



Metropolitan Transportation Commission

Bay Area Metro Center
375 Beale Street
San Francisco, CA 94105

Meeting Agenda

Policy Advisory Council Equity & Access Subcommittee

Veda Florez, Chair

Anne Olivia Eldred, Vice Chair

Members

*Richard Burnett, Rick Coates, Richard Hedges,
Michelle Hernandez, Michael Lopez, Rahmon Momoh,
Terry Scott, and Walter Wilson*

Alternates

Michael Baldini and Frank Welte

Monday, May 3, 2021

1:00 PM

Yerba Buena - 1st Floor (REMOTE)

In light of Governor Newsom's State of Emergency declaration regarding the COVID-19 outbreak and in accordance with Executive Order N-29-20 issued by Governor Newsom on March 17, 2020 and the Guidance for Gatherings issued by the California Department of Public Health, the meeting will be conducted via webcast, teleconference, and Zoom for Equity and Access Subcommittee members who will participate in the meeting from individual remote locations. A Zoom panelist link for meeting participants will be sent separately to Equity and Access Subcommittee members.

The meeting webcast will be available at <http://mtc.ca.gov/whats-happening/meetings>. Members of the public are encouraged to participate remotely via Zoom at the following link or phone number. Equity and Access Subcommittee Members and members of the public participating by Zoom wishing to speak should use the "raise hand" feature or dial *9. In order to get the full Zoom experience, please make sure your application is up to date.

Attendee Link: <https://bayareametro.zoom.us/j/85289199284>

Telephone (for higher quality, dial a number based on your current location):

US: +1 669 900 6833 or +1 408 638 0968 or +1 346 248 7799 or +1 253 215 8782 or
+1 301 715 8592 or +1 312 626 6799 or +1 646 876 9923

Webinar ID: 852 8919 9284

International numbers available: <https://bayareametro.zoom.us/j/kcYb2DtdPI>

Detailed instructions on participating via Zoom are available at:

<https://mtc.ca.gov/how-provide-public-comment-board-meeting-zoom> Members of the public may participate by phone or Zoom or may submit comments by email at info@bayareametro.gov by 5:00 p.m. the day before the scheduled meeting date. Please include the committee or board meeting name and agenda item number in the subject line. Due to the current circumstances there may be limited opportunity to address comments during the meeting. All comments received will be submitted into the record.

The Policy Advisory Council advises the Metropolitan Transportation Commission on transportation policies in the San Francisco Bay Area, incorporating diverse perspectives relating to the environment, the economy, and social equity.

1. Welcome

Veda Florez, Equity & Access Subcommittee Chair

2. Roll Call / Confirm Quorum

Quorum: A quorum of this committee shall be a majority of its regular non-ex-officio voting members (6).

3. [21-0567](#) Approval of the April 5, 2021 Meeting Minutes

Action: Subcommittee Approval
Attachments: [03 E&A Minutes Apr 5 2021.pdf](#)
4. [21-0568](#) FasTrak START Program Pilot Update

Action: Information
Presenter: Anne Olivia Eldred
5. [21-0569](#) Consultant Bench: 2020 Equity Consultant - Cycle 1: (Arup Americas, Inc. dba Arup North America Ltd.; Marcus Griwsold dba Calm Waters Group LLC; causeIMPACTS LLC; Center for Neighborhood Technology; CivicMakers, LLC; Contigo Communications Corp.; Colette M. Luckie dba Cornerstone Consulting HR; Cooperative Personnel Services dba CPS HR Consulting; Davis & Associates Communications, Inc.; Eastern Research Group Inc.; Ana Lugo Bedolla dba Equity First Consulting; Exygy, Inc.; Guidehouse Inc.; HR&A Advisors, Inc.; ICF Incorporated, L.L.C.; Kimley-Horn and Associates, Inc.; Lowe Consulting Group, Inc.; Christopher Jerome Lepe dba Mariposa Planning Solutions; Nelson\Nygaard Consulting Associates, Inc.; Melanie Nutter dba Nutter Consulting, LLC; RSCA Corporation dba Redwood Resources; Reflex Design Collective, LLC; Tiasia O'Brien dba Seam Social Labs, Inc.; Diane Burbie dba The Aspire Group; The Mark USA, Inc.; Urban Habitat Program; WSP USA Inc.)

Update on the March 10, 2021 award of the 2020 Equity Consultant Assistance Bench. This bench established a pre-qualified list of consultants to provide as-needed equity consulting services through June 30, 2025, with an option to extend for an additional two (2) years through June 30, 2027 ("Bench").

Action: Information
Presenter: Nalungo Conley
Attachments: [05 2020 Equity Bench.pdf](#)

6. [21-0578](#) Update from Youth Internship Working Group

Youth Internship Workgroup update.

Action: Information

Presenter: Kÿ-Nam Miller and John Kannegieser

Attachments: [06_E&A Youth Internship Update May 2021.pdf](#)

7. [21-0591](#) Communities of Concern: Reconsidering Our Language

Proposal to rename “Communities of Concern” as “Equity Priority Communities” for use across MTC and ABAG work products and projects.

Action: Information

Presenter: Anup Tapase

Attachments: [07_RethinkingCommunitiesofConcern_May2021.pdf](#)

8. New Business

Members of the subcommittee may bring up new business for discussion or addition to a future agenda.

9. Public Comments / Other Business

Note: The subcommittee will not take action on items not listed on today’s agenda.

*Equity and Access Subcommittee Members and members of the public participating by Zoom wishing to speak should use the “raise hand” feature or dial *9.*

10. Adjournment / Next Meeting

The next meeting of the Policy Advisory Council Equity and Access Subcommittee will be held Tuesday, June 3, 2021 at 10:00 a.m. by webcast as appropriate depending on the status of any shelter in place orders. Any changes to the schedule will be duly noticed to the public.

Public Comment: The public is encouraged to comment on agenda items at Committee meetings by completing a request-to-speak card (available from staff) and passing it to the Committee secretary. Public comment may be limited by any of the procedures set forth in Section 3.09 of MTC's Procedures Manual (Resolution No. 1058, Revised) if, in the chair's judgment, it is necessary to maintain the orderly flow of business.

Meeting Conduct: If this meeting is willfully interrupted or disrupted by one or more persons rendering orderly conduct of the meeting unfeasible, the Chair may order the removal of individuals who are willfully disrupting the meeting. Such individuals may be arrested. If order cannot be restored by such removal, the members of the Committee may direct that the meeting room be cleared (except for representatives of the press or other news media not participating in the disturbance), and the session may continue.

Record of Meeting: Committee meetings are recorded. Copies of recordings are available at a nominal charge, or recordings may be listened to at MTC offices by appointment. Audiocasts are maintained on MTC's Web site (mtc.ca.gov) for public review for at least one year.

Accessibility and Title VI: MTC provides services/accommodations upon request to persons with disabilities and individuals who are limited-English proficient who wish to address Commission matters. For accommodations or translations assistance, please call 415.778.6757 or 415.778.6769 for TDD/TTY. We require three working days' notice to accommodate your request.

