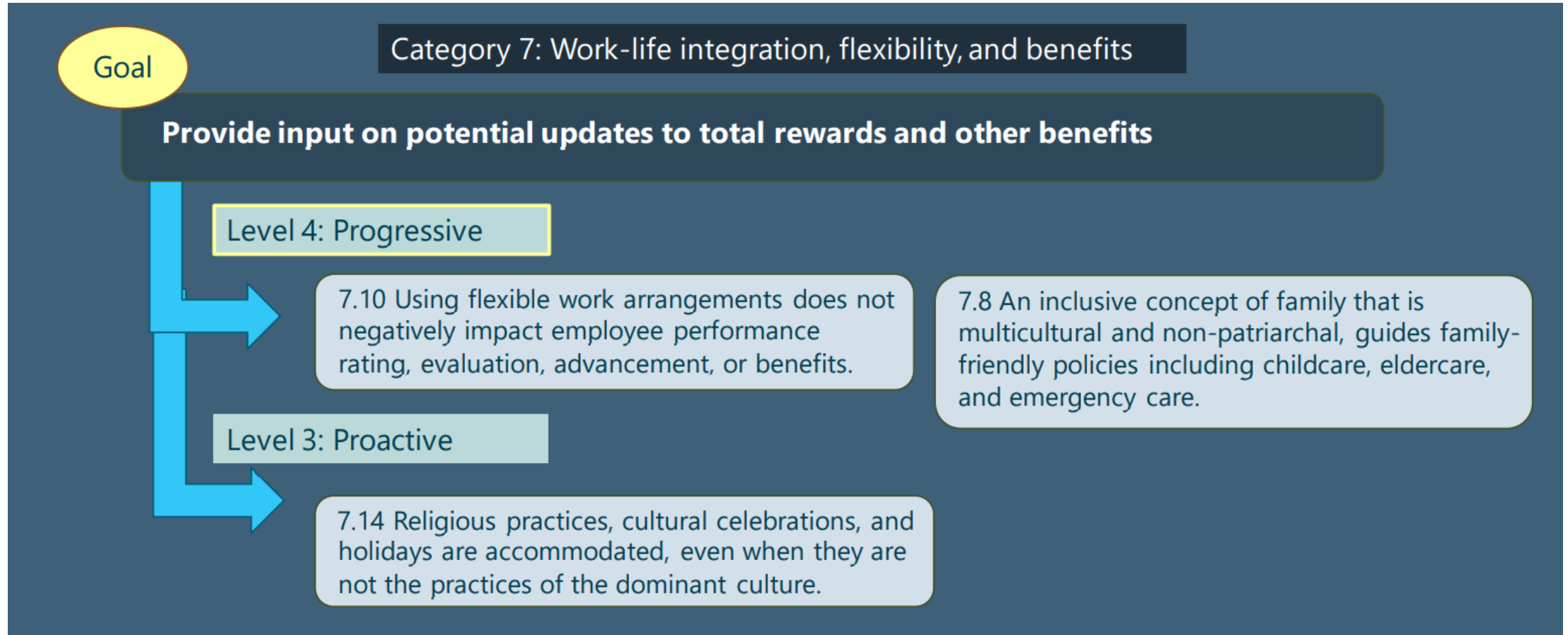
Level 2: Reactive

A compliance-only mindset; actions are taken primarily to comply with relevant laws and social pressures. Doing the bare minimum.

Level 1: Inactive

No DEI work has begun; diversity, equity, and inclusion are not part of organizational goals.

