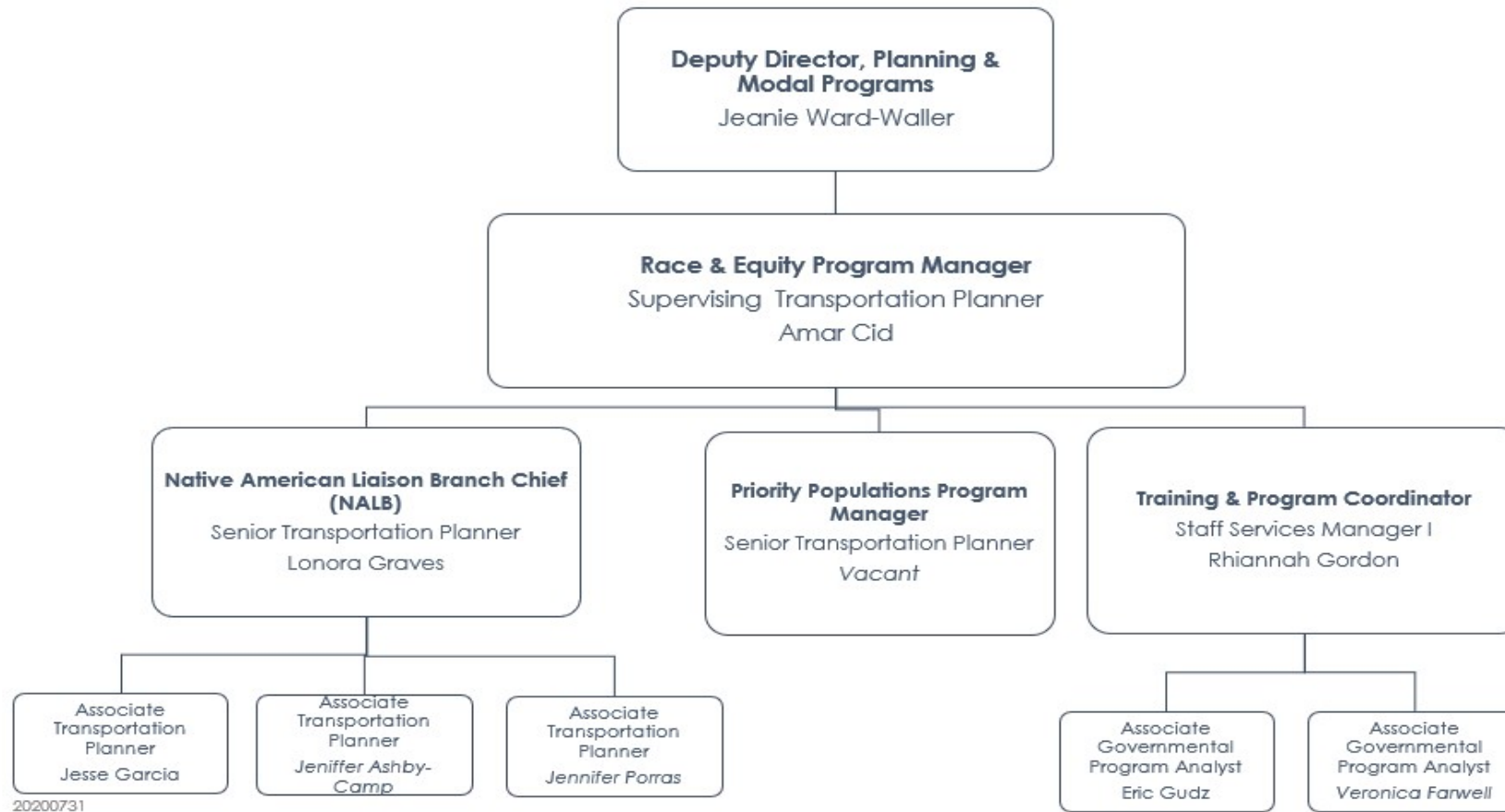




CALTRANS
Office of Race and
Equity

Lonora Graves

Celebrating One Year!



20200731

Caltrans Equity Statement

Acknowledgement

The California Department of Transportation (Caltrans) acknowledges that communities of color and under-served communities experienced fewer benefits and a greater share of negative impacts associated with our state's transportation system. Some of these disparities reflect a history of transportation decision-making, policy, processes, planning, design, and construction that *"quite literally put up barriers, divided communities, and amplified racial inequities, particularly in our Black and Brown neighborhoods."* ¹

Caltrans recognizes our leadership role and unique responsibility in State government to eliminate barriers to provide more equitable transportation for all Californians. This understanding is the foundation for intentional decision-making that recognizes past, stops current, and prevents future harms from our actions.

Caltrans Equity Statement

We will achieve equity when everyone has access to what they need to thrive — starting with our most vulnerable — no matter their race, socioeconomic status, identity, where they live, or how they travel. To create a brighter future for all Californians, Caltrans will implement concrete actions as outlined in our Race & Equity Action Plan, regularly update our Action Plan, and establish clear metrics for accountability in order to achieve commitments in the following areas:

- **People**
- **Programs & Projects**
- **Partnerships**
- **Planet**

Caltrans Equity Statement

Areas of focus:

People

We will strive for a workforce at all levels that reflects the communities we serve by improving recruitment, hiring, contracting, & leadership development

Programs & Projects

We will meaningfully engage communities by creating a transparent, inclusive, and ongoing process. Prioritize projects that improve access

Caltrans Equity Statement

Areas of focus:

Partnerships

Leveraging our investments, we commit to increasing pathways to opportunity for minority-owned & disadvantaged business enterprises

Planet

We commit to combatting the climate crisis and its disproportionate impact on frontline and vulnerable communities for current and future generations

Strategic Plan 2020-2024



VISION

A brighter future for all through a world-class transportation network



MISSION

Provide a safe and reliable transportation network that serves all people and respects the environment



VALUES

Engagement — We inspire and motivate one another through effective communication, collaboration, teamwork, and partnership.

Equity — We strive to eliminate disparities while improving outcomes for all.

Innovation — We are empowered to seek creative solutions and take informed risks.

Integrity — We promote trust and accountability through our consistent and ethical actions.

Pride — As one Caltrans family, we are proud of our work and strive for excellence in public service.



SAFETY FIRST



CULTIVATE EXCELLENCE



ENHANCE AND CONNECT THE MULTIMODAL TRANSPORTATION NETWORK



STRENGTHEN STEWARDSHIP AND DRIVE EFFICIENCY



LEAD CLIMATE ACTION



ADVANCE EQUITY AND LIVABILITY IN ALL COMMUNITIES

Where are we?

People

- District Equity Leads Working Group
- District Native American Liaisons
- Equity Tool Kit
 - Glossary of Terms
 - Equity Watch Guides
 - Tribal Participation Plan Template

Cultivate
Excellence

Programs and Projects

- Pilot Project Collaboration
- Equity Index

Strengthens
Stewardship and
Drive Efficiency

Where are we?

Advancing Equity
And Livability

Partnerships

- Equity Listening Sessions
- CTC-CalSTA Equity Standing Committee

Programs and Projects

- Equity Index Tool Suite
- Reconnecting Communities

Cultivate
Excellence

People

- Race and Equity Internal Training Development

Programs and Projects

- Trust and Relationship Building-Happy Camp

Centering our efforts

Internal Unlearning and Learning

- Equity Lens
- Program and Project Training
- Equity Resources
- Race Forward

Qualitative and Quantitative Program and Project Support

- Stakeholder Database
- Equity Indicators
- Project Prioritization
- Visualizations

Internal and External Partnerships

- Tribal Engagement
- Stakeholder Engagement
- Community relationship

Community Equity Listening Sessions

- Partnership between Caltrans, CTC, and CalSTA in contract with ICF Consulting
- Equity-focused sessions held in early 2022.
 - Geographically focused
 - Minimum of 6 virtual sessions
- Purpose: to engage with stakeholders and the public to strengthen understanding of community transportation needs.
- Final product: an actionable report that will guide executive staff to implement changes across agencies with an equity focus.

Look Ahead

- Equity Resources
 - Coordinated Equity Resource Portal
 - Equity Tools
 - Research
- Multi-Level Engagement efforts
 - Equity Listening Sessions
 - PPEC- Task Order for Equity Engagement and Planning
 - District Engagement support and development
- Relationship and Partnership development
 - Pilot Projects



THANKY OU

Contact:

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