可及性和法令第六章: MTC 根據要求向希望來委員會討論有關事宜的殘疾人士及英語有限者提供服務/方便。需要便利設施或翻譯協助者，請致電 415.778.6757 或 415.778.6769 TDD / TTY。我們要求您在三個工作日前告知，以滿足您的要求。

Acceso y el Titulo VI: La MTC puede proveer asistencia/facilitar la comunicación a las personas discapacitadas y los individuos con conocimiento limitado del inglés quienes quieran dirigirse a la Comisión. Para solicitar asistencia, por favor llame al número 415.778.6757 o al 415.778.6769 para TDD/TTY. Requerimos que solicite asistencia con tres días hábiles de anticipación para poderle proveer asistencia.

Attachments are sent to Committee members, key staff and others as appropriate. Copies will be available at the meeting.

All items on the agenda are subject to action and/or change by the Committee. Actions recommended by staff are subject to change by the Committee.

MTC's Chair and Vice-Chair are ex-officio voting members of all standing Committees.



Metropolitan Transportation Commission

375 Beale Street, Suite 800
San Francisco, CA 94105

Legislation Details (With Text)

File #: 21-0567 **Version:** 1 **Name:**

Type: Minutes **Status:** Committee Approval

File created: 3/31/2021 **In control:** Policy Advisory Council Equity & Access Subcommittee

On agenda: 5/3/2021 **Final action:**

Title: Approval of the April 5, 2021 Meeting Minutes

Sponsors:

Indexes:

Code sections:

Attachments: [03 E&A Minutes Apr 5 2021.pdf](#)

Date	Ver.	Action By	Action	Result
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Subject:

Approval of the April 5, 2021 Meeting Minutes

Recommended Action:

Subcommittee Approval

Attachments:



Metropolitan Transportation Commission

Meeting Minutes - Draft

Agenda Item 3

Bay Area Metro Center
375 Beale Street
San Francisco, CA 94105

Policy Advisory Council Equity & Access Subcommittee

Veda Florez, Chair

Anne Olivia Eldred, Vice Chair

Members

*Richard Burnett, Rick Coates, Richard Hedges,
Michelle Hernandez, Michael Lopez, Rahmon Momoh,
Terry Scott, and Walter Wilson*

Alternates

Michael Baldini and Randi Kinman

Monday, April 5, 2021

1:00 PM

Yerba Buena - 1st Floor (REMOTE)

1. Welcome

2. Roll Call / Confirm Quorum

Present: 10 - Council Member Burnett, Council Member Coates, Chair Florez, Council Member Hedges, Council Member Lopez, Vice Chair Eldred, Council Member Hernandez, (Alternate) Kinman, Council Member Scott and (Alternate) Baldini

Excused: 2 - Council Member Momoh and Council Member Wilson

3. [21-0435](#) Approval of the March 1, 2021 Meeting Minutes

Action: Subcommittee Approval

Attachments: [03 E&A Minutes_Mar 1 2021.pdf](#)

Upon the motion by Council Member Lopez and second by Council Member Coates, the March 1, 2021 Meeting Minutes were unanimously approved. The motion carried by the following vote:

Aye: 9 - Council Member Burnett, Council Member Coates, Chair Florez, Council Member Hedges, Council Member Lopez, Vice Chair Eldred, (Alternate) Kinman, Council Member Scott and (Alternate) Baldini

Absent: 3 - Council Member Momoh, Council Member Hernandez and Council Member Wilson

Hernandez arrived after the approval of the March 1, 2021 Meeting Minutes.

4. [21-0436](#) Blue Ribbon Transit Recovery Task Force Update

Presenter: Randi Kinman, Policy Advisory Council Chair

5. [20-1642](#) MTC Small Business Enterprise (SBE) Update and Title VI Report Follow Up

SBE Update and Title VI Report Follow Up.

Action: Information

Presenter: Michael Brinton

Attachments: [05_SBE-DBE Update and Title VI Follow Up_Summary Sheet_Attchs_A&C.pdf](#)
[05 Attachment B - FTA Circular Title VI_FINAL.pdf](#)

Aleta Dupree spoke on this item.

6. [21-0437](#) FasTrak START Program Pilot Update

Update on the FasTrak START Program Pilot of a means-based toll discount on MTC's Interstate 880 (I-880) Express Lanes with a focus on stakeholder and community engagement as well as a draft equity statement for the pilot.

Action: Information

Presenter: Pierce Gould, Lysa Hale and Chelsea Gamulo

Attachments: [06_EL FasTrak START Toll Discount Pilot Engagement.pdf](#)

Aleta Dupree spoke on this item.

7. New Business

8. Public Comments / Other Business

9. Adjournment / Next Meeting

The next meeting of the Policy Advisory Council Equity and Access Subcommittee will be held Monday, May 3, 2021 at 1:00 p.m. by webcast as appropriate depending on the status of any shelter in place orders. Any changes to the schedule will be duly noticed to the public.



Metropolitan Transportation Commission

375 Beale Street, Suite 800
San Francisco, CA 94105

Legislation Details (With Text)

File #: 21-0568 **Version:** 1 **Name:**

Type: Report **Status:** Informational

File created: 3/31/2021 **In control:** Policy Advisory Council Equity & Access Subcommittee

On agenda: 5/3/2021 **Final action:**

Title: FasTrak START Program Pilot Update

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
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Subject:
FasTrak START Program Pilot Update

Presenter:
Anne Olivia Eldred

Recommended Action:
Information



Metropolitan Transportation Commission

375 Beale Street, Suite 800
San Francisco, CA 94105

Legislation Details (With Text)

File #:	21-0569	Version:	1	Name:	
Type:	Report	Status:		Informational	
File created:	3/31/2021	In control:		Policy Advisory Council Equity & Access Subcommittee	
On agenda:	5/3/2021	Final action:			
Title:	<p>Consultant Bench: 2020 Equity Consultant - Cycle 1: (Arup Americas, Inc. dba Arup North America Ltd.; Marcus Griwsold dba Calm Waters Group LLC; causeIMPACTS LLC; Center for Neighborhood Technology; CivicMakers, LLC; Contigo Communications Corp.; Colette M. Luckie dba Cornerstone Consulting HR; Cooperative Personnel Services dba CPS HR Consulting; Davis & Associates Communications, Inc.; Eastern Research Group Inc.; Ana Lugo Bedolla dba Equity First Consulting; Exygy, Inc.; Guidehouse Inc.; HR&A Advisors, Inc.; ICF Incorporated, L.L.C.; Kimley-Horn and Associates, Inc.; Lowe Consulting Group, Inc.; Christopher Jerome Lepe dba Mariposa Planning Solutions; Nelson\Nygaard Consulting Associates, Inc.; Melanie Nutter dba Nutter Consulting, LLC; RSCA Corporation dba Redwood Resources; Reflex Design Collective, LLC; Tiasia O'Brien dba Seam Social Labs, Inc.; Diane Burbie dba The Aspire Group; The Mark USA, Inc.; Urban Habitat Program; WSP USA Inc.)</p> <p>Update on the March 10, 2021 award of the 2020 Equity Consultant Assistance Bench. This bench established a pre-qualified list of consultants to provide as-needed equity consulting services through June 30, 2025, with an option to extend for an additional two (2) years through June 30, 2027 ("Bench").</p>				

