

**ASSOCIATION OF BAY AREA GOVERNMENTS  
EXECUTIVE BOARD**

**RESOLUTION NO. 5-2023**

**ABSTRACT**

A resolution adopting the Equity Platform.

Further discussion of this subject is contained in the ABAG Executive Board Summary Sheet dated January 19, 2023.

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**ADOPTION OF THE EQUITY PLATFORM**

**WHEREAS**, the San Francisco Bay Area is an economic engine of California and the nation; an area of enviable natural beauty; and home to rich and vibrantly diverse communities; and

**WHEREAS**, the Bay Area's past and present are marred by the reality that these gifts are not attainable for all the region's people, too many of whom cannot achieve opportunities due to systemic racism, entrenched gender biases, and imbedded discrimination against persons with disabilities through public sector policies and practices that hold back marginalized communities; and

**WHEREAS**, ABAG's and MTC's Executive Director Therese W. McMillan in October 2019 introduced the Equity Platform as a framework to address such disparities; and

**WHEREAS**, the Equity Platform is built on four key pillars further outlined in Attachment A: 1) Listen and Learn; 2) Define and Measure; 3) Focus and Deliver; and 4) Train and Grow; and

**WHEREAS**, the Bay Area's vast planning, community engagement and resource investments in transportation, housing, the environment and the economy must intentionally bring equity to the forefront of these efforts, and be accountable to positive change; and

**WHEREAS**, the Equity Platform is not a discrete project or program, but a comprehensive paradigm in which equity is a forefront consideration across all lines of internal and external ABAG and MTC business and operations.

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**NOW, THEREFORE, BE IT RESOLVED**, that the Executive Board of the Association of Bay Area Governments hereby adopts the Equity Platform as a core commitment to develop an inclusive Bay Area where everyone can participate, prosper and reach their full potential; and be it further

**RESOLVED**, that in adopting the Equity Platform, the Executive Board recognizes Therese McMillan’s contribution as its architect and “first champion,” and honors her belief that public leadership is not a torch to be claimed, but a light to be passed hand to hand, guiding a shared path.

The foregoing was adopted by the Executive Board this 19<sup>th</sup> day of January, 2023.

Jesse Arreguin  
President

**Certification of Executive Board Approval**

I, the undersigned, the appointed and qualified Clerk of the Board of the Association of Bay Area Governments (Association), do hereby certify that the foregoing resolution was adopted by the Executive Board of the Association at a duly called and noticed meeting held in San Francisco, California, and at other remote locations, on the 19<sup>th</sup> day of January, 2023.

Frederick Castro  
Clerk of the Board

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**Attachment A**

**Principles of the Equity Platform**

At the Association of Bay Area Governments and the Metropolitan Transportation Commission, equity means “inclusion into a Bay Area where everyone can participate, prosper and reach their full potential.” The agency strives to advance equity through carefully considered investments and policies directed at historically underserved and systemically marginalized groups, including people with low incomes and communities of color.

By setting policies and delivering programs, holding ourselves accountable to data-backed results, and taking real actions, ABAG and MTC aim to contribute to creating a Bay Area where everyone can thrive.

The Equity Platform is meant to address equity challenges and inform how ABAG and MTC approach complex systems and environments. The Equity Platform is a process and practice to:

- Create designs and solutions that focus on affected communities
- Increase opportunity for those people most affected by exclusion
- Shift decision-making power to the people who are affected by policies
- Invest in training and education to advance goals for fairness and inclusion.

The Equity Platform, at its core, is grounded by a set of Equity Pillars:

- Listen & Learn — It is essential to seek out, understand and collaborate directly with those members of the Bay Area community who have been most harmed by racism, gender biases, disability discrimination and other inequitable outcomes resulting from public policies and practices, intentional or not.
- Define and Measure— Change is difficult without clear goals, and a way to measure success. A shared equity agenda emerging from listening and learning must be grounded in specific objectives and quantitative and qualitative data to ensure accountable progress.
- Focus & Deliver— Defining problems and solutions must be backed up with real investments on the ground; bringing new and/or redirected resources to bear in capital projects and operational services to those who most need it.
- Train and Grow— Equity is a job that is never done; committing to equity throughout the agency is a continuous evaluative process.

ABAG and MTC provide more detail and resources at <https://mtc.ca.gov/about-mtc/what-mtc/equity-platform>  
<https://abag.ca.gov/about-abag/abag-mtc-equity-platform>