



SOUTHERN CALIFORNIA
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SPECIAL MEETING

SPECIAL COMMITTEE ON EQUITY AND SOCIAL JUSTICE

REMOTE PARTICIPATION ONLY

Tuesday, March 30, 2021

3:00 p.m. – 5:00 p.m.

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Given recent public health directives limiting public gatherings due to the threat of COVID-19 and in compliance with the Governor's recent Executive Order N-29-20, the meeting will be held telephonically and electronically.

If members of the public wish to review the attachments or have any questions on any of the agenda items, please contact Rachel Wagner at (213) 236-1960 or via email at wagner@scag.ca.gov. Agendas & Minutes are also available at: www.scag.ca.gov/committees.

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2. If participating via Zoom or phone, during the Public Comment Period, use the “raise hand” function on your computer or *9 by phone and wait for SCAG staff to announce your name/phone number. SCAG staff will unmute your line when it is your turn to speak. Limit oral comments to 3 minutes, or as otherwise directed by the presiding officer.

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OUR MISSION

To foster innovative regional solutions that improve the lives of Southern Californians through inclusive collaboration, visionary planning, regional advocacy, information sharing, and promoting best practices.

OUR VISION

Southern California’s Catalyst for a Brighter Future

OUR CORE VALUES

Be Open | Lead by Example | Make an Impact | Be Courageous



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5. During the Public Comment Period, use the “raise hand” function located in the participants’ window and wait for SCAG staff to announce your name. SCAG staff will unmute your line when it is your turn to speak. Limit oral comments to 3 minutes, or as otherwise directed by the presiding officer.

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4. Remain on the line if the meeting has not yet started.
5. You will hear audio of the meeting in progress. Remain on the line if the meeting has not yet started.
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SPECIAL COMMITTEE ON EQUITY AND SOCIAL JUSTICE

SPECIAL MEETING AGENDA

Southern California Association of Governments

Remote Participation Only

Tuesday, March 30, 2021

3:00PM

CALL TO ORDER AND PLEDGE OF ALLEGIANCE

(The Honorable Rex Richardson, Chair)

PUBLIC COMMENT PERIOD

Members of the public are encouraged to submit written comments by sending an email to: ePublicComment@scag.ca.gov by 5pm on Monday, March 29, 2021. Such comments will be transmitted to members of the legislative body and posted on SCAG's website prior to the meeting. Written comments received after 5pm on Monday, March 29, 2021 will be announced and included as part of the official record of the meeting. Members of the public wishing to verbally address the Special Committee on Equity and Social Justice will be allowed up to 3 minutes to speak, with the presiding officer retaining discretion to adjust time limits as necessary to ensure efficient and orderly conduct of the meeting. The presiding officer has the discretion to reduce the time limit based upon the number of comments received and may limit the total time for all public comments to twenty (20) minutes.

REVIEW AND PRIORITIZE AGENDA ITEMS

INFORMATION ITEMS

1. Racial Equity Early Action Plan
(Kome Ajise, Executive Director)

90 Mins.

ADJOURNMENT



Southern California Association of Governments
Remote Participation Only
March 30, 2021

To: Special Committee on Equity and Social Justice

EXECUTIVE DIRECTOR'S
APPROVAL

From: Kome Ajise, Executive Director
213-236-1835, Ajise@scag.ca.gov

Subject: Racial Equity Early Action Plan

RECOMMENDED ACTION:

Information Only - No Action Required

STRATEGIC PLAN:

This item supports the following Strategic Plan Goal 1: Produce innovative solutions that improve the quality of life for Southern Californians.

EXECUTIVE SUMMARY:

SCAG staff prepared for the Special Committee's review and consideration a Draft Racial Equity Early Action Plan (EAP, Attachment 1) to serve as the Committee's recommendations to SCAG's Regional Council. The EAP is intended to guide and sustain SCAG's regional leadership in service of equity and social justice. The Draft Racial Equity Early Action Plan reflects discussions and feedback provided by the Special Committee on the definition of equity and overarching goals and strategies to advance racial equity through SCAG's policies, practices, and activities. It also includes a set of "early actions" as a starting point for advancing the overarching goals and strategies. The March Special Committee meeting will be focused on discussing and reviewing the early actions and finalizing the draft EAP.

BACKGROUND:

Since the January Special Committee meeting when the overarching goals and strategies for the Racial Equity Early Action Plan were discussed, SCAG staff have developed a set of "early actions" as a starting point for advancing the overarching goals and strategies. The recommendations for early actions were informed by a Planning Division inventory of equity-related work activities and input from staff from across the agency, a baseline assessment of racial inequities, and outreach to stakeholders. The early actions include activities that can be initiated with existing resources through process improvements, leveraging current work activities, and forming new partnerships, as well as new efforts and programs that would need to be considered through the budget development process. The process for arriving at the draft EAP is described in more detail below.

Equity Inventory

The early actions were informed, in part, by the Planning Division's inventory of equity-related activities, which included findings on particular needs that are listed below. Each of these needs are now addressed in the draft EAP.

- *Training:* Staff would benefit from a variety of recurring equity-specific trainings to ensure that equity is consistently incorporated in their work, and that staff understand the dimensions and intersections of equity. (EAP Action: Develop a Diversity, Equity, and Inclusion Awareness and Education Program)
- *Guidance and Resources on Equity Integration:* Staff would benefit from strategic guidance to support intentional efforts to advance equity through all work activities. Guidance could take the form of guiding policies or documents, best practices guidance for reference, and/or plan, program, or project checklists. (EAP Action: Create an Equity Planning Resource Group to share best practices)
- *Equity Performance Measures:* The Planning Division would benefit from adopting performance measures to hold it accountable for implementation of policies, plans, programs, and projects that advance equity. Adopting performance measures would help with more accurately measuring the impact of efforts. (EAP Action: Develop equity goals, policies, and metrics as part of Connect SoCal update)
- *Centralized Coordination:* As the Planning Division becomes more consistent with incorporating equity into its work activities, mechanisms for collaboration and information sharing should be developed and defining an agency-wide strategy will help provide the direction staff need to facilitate opportunities for collaboration. (EAP Action: Establish Inclusion, Diversity, Equity, and Awareness (IDEA) Team to oversee and update EAP)

Racial Equity: Baseline Conditions

To establish the foundation for the recommended early actions, SCAG staff also prepared a preliminary baseline assessment of racial inequities across the region (**Attachment 2**). The Racial Equity: Baseline Conditions Report includes data on 26 equity indicators that are grouped into categories aligned with the goals of SCAG's long-range plan, Connect SoCal: Economy, Healthy and Complete Communities, Mobility, and Environment. The baseline conditions assessment provides a means to highlight opportunities for consultation and partnership with community-based organizations, partner agencies, and other stakeholders, and it is intended to help motivate dialogue within the agency to meet the challenges of engaging in regional equity work. It also points to opportunities for deeper analysis of the data and the root causes of inequities, and potential areas for focus of future actions.

Stakeholder Outreach

SCAG staff have conducted both internal and external outreach to acquire an understanding of conceptions of equity and ideas on actions SCAG could take to advance equity. To bring attention to SCAG's equity work and solicit input from a wider range of stakeholders, SCAG held a public meeting with all of its policy committee members on March 4, 2021. The meeting was focused on considering planning's historic role in exacerbating inequities that are seen across the nation and in the region. As part of the meeting, information was shared on the draft EAP, the baseline assessment, and an EAP online survey was released. SCAG staff also conducted outreach to stakeholders via the Regional Planning Working Group meetings and other committees including: Active Transportation Working Group; Environmental Justice Working Group; Natural & Farm Lands Conservation Working Group; Public Health Working Group; Transportation Safety Working Group; Emerging Technology Committee; Go Human Steering Committee; and Regional Transit Technical Advisory Committee. Key feedback from the aforementioned online survey and outreach to these groups is attached (**Attachment 3**).

Draft Racial Equity Early Action Plan

As described earlier, based on the discussions and feedback of the Special Committee as well as other stakeholders, SCAG staff prepared the draft EAP (**Attachment 1**). The draft EAP includes a total of 28 actions fairly evenly split across all the goals and strategies.

Some of these actions are already underway, including:

- *Inclusion, Diversity, Equity, and Awareness (IDEA) Team* - To support SCAG's journey of fostering a diverse, inclusive, and equitable workforce, this past winter SCAG established the IDEA team to take charge of shifting the organizational culture through providing knowledge to all staff, updating and implementing more inclusive and equitable policies and practices, and ensuring SCAG employees can feel their most authentic selves while at work. SCAG anticipates this team will also help oversee implementation of and updates to the EAP.
- *Call for Collaboration* - In July 2020, SCAG's Regional Council voted to approve \$1 million of the Regional Early Action Planning (REAP) grant funding to establish the Call for Collaboration program in partnership with the California Community Foundation, Irvine Foundation and Chan Zuckerberg Foundation. The intent of the program was to seed and uplift diverse community-driven approaches and strategic coalitions that address the tremendous challenge in meeting housing needs while addressing historic racial inequities. After soliciting proposals from community groups across the region, SCAG received an overwhelming response of 45 applications. With the support of seasoned housing professionals and funders, 15 applicants were selected, totaling close to \$1.3 million in project awards. Many of the grantees' projects will cover a range of activities related to housing policy and land use, including deeper community engagement with low income and communities of color. The structure of this program, which provided

opportunities for more deeply engaging communities in planning work, is something SCAG will look to continue with partners to increasing engagement in local and regional planning.

- *Public Information Campaign* - SCAG has dedicated a portion of its Regional Early Action Planning (REAP) funding to work with other agencies and funding partners to develop and implement a public information campaign to engage and build public support for changes in local housing policy that promote fair housing, consistent with state law aimed at erasing historical patterns of segregation.
- *Inclusive Economic Recovery Strategy (IERS)* - Work on developing the IERS is already well underway. SCAG staff have been working on the literature review, data collection and other resource materials, and staff have held 16 convenings, with five additional convenings scheduled. Convenings to date included: convenings of Community Based Organizations working on environmental justice, housing and economic development; labor unions and organizations that work with them; industry incubators and accelerators; the financial sector; commercial developers; housing developers; workforce development organizations and community colleges; foundations; a special meeting of the GLUE council; and industry leaders in Ventura County. By early April, staff will have held county-specific convenings with both large and small employers, one convening of the subregional councils of government, and a convening with economic development representatives from various municipalities. In addition to guiding SCAG's work, the IERS is anticipated to provide a platform for partnerships with others in different fields and sectors to amplify impact.

Other actions could be implemented in the next fiscal year, with further approval by the Regional Council and/or the General Assembly to guide agency policy and funding. These include:

- *Increase opportunity for participation in Policy Committees* - Staff have proposed an amendment to the SCAG Bylaws that would provide structural governance opportunities to increase the representation of people of color and low-income communities in regional policy conversations and would make "the table" bigger by adding voices reflective of the region's diverse residents. This proposal, if approved by the General Assembly in May, would provide an opportunity for the seven County representatives to the Regional Council to each appoint one local elected representative from a SCAG member with a "Community of Concern" within its jurisdiction to serve on a Policy Committee, as placed by the President upon notice of an appointment. Communities of Concern are defined in SCAG's long-range plan, Connect SoCal, as "Census Designated Places (CDPs) and City of Los Angeles Community Planning Areas (CPAs) that fall in the upper one-third of all communities in the SCAG region for having the highest concentration of minority population and low-income households." While across the SCAG region as a whole, approximately 15% of households report incomes below the poverty rate, in Communities of Concern more than 24% of households live in poverty. People of color are far more likely to live in Communities of

Concern, where on average 92% of the population are minorities. Additionally, these communities experience higher rates of exposure to a wide range of environmental hazards than the region as a whole, including PM 2.5 concentrations in air, drinking water contaminants, traffic density, diesel PM emissions, groundwater threats, toxic cleanup sites, impaired water bodies, hazardous waste facilities and generators, and ozone concentrations.