Sponsors:

Indexes:

Code sections:

Attachments: [05_2020_Equity_Bench.pdf](#)

Date	Ver.	Action By	Action	Result
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Subject:

Consultant Bench: 2020 Equity Consultant - Cycle 1: (Arup Americas, Inc. dba Arup North America Ltd.; Marcus Griwsold dba Calm Waters Group LLC; causeIMPACTS LLC; Center for Neighborhood Technology; CivicMakers, LLC; Contigo Communications Corp.; Colette M. Luckie dba Cornerstone Consulting HR; Cooperative Personnel Services dba CPS HR Consulting; Davis & Associates Communications, Inc.; Eastern Research Group Inc.; Ana Lugo Bedolla dba Equity First Consulting; Exygy, Inc.; Guidehouse Inc.; HR&A Advisors, Inc.; ICF Incorporated, L.L.C.; Kimley-Horn and Associates, Inc.; Lowe Consulting Group, Inc.; Christopher Jerome Lepe dba Mariposa Planning Solutions; Nelson\Nygaard Consulting Associates, Inc.; Melanie Nutter dba Nutter Consulting, LLC; RSCA Corporation dba Redwood Resources; Reflex Design Collective, LLC; Tiasia O'Brien dba Seam Social Labs, Inc.; Diane Burbie dba The Aspire Group; The Mark USA, Inc.; Urban Habitat Program; WSP USA Inc.)

Update on the March 10, 2021 award of the 2020 Equity Consultant Assistance Bench. This bench established a pre-qualified list of consultants to provide as-needed equity consulting services through June 30, 2025, with an option to extend for an additional two (2) years through June 30, 2027 ("Bench").

Presenter:

Nalungo Conley

Recommended Action:

Information

Attachments:

Metropolitan Transportation Commission Policy Advisory Council: Equity & Access Sub-Committee

May 3, 2021

Agenda Item 5

Consultant Bench: 2020 Equity Consultant - Cycle 1:

(Arup Americas, Inc. dba Arup North America Ltd.; Marcus Griwsold dba Calm Waters Group LLC; causeIMPACTS LLC; Center for Neighborhood Technology; CivicMakers, LLC; Contigo Communications Corp.; Colette M. Luckie dba Cornerstone Consulting HR; Cooperative Personnel Services dba CPS HR Consulting; Davis & Associates Communications, Inc.; Eastern Research Group Inc.; Ana Lugo Bedolla dba Equity First Consulting; Exygy, Inc.; Guidehouse Inc.; HR&A Advisors, Inc.; ICF Incorporated, L.L.C.; Kimley-Horn and Associates, Inc.; Lowe Consulting Group, Inc.; Christopher Jerome Lepe dba Mariposa Planning Solutions; Nelson\Nygaard Consulting Associates, Inc.; Melanie Nutter dba Nutter Consulting, LLC; RSCA Corporation dba Redwood Resources; Reflex Design Collective, LLC; Tiasia O'Brien dba Seam Social Labs, Inc.; Diane Burbie dba The Aspire Group; The Mark USA, Inc.; Urban Habitat Program; WSP USA Inc.)

Subject: Update on the March 10, 2021 award of the 2020 Equity Consultant Assistance Bench. This bench established a pre-qualified list of consultants to provide as-needed equity consulting services through June 30, 2025, with an option to extend for an additional two (2) years through June 30, 2027 ("Bench").

Background: MTC is working towards further incorporating equity into its operations and portfolio of work on a wide range of agency and project-specific matters. On January 11, 2021 the Policy Advisory Council's Equity and Access Sub-Committee was provided with an update and informed that staff would be issuing a Request for Qualifications (RFQ) to seek on-call equity services to support MTC's work program. Through this RFQ, MTC is seeking equity services to advance our equity platform and increase access for staff to a diverse group of thought leaders in this space.

A list of pre-qualified firms is provided in Attachment A: List of Pre-Qualified Panel of Consultants for the 2020 Equity Consultant Bench – List of Firms and Service Categories, and attached hereto.

Any firms approved in Cycle 1 will be eligible for work throughout the approved term of the Equity Bench. Selection for entry into a contract with one of the pre-qualified consultants may take place by direct selection or via a mini-procurement, pursuant to MTC's Third-Party Contracting Policies and Procedures. Additional firms may be added to the Equity Bench in response to re-issuance of the RFQ in later cycles. Contract periods of performance and amounts will be determined on a per-contract basis based on the project solicited to the Equity Bench. Staff will go before the Administration Committee for authorization of any contracts exceeding the Executive Director's signature authority.

Cooperative use language included in the RFQ allows other public entities to utilize firms on the Equity Bench for their own equity projects and programs.

Issues: None identified.

Recommendation: Information only

Attachments: Attachment A: List of Pre-Qualified Panel of Consultants for the 2020 Equity Consultant Bench – List of Firms and Service Categories
Attachment B: Disadvantaged Business Enterprise and Small Business Enterprise Status
Attachment C: PowerPoint

**2020 Equity Consultant Assistance List of Firms and Service Categories
(revised April 14, 2021)**

	FIRM NAME	A. Internal Operations	B. Investments and Policy	C. Community and Partner Engagement	D. Innovation	E. Environmental Justice
1	Arup Americas, Inc. dba Arup North America Ltd.		1		1	1
2	Marcus Griwsold dba Calm Waters Group LLC		1	1		1
3	causeIMPACTS LLC	1	1			1
4	Center for Neighborhood Technology	1	1	1	1	1
5	CivicMakers, LLC				1	
6	Contigo Communications Corp.	1		1	1	1
7	Colette M. Luckie dba Cornerstone Consulting HR	1			1	1
8	Cooperative Personnel Services dba CPS HR Consulting	1				
9	Davis & Associates Communications, Inc.	1	1	1	1	1
10	Eastern Research Group Inc.		1			1
11	Ana Lugo Bedolla dba Equity First Consulting	1	1	1		1
12	Exygy, Inc.	1	1	1	1	1
13	Guidehouse Inc.	1	1		1	1
14	HR&A Advisors, Inc.	1	1	1	1	1
15	ICF Incorporated, L.L.C.	1				1
16	Kimley-Horn and Associates, Inc.				1	1

	FIRM NAME	A. Internal Operations	B. Investments and Policy	C. Community and Partner Engagement	D. Innovation	E. Environmental Justice
17	Lowe Consulting Group, Inc.			1		
18	Christopher Jerome Lepe dba Mariposa Planning Solutions		1	1	1	1
19	Nelson\Nygaard Consulting Associates, Inc.		1	1	1	1
20	Melanie Nutter dba Nutter Consulting, LLC				1	1
21	RSCA Corporation dba Redwood Resources	1				1
22	Reflex Design Collective, LLC	1	1	1	1	1
23	Tiasia O'Brien dba Seam Social Labs, Inc.			1		
24	Diane Burbie dba The Aspire Group			1		
25	The Mark USA, Inc.	1			1	1
26	Urban Habitat Program		1	1		1
27	WSP USA Inc.		1	1		1
	Total Number of Applicants	16	21	25	19	23
	Total Number of Accepted Applicants	14	15	15	15	22
	Total Number of Accepted Prime DBE Firms*	3 out of 4	2 out of 4	4 out of 7	2 out of 4	3 out of 4
	Total Number of Accepted Prime SBE Firms*	6 out of 7	5 out of 7	6 out of 10	6 out of 7	7 out of 8

*NOTE: DBE firms may also be SBE firms and vice versa.