GDEIB: SCAG Self Assessment Example



SCAG Best Practice: Mental Health Matters Series

September 29

**Work Trauma:
The Research &
How it Shows Up**

January 19

**Neurodiversity
and True
Inclusion**

April 13

**Expectancy
Violation Bias and
the Mental Toll It
Takes**

July 20

**Journey Toward
Undivided:
The Battle for
Work/Life**

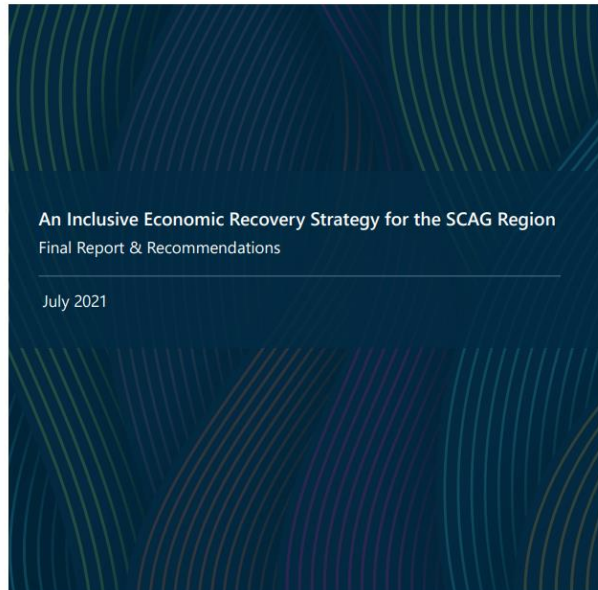


INCLUSIVE ECONOMIC GROWTH PROGRAM

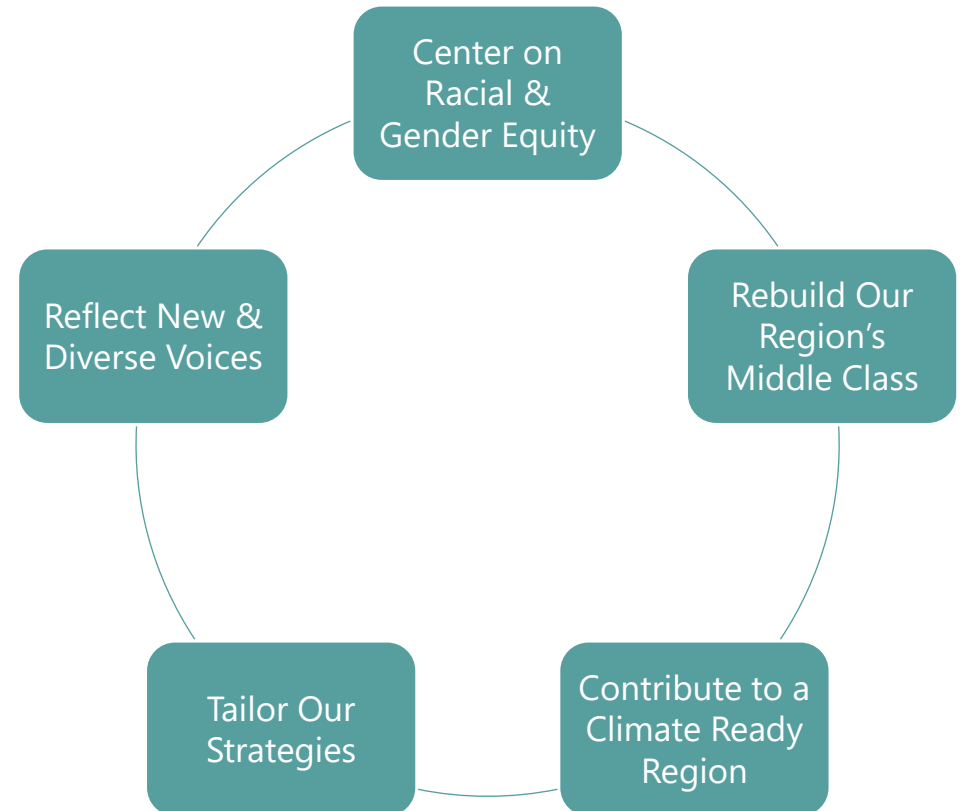
Background

