



## EXECUTIVE DIRECTOR'S REPORT

ABAG Executive Board

January 19, 2023

### Presentation of the Equity Assessment + Roadmap (EA+R) (Nalungo Conley, CoS/Director of Administration and Human Development)

In July 2022, Director McMillan created the Access(ibility), Culture, and Racial Equity Office. The goal of this new section is to assist, track, and resource the agency's equity activities across all departments. In recognizing the need to lift up and bring forward the multitude of equity focused work that staff is engaging in and looking at it through the lens of the Equity Platform, it is the objective of the EA+R project to show the areas where we can better collaborate and leverage our resources to bring about more effective and equitable outcomes within the region. **Attachment A** gives a brief overview of the Equity Platform and the four pillars, in addition to showing the quantitative analysis of where our equity activities fall with the Equity Platform as the overlay. We also show the cross-cutting themes that we've identified when reviewing and assessing the activities provided by our project managers. This overview of equity work at the agency will be used to assist staff in furthering their goals of working with an equity lens and continuing to sow the seeds of progress for a more Just, Fair, Diverse, and Equitable region.

MTC and ABAG 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>

### KEY HIGHLIGHTS FOR JANUARY 2023:

- The **Bay Area Regional Energy Network (BayREN)** this year is celebrating 10 years of helping create sustainable communities across the Bay Area by promoting resource efficiency at the regional level, focusing on energy, water and greenhouse gas reduction. To date, BayREN has helped mitigate 156 tons of carbon, upgraded 60,695 housing units and provided \$55.4 million in incentives to help make the region more environmentally friendly.
- In **Regional Housing Technical Assistance (RHTA)** news, Marin County jurisdictions and Opticos Design have been awarded the [FBCI Form-Based Code Award](#) for achievement in the writing and implementation of a regional model of form-based zoning code. Earlier today, the authors of the code and planners presented their regional approach to zoning at a webinar hosted by Smart Growth America.
- The recent storms throughout the West have brought lots of attention to flood-risk. **ABAG has online resources on flooding** including a [hazard map](#) that shows 100- and 500-year floodplains as designated by FEMA, as well as potential floodplains currently protected by levees. (From January 2 through January 6, there was a big spike in ABAG website traffic (normally ~575 visits a day, up to as high as ~3,400 on 1/4), with the Resilience/Flood page being the top page on the site (by 4x over the homepage) from 12/1/2022 through 1/11/23. Average time on page for the Flood page is over 10 minutes.)

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- In mid-November, All Home released [Big Moves for Housing and Economic Security](#), a series of proposals designed to increase housing and economic security for people with extremely low incomes in the Bay Area. The Big Moves includes support for a regional bond measure proposed by the Bay Area Housing Finance Authority. Several ABAG Board Members, MTC Commissioners, and staff – including President Arreguin, Vice President Ramos, member Andersen, and Commissioners Spering, Schaaf, Liccardo and Chavez -- participated in the three-year process of gathering ideas for the report from a wide range of stakeholders.
- The **Estuary Partnership** received an award from US EPA for \$4.3 million to advance nature-based shoreline infrastructure in partnership with wastewater treatment plants, local governments, regulators, science institutions, and community and tribal groups. The award will fund construction of a multi-benefit levee in Palo Alto, and planning for additional nature-based approaches in the cities of Fairfield and Hayward.

**Item to note**

This is my last meeting with you, before my retirement. It has been my privilege and honor to serve you as the ABAG Executive Board. We have come a long way together, creating a truly integrated regional vision for the Bay Area we all love. I extend my deepest gratitude to President Arreguin and Vice President Ramos for their unwavering support of me, and our extraordinary staff.

I wish you continued success professionally, and community and well-being personally.

Thank you.



Therese W. McMillan  
Executive Director, MTC/ABAG

# Equity Assessment + Roadmap Project

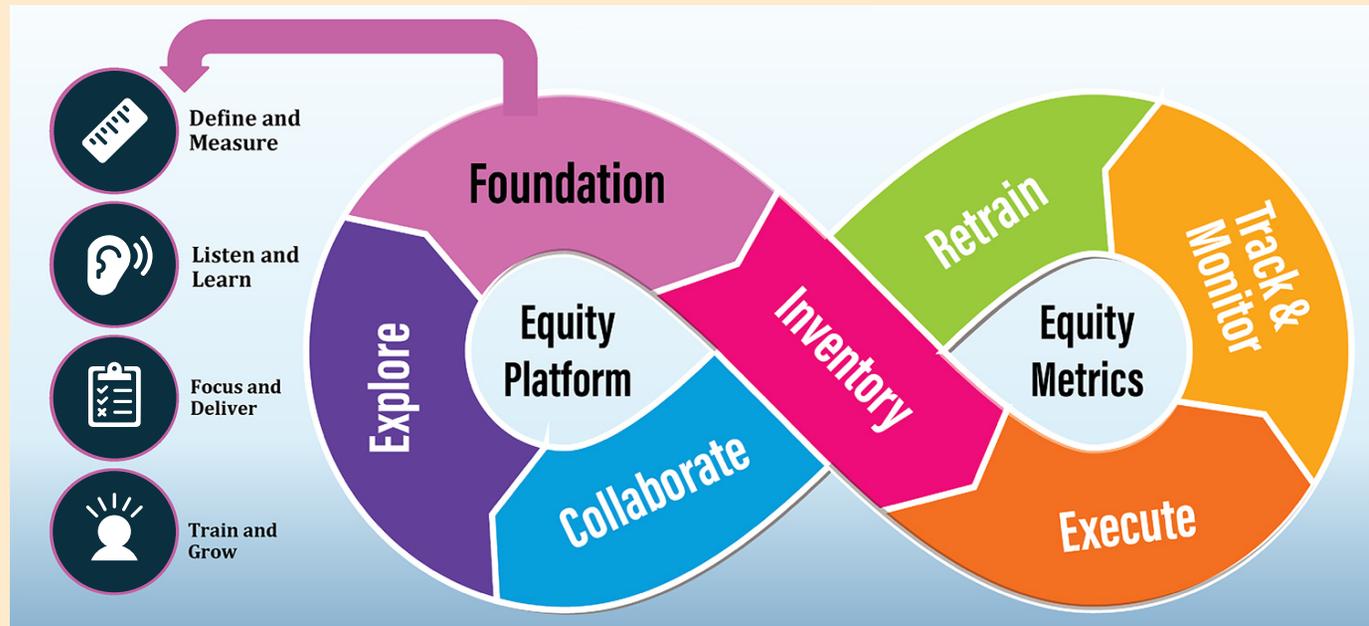
## Equity Inventory Development Update

### What is the ACRE Office?

The Metropolitan Transportation Commission/Association of Bay Area Governments (MTC/ABAG) is committed to building a Culture of Equity where everyone can participate, prosper and reach their full potential. To achieve this ambitious commitment, MTC-ABAG created the Access(ibility), Culture, and Racial Equity (ACRE) Office, housed within the Executive Office in July 2022. The office's purpose is to mobilize and systemically apply MTC's Equity Platform in everything we do.

### What is the Equity Platform?

The Equity Platform is a framework for systems change to advance more fair and just outcomes. The Platform is meant to inform and address barriers to equity present in complex systems and environments. The Platform is built on four Pillars: Listen and Learn, Define and Measure, Focus and Deliver, and Train and Grow.



### What is the Equity Assessment and Roadmap?

The Equity Assessment and Roadmap (EA+R) is an internal initiative to build the agency's self-awareness around the why, how, and what we are doing to advance equity. The EA+R was initiated to better understand the context and history that impacts current challenges, what about the system is producing these, and what we need to learn more about as we engage in empathy work. The "Equity Landscape Inventory" defines and measures what projects and initiatives the agency is doing to operationalize the Equity Platform. The Inventory is a fluid and dynamic document, reflecting the ebb and flow of agency activity.

# MTC Equity Platform Four Pillars



## Listen and Learn

MTC has diversified its public engagement approach through a variety of methods to involve the many residents of the Bay Area in community life, especially those that are excluded and isolated, by engaging them in collective action to create healthy communities. MTC has broadened the level of public participation beyond inform and consult to involve and collaborate through a range of initiatives, including contracting with community-based organizations, holding multi-lingual events, and hosting pop-up events in Equity Priority Communities and digital workshops.

### Overall number of projects



#### Examples:

- Bay Trail Equity Strategy (DPD)
- Transit Transformation Action Plan & Mobility Workplan (FPP)
- San Francisco Estuary Blueprint (SFEP)
- Plan Bay Area (RPP/LPA)



## Define and Measure

Throughout MTC's projects we collect and use data to inform and assess goal attainment. As a baseline, MTC collects and analyzes primary equity data in compliance with state and federal requirements; it is not unusual for MTC's analyses to go above and beyond these minimums. MTC also serves as a valuable resource for published equity data for the Bay Area.

### Overall number of projects



#### Examples:

- Eviction Ecosystem Intervention Research (BAHFA)
- Climate Adaptation Technical Assistance Program (BARC)
- Transportation Investment Plan Analysis (FPP)
- DBE/SBE Reporting (FCS)
- Regional Housing Needs Allocation (RHNA)



## Focus and Deliver

Focus and Deliver initiatives represent activities that are part of MTC's state mandated role as well as added responsibilities over the years. This work creates conditions for all Bay Area residents to thrive, focusing on underserved and overburdened residents, including MTC's Equity Priority Communities. Initiatives span multiple sectors: transportation, housing and land use, energy, and climate resilience. A majority of interventions fall under actions to expand access, build community power, and create wealth through technical assistance, programming of funds, and service delivery.

### Overall number of projects



#### Examples:

- Home Program, Heat Pump Water Heater Mid-Stream Program (BayREN)
- Lifeline Transportation Program (FPP)
- Climate Adaptation & Resiliency Strategies (DPD)



## Train and Grow

Train and Grow initiatives include providing technical assistance to inform and educate stakeholders and the public on topics such as how to find affordable housing, use the Clipper system, apply for competitive grants, and conduct equitable community engagement. Internal initiatives include Diversity, Equity, and Inclusion training, Disadvantage Business E/SBE Annual Outreach Plan.

### Overall number of projects



#### Examples:

- Annual Outreach Plan (FCS)
- Leading with Equity Work Group (RPP)
- Express Lane START Pilot (FOAM)

# Agency-Wide Themes that Crosscut All 4 Pillars

Advancing the mission of leading with equity in every program we administer and every policy we set.

Themes described below provide a snapshot of hyperfocused projects. Transformative initiatives like Plan Bay Area, ABAG's Regional Housing Needs Allocation (RHNA) Plan, and Means-Based Interventions crosscut all 4 Pillars and Agency-Wide Themes.

## MTC Equity Platform 4 Pillars



**Listen and Learn**



**Define and Measure**



**Focus and Deliver**



**Train and Grow**

Agency-Wide Themes

### Affordability and Wealth Creation

Initiatives address affordability through planning and policymaking, public engagement, operations, and technology. These initiatives include providing subsidies/discounts and technical assistance from housing and accessing transportation options to energy and water management.

#### Sample Projects:

- Regional Housing Technical Assistance
- Bay Area Regional Water Bill Savings Program
- Urban and Multi-Benefit Drought Urban Relief
- BikeShare for All
- Clipper START Pilot
- Express Lane START Pilot
- Clipper BayPass Pilot

### Access to Opportunity

"Access to Opportunity" means connecting people to jobs, education, and resources by providing transportation options, and stable and affordable housing, while strengthening equity and civil rights compliance in discretionary grant programs.

#### Sample Projects:

- Doorway Housing Portal
- Blue Ribbon Transit Transformation Actions
- CARB Mobility Options
- Community Economic Recovery Fund
- OBAG 3
- Active Transportation and Complete Streets Program
- Transit Performance Initiative Program

### Civic Engagement and Community Power-Building

Civic engagement and public participation aims to provide opportunities for early and continuing involvement in projects, plans and decision, and to provide full public access to key decisions. Community Power-Building initiatives focus on foundational elements such as building trust, strengthening relationships while working together to reach visible goals in policy, programs, and projects.

#### Sample Projects:

- Community-Based Transportation Plans
- Participatory Budgeting
- EDMM 352 Update
- Community Choice/Redesigned Lifeline Grants
- MTC Public Participation Plan

### Climate Adaptation

Initiatives that reduce negative impacts of climate change on local infrastructure and systems, including but not limited to household burdens and costs, for people living, working and commuting in and through the Bay Area. It consists of policy and/or program-oriented adjustments to living in an age of climate change.

#### Sample Projects:

- Zero-Emission Bus and Charging Infrastructure
- Sea Level Rise Adaptation Funding and Investment Framework;
- Water Upgrades Saves Program