**Disadvantaged Business Enterprise and Small Business Enterprise Status
(revised April 14, 2021)**

Service Category A: Internal Operations		DBE			SBE		
ROLE	FIRM	No	Yes	if Yes, List #	No	Yes	if Yes, List #
Prime	causeIMPACTS LLC		X	44729		X	2014558
Prime	Center for Neighborhood Technology	X			X		
Sub	Mobility Development Partners	X			X		
Sub	Sapodilla Group	X			X		
Prime	Contigo Communications Corp.		X	45724		X	2009764
Sub	Rosales Business Partners LLC		X	40711		X	1740220
Sub	Reynolds Consulting	X			X		
Prime	Colette M. Luckie dba Cornerstone Consulting HR		X	41857	X		
Prime	Cooperative Personnel Services dba CPS HR Consulting	X			X		
Prime	Davis & Associates Communications, Inc.		X	26344		X	1785923
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	Estolano Advisors		X	42483		X	2002042
Sub	Left Lane Advisors	X			X		
Prime	Ana Lugo Bedolla dba Equity First Consulting	X			X		
Sub	Trillium Advisors	X			X		
Prime	Exygy, Inc.	X				X	2001043
Sub	The Justice Collective	X			X		
Prime	Guidehouse Inc.	X			X		
Sub	Pivot Strategies	X			X		
Sub	Brian Ansari & Associates Inc.		X	46571	X		
Sub	Othering and Belonging Institute	X			X		
Sub	The Unity Council	X			X		
Prime	HR&A Advisors, Inc.	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		

Service Category A: Internal Operations		DBE			SBE		
ROLE	FIRM	No	Yes	if Yes, List #	No	Yes	if Yes, List #
Sub	Redwood Resources	X			X		
Prime	ICF Incorporated, LLC	X			X		
Prime	RSCA Corporation dba Redwood Resources		X	42714		X	
Sub	Refolda	X			X		
Prime	Reflex Design Collective LLC		X	46293		X	2011622
Prime	The Mark USA, Inc.		X	49217		X	2020665

Service Category B: Investments and Policy		DBE			SBE		
ROLE	FIRM	No	Yes	if Yes, List #	No	Yes	if Yes, List #
Prime	Arup Americas, Inc. dba Arup North America Ltd.	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	Stuart Cohen Strategies	X			X		
Sub	Mariposa Planning Solutions		X	49323	X		
Sub	Toole Design	X			X		
Prime	Marcus Griwsold dba Calm Waters Group LLC	X				X	2018313
Sub	Bio Studio LLC	X				X	2022766
Sub	Aplomb Design Inc. dba JUST Design	X			X		
Prime	causeIMPACTS LLC		X	44729		X	2014558
Prime	Center for Neighborhood Technology	X			X		
Prime	Davis & Associates Communications, Inc.		X	26344		X	1785923
Sub	Estolano Advisors		X	42483		X	2002042
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	Mariposa Planning Solutions		X	49323	X		
Sub	Fehr & Peers	X			X		
Sub	InterEthnica	X			X		
Prime	Eastern Research Group Inc.	X			X		

Service Category B: Investments and Policy		DBE			SBE		
ROLE	FIRM	No	Yes	if Yes, List #	No	Yes	if Yes, List #
Prime	Ana Lugo Bedolla dba Equity First Consulting	X			X		
Sub	Trillium Advisors	X			X		
Prime	Exygy, Inc.	X				X	2001043
Sub	The Justice Collective	X			X		
Sub	Street Level Advisors	X			X		
Sub	FrameWorks Institute	X			X		
Prime	Guidehouse Inc.	X			X		
Sub	Pivot Strategies	X			X		
Sub	Brian Ansari & Associates Inc.		X	46571	X		
Sub	Othering and Belonging Institute	X			X		
Sub	The Unity Council	X			X		
Sub	Hatch LTK	X			X		
Prime	HR&A Advisors, Inc.	X			X		
Sub	Mariposa Planning Solutions		X	49323	X		
Prime	Christopher Jerome Lepe dba Mariposa Planning Solutions		X	49323	X		
Sub	Stuart Cohen Strategies	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	The Nova Rose Group	X			X		
Sub	Espousal Strategies	X			X		
Prime	Nelson\Nygaard Consulting Associates, Inc.	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	Reflex Design Collective LLC		X	46293		X	2011622
Sub	Cambridge Systematics	X			X		
Prime	Reflex Design Collective, LLC		X	46293		X	2011622
Prime	Urban Habitat Program	X			X		
Prime	WSP USA Inc.	X			X		

Service Category C: Community and Partner Engagement		DBE			SBE		
ROLE	FIRM	No	Yes	if Yes, List #	No	Yes	if Yes, List #
Prime	Marcus Griwsold dba Calm Waters Group LLC	X				X	2018313
Sub	Bio Studio LLC	X				X	2022766
Sub	Aplomb Design Inc. dba JUST Design	X			X		
Prime	Center for Neighborhood Technology	X			X		
Sub	Mobility Development Partners	X			X		
Sub	Sapodilla Group	X			X		
Prime	Contigo Communications Corp.		X	45724		X	2009764
Sub	Reynolds Consulting	X			X		
Prime	Davis & Associates Communications, Inc.		X	26344		X	1785923
Sub	InterEthnica	X			X		
Sub	Slow Clap Productions LLC	X				X	2016514
Sub	Mariposa Planning Solutions		X	49323	X		
Sub	Fehr & Peers	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	Estolano Advisors		X	42483		X	2002042
Prime	Ana Lugo Bedolla dba Equity First Consulting	X			X		
Sub	Trillium Advisors	X			X		
Prime	Exygy, Inc.	X				X	2001043
Sub	Propose LLC dba Sagent Marketing		X	37643		X	38182
Sub	Street Level Advisors	X			X		
Sub	Brink	X			X		
Prime	HR&A Advisors, Inc.	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	Ground Works Consulting	X			X		
Sub	Ogilvie Labs	X			X		
Prime	Lowe Consulting Group, Inc.		X	38055		X	49380
Prime	Christopher Jerome Lepe dba Mariposa Planning Solutions		X	49323	X		