Final Report

Adopted by SCAG Regional Council on July 1, 2021

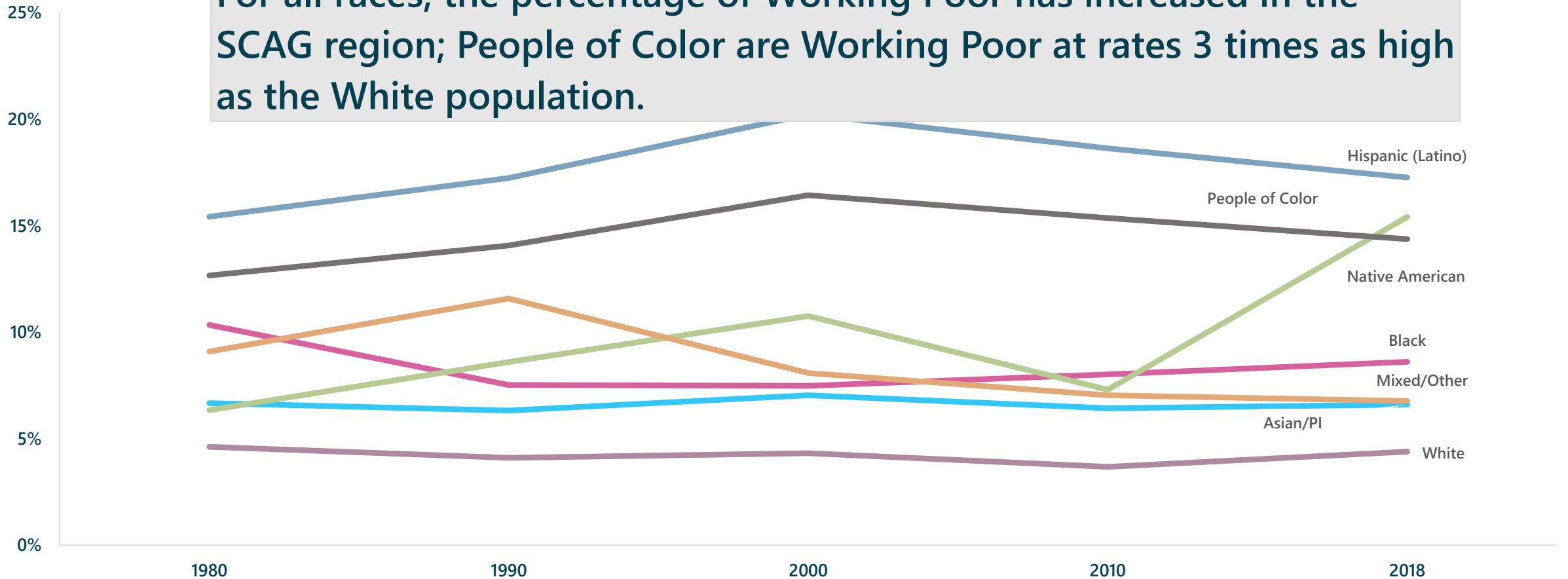


Guiding Principles



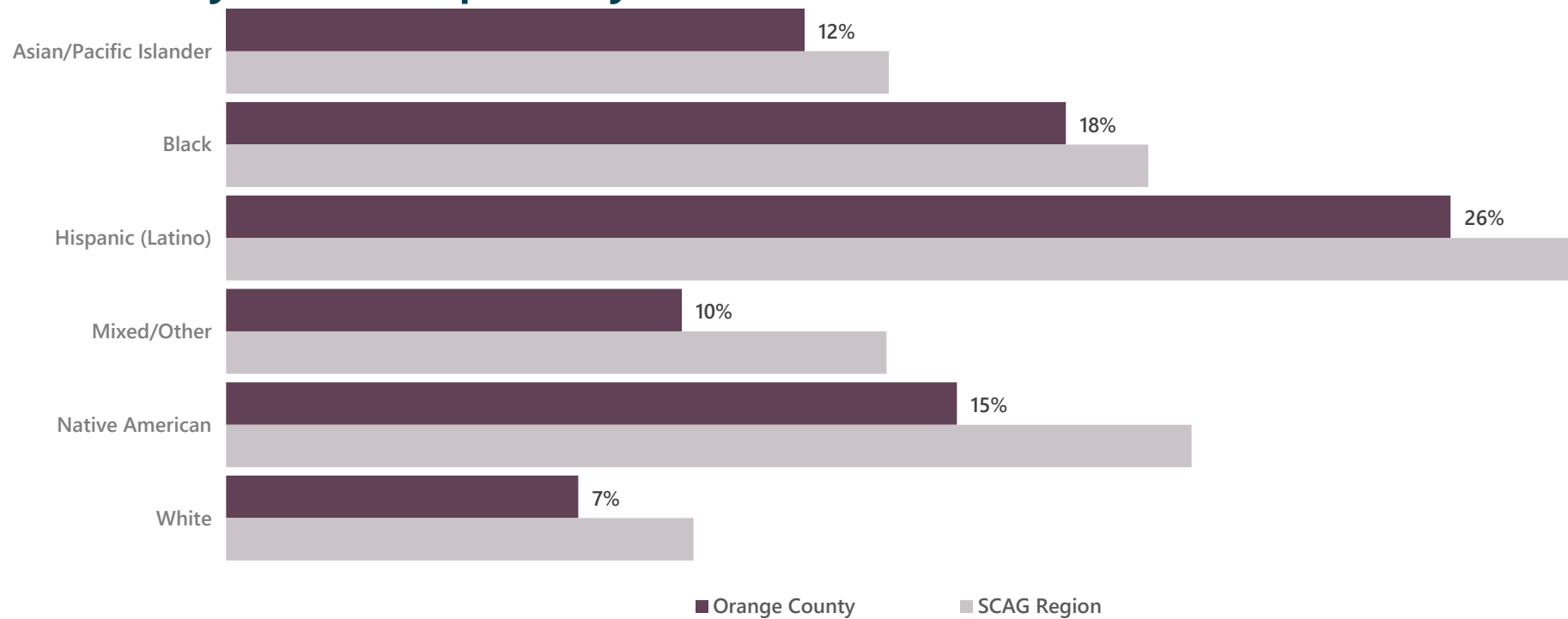
Percentage of Working Poor in SCAG Region is Increasing

For all races, the percentage of Working Poor has increased in the SCAG region; People of Color are Working Poor at rates 3 times as high as the White population.



Working but Still Living in Poverty (Orange County)

In Orange County, Hispanic (Latino) full-time workers are 3.5x more likely to live in poverty than white full-time workers.



Source: U.S. Census Bureau; American Community Survey (ACS), Five-Year Public Use Microdata (PUMS), 2016-2020

Wage Disparity About More than Just Education

“White people with only a high school diploma have a higher median hourly wage (\$22) than people of color with some college education or an associate degree at \$20 per hour.”

Racial Equity: Baseline Conditions Report (2021)