- *Connect SoCal, 2024 Regional Transportation Plan/Sustainable Communities Strategy* - SCAG staff are currently establishing a framework for updating Connect SoCal, the Regional Transportation Plan/Sustainable Communities Strategy. Connect SoCal serves as the guiding document and regional vision for SCAG's planning activities. To integrate equity more fully into Connect SoCal, staff have included funding in the FY 22 Final Budget to conduct equity-focused outreach effort later this calendar year, which will help shape the plan and improve SCAG's understanding of existing inequities and current efforts to address them. This engagement will help define equity goals, policies, and metrics for consideration in the 2024 Connect SoCal. Staff are requesting \$366,300 in the final budget to be approved by the Regional Council on May 6, 2021 to support this work.
- *Provide resources through the Sustainable Communities Program to promote Environmental Justice* - The Sustainable Communities Program (SCP) provides direct technical assistance to SCAG member jurisdictions to complete planning and policy efforts that enable implementation of Connect SoCal. SCAG staff have proposed as part of the FY 22 Final Budget that the last Call for Projects for the 2020 Sustainable Communities Program be focused on planning in Environmental Justice communities. Three Calls for Projects have already been issued through the 2020 SCP to support plans across the region in the following categories: Active Transportation & Safety; Housing & Sustainable Development; Smart Cities & Mobility Innovations. Dedicating a Call for Projects specifically to Environmental Justice communities provides the opportunity to address the pervasive and deep inequities experienced in historically disinvested communities and communities of color. The program guidelines would be developed with input from stakeholders to align available funding with local needs, but could include a wide range of land-use and transportation planning activities included in SCAG's Environmental Justice Toolbox, the development of racial equity community engagement plans, plans to address the digital divide, or other efforts to promote health and equity to close the gap of racial inequities. Staff are requesting a total of \$2,000,000 for the two-year program, with an initial investment of \$1,000,000 in the FY 22 Final Budget to be approved by the Regional Council on May 6, 2021.

The remaining actions can largely be initiated through internal process improvements or existing organizational development resources, but may require resources in future budget cycles

depending on findings of initial internal assessment. Examples of these actions, among others, include:

- Assess and align procurement policies with diversity goals;
- Include Equity Assessment section in Staff Reports;
- Expand Toolbox Tuesday trainings to include sessions on racial equity;
- Explore developing Research Program with University Partners; and
- Explore opportunities to partner to establish a “Planning University” for Community-Based Organizations & Stakeholders.

The EAP is anticipated to be a “living document,” with opportunities to identify new actions over time. It is a resource to begin to align and bring greater focus to opportunities to advance racial equity through SCAG’s work.

DISCUSSION

To facilitate a discussion on the draft EAP, SCAG staff will dedicate time to describing in more depth a selection of proposed actions. Staff will then seek the Special Committees feedback on the following:

1. Are there any early actions missing?
2. Where do members of the Special Committee see opportunities for partnership with their organizations or others working to advance racial equity in Southern California?
3. Outside of the draft EAP, are there other issues the Special Committee would like to address in its recommendations and final report to SCAG’s Regional Council?

NEXT STEPS

SCAG staff will refine and finalize the EAP based on discussion and approval of the Special Committee. SCAG’s Regional Council will then review and consider adoption of the EAP during their May 6 meeting. Special Committee members are encouraged to participate to provide input and be recognized for their contribution to advancing equity at SCAG.

FISCAL IMPACT:

Funding for staff work on this issue is included in the Project 21-050.0169.08.

ATTACHMENT(S):

1. Draft Racial Equity Early Action Plan Handout
2. Racial Equity: Baseline Conditions Report
3. Stakeholder Outreach Summary
4. PowerPoint Presentation: SCAG’s Draft Racial Equity Action Plan



RACIAL EQUITY EARLY ACTION PLAN

S O U T H E R N C A L I F O R N I A A S S O C I A T I O N O F G O V E R N M E N T S

SCAG'S RACIAL EQUITY EARLY ACTION PLAN

In July 2020 SCAG's Regional Council made a commitment to advancing justice, equity, diversity, and inclusion throughout Southern California and established an ad hoc Special Committee on Equity & Social Justice to advise the Regional Council on policies and practices to advance regional equity. The Committee met on a quarterly basis starting in September 2020 and concluding in March 2021. Based on discussions and feedback of the Committee, SCAG staff prepared the Racial Equity Early Action Plan to provide a framework for sharing the Committee's recommendations with the Regional Council. The Racial Equity Early Action Plan establishes a definition of equity, overarching goals, and strategies to advance racial equity through SCAG's policies, practices, and activities. It includes actions that can be initiated with existing resources through process improvements, leveraging current work activities, and forming new partnerships, as well as new efforts and programs that would need to be considered through the budget development process. The Early Action Plan is a "living document," with opportunities to identify new actions over time.

STRATEGIES

Each of these goals is advanced through a focus on the following three strategies:

Listen & Learn: Develop a shared understanding of our history of discrimination and the structural barriers that continue to perpetuate the inequities experienced today.

Engage & Co-Power: Create an environment where everyone is included, able to share their experiences, and equipped to talk about racial equity and inequities.

Integrate & Institutionalize: Focus on systems change to improve racial equity. Center racial equity in all aspects of work. This involves internal and external systems change.

DEFINING EQUITY

As central to SCAG's work, racial equity describes the actions, policies, and practices that eliminate bias and barriers that have historically and systemically marginalized communities of color, to ensure all people can be healthy, prosperous, and participate fully in civic life.

GOALS



Shift Organizational Culture

Focus SCAG's internal work and practices on inclusion, diversity, equity, and awareness.



Center Racial Equity in Regional Planning & Policy

Bring equity into SCAG's regional planning functions.



Encourage Racial Equity in Local Planning Practices

Promote racial equity in efforts involving local elected officials and planning professionals.



Activate & Amplify

Communicate broadly SCAG's commitment to racial equity and join with others in different fields and sectors to amplify impact.

Attachment: Draft Racial Equity Early Action Plan Handout (Racial Equity Early Action Plan)

EARLY ACTIONS

GOAL 1 | SHIFT ORGANIZATIONAL CULTURE

Listen & Learn	Engage & Co-Power	Integrate & Institutionalize
<ul style="list-style-type: none"> Develop a Diversity, Equity, and Inclusion Awareness and Education Program Conduct an externally led racial equity audit to further inform equity actions 	<ul style="list-style-type: none"> Establish Inclusion, Diversity, Equity, and Awareness (IDEA) Team to oversee and update EAP Assess and align procurement policies with diversity goals Create an Equity Planning Resource Group to share best practices Develop a Diversity Style Guide on standards for communicating 	<ul style="list-style-type: none"> Update SCAG's Strategic Plan to incorporate an equity vision and goals to guide agency work plans Prepare an Inclusive and Equitable Talent Management Strategy

GOAL 2 | CENTER RACIAL EQUITY IN REGIONAL POLICY & PLANNING

Listen & Learn	Engage & Co-Power	Integrate & Institutionalize
<ul style="list-style-type: none"> Offer equity training for Board members, including as part of Board Orientation Include Equity Assessment section in Staff Reports Prepare Annual Racial Equity Indicators Report 	<ul style="list-style-type: none"> Increase opportunity for participation in Policy Committees; Formalize Committee equity roles Update Public Participation Plan Form Regional Policy Working Group dedicated to Equity 	<ul style="list-style-type: none"> Develop equity goals, policies, and metrics as part of Connect SoCal update Explore developing Research Program with University Partners

GOAL 3 | ENCOURAGE RACIAL EQUITY IN LOCAL PLANNING

Listen & Learn	Engage & Co-Power	Integrate & Institutionalize
<ul style="list-style-type: none"> Support data requests, create tools for information sharing Expand Toolbox Tuesday trainings to include sessions on racial equity Provide elected officials with fact sheets and tools to promote racial equity 	<ul style="list-style-type: none"> Provide resources for CBO engagement in Local Planning - e.g., Call for Collaboration, Go Human Mini-Grants Build planning capacity in low-resourced jurisdictions by providing staff support - e.g., Civic Sparks, Public Health Fellows 	<ul style="list-style-type: none"> Refine equity goals and evaluation criteria used in Sustainable Communities Program Provide resources through the Sustainable Communities Program to promote Environmental Justice Identify opportunities to incorporate equity analysis in development of 2023 FTIP

GOAL 4 | ACTIVATE & AMPLIFY

Listen & Learn	Engage & Co-Power	Integrate & Institutionalize
<ul style="list-style-type: none"> Collaborate on a public information campaign to promote fair housing, reduce segregation Strengthen relationships with other MPOs 	<ul style="list-style-type: none"> Explore opportunities to partner to establish a "Planning University" for Community-Based Organizations & Stakeholders 	<ul style="list-style-type: none"> Develop Inclusive Economic Recovery Strategy

Attachment: Draft Racial Equity Early Action Plan Handout (Racial Equity Early Action Plan)



Racial Equity: Baseline Conditions Report

March 2021

Revised March 24, 2021



Attachment: Racial Equity: Baseline Conditions Report (Racial Equity Early Action Plan)

Racial Equity: Baseline Conditions Report Staff Contributors

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ABOUT SCAG

SCAG is the nation's largest metropolitan planning organization (MPO), representing six counties, 191 cities and more than 19 million residents. SCAG undertakes a variety of planning and policy initiatives to encourage a more sustainable Southern California now and in the future.

MISSION STATEMENT

To foster innovative regional solutions that improve the lives of Southern Californians through inclusive collaboration, visionary planning, regional advocacy, information sharing, and promoting best practices.

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Introduction

In July 2020, SCAG's Regional Council made a commitment to advancing justice, equity, diversity, and inclusion throughout Southern California. For the region to become healthy, livable, sustainable, and economically resilient, SCAG needs to dramatically improve outcomes for low-income families and people of color. To that end, SCAG's core function, its planning work, must directly address the long-standing systemic and institutional barriers that have fostered inequities in health, wealth, and opportunities. SCAG staff are developing an Early Action Plan to help facilitate the consistent integration of equity into its planning work. The purpose of this report is to highlight past transportation and housing policies and practices that yielded the inequitable conditions that exist today and provide a preliminary baseline assessment of racial equity in Southern California to inform future planning. These inequitable conditions fall into categories aligned with the goals of SCAG's long-range plan, Connect SoCal: Economy, Healthy and Complete Communities, Mobility, and Environment.

Brief History & Background

People of color currently comprise about 70 percent of the region's population and are expected to make up an even larger share by 2045, when people of color will comprise nearly 80 percent of the population. A range of economic and social impacts such as health outcomes, education, employment, housing conditions, rates of incarceration, and life expectancy, vastly vary throughout the region based on race, income, and census tract. For example, there is a disproportionate burden of poverty on Black, Indigenous, and people of color compared to their white counterparts: the highest rates of poverty are experienced by Black (22 percent), Native American (19 percent), and Hispanic (Latino) (19 percent) communities, compared to about 14 percent of the white population and about 12 percent of an aggregated Asian population.¹ When the category Asian is further stratified (i.e., Chinese, Korean, Thai, etc.), certain Asian communities experience a disproportionate burden of poverty.² Institutional and systemic racism experienced by these communities continues to impact their access to more mobile, sustainable, and prosperous futures in Southern California. The history of both the United States of America and California shows how race has played a role in the disparities and inequities that people of color experience today.

HOW TRANSPORTATION & HOUSING POLICIES IN THE 20TH CENTURY EXACERBATED INEQUITY

Despite both the ratification of the 14th Amendment in 1868, intended to provide equal protection under the law, and the 15th (1870) and 19th (1920) Amendments, which guaranteed citizens the right to vote, people of color have consistently not seen the full benefits of these rights. In 1896, the United States Supreme Court upheld the constitutionality of "separate but equal" laws in the case of Plessy v. Ferguson, ushering in the Jim Crow Era of racial segregation and disenfranchisement.