Service Category C: Community and Partner Engagement		DBE			SBE		
ROLE	FIRM	No	Yes	if Yes, List #	No	Yes	if Yes, List #
Sub	Stuart Cohen Strategies	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	The Nova Rose Group	X			X		
Prime	Nelson\Nygaard Consulting Associates, Inc.	X			X		
Sub	Reflex Design Collective		X	46293		X	2011622
Sub	Circlepoint	X				X	40528
Prime	Reflex Design Collective LLC		X	46293		X	2011622
Prime	Tiasia O'Brien dba Seam Social Labs, Inc.	X			X		
Sub	Diana Reyna Strategic Consulting, LLC	X			X		
Prime	Diane Burbie dba The Aspire Group		X	48761	X		
Prime	Urban Habitat Program	X			X		
Prime	WSP USA Inc.	X			X		
Sub	Kearns & West	X			X		
Sub	Raimi & Associates	X			X		

Service Category D: Innovation		DBE			SBE		
ROLE	FIRM	No	Yes	if Yes, List #	No	Yes	if Yes, List #
Prime	Arup Americas, Inc. dba Arup North America Ltd.	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	Stuart Cohen Strategies	X			X		
Sub	Mariposa Planning Solutions		X	49323	X		
Sub	Toole Design	X			X		
Prime	Center for Neighborhood Technology	X			X		
Sub	Mobility Development Partners	X			X		
Prime	CivicMakers, LLC	X				X	2004377
Prime	Contigo Communications Corp.		X	45724		X	2009764

Service Category D: Innovation		DBE			SBE		
ROLE	FIRM	No	Yes	if Yes, List #	No	Yes	if Yes, List #
Prime	Colette M. Luckie dba Cornerstone Consulting HR		X	41857	X		
Sub	Next Steps Marketing, Inc.		X	41733		X	1037598
Prime	Davis & Associates Communications, Inc.		X	26344		X	1785923
Sub	Fehr & Peers	X			X		
Sub	Mariposa Planning Solutions		X	49323	X		
Prime	Exygy, Inc.	X				X	2001043
Prime	Guidehouse Inc.	X			X		
Sub	Pivot Strategies	X			X		
Sub	Brian Ansari & Associates Inc.		X	46571	X		
Sub	Hatch LTK	X			X		
Prime	HR&A Advisors, Inc.	X			X		
Sub	Mariposa Planning Solutions		X	49323	X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Prime	Kimley-Horn and Associates, Inc.	X			X		
Sub	HR&A Advisors, Inc.	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	Toole Design Group, LLC	X			X		
Sub	mySidewalk	X			X		
Prime	Christopher Jerome Lepe dba Mariposa Planning Solutions		X	49323	X		
Sub	Stuart Cohen Strategies	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	The Nova Rose Group	X			X		
Sub	Espousal Strategies	X			X		
Prime	Nelson\Nygaard Consulting Associates, Inc.	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	Reflex Design Collective LLC		X	46293		X	2011622
Sub	Cambridge Systematics	X			X		

Service Category D: Innovation		DBE			SBE		
ROLE	FIRM	No	Yes	if Yes, List #	No	Yes	if Yes, List #
Prime	Melanie Nutter dba Nutter Consulting, LLC	X			X		
Prime	Reflex Design Collective, LLC		X	46293		X	2011622
Prime	The Mark USA, Inc.		X	49217		X	2020665

Service Category E. Environmental Justice		DBE			SBE		
ROLE	FIRM	No	Yes	if Yes, List #	No	Yes	if Yes, List #
Prime	Arup Americas, Inc. dba Arup North America Ltd.	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	Stuart Cohen Strategies	X			X		
Sub	Mariposa Planning Solutions		X	49323	X		
Sub	Toole Design	X			X		
Prime	Marcus Griwsold dba Calm Waters Group LLC	X				X	2018313
Sub	Bio Studio LLC	X				X	2022766
Sub	Aplomb Design Inc. dba JUST Design	X			X		
Prime	causeIMPACTS LLC		X	44729		X	2014558
Prime	Center for Neighborhood Technology	X			X		
Sub	Mobility Development Partners	X			X		
Sub	Sapodilla Group	X			X		
Prime	Contigo Communications Corp.		X	45724		X	2009764
Sub	Reynolds Consulting	X			X		
Prime	Colette M. Luckie dba Cornerstone Consulting HR		X	41857	X		
Sub	Next Steps Marketing, Inc.		X	41733		X	1037598
Prime	Davis & Associates Communications, Inc.		X	26344		X	1785923
Sub	Better World Group		X	46330		X	2017586
Sub	Estolano Advisors		X	42483		X	2002042
Sub	Fehr & Peers	X			X		

Service Category E. Environmental Justice		DBE			SBE		
ROLE	FIRM	No	Yes	if Yes, List #	No	Yes	if Yes, List #
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	Mariposa Planning Solutions		X	49323	X		
Prime	Eastern Research Group Inc.	X			X		
Prime	Ana Lugo Bedolla dba Equity First Consulting	X			X		
Sub	Trillium Advisors	X			X		
Prime	Exygy, Inc.	X				X	2001043
Sub	The Justice Collective	X			X		
Sub	Propose LLC dba Sagent Marketing		X	37643		X	38182
Sub	Street Level Advisors	X			X		
Prime	Guidehouse Inc.	X			X		
Sub	Pivot Strategies				X		
Sub	Brian Ansari & Associates Inc.		X	46571	X		
Sub	Othering and Belonging Institute	X			X		
Prime	HR&A Advisors, Inc.	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	Ogilvie Labs	X			X		
Prime	ICF Incorporated, LLC	X			X		
Prime	Kimley-Horn and Associates, Inc.	X			X		
Sub	HR&A Advisors, Inc.	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	Morado Consulting	X			X		
Sub	Vicus Planning		X	46234	X		
Prime	Christopher Jerome Lepe dba Mariposa Planning Solutions		X	49323	X		
Sub	Stuart Cohen Strategies	X			X		
Sub	Tamika L. Butler Consulting, LLC	X			X		
Sub	The Nova Rose Group	X			X		
Sub	Espousal Strategies	X			X		

Service Category E. Environmental Justice		DBE			SBE		
ROLE	FIRM	No	Yes	if Yes, List #	No	Yes	if Yes, List #
Prime	Nelson\Nygaard Consulting Associates, Inc.	X			X		
Sub	Reflex Design Collective LLC		X	46293		X	2011622
Prime	Melanie Nutter dba Nutter Consulting, LLC	X			X		
Prime	RSCA Corporation dba Redwood Resources		X	42714		X	
Prime	Reflex Design Collective LLC		X	46293		X	2011622
Prime	The Mark USA, Inc.		X	49217		X	2020665
Prime	Urban Habitat Program	X			X		
Prime	WSP USA Inc.	X			X		
Sub	Kearns & West	X			X		
Sub	Raimi & Associates	X			X		

2021 EQUITY CONSULTANT BENCH

Approved Consultants

- Arup Americas
- Waters Group
- causeIMPACTS
- Center for Neighborhood Technology
- CivicMakers
- Contigo Communications Corp.
- Cornerstone Consulting
- CPS HR Consulting
- Davis & Associates Communications
- Eastern Research Group
- Equity First Consulting
- Exygy
- Guidehouse
- HR&A Advisors
- ICF Incorporated
- Kimley-Horn and Associates
- Lowe Consulting Group
- Mariposa Planning Solutions
- Nelson\Nygaard
- Nutter Consulting
- Redwood Resources
- Reflex Design Collective
- Seam Social Labs
- The Aspire Group
- The Mark USA
- Urban Habitat
- WSP



Metropolitan Transportation Commission

375 Beale Street, Suite 800
San Francisco, CA 94105

Legislation Details (With Text)

File #: 21-0578 **Version:** 1 **Name:**
Type: Report **Status:** Informational
File created: 3/31/2021 **In control:** Policy Advisory Council Equity & Access Subcommittee
On agenda: 5/3/2021 **Final action:**
Title: Update from Youth Internship Working Group
Youth Internship Workgroup update.

Sponsors:

Indexes:

Code sections:

Attachments: [06_E&A Youth Internship Update May 2021.pdf](#)

Date	Ver.	Action By	Action	Result
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Subject:

Update from Youth Internship Working Group

Youth Internship Workgroup update.

Presenter:

Kỳ-Nam Miller and John Kannegieser

Recommended Action:

Information

Attachments:

Metropolitan Transportation Commission
Policy Advisory Council Equity & Access Subcommittee

May 3, 2021

Agenda Item 6

Update from Youth Internship Workgroup

- Subject:** Youth Internship Workgroup update.
- Background:** The Youth Internship Working Group was created in the fall of 2020 to guide the reorganization of the college and high school internship programs at MTC. Workgroup members include representatives from the Policy Advisory Council as well as staff from MTC and the Bay Area Air Quality Management District. Staff has designed a mentorship program for college age students and a Bay Area Summer Academy to serve underrepresented high school age youth from low-income and communities of color who want to learn more about our regional governments. The Academy will include deeper dives into policy issues relevant to their lives, including resiliency to climate change, housing affordability, and equity issues. The six-part webinar series will take place in July and include a capstone project presentation open to MTC community members, including the Policy Advisory Council, currently scheduled for the afternoon of July 29, 2021.
- Issues:** Equity, career pipelines, youth engagement, environmental justice, inter-agency partnerships.
- Recommendation:** Information only
- Attachments:** Attachment A: PowerPoint

MTC 2021 Summer High School & College Programs

John J. Kannegieser

Ky-Nam Miller

May 3, 2021



Agenda

- Updates for the Summer 2021 College and High School Programs
 - Pathway to Government College Mentorship
 - Bay Area Summer Academy (High School)
- Next steps
 - Implementation
 - Assessment

Pathways to Government College Mentorship

- Pilot class will have 5-10 mentees for Summer 2021
- Remote work (Hot Spots provided)
- Targeting students from historically underrepresented and underserved communities
- Career/Resume Writing Workshop planned
- Invitation to attend Regional Government seminars

Bay Area Summer Academy (High School)

- General Updates
- Curriculum
 - Introduction to Regional Government
 - Four deep dives topic areas
 - Capstone Project presentation

Next Steps

- College Program
 - May 28, 2021: Mentees hired and assigned with mentor
 - June 14, 2021: Mentorship program begins
 - August 2021: Assessment and future planning
- High School Program
 - July 8, 2021: Bay Area Summer Academy begins
 - August 2021: Assessment and future planning

Questions

Contact:

jkannegieser@bayareametro.gov

kmiller@bayareametro.gov





Metropolitan Transportation Commission

375 Beale Street, Suite 800
San Francisco, CA 94105

Legislation Details (With Text)

File #:	21-0591	Version:	1	Name:	
Type:	Report	Status:		Informational	
File created:	4/2/2021	In control:		Policy Advisory Council Equity & Access Subcommittee	
On agenda:	5/3/2021	Final action:			
Title:	Communities of Concern: Reconsidering Our Language				
	Proposal to rename "Communities of Concern" as "Equity Priority Communities" for use across MTC and ABAG work products and projects.				

Sponsors:

Indexes:

Code sections:

Attachments: [07_RethinkingCommunitiesofConcern_May2021.pdf](#)

Date	Ver.	Action By	Action	Result
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Subject:

Communities of Concern: Reconsidering Our Language

Proposal to rename "Communities of Concern" as "Equity Priority Communities" for use across MTC and ABAG work products and projects.

Presenter:

Anup Tapase

Recommended Action:

Information

Attachments:

**Metropolitan Transportation Commission
Policy Advisory Council Equity & Access Subcommittee**

May 3, 2021

Agenda Item 7

Communities of Concern: Reconsidering Our Language

Subject: Proposal to rename “Communities of Concern” as “Equity Priority Communities” for use across MTC and ABAG work products and projects.

Background: The “Communities of Concern” framework has been in use by MTC and ABAG since 2001 to identify communities with significant concentrations of historically underserved populations, primarily people of color and people with low incomes. Staff has made continual updates to the definition, the demographic factors considered and the methodology over the last two decades. For Plan Bay Area 2050, staff employed the same framework adopted by MTC and ABAG during Plan Bay Area 2040, with updates to the underlying demographic data using best available information from the U.S. Census Bureau. This adopted framework is shown in **Table 1**.

Table 1. Communities of Concern Framework for Plan Bay Area 2050

<i>Demographic Factor</i>	<i>% Regional Population</i>	<i>Concentration Threshold</i>
1. People of Color	60%	70%
2. Low Income (<200% Federal Poverty Level)	21%	28%
3. Limited English Proficiency	8%	12%
4. Zero-Vehicle Household	9%	15%
5. Seniors 75 Years and Over	6%	8%
6. People with Disability	10%	12%
7. Single-Parent Family	13%	18%
8. Severely Rent-Burdened Household	10%	14%
<i>Definition</i> – census tracts that have a concentration of BOTH people of color AND low-income households, OR that have a concentration of 4 or more factors, above the listed thresholds		

The Communities of Concern designations are used widely at MTC and ABAG, as well as by county and city agencies within the Bay Area. They are used in planning efforts and equity analyses, prioritization criteria in programming of funds (e.g. Community-Based Transportation Plan Planning Grants, Active Transportation Program), and alignment of resources for public engagement.

**Nomenclature
Update:**

The year 2020 was an opportunity for reckoning in our region and beyond. Acknowledging the power of language and that words can shape people, actions and culture, staff began reconsidering the nomenclature “Communities of Concern” in mid-2020. With sufficient internal consensus that the existing name is “antiquated”, “paternalistic” and “empathy-evoking”, staff embarked on an inclusive process to identify new nomenclature by engaging with underserved communities, the Policy Advisory Council’s Equity & Access Subcommittee and the Regional Equity Working Group.

Despite this being an abstract topic to discuss, the small group discussions with underserved communities were rich and offered diverse feedback. The discussions began with an open-ended question: “What does the term *Communities of Concern* mean to you?” Staff then provided more context on the definition and use of these designations by MTC/ABAG and our partners, and highlighted why these

designations are important given historical context. Staff then sought opinions on the overall framework itself and the nomenclature by providing a variety of new options, including:

- Equity Priority Communities, Equity Focus Communities, Equity Priority Neighborhoods, and Equity Action Areas
- Underserved Communities, Equity Prioritized Investment Communities, Opportunity Zones, and Historically Marginalized Communities
- Economically Distressed Areas, Disadvantaged Communities and Environmental Justice Communities

Staff will share synthesized feedback and a recommendation for new terminology, included in **Attachment A**. In summary, reactions to the existing terminology were almost unanimously adverse. To many, the term “Communities of Concern” is problematic, triggering, demeaning, negative, vague and passive. Recurring feedback themes for a new term were that the term needs to be positive, empowering and uplifting, be forward-looking and action-oriented, communicate “priority” and intentionality and be short and easily understood. Based on the feedback received, staff is recommending the term “**Equity Priority Communities**” to describe these places going forward.

This small but meaningful change can communicate to the region at large that MTC and ABAG intend to prioritize these historically underserved and under-represented communities to advance toward equitable outcomes. Staff acknowledges that there is much work to be done beyond simply changing the nomenclature in the years ahead, and that there must be concerted ongoing effort toward truly achieving the equitable outcomes.

Next Steps:

Staff is recommending to update the Community of Concern nomenclature with the new term “Equity Priority Communities” across work products, including the upcoming Plan Bay Area 2050, and will seek approval from the MTC Planning Committee and ABAG Administrative Committee. Furthermore, if approved, staff will share this update with other agencies across the region that frequently use this framework. Beyond the nomenclature, defining and measuring equity-focused populations is a continuous ongoing effort as part of the MTC-ABAG Equity Platform. While a broad reexamination of the existing framework was not possible during the Plan Bay Area 2050 timeline due to resource constraints, staff is looking to refresh the framework and methodology, starting next year in advance of the next long-range planning cycle.

Recommendation: Information only

Attachments: Attachment A: Presentation

“Communities of Concern” *Reconsidering Our Language*

Anup Tapase

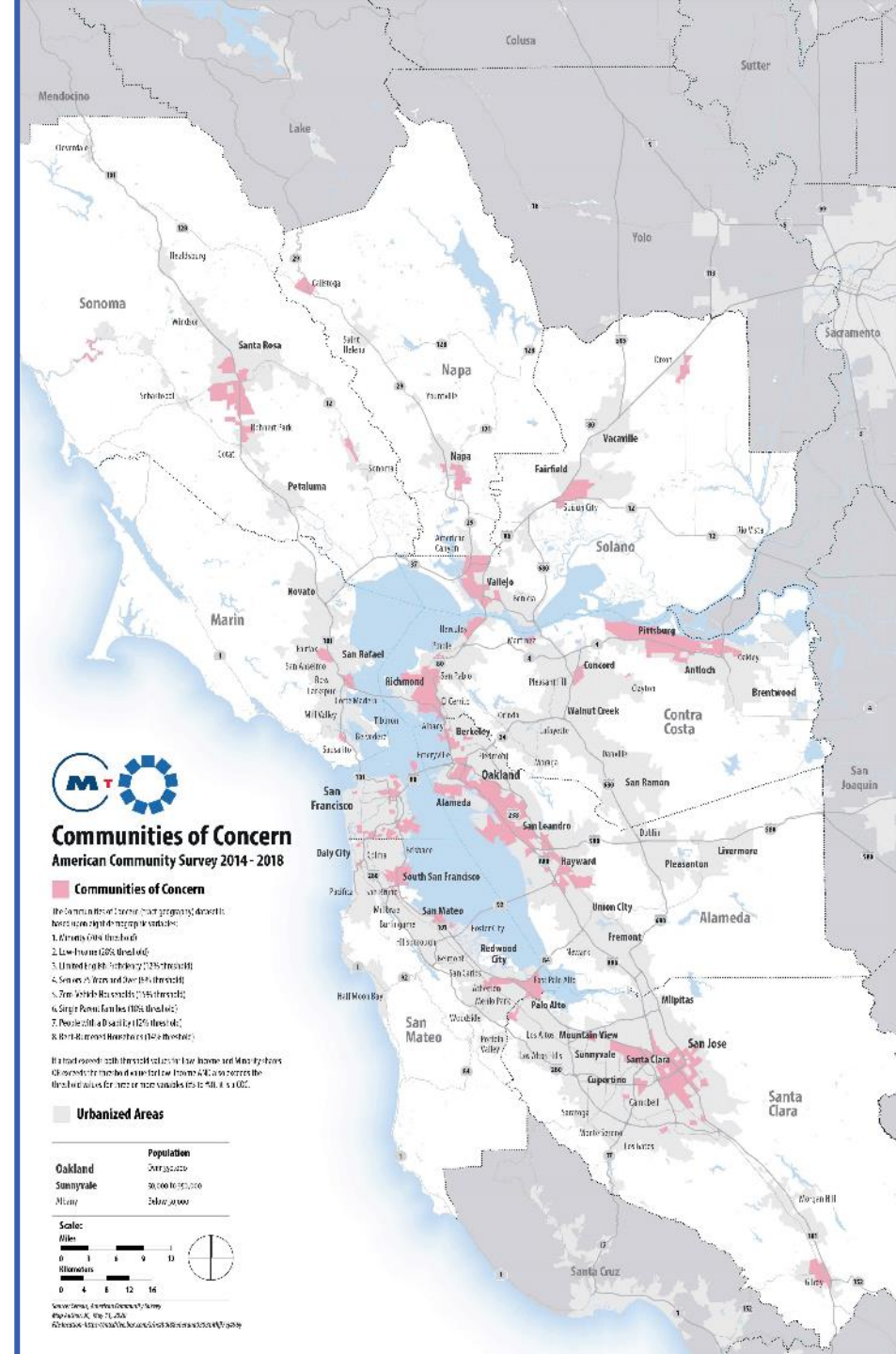
MTC/ABAG Regional Planning Program

May 2021

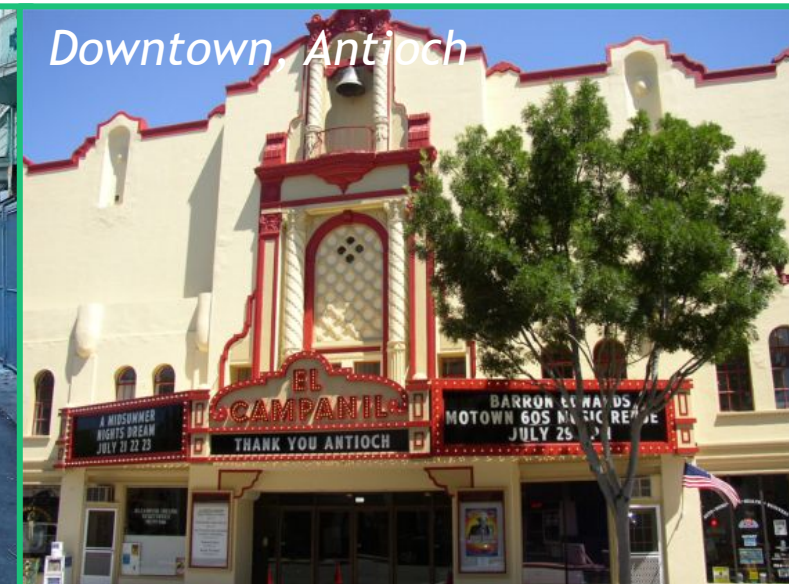
MTC/ABAG has used the “Communities of Concern” framework since 2001.

Communities of Concern are designated geographies (census tracts) that have high concentrations of underserved populations. Designations are based on calculated thresholds for 8 demographic factors, including **race** and **income**.

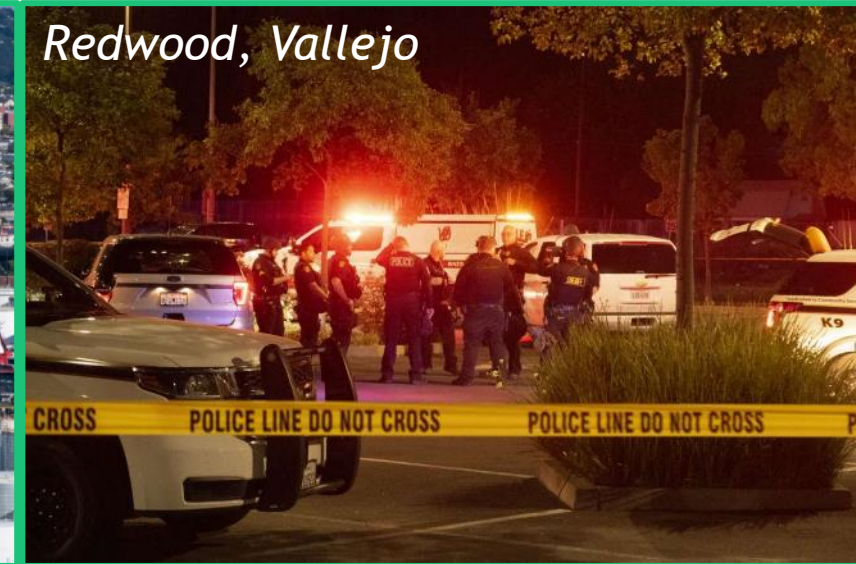
Communities of Concern are updated every plan cycle with most recent census demographic data, in this case in 2020.



These communities are diverse and vibrant...



...but also grapple with various issues.



How does MTC/ABAG use this framework?

- **Planning** (e.g. Plan Bay Area, TIP, various equity analyses)
- **Programming** (e.g. Active Transportation Program, OBAG Grants, Community-Based Transportation Plan Planning Grants, Lifeline Transportation Program)
- **Engagement**
- **Used beyond MTC/ABAG** (by county/city agencies)

Within Plan Bay Area 2050...

Plan Strategies

- Support Community-Led Transportation Enhancements in Communities of Concern
- Provide Targeted Mortgage, Rental and Small Business Assistance to Communities of Concern
- Invest in High-Speed Internet in Underserved Low-Income Communities
- *Prioritization of other strategies within Communities of Concern* (complete streets, incubator programs, parks, clean vehicle initiatives, building retrofits subsidies, etc.)

Engagement

- 70% of pop-up workshops in Communities of Concern
- Outreach through community-based organizations serving Communities of Concern

Performance and Equity Analysis

- Outcomes and disparities measured for Communities of Concern relative to the region and High-Resource Areas

What's in a name?

- The year 2020 was an opportunity for reckoning in our region and beyond.
- In mid-2020, staff began reconsidering the nomenclature “Communities of Concern”.
- After sufficient internal consensus that the existing name is...
“antiquated” “paternalistic” “empathy evoking” “concerns who?”
- Staff consulted with
 - Policy Advisory Council
 - Regional Equity Working Group
 - Under-represented communities, through seven small group discussions facilitated by Community-Based Organizations

How did residents respond to “Communities of Concern” nomenclature?

Across the board, there is a resounding desire to use a different name.

Problematic	<ul style="list-style-type: none">• “Sounds like problem with the communities”• “Sounds like a dog whistle”• “Triggers fear”
Demeaning	<ul style="list-style-type: none">• “Makes it sound like the communities’ fault”• “May bring stigma”
Negative	<ul style="list-style-type: none">• “Concern is a negative word”• “Sounds like communities we should be concerned about in a defensive way”
Vague/ Passive	<ul style="list-style-type: none">• “Detached from communities”• “Does not address struggles”• ““Concern” feels passive - for people from these communities, the community is always a concern /a priority; but from an agency perspective, there are problems to be addressed”

Recurring Feedback Themes for New Name

- Term needs to be “empowering”, “forward-looking” “positive”
- Communicate “priority” and “action”
- “We already know these communities are marginalized - the term should show what we are going to do about it”
- “Communities are continuously changing, so term should not feel stagnant”
- Term should “not be too long”, but should be “clear and understood across audiences”

What nomenclature do other regions use?

Environmental Justice
Areas; Communities
of Concern
(SCAG)

Environmental Justice
Communities
(SACOG)

Areas of
Concentrated Poverty
(Met Council,
Twin Cities metro)

Historically
Marginalized
Communities;
Equity Focus Areas
(Oregon Metro)

Transportation Equity
Zones
(Boston Region MPO)

Equity Emphasis Areas
(MWCOC, Washington
DC metro)

Staff acknowledges the power of language and recommends changing the nomenclature.

from Communities of Concern...

...to Equity Priority Communities

Prioritized Requirements for Nomenclature

- ✓ Positive, empowering, uplifting
- ✓ Forward-looking, action-oriented
- ✓ Communicate “priority” and intentionality
- ✓ Short and easily understood

Some of the Other Names Considered:

Equity Focus Communities; Equity Priority Neighborhoods; Equity Action Areas;

Underserved Communities; Equity Prioritized Investment Communities; Historically Marginalized Communities;

Disadvantaged Communities; Environmental Justice Communities

Beyond the nomenclature, defining and measuring is a continuous ongoing effort.

MTC-ABAG Equity Platform



Define and Measure



Listen and Learn



Focus and Deliver



Train and Grow

Near Term
within
Plan Bay Area 2050

Revise Nomenclature

Augment Methodology:

- Measure disparities for populations AND geographies
- Measure disparities with High-Resource Areas.

Long Term
Part of Equity Platform in
2022+

Re-examine Framework

- Revise overall framework to be more issue specific; e.g. transit deficient, rent burdened, displacement pressure, food deserts, etc.
- Address known gaps in methodology; e.g. definition of low-income, lowered concentrations due to displaced populations, etc.
- Recognize place-based framework is only one dimension

Next Steps

Seek approval from the Joint MTC Planning Committee and ABAG Administrative Committee to **rename Communities of Concern as *Equity Priority Communities*** for use across MTC and ABAG work products and projects.





Thank you.

Contact Info:

Anup Tapase, atapase@bayareametro.gov
Associate Planner, Regional Planning Program