Expanding Access to Good Jobs

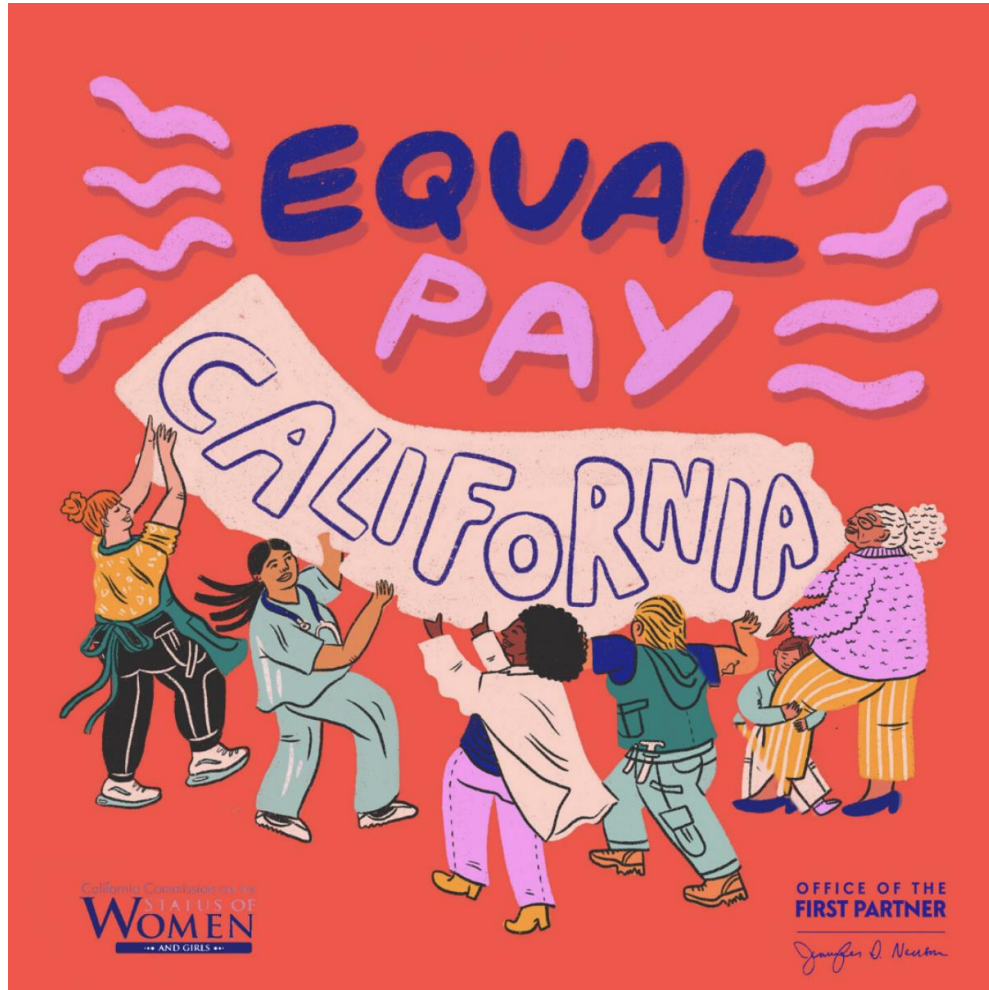
Recommendations for Sector Based — Using Additional Resources and Partners					
Recommendations	SCAG's 5 Levers for Action				
	Data	Policy Advocacy	Convenings/ Presentations	Technical Assistance	Funding
County-specific reports (6): action-oriented implementation plans for training and expanded access to good jobs					

What pathways to high-quality jobs exist in Orange County?

How can we expand these pathways and close equity gaps?



Economic Impacts of Racial and Gender Inequality



Women in California lose \$87 billion to the pay gap every year, according to the National Partnership for Women and Families.

How much does Orange County stand to benefit by addressing the gender pay gap?

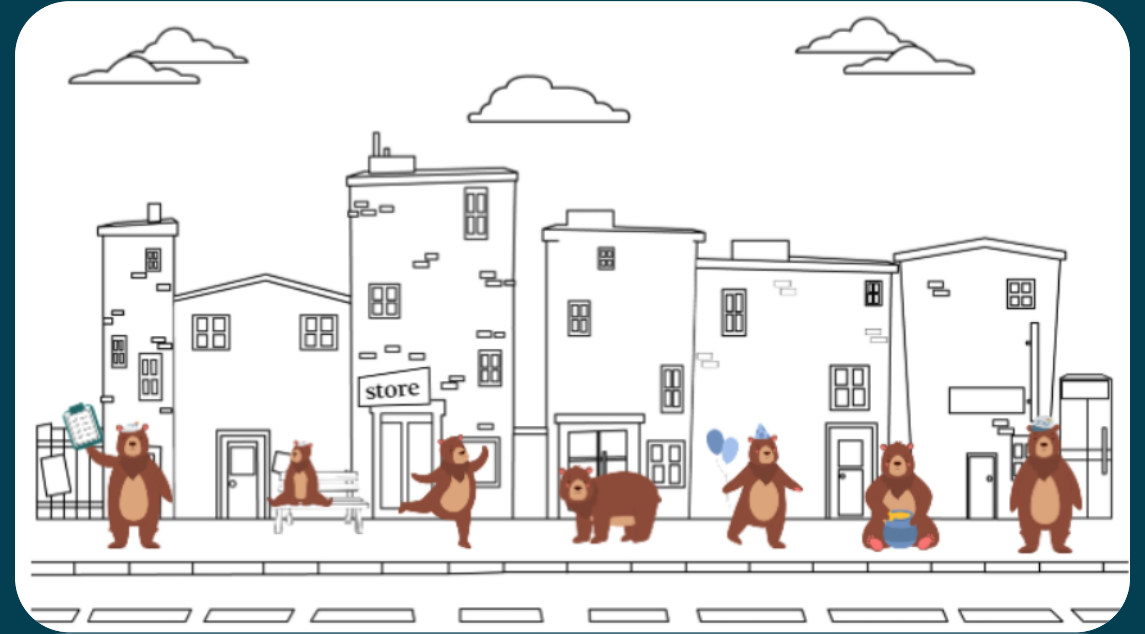
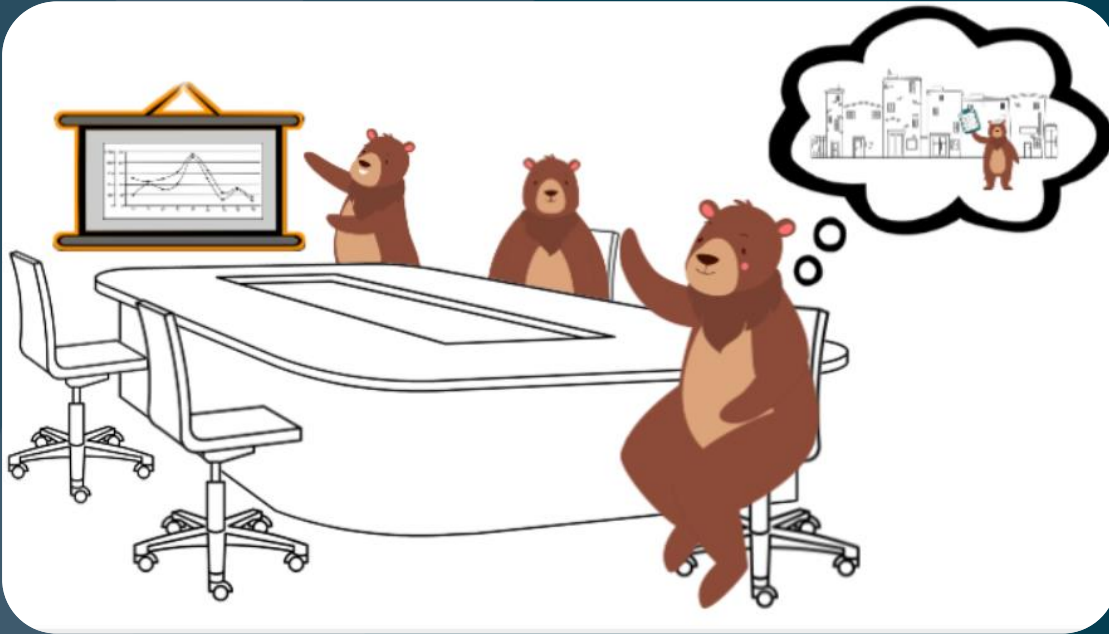
Addressing Intersectional Barriers to Opportunity



Orange County

- **Highest cost of living among Southern California counties**
 - **Childcare is the highest household expense for families**
-

What are **other barriers** that prevent **BIPOC communities** from **accessing quality jobs**?



BUILDING EQUITY ACROSS THE REGION

Building Equity Across the Region (BEAR) Toolkit



Equity Assessment



Stakeholder Analysis



Data Gathering +
Analysis



Equitable Strategy +
Action Tool



Stakeholder
Communications



Community
Engagement +
Relationship
Building



Stakeholder Communications Tool

Encourage **inclusive messaging** across SCAG communications to ensure **all people are heard, informed, and engaged**

Includes graphics, language, non-visual, etc.

Inclusive Messaging

1. Who is the intended audience? What feedback or input do we need from stakeholders? What message(s) are we trying to convey to them?
2. Who is the best person/organization to develop and deliver the message?

Pop-out: Identify opportunities to work with non-profits and community-based organizations (CBOs) with existing ties to the community and community leaders. Ensure there is adequate funding in the budget for appropriate compensation. For more ideas on equitable engagement, try the *Community Engagement and Relationship Building Tool*.

3. How can we include the intended audience in the development and testing of messages, materials, and strategies, especially if the goal is to reach various racial/ethnic groups?



Community Engagement + Relationship Building Tool

Engage the communities impacted by the project using equitable engagement methods

Allow for strategic and meaningful relationship building that will improve project outcomes for the community

Part II. Equitable Meeting & Event Logistics

When planning engagement and outreach events, consider the following...

- **Is the location(s) of meetings/events accessible, safe, and respectful to all participants and the community or communities which the meeting/event venues are located? Are there opportunities to coordinate with CBOs, their preferred location(s), and appropriately compensate them for this effort?**

- Consider the Tribal Lands on which the meeting/event is being held. If a land acknowledgement is being prepared, consider inviting Indigenous stakeholders to lead or shape that statement.
- **American Disabilities Act (ADA) Accessibility:** Does the location comply with ADA regulations? Are there opportunities to expand beyond regulatory ADA standards to be inclusive of a wider range of disabilities (physical, neurological, mental, etc.)?
- **Neutral Spaces:** Consider the neutrality and safety of any space for a diverse array of participants. Strive for locations situated on non-governmental land, and when possible, consider gangs' territorial lines to prevent unintentionally excluding certain groups from participating in the event.
- **Multimodal Transportation and Transit Access:** Consider locations that are close to multiple transit stops or allow access for multimodal transportation, including walking, biking, and public transit. To explore Transit Access further, see the next question.
- **Parking Access:** When choosing a location for a potential event, be sure to consider parking access, especially ADA parking access, and include parking instructions in relevant event promotion materials. Offer free or reimbursed parking whenever possible.
- **Multiple Locations:** Consider hosting multiple locations to ensure proximity to potential stakeholders. Be mindful of equitable geographic distribution as some communities, areas and counties may be underrepresented when considering

Ensure that the team understands the history of colonization of the lands and the removal of Indigenous nation(s) that held sovereignty over the land. The Native American Heritage Commission provides a short overview [here](#). Consider SCAG's commitment to respecting and enhancing Indigenous sovereignty.

Contact Regional Affairs Officers, Arnold San Miguel, (sanmiguel@scag.ca.gov) and David Salgado (salgado@scag.ca.gov) to learn more about tribal governments in the region.

Becoming BEAR: BEAR Champions



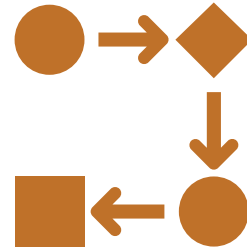
Attend/View Trainings

Module Training
BEAR Champion Training



Maintain a working knowledge of BEAR

Identify potential starting places for a project using BEAR
Locate equity resources



Available for consultation

Meeting(s) with project teams to discuss BEAR



Departmental Liaison

Share new/updated resources
Coordinate with BEAR Core Team on any issues



THANK YOU!

For more information, please visit:

www.scag.ca.gov