During this era, major expansions in transportation infrastructure were encouraged by a stimulus of federal funding in California. In 1911, the newly established California Highway Commission implemented

¹ Larger census groupings conceal income inequalities within categories, depending on a variety of factors such as ethnic origin, experience (e.g., education), immigration status, length of time individuals and their families have lived in the US, and gender. For example, though Asians overall rank as the highest earning racial and ethnic group in the US, it is not a status shared by all Asians: nearly one in four Asians in California are working but struggling with poverty.

² PRRI STAFF. "The Working Lives and Struggles of Asian Americans and Pacific Islanders in California." PRRI, 2019. <https://www.prrri.org/research/the-working-lives-and-struggles-of-asian-americans-and-pacific-islanders-in-california/>

federal policy direction toward the creation of the Interstate Highway System, which included the 1921 and 1944 Federal Aid Highway Acts. The Commission determined project locations, and both state and local officials routed new freeways through existing communities of color, displacing thousands of households through eminent domain. Much of this freeway construction was in service of a suburban housing boom that was explicitly segregationist. Racist policies and decisions also influenced the siting of other types of transportation infrastructure, such as commuter railways, and the delivery of transit services.

In 1934, the Federal Housing Administration (FHA) was established to facilitate numerous tasks, including home financing, improving housing standards, making housing and mortgages more affordable, and increasing employment in the home construction industry in the wake of the Great Depression. However, while its core function was to insure home mortgage loans by banks and private lenders, encouraging them to make more loans to prospective home buyers, the FHA refused to insure mortgages in Black neighborhoods, often forcing them to move into urban housing projects, and leaving them unable to build existing wealth that comes in the purchase of a home. This FHA home-valuation system was known as “redlining” because maps created by Home Owners’ Loan Corporation and the FHA used red to color code neighborhoods where Black residents lived to indicate these areas were too risky to insure mortgages.³ The FHA also tacitly endorsed the use of restrictive covenants, which were private agreements attached to property deeds to prevent the purchase of homes by Black, Hispanic (Latino), Asian and Native American people.

Though the FHA announced that it would not insure mortgages with restrictive covenants in 1950, redlining lasted until the mid-1960s. In addition to redlining, people of color still faced many challenges, such as negligent landlords and chronic disinvestment, which intersected with an influx of Black residents seeking homes as a part of the “Second Great Migration,” when major populations of Black residents migrated West during World War II.⁴ People of color had few choices on where to live, and neighborhoods where they were allowed became overcrowded and often took on unhealthy living conditions. In Los Angeles County, this included neighborhoods such as South Central and the San Fernando Valley.⁵ Many of these neighborhoods were located next to polluting industrial infrastructure, sped up by burgeoning industrial factories in the defense, garment, and automobile industries. Many of the highway infrastructure projects not only cleared existing neighborhoods, but also contributed to heavy air pollution that has led to ongoing asthma and health conditions in remaining residents.⁶

Even in neighborhoods where people of color found housing, they were threatened by violence and urban renewal policies. The Federal Housing Acts of 1949 and 1954 led to the demolition of neighborhoods inhabited by people of color. The Acts enabled the clearing of blighted areas and destroyed affordable housing units in urban areas. A core example of the impacts of the 1954 Federal Housing Act is the clearance of Chavez Ravine, a self-sufficient Mexican American community that for generations ran their own schools and churches and grew their own food. The City of Los Angeles approved the construction of thousands of housing units in Chavez Ravine (which was deemed blighted), and residents were forced out through various means. While residents were told that they would have first choice for homes in the

³ Terry Gross. “A ‘Forgotten History’ Of How the U.S. Government Segregated America.” NPR, 2017 <https://www.npr.org/2017/05/03/526655831/a-forgotten-history-of-how-the-u-s-government-segregated-america#:~:text=He%20notes%20that%20the%20Federal,were%20mass%2Dproducing%20entire%20subdivisions>

⁴ Kelly Simpson. “The Great Migration: Creating a Black New Identity in Los Angeles.” KCET, 2021. <https://www.kcet.org/history-society/the-great-migration-creating-a-new-black-identity-in-los-angeles>

⁵ Kelly Simpson. “A Southern California Dream Deferred: Racial Covenants in Los Angeles.” KCET, 2012 <https://www.kcet.org/history-society/a-southern-california-dream-deferred-racial-covenants-in-los-angeles>

⁶ N.a. “Between the 110 and the 405: Environmental Injustice in South Los Angeles.” SCOPE, 2017. <https://scopela.org/between-the-110-and-the-405-environmental-injustice-in-south-los-angeles/>

proposed new development, public housing was never built, and the remains of Chavez Ravine instead became the site of Dodger Stadium.⁷

ADDRESSING PAST POLICIES & PRACTICES

Attempts have been made through various federal and state laws and regulations to identify and rectify the impacts of racially discriminatory policies, including the Civil Rights Act of 1964, Title VI, Consideration of Environmental Justice, which discloses the benefits and burdens of proposed projects on minority populations and bars discrimination that is intentional and has unjustified disparate impact (policies that are, at face value, neutral, but discriminate against protected groups). More recent examples include Executive Order 12898 (1994), which requires that every federal agency make environmental justice a part of its mission by identifying and addressing effects of all programs, policies and activities on under-represented groups and low-income populations; and Senate Bill 115 (1999) which calls for “the fair treatment of people of all races, cultures and income with respect to development, adoption and implementation of environmental laws, regulations and policies” to be included in the development of General Plans.

In addition, recently adopted legislation is helping SCAG work towards improving the availability of housing for all residents. In 2018, the State of California adopted legislation requiring local governments to “affirmatively further fair housing.”⁸ Under state law, to affirmatively further fair housing means “taking meaningful actions, in addition to combatting discrimination, that overcome patterns of segregation and foster inclusive communities free from barriers that restrict access to opportunity based on protected characteristics.”⁹ The new law has strengthened provisions of the State Housing Element law, which requires that general plans of all cities and counties plan for housing for all Californians.

As a regional planning organization, understanding the disparities and inequities resulting from geography and the built environment are central to SCAG’s work to plan for a more racially just, equitable future. Connect SoCal includes an extensive Environmental Justice Technical Report with detailed analyses on current conditions and the consequences of the region’s transportation projects on low-income communities and Black, Indigenous, and people of color. Connect SoCal also includes a robust, data-driven Public Health Technical Report, which is grounded in the Social Determinants of Health, a public health framework which is centered on the built environment and conditions in which we live, work, play and age.

As a government agency focused on planning, SCAG has the opportunity, and in some cases the legal obligation, to analyze and address the inequities that government and the planning profession have created by systemically driving and perpetuating societal differences along racial lines that have resulted in vastly different living and social conditions and access to opportunities. While SCAG considers potential impacts on people of color and low-income households in our regional growth, transportation, and economic development planning and analysis, SCAG recognizes that more affirmative approaches that seek to counter the effects of historic practices, like those being pursued through state housing law to overcome patterns of segregation and foster inclusive communities, are needed to advance equity and social justice across the region.

⁷ Elina Shatkin. “The Ugly, Violent Clearing of Chavez Ravine Before It Was Home to the Dodgers.” LAist, 2018. https://laist.com/2018/10/17/dodger_stadium_chavez_ravine_battle.php

⁸ AB 686 Summary of Requirements in Housing Element Law, California Department of Housing and Community Development Memorandum to Planning Directors et. al, April 23, 2020; AB 686, Ch. 958 (Santiago) Statutes of 2018.

⁹ California Government Code § 8899.50 (a)(1).

A NOTE ON TERMINOLOGY

Language and terms are intricately connected to equity and representation and are evolving. The names of the following indicators used in this report are drawn from existing terminology used in their original data sources. They do not always represent current best practice, and in some cases, may in fact be offensive, triggering or erasing to some communities. The list below includes the demographic categories that are used in the following sections regarding the region's existing conditions.

- Black includes the category, Black or African American (not Hispanic or Latino), as defined by the U.S. Census.
- Hispanic (Latino) includes all populations that identify their ethnicity as Hispanic or Latino in the U.S. Census.
- Native American includes the U.S. Census category, American Indian and Alaskan Native (not Hispanic or Latino).
- Asian/Pacific Islander includes the categories Asian (not Hispanic or Latino) and Native Hawaiian and Other Pacific Islander (not Hispanic or Latino). Select analyses only address the category Asian (not Hispanic or Latino) or Pacific Islander (not Hispanic or Latino) and will be noted as such.
- Mixed/Other includes the categories Some Other Race (not Hispanic or Latino) and Two or More Races (not Hispanic or Latino).
- White includes the census category white (not Hispanic or Latino).
- The designation "people of color" indicates the percentage of the population that does not identify as non-Hispanic white, inclusive of the following categories: Black, Hispanic (Latino), Native American, Asian/Pacific Islander, and Mixed/Other.¹⁰ People of color is both a helpful and unhelpful term: people of color puts anyone besides non-Hispanic white into one group, hiding the unique disparities that differ greatly among various populations. Yet at the same time, the term people of color recognizes the significant disparities that have endured over time as a result of historical discrimination and racism and highlights these inequities against non-white populations. This report uses this term to highlight the stark inequities in the region, while also further breaking down each indicator by race/ethnicity.

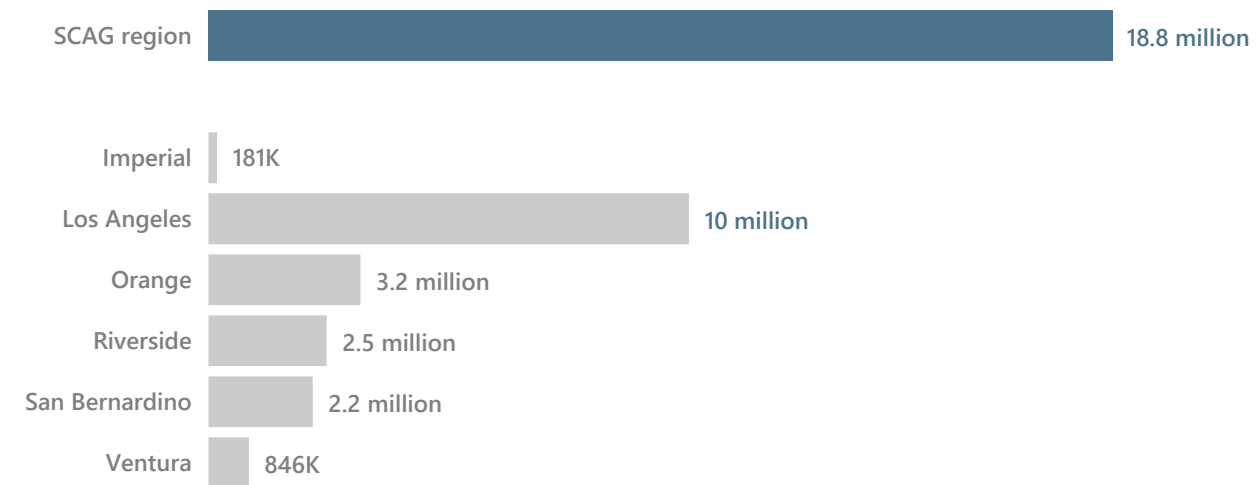
¹⁰ U.S. Census Bureau, 1980, 1990, 2000, and 2010 Decennial Census Summary Files, 2017 National Population Projections; Woods & Poole Economics, Inc., 2019 Complete Economic and Demographic Data Source.

1 | Who Considers Southern California Home?

Southern California is home to roughly 19 million people, about half the entire state’s population. One of the region’s greatest assets is its diversity, not just in its geography, but in its people. People of color currently represent about 70 percent of the region’s population and by 2045 are expected to grow to nearly 80 percent. In reviewing our current demographics, SCAG relied on the U.S. Census Bureau and American Community Survey 2019 1-year estimate and 5-year estimates.

Total Population

Nearly 19 million residents live in the SCAG region.



Source: 2019 American Community Survey (1-year estimate), U.S. Census Bureau

Race/Ethnicity Distribution

People of color make up over 70 percent of the region’s population.

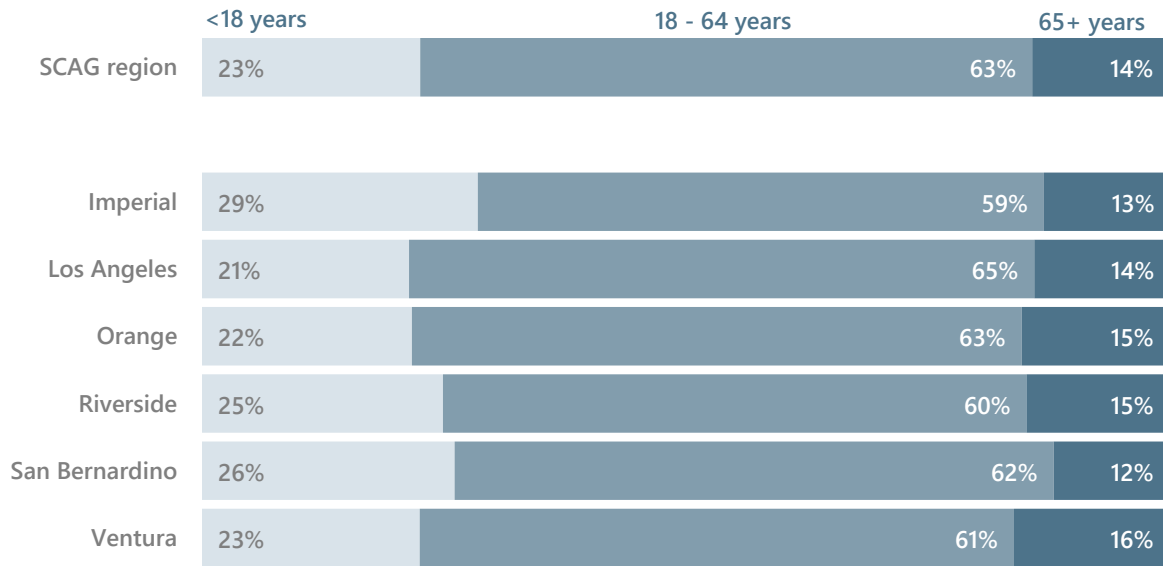
Race/Ethnicity breakdown by county in the region.

Race/Ethnicity	Imperial	Los Angeles	Orange	Riverside	San Bernardino	Ventura	SCAG Region
Black	2.2%	7.8%	1.6%	6.1%	7.9%	1.7%	6.2%
Hispanic (Latino)	84.2%	48.5%	34.1%	48.9%	53.3%	42.7%	46.8%
Asian/Pacific Islander	1.4%	14.6%	20.6%	6.6%	7.3%	7.4%	13.4%
Native American	0.6%	0.2%	0.2%	0.4%	0.4%	0.2%	0.3%
Mixed/Other	1.0%	2.6%	3.0%	2.7%	2.7%	2.6%	2.7%
White	10.6%	26.2%	40.6%	35.3%	28.5%	45.4%	30.8%
People of color	90.4%	76.3%	62.5%	67.4%	74.3%	57.2%	71.9%

Source: 2019 American Community Survey (1-year estimate), U.S. Census Bureau

Age Distribution

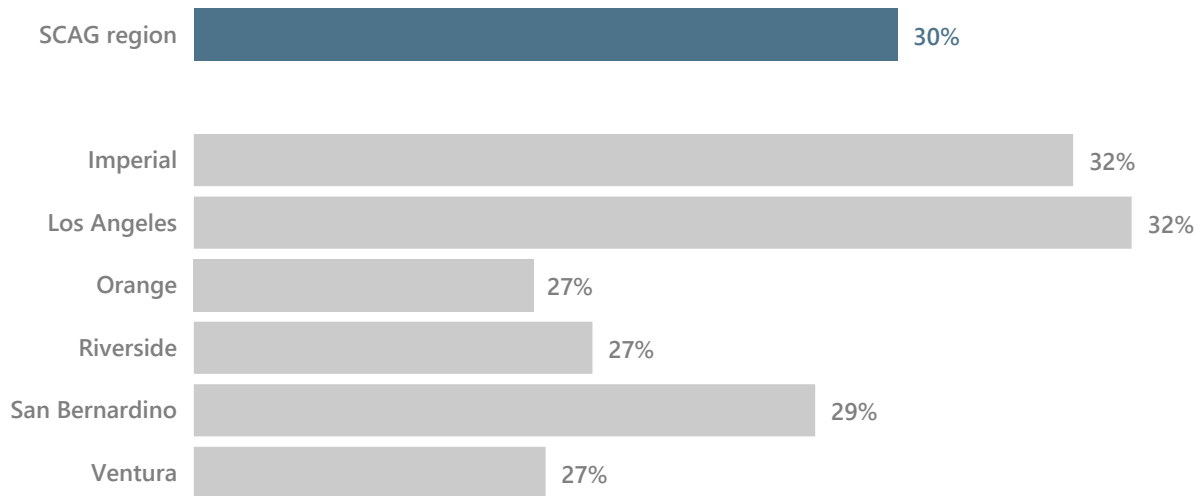
Age Distribution by County



Source: 2019 American Community Survey (1-year estimate), U.S. Census Bureau

Female-Headed Households

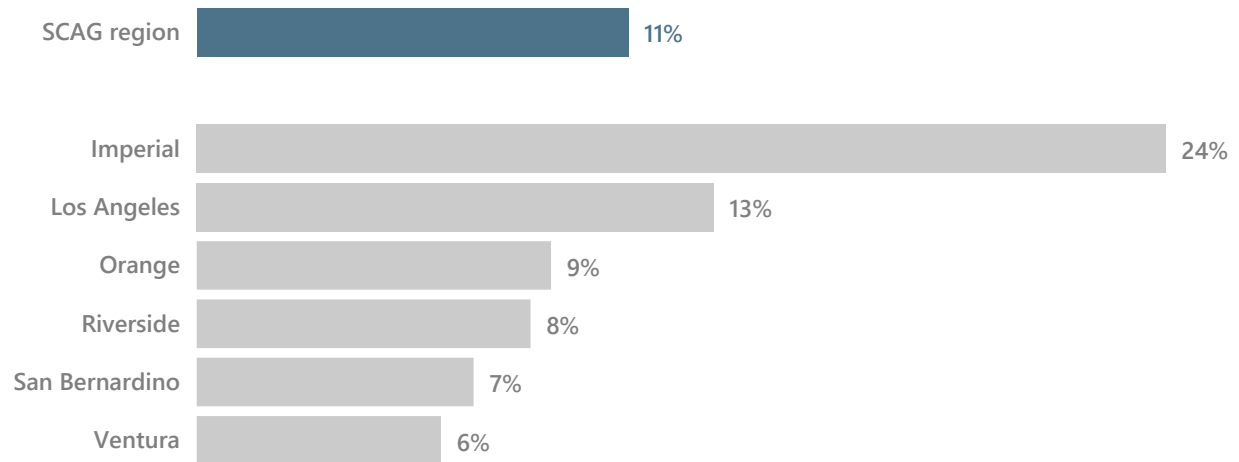
Regionally, 30 percent of households are female-headed households.



Source: Social Explorer Tables: ACS 2019 (5-Year Estimates), ACS 2019 (5-Year Estimates), Social Explorer; U.S. Census Bureau

Linguistic Isolation

Regionally, over 1 in 10 residents experience linguistic isolation.

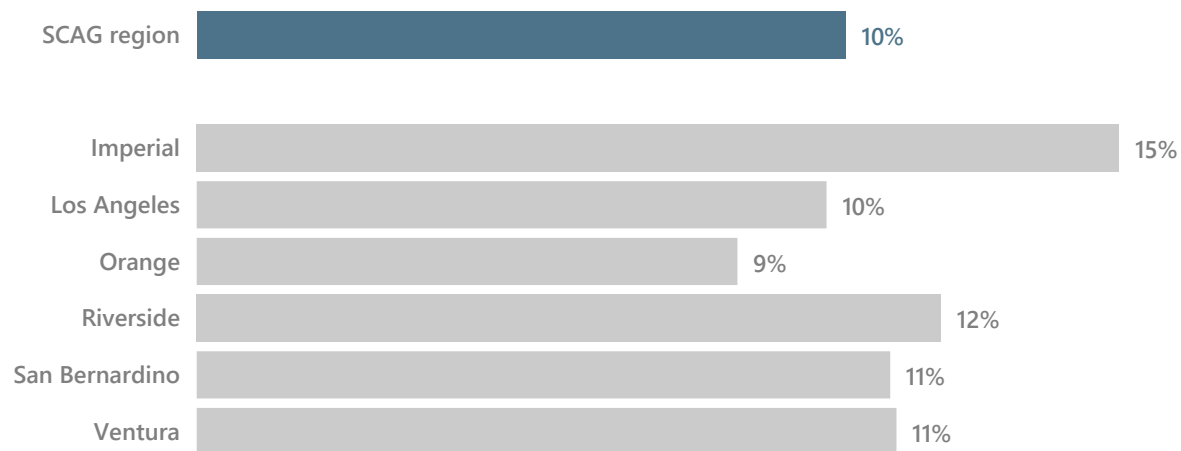


Source: American Community Survey 2015 - 2019 (5-Year Estimates), ACS 2019 (5-Year Estimates), U.S. Census Bureau

People experiencing linguistic isolation are more likely to experience larger inequities as it can be more difficult to access resources, employment, healthcare, and other needs, furthering inequitable outcomes.¹¹

People with Disabilities

1 in 10 residents identify as having one or more disabilities in the region.



Source: American Community Survey 2015 - 2019 (5-Year Estimates), ACS 2019 (5-Year Estimates), U.S. Census Bureau

People with disabilities often face increased systemic barriers to resources and opportunities.¹² These experiences might be compounded when people with disabilities are racialized, and/or live-in poverty.¹³ Regionally, nearly one in ten residents identify as having a disability.¹⁴

¹¹ Linguistic isolation is measured in population for those aged 5 and above.

¹² (Center for Disease Control and Prevention 2020)

¹³ (Artiles 2013)

¹⁴ American Community Survey Tables: 2015 - 2019 (5-Year Estimates), ACS 2019 (5-Year Estimates), U.S. Census Bureau

2 | Economic Vitality

In considering economic equity and the corresponding indicators, SCAG consulted the National Equity Atlas, a detailed report card on American racial and economic equity.¹⁵ The National Equity Atlas defines an equitable community as one where all residents, regardless of their race, nativity, gender, or zip code, are fully able to participate in a community's economic vitality, contribute to its readiness for the future, and connect to its assets and resources. A multitude of structural barriers, such as discrimination in the labor market and predatory financial practices, have prevented people of color from advancing and contributed to racial inequities in employment, income, and wealth. In the sections that follow, economic equity indicators for the region are highlighted, disaggregated by race and ethnicity, and other demographics whenever possible.

The COVID-19 pandemic has brought increased recognition that improving economic health and achieving equity will require new approaches and strategies that address social, economic, and environmental factors that influence the economy. Pre-pandemic, the income gap grew faster in California than anywhere else in the nation. The wealthiest Californians have enjoyed a growing slice of the income pie, while the poorest households' share shrunk.¹⁶ The pandemic has disproportionately impacted the least advantaged and most at-risk SCAG region residents, and low-resourced jurisdictions have seen larger impacts. Lower-income segments of the population at the regional levels have experienced dramatically higher job losses and economic disruptions related to the pandemic, and these were people who were already experiencing significant difficulties pre-pandemic. As the region moves forward to build an inclusive economic recovery strategy, efforts aim to ensure that the region's most disadvantaged populations can realize growth and opportunities.

Economic vitality indicators examine whether all people regardless of race or gender can access high-quality jobs, economic security, rising incomes, and entrepreneurship and homeownership opportunities. They also measure income inequality and job and wage growth in relation to overall economic growth. In the following section, economic vitality indicators are highlighted, providing a regional snapshot, disaggregated by race and ethnicity, county, and other demographics whenever possible.

"True economic recovery demands a more integrated, community-led, place- and people-centered approach—one designed to build upon community strengths and break down the structural inequities."

—Hanna Love, Tunua Thrash-Ntuk, and Jennifer S. Vey¹⁷

A note for interpreting the figures that follow: the designation "people of color" indicates the percentage of the population that does not identify as non-Hispanic white, inclusive of the following categories, Black, Hispanic (Latino), Asian/Pacific Islander, and Mixed/Other.¹⁸

¹⁵ (PolicyLink, USC Equity Research Institute n.d.)

¹⁶ California Budget Fiscal Year 2021: <http://www.ebudget.ca.gov/budget/2021-22/#/BudgetDetail> (Newsom January 8, 2021)

¹⁷ Hanna Love, Tunua Thrash-Ntuk, and Jennifer S. Vey, "No more status quo: A community-led action plan for addressing structural inequity during COVID-19 recovery" (August 3, 2020)

¹⁸ U.S. Census Bureau, 1980, 1990, 2000, and 2010 Decennial Census Summary Files, 2017 National Population Projections; Woods & Poole Economics, Inc., 2019 Complete Economic and Demographic Data Source.

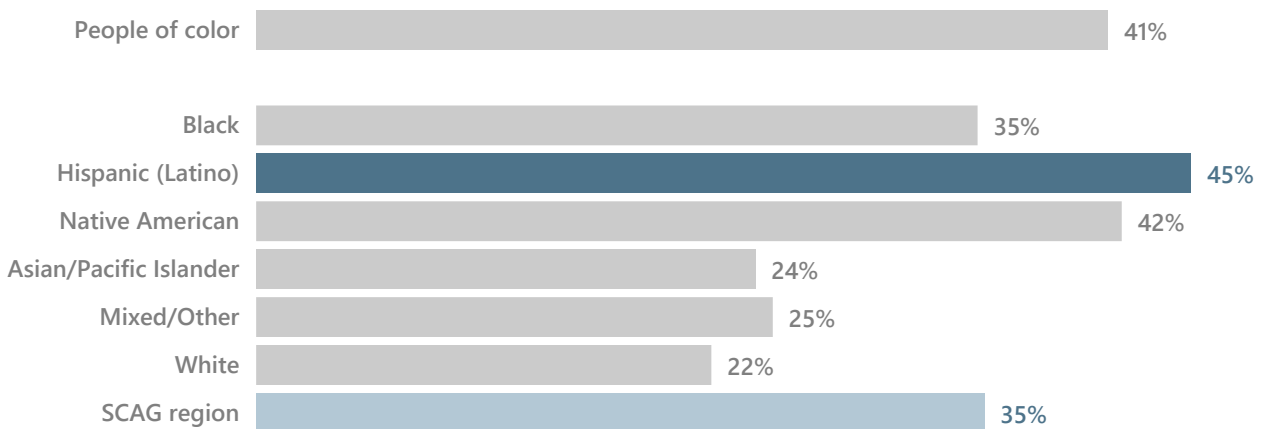
INDICATOR 1

Households Below 200% Poverty¹⁹

WHO IS MOST LIKELY TO LIVE IN POVERTY?

Lack of sufficient income has multiple negative consequences on health, well-being, and economic success. Children who experience poverty are at greater risk of starting school behind their peers, scoring lower on achievement tests, being unemployed and earning less as adults, and having poor health as adults.²⁰

Nearly half of Hispanic (Latino) households lived below 200 percent of the poverty line in 2018, the highest among all race/ethnicity groups in the region.



Source: IPUMS USA, National Equity Atlas

- There is a disproportionate burden of poverty on people of color relative to their white counterparts with 41 percent of people of color living in poverty across the region.²¹
- Overall, the percentage of residents that fall under the two hundred percent (200%) federal poverty level is significantly higher in every county for people of color than for white populations.
- Since 1980, white populations experienced the lowest poverty rates across the region compared to all other race/ethnic groups.
- Hispanic (Latino) (45 percent) and Native American (42 percent) populations experienced poverty at the highest rates compared to all other racial and ethnic groups in the SCAG region in 2018.
- About 25 percent of Asian/Pacific Islanders lie under the 200 percent federal poverty level, except for in Ventura County, where Asian/Pacific Islanders experience the lowest poverty rates as compared to other racial and ethnic groups.

¹⁹ The Federal Poverty Level (FPL) is a measurement of the minimum amount of annual income that is needed for individuals and families to pay for essentials, such as room and board, clothes, and transportation. The FPL takes into account the number of people in a household, their income, and the state in which they live. The percentage of the population living below the indicated federal poverty threshold based on their family income, size, and composition. The federal poverty threshold in 2017 for a family of four with two children was about \$25,000 per year (thus, 200% of the federal poverty threshold was about \$50,000). In California, 200% of the federal poverty line was \$52,400 for a family of four. (PolicyLink, USC Equity Research Institute n.d.) (Covered California, Medi-Cal 2021)

²⁰ (PolicyLink, USC Equity Research Institute n.d.)

²¹ Integrated Public Use Microdata Series, IPUMS USA, University of Minnesota, www.ipums.org, 1980 5% State Sample, 1990 5% Sample, 2000 5% Sample, 2010 and 2017 American Community Survey 5-year samples.

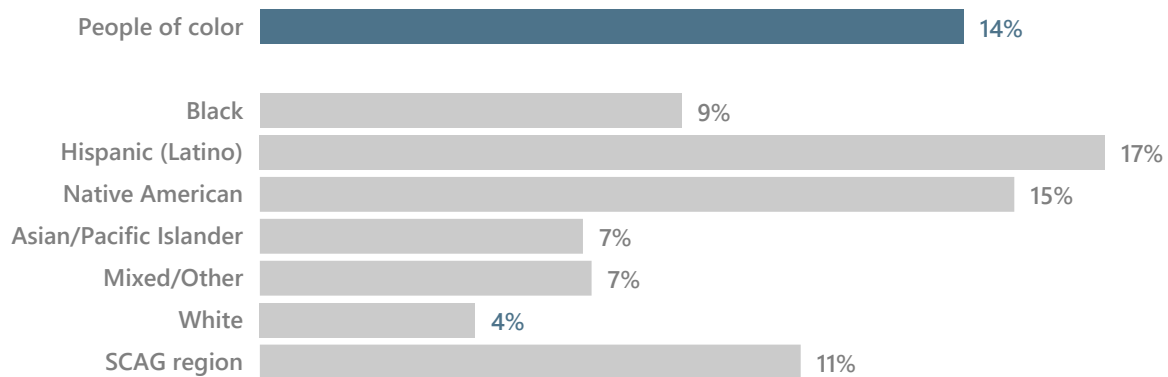
INDICATOR 2

Working Poor²²

DO ALL JOBS PAY HOUSEHOLD-SUPPORTING WAGES?

Many full-time jobs do not pay enough to keep workers out of poverty, leaving them struggling to pay their bills and not able to invest in their future. Low-wage workers face the challenge of finding affordable childcare and experience greater family instability and worse health than higher-wage workers.²³

Full-time workers of color were three times more likely than their white counterparts to live in poverty in the region.



Source: IPUMS USA, National Equity Atlas

- Regionally, people of color (14 percent) were considered working poor three times more than that of the white population (4 percent) in 2018.²⁴
- The percentage of working poor has increased overall since 1980 from 7 percent of workers to 11 percent of workers, although Black and Mixed/Other populations experienced slight decreases.
- In 2018, across all race/ethnicity groups, Hispanic (Latino) workers were most likely to be considered working poor with 17 percent of full-time workers still living below two hundred percent (200%) federal poverty level. Hispanic (Latino) workers were most likely to be identified as working poor in Los Angeles County (21 percent), San Bernardino County (19 percent), and Orange County (18 percent).
- In San Bernardino County, Native American populations were significantly more likely than any other race or ethnic group to be identified as working poor at 27 percent, more than 15 percent higher than the regional average of working poor.²⁵

²² The Federal Poverty Level (FPL) is a measurement of the minimum amount of annual income that is needed for individuals and families to pay for essentials, such as room and board, clothes, and transportation. The FPL takes into account the number of people in a household, their income, and the state in which they live. The percentage of the population living below the indicated federal poverty threshold based on their family income, size, and composition. The federal poverty threshold in 2017 for a family of four with two children was about \$25,000 per year (thus, 200% of the federal poverty threshold was about \$50,000). In California, 200% of the federal poverty line was \$52,400 for a family of four. (PolicyLink, USC Equity Research Institute n.d.) (Covered California, Medi-Cal 2021)

²³ (PolicyLink, USC Equity Research Institute n.d.)

²⁴ Integrated Public Use Microdata Series, IPUMS USA, University of Minnesota, www.ipums.org, 1980 5% State Sample, 1990 5% Sample, 2000 5% Sample, 2010 and 2017 American Community Survey 5-year samples.

²⁵ Disaggregated data was unavailable for Imperial County (Black, Native American, Asian/Pacific Islander, Mixed/Other), Los Angeles County (Asian/Pacific Islander), Orange County (Native American and Asian/Pacific Islander), Riverside County (Asian/Pacific Islander), San Bernardino County (Asian/Pacific Islander), and Ventura County (Native American and Asian/Pacific Islander).

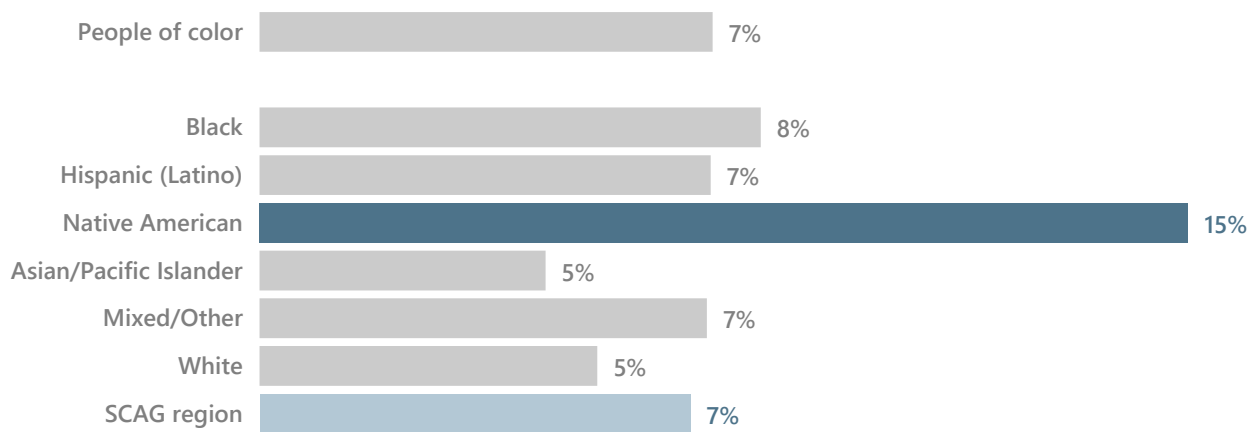
INDICATOR 3

Unemployment Rate²⁶

CAN ALL RESIDENTS ACCESS EMPLOYMENT?

Employment is the predominant source of income for the vast majority of working-age people, and unemployment is strongly associated with poverty as well as physical and mental illness, drug addiction, and suicide. A reduced unemployment rate would help reduce racial inequities and create a stronger economy.²⁷

Native Americans were 2 – 3 times more likely to be unemployed than any other race/ethnicity group in the region in 2018.



Source: IPUMS USA, National Equity Atlas

- Between 1980 and 2017, the average unemployment rate for people of color remained stable. This disparity shrinking was likely due to the bounce back after the recession. However, this growth was the result of increasing numbers of jobs with lower skills and lower wages.²⁸ While the disparity in unemployment between the white population and people of color had shrunk prior to the pandemic, the unemployment rate for people of color was still 38 percent higher.²⁹
- Native Americans expressed a different, more concerning picture, with significantly higher rates of unemployment (15 percent) than any other race or ethnicity group in the region. In Riverside County, 21 percent of Native Americans experienced unemployment.³⁰
- This differed widely under the COVID-19 pandemic: the region experienced 4 percent unemployment in February 2020, which rapidly grew to 18 percent by May 2020 due to significant losses among low-paying jobs, predominantly staffed by people of color.³¹

²⁶ The Federal Poverty Level (FPL) is a measurement of the minimum amount of annual income that is needed for individuals and families to pay for essentials, such as room and board, clothes, and transportation. The FPL takes into account the number of people in a household, their income, and the state in which they live. The percentage of the population living below the indicated federal poverty threshold based on their family income, size, and composition. The federal poverty threshold in 2017 for a family of four with two children was about \$25,000 per year (thus, 200% of the federal poverty threshold was about \$50,000). In California, 200% of the federal poverty line was \$52,400 for a family of four. (PolicyLink, USC Equity Research Institute n.d.) (Covered California, Medi-Cal 2021)

²⁷ (PolicyLink, USC Equity Research Institute n.d.)

²⁸ (Southern California Association of Governments 2020)

²⁹ Integrated Public Use Microdata Series, IPUMS USA, University of Minnesota, www.ipums.org, 1980 5% State Sample, 1990 5% Sample, 2000 5% Sample, 2010 and 2017 American Community Survey 5-year samples.

³⁰ Disaggregated data was unavailable for Imperial County (Black, Native American, Asian/Pacific Islander, Mixed/Other), Los Angeles County (Asian/Pacific Islander), Orange County (Native American and Asian/Pacific Islander), Riverside County (Asian/Pacific Islander), San Bernardino County (Asian/Pacific Islander), and Ventura County (Asian/Pacific Islander).

³¹ (Southern California Association of Governments 2020)

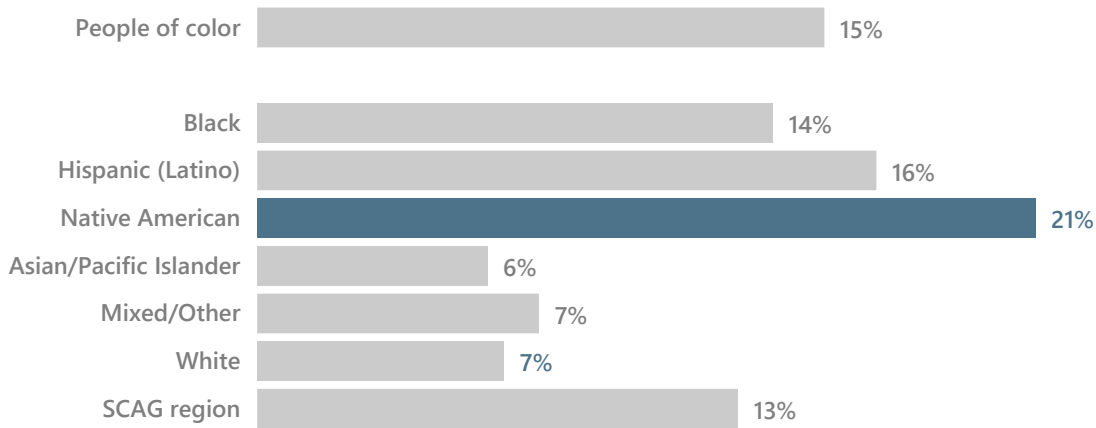
INDICATOR 4

Households Living in High-Poverty Neighborhoods³²

ARE RESIDENTS CONNECTED TO OPPORTUNITIES?

A long history of racial segregation in the United States, including in Southern California, led to the concentration of people of color in neighborhoods with concentrated poverty.³³ This concentration of poverty has led to neighborhoods with less access to jobs, services, high-quality education, parks, safe streets, and other essential ingredients of economic and social success. As the National Equity Atlas notes, “Across the nation, people of color—particularly African Americans, Hispanic (Latino)s, and Native Americans—are significantly more likely than their white counterparts to live in high-poverty neighborhoods, even if they themselves are not poor.”³⁴

Native Americans are three times more likely than white residents to live in a high poverty area across the region.



Source: IPUMS USA, National Equity Atlas

- Overall, an average of 15 percent of the region’s people of color population live in high-poverty areas, two times more likely than white populations in the region.³⁵ When excluding Orange and Ventura Counties, the percentage of people of color living in a high-poverty area increases to an average of 20 percent of residents, 5 percent higher than regionwide.
- Across the region, Native Americans (21 percent) are the most likely to live in a high-poverty area as compared to other racial/ethnic groups.³⁶
- Asian/Pacific Islander (6 percent) and white (7 percent) populations were the least likely to live in a high-poverty area as compared to other racial/ethnic groups.
- Approximately 16 percent of Hispanic (Latino) residents, 14 percent Black, and 7 percent Mixed/Other populations live in a high-poverty census tract. An average of nearly 13 percent of all residents across the region live in a high-poverty area.

³² The Federal Poverty Level (FPL) is a measurement of the minimum amount of annual income that is needed for individuals and families to pay for essentials, such as room and board, clothes, and transportation. The FPL takes into account the number of people in a household, their income, and the state in which they live. The percentage of the population living below the indicated federal poverty threshold based on their family income, size, and composition. The federal poverty threshold in 2017 for a family of four with two children was about \$25,000 per year (thus, 200% of the federal poverty threshold was about \$50,000). In California, 200% of the federal poverty line was \$52,400 for a family of four. (PolicyLink, USC Equity Research Institute n.d.) (Covered California, Medi-Cal 2021).

³³ (PolicyLink, USC Equity Research Institute n.d.)

³⁴ (PolicyLink, USC Equity Research Institute n.d.)

³⁵ U.S. Census Bureau, 2010 and 2017 American Community Survey 5-year Summary File; Geolytics, Inc., 1990 and 2000 Long Form in 2010 Boundaries.

³⁶ Disaggregated data was unavailable for Asian/Pacific Islander populations for all counties.

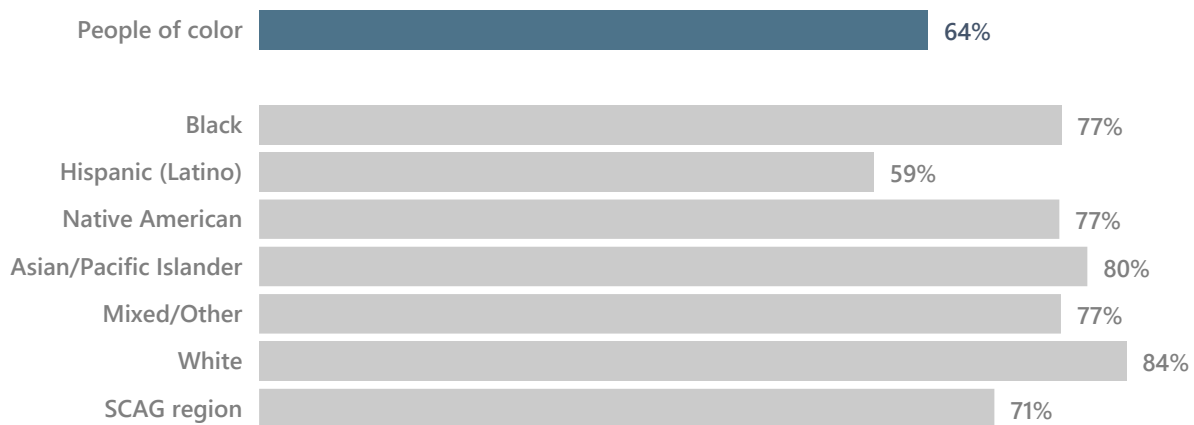
INDICATOR 5

Share of Workers Earning at least \$15/hour³⁷

CAN ALL WORKERS EARN A LIVING WAGE?

Higher wages improve living standards, provide greater workforce stability, reduce reliance on social safety-net services, and increase the tax base. California’s minimum wage is currently \$13 or \$14 per hour, depending on the number of employees.³⁸

In 2018, workers of color were less likely to earn an hourly wage of at least \$15 than white workers.



Source: IPUMS USA, National Equity Atlas

- The share of full-time workers earning at least \$15 an hour was lower in 2017 than in 1980. Overall, 71 percent of workers in the region earned at least \$15 an hour in 2018, leaving 29 percent of the region’s workers earning less than a minimum livable wage.³⁹
- In 2018, 64 percent of workers of color earned at least \$15 an hour while 84 percent of white workers did.⁴⁰
- Hispanic (Latino) residents were the least likely to earn more than \$15 an hour, with 41% of Hispanic (Latino) workers earning less than the livable wage threshold.
- After white workers, an average of 80 percent of Asian/Pacific Islander workers earned more than \$15 an hour, 77 percent of Native American workers, 77 percent of Black workers, and 77 percent of Mixed/Other races.
- There are wide wage inequities by race and ethnicity among people with similar education levels: 52 percent of white people who did not graduate high school earn at least \$15/hour, compared with 34 percent of people of color.⁴¹

³⁷ The Federal Poverty Level (FPL) is a measurement of the minimum amount of annual income that is needed for individuals and families to pay for essentials, such as room and board, clothes, and transportation. The FPL takes into account the number of people in a household, their income, and the state in which they live. The percentage of the population living below the indicated federal poverty threshold based on their family income, size, and composition. The federal poverty threshold in 2017 for a family of four with two children was about \$25,000 per year (thus, 200% of the federal poverty threshold was about \$50,000). In California, 200% of the federal poverty line was \$52,400 for a family of four. (PolicyLink, USC Equity Research Institute n.d.) (Covered California, Medi-Cal 2021)

³⁸ (State of California Department of Industrial Relations 2020)

³⁹ Integrated Public Use Microdata Series, IPUMS USA, University of Minnesota, www.ipums.org, 1980 5% State Sample, 1990 5% Sample, 2000 5% Sample, 2010 and 2017 American Community Survey 5-year samples.

⁴⁰ Disaggregated data was unavailable for Imperial County (Black, Native American, Asian/Pacific Islander, Mixed/Other), Los Angeles County (Asian/Pacific Islander), Orange County (Native American and Asian/Pacific Islander), Riverside County (Native American and Asian/Pacific Islander), San Bernardino County (Native American and Asian/Pacific Islander), and Ventura County (Native American and Asian/Pacific Islander).

⁴¹ Integrated Public Use Microdata Series, IPUMS USA, University of Minnesota, www.ipums.org, 1980 5% State Sample, 1990 5% Sample, 2000 5% Sample, 2010 and 2017 American Community Survey 5-year samples.

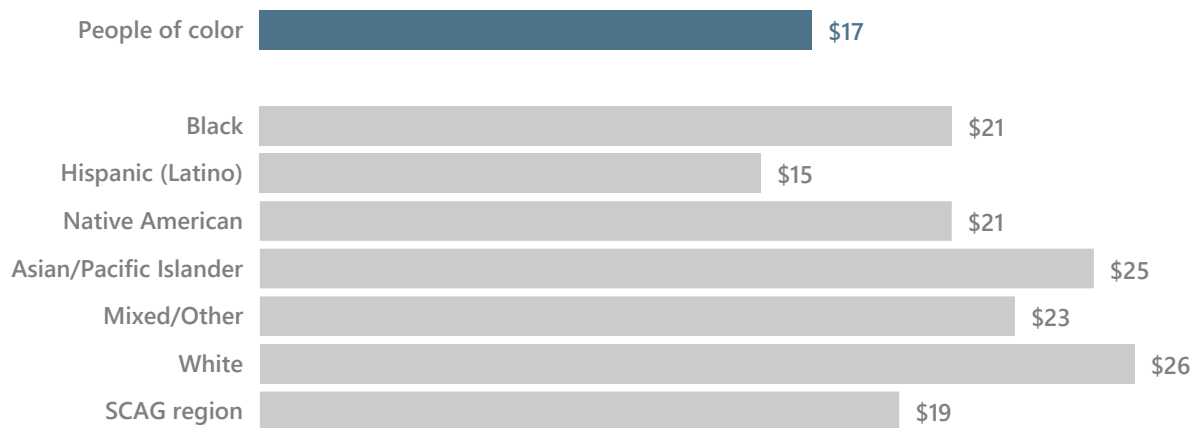
INDICATOR 6

Median Hourly Wage⁴²

CAN ALL WORKERS EARN A LIVING WAGE?

Low wages and pay gaps by race and gender challenge workers and their communities, while reducing local spending and tax revenue. Rising wages for low-wage workers will boost incomes, resulting in more of the consumer spending that supports business growth and job creation.⁴³

Workers of color make nearly \$10 less per hour than their white counterparts, equating to a nearly \$20,000 deficit in pre-tax revenue.



Source: IPUMS USA, National Equity Atlas

- From 1980 and 2018, the median hourly wage for workers of color decreased from \$18 to \$17 over the four decades.⁴⁴
- Workers of color make nearly \$10 less in median hourly wage (\$17) than their white counterparts (\$26). Assuming a 40-hour workweek, this equates to a nearly \$20,000 deficit of pre-tax annual revenue.⁴⁵
- 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.⁴⁶

⁴² The Federal Poverty Level (FPL) is a measurement of the minimum amount of annual income that is needed for individuals and families to pay for essentials, such as room and board, clothes, and transportation. The FPL takes into account the number of people in a household, their income, and the state in which they live. The percentage of the population living below the indicated federal poverty threshold based on their family income, size, and composition. The federal poverty threshold in 2017 for a family of four with two children was about \$25,000 per year (thus, 200% of the federal poverty threshold was about \$50,000). In California, 200% of the federal poverty line was \$52,400 for a family of four. (PolicyLink, USC Equity Research Institute n.d.) (Covered California, Medi-Cal 2021)

⁴³ (PolicyLink, USC Equity Research Institute n.d.)

⁴⁴ Integrated Public Use Microdata Series, IPUMS USA, University of Minnesota, www.ipums.org. 1980 5% State Sample, 1990 5% Sample, 2000 5% Sample, 2010 and 2017 American Community Survey 5-year samples.

⁴⁵ Disaggregated data was unavailable for Imperial County (Black, Native American, Asian/Pacific Islander, Mixed/Other), Los Angeles County (Asian/Pacific Islander), Orange County (Native American and Asian/Pacific Islander), Riverside County (Native American and Asian/Pacific Islander), San Bernardino County (Native American and Asian/Pacific Islander) and Ventura County (Native American and Asian/Pacific Islander).

⁴⁶ Integrated Public Use Microdata Series, IPUMS USA, University of Minnesota, www.ipums.org. 1980 5% State Sample, 1990 5% Sample, 2000 5% Sample, 2010 and 2017 American Community Survey 5-year samples.

3 | Healthy & Complete Communities

SCAG’s long-range plan, Connect SoCal, charts a path toward a more mobile, sustainable, and prosperous region, and includes the goal of developing more healthy and complete communities. Analysis of regional conditions continues to reinforce that where a person lives matters. A range of economic and social impacts such as health outcomes, education, employment, housing conditions, the likelihood of incarceration, and life expectancy, vary vastly in this region based on race, income, and census tract. With more research establishing a significant link between public health outcomes and built environment characteristics such as housing, Healthy and Complete Communities indicators highlight existing public health and housing conditions in the region and how they vary between different communities, many of which have led to exacerbated outcomes during the COVID-19 pandemic. To understand existing regional housing and public health disparities, SCAG consulted data from the 2018 5-year American Community Survey and the National Equity Atlas.

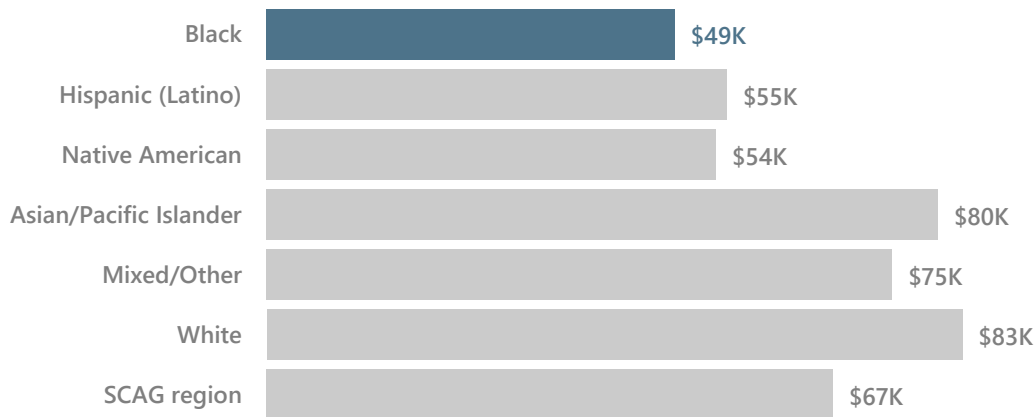
INDICATOR 1

Median Household Income⁴⁷

HOW ARE HOUSEHOLDS PAYING FOR HOUSING?

The amount of median household income deeply affects the proportion of income spent on housing costs which can then divert income from other important obligations and necessities such as healthcare and education. While Asian/Pacific Islander households earn higher income across the region (though not as much as white households), other communities of color such as Black, Hispanic (Latino), and Native American households earn much less. Income levels significantly influence who is able to purchase a home in the region.

The median household income for Black households is less than 60 percent than that of the median household income for white households.



Source: 2018 5-Year American Community Survey

⁴⁷ The Federal Poverty Level (FPL) is a measurement of the minimum amount of annual income that is needed for individuals and families to pay for essentials, such as room and board, clothes, and transportation. The FPL takes into account the number of people in a household, their income, and the state in which they live. The percentage of the population living below the indicated federal poverty threshold based on their family income, size, and composition. The federal poverty threshold in 2017 for a family of four with two children was about \$25,000 per year (thus, 200% of the federal poverty threshold was about \$50,000). In California, 200% of the federal poverty line was \$52,400 for a family of four. (PolicyLink, USC Equity Research Institute n.d.) (Covered California, Medi-Cal 2021)

- White household income (\$82,867) was the highest across the region, and nearly \$3,000 more than the nearest community of color (Asian/Pacific Islanders, at \$79,979).
- While Orange County has the highest median household income of all region’s counties, Black, Hispanic (Latino) and Native Americans still earn less than the white population, a difference of over \$32,000 for Hispanic (Latino) households, \$23,000 for Native American households, and nearly \$21,000 for Black households.⁴⁸

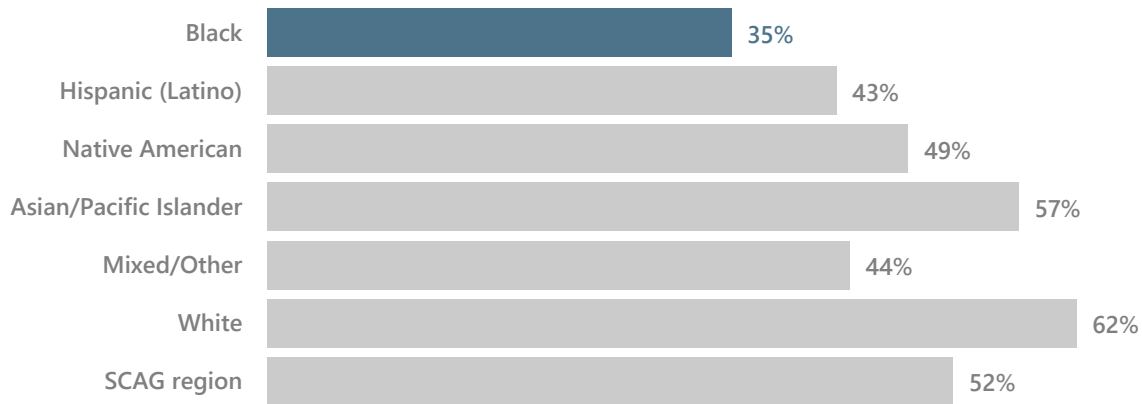
INDICATOR 2

Home Ownership⁴⁹

WHO IS MOST LIKELY TO OWN THEIR HOME?

Homeownership has been identified as a significant contributor to wealth building.⁵⁰ Due to a history of restrictive covenants and discriminatory lending practices, many households of color have been locked out of owning a home and thus an opportunity to maintain and increase wealth between generations. The Great Recession exacerbated many existing inequities and set back communities of color in both homeownership rates and household wealth.⁵¹

62 percent of white households own their homes, nearly two times as many than that of Black households (35 percent).



Source: 2018 5-Year American Community Survey

- Overall, there are more homeowners than renters in the SCAG region. The only county that has more renters than owners is Los Angeles County.⁵²
- The percentage of owner-occupied households in the region was 52 percent in 2018. White households continue to lead the proportion of owner-occupied households (62 percent), compared to 35 percent of Black households and 43 percent of Hispanic (Latino) households.

⁴⁸ 5-Year 2018 American Community Survey, Calculations from Southern California Association of Governments.

⁴⁹ The Federal Poverty Level (FPL) is a measurement of the minimum amount of annual income that is needed for individuals and families to pay for essentials, such as room and board, clothes, and transportation. The FPL takes into account the number of people in a household, their income, and the state in which they live. The percentage of the population living below the indicated federal poverty threshold based on their family income, size, and composition. The federal poverty threshold in 2017 for a family of four with two children was about \$25,000 per year (thus, 200% of the federal poverty threshold was about \$50,000). In California, 200% of the federal poverty line was \$52,400 for a family of four. (PolicyLink, USC Equity Research Institute n.d.) (Covered California, Medi-Cal 2021)

⁵⁰ "Equitable Housing and Homeownership." Greenlining Institute, accessed February 1, 2021. <https://greenlining.org/our-work/economic-equity/homeownership/>

⁵¹ N.a. (n.d.) Equitable Housing and Homeownership. Greenlining Institute. <https://greenlining.org/our-work/economic-equity/homeownership/>

⁵² 5-Year 2018 American Community Survey, Calculations from Southern California Association of Governments.

- In Los Angeles County, where only 46 percent of households are owner-occupied, Black households experience the lowest rates of homeownership at 33 percent, followed closely by Hispanic (Latino) households at 38 percent.

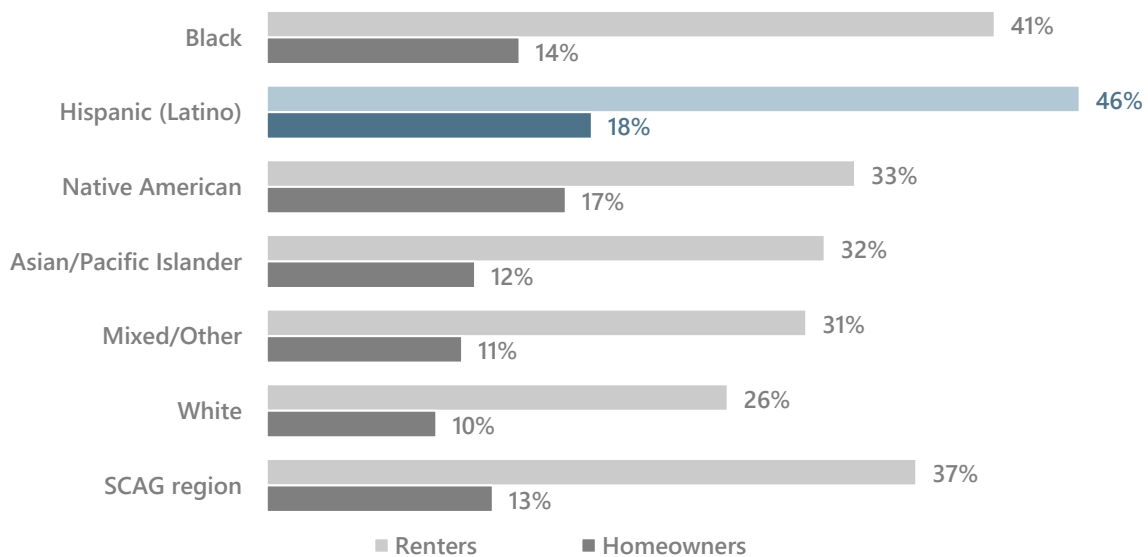
INDICATOR 3

Housing Burden⁵³

WHO IS OVERBURDENED BY HOUSING COSTS?

Low-income households that are housing burdened (defined by the U.S. Census Bureau as those spending upwards of 30 percent of their household income housing- and rent-related costs) often spend less on food and healthcare costs, which can result in increased negative health outcomes. Housing burdened households also tend to choose housing in areas that may be lower cost but have longer commute times to jobs and urban centers with job opportunities, causing increased expenditures in transportation-related costs.

Hispanic (Latino) households are the most likely to be burdened by housing when renting or owning a home as compared to other racial/ethnic groups.



Source: 2018 5-Year American Community Survey

- Across the region, Black, Hispanic (Latino) and Native American households—regardless of if they own or rent their homes—experience the greatest housing cost burdens: 46 percent of renting Hispanic (Latino) households, 41 percent of renting Black households, and 33 percent of renting Native American households spend over 30 percent of their income on housing costs compared to 26 percent of renting white households.
- The high burden of housing costs carries over to households that own their homes: 18 percent of Hispanic (Latino) home-owning households, 14 percent of Black home-owning households, and

⁵³ This indicator denotes the share of households that pay upwards of 30% their household income on housing- and rent-related costs (severely cost-burdened is referred to as more than 50%) at the 200% Federal Poverty Line. Households living below 200% Federal Poverty Line for a four-person household with two children would be \$24,465 in 2018 (U.S. Census Bureau).

17 percent of Native American home-owning households spend over 30 percent of their incomes on housing compared to 10 percent of white home-owning households.

- In Imperial County, where 84 percent of the population is Hispanic (Latino), almost 50 percent of households spend over 30 percent of their income on housing costs.^{54, 55}

INDICATOR 4

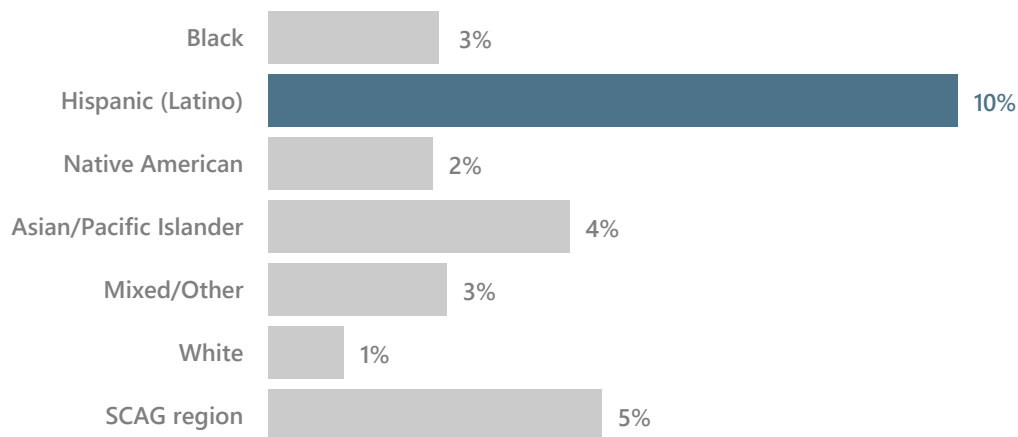
Overcrowding⁵⁶

WHO HAS ENOUGH ROOM AT HOME?

Households that are housing burdened are also at an increased risk of living in poor quality housing, overcrowded housing and living in housing located near high-volume roadways, as these options are typically less expensive. All of these situations increase the risk of negative health outcomes. The cost of housing can lead to choices to live in unsafe or poor-quality housing that can expose residents to toxins or other harmful conditions.⁵⁷

Overcrowded housing can also lead to unsafe living conditions. Housing is considered overcrowded when there is more than one person per room in a given household (PPR).⁵⁸ Severe overcrowding is defined as more than 1.5 PPR in a given household. Overcrowded housing is a dangerous public health issue, as it increases risk of infection from communicable diseases, prevalence of respiratory issues and vulnerability to experiencing homelessness.⁵⁹

1 in 10 Hispanic (Latino) households are overcrowded.



Source: 2018 5-Year American Community Survey

- Across the region, there is a much higher likelihood for Hispanic (Latino) people to be living in overcrowded housing with about one in 10 living in overcrowded conditions or 10 percent, while white people have only about a 1 percent likelihood across the region.

⁵⁴ ACS 2018, 5-year – SCAG calculations.

⁵⁵ ACS 2019, 5-year.

⁵⁶ Described as the likelihood of individuals living in housing units with more than 1.5 people per room. The Census Bureau notes that Persons-per-room is a common measure for overcrowding in housing and 1.5 is a widely accepted threshold above which there are impacts on health and personal safety.

⁵⁷ "Plan Performance: Public Health," Southern California Association of Governments, 2020. https://scag.ca.gov/sites/main/files/file-attachments/0903fconnectsocial_public-health.pdf?1606001755

⁵⁸ N.a. (2017). Office of Health Equity - Healthy Communities Data and Indicators: Percent of household overcrowding. California Department of Public Health. <https://data.chhs.ca.gov/dataset/housing-crowding/resourcing/9cf0037a-62cd-48fc-8646-18086a1b5e53>

⁵⁹ Ibid.

- Research found that the Hispanic (Latino) community in Southern California was severely impacted by COVID-19 as they are disproportionately represented in positive COVID-19 cases and deaths.⁶⁰ In addition, people living in more crowded housing units are more likely to contract the virus, thus demonstrating overcrowded housing is another example of how existing inequities have exacerbated the effects of public health crisis in certain communities.⁶¹
- Larger counties such as Los Angeles County, which also have higher housing costs, experience higher rates of overcrowding: 6 percent of housing units in Los Angeles County experience overcrowding, compared to about 5 percent across the region.

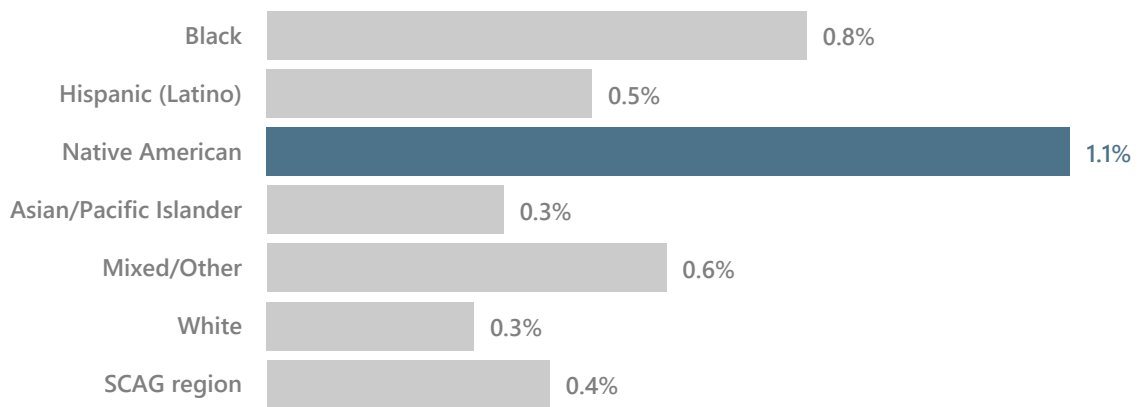
INDICATOR 5

Complete Plumbing Facilities

WHO HAS ACCESS TO SAFE SANITATION?

In addition to the affordability of housing, the essential amenities offered by a housing unit matters greatly in being able to maintain sanitation. The availability of plumbing facilities provides insight on who has access to necessary sanitation that helps keep residents safe and healthy. This is a particularly critical issue in light of the COVID-19 pandemic.

Native Americans are three times more likely to live in housing units without complete plumbing facilities than white households.



Source: 2018 5-Year American Community Survey

- Across the region, greater proportions of Native Americans (1.1 percent) and Black (0.7 percent) people live in housing units without complete plumbing facilities more than two or three times likely than white people (0.3 percent).
- In Imperial County, more than 2 percent of Native Americans and Black people lived in housing units without complete plumbing facilities, significantly higher than other race/ethnicity groups (less than 0.15 percent).
- In Riverside County, 3 percent of Native Americans lived in housing with no complete plumbing while all other race/ethnicity groups fell below 0.65 percent living in housing without complete plumbing facilities.⁶²

⁶⁰ Villarreal, Alexandra. (Jan 11, 2021). "Everywhere you look, people are infected": Covid's toll on California Latinos. The Guardian. <https://www.theguardian.com/world/2021/jan/11/covid-california-latino-cases-inequality>

⁶¹ N.a. (April 10, 2020). COVID-19 Cases in New York City, a Neighborhood-Level Analysis. The Stoop: NYU Furman Center Blog. <https://furmancenter.org/thestoop/entry/covid-19-cases-in-new-york-city-a-neighborhood-level-analysis>

⁶² ACS 2018, 5-year – SCAG calculations.

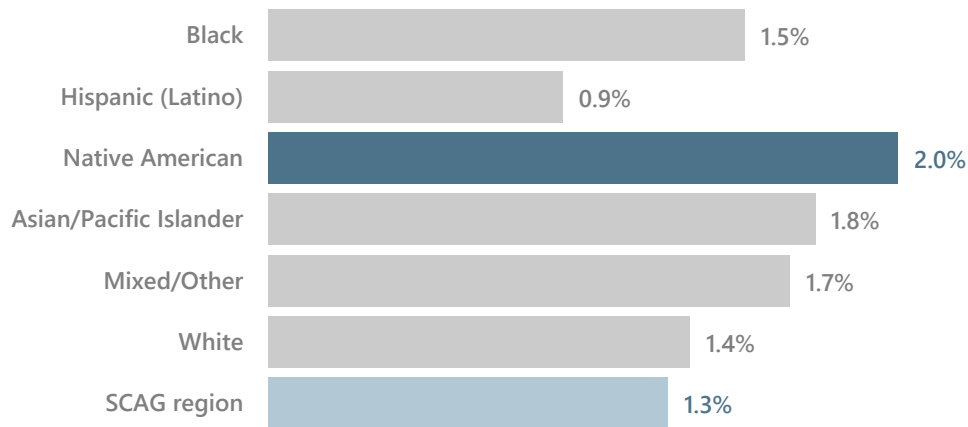
INDICATOR 6

Complete Kitchen Facilities⁶³

WHO HAS ACCESS TO IMPORTANT KITCHEN FACILITIES?

Without complete kitchen facilities, which include a sink with running water, a stove or range, or a refrigerator, it can become more difficult to prepare nutritious food and maintain sanitation. This in turn may lead to increased food insecurity and worsened health outcomes.⁶⁴

Native Americans are more likely to live in housing units without complete kitchen facilities.



Source: 2018 5-Year American Community Survey

- Across the region, more than 1 in 100 residents live in housing units without complete kitchen facilities at 1.3 percent. Regionally, Native American (2.0 percent), Asian/Pacific Islander (1.8 percent) and Mixed/Other (1.7 percent) populations are the most likely to live in housing units without complete kitchen facilities.
- In Imperial County, one out of every 20 Black residents live in housing units without complete kitchen facilities, significantly more than that of the county with 0.9 percent of residents living without kitchen facilities. Similarly, in Ventura County, three times more Black people live without complete kitchen facilities at 3.1 percent as compared to white people at 1.2 percent.⁶⁵

INDICATOR 7

Broadband Access

WHO IS MISSING ACCESS TO HIGH-SPEED INTERNET?

High speed internet access, referred to generically as “broadband” and including both wired and wireless technologies, is considered as essential as electricity for daily life during the pandemic. Schooling, jobs, government services, medical care, and grocery shopping and many other consumer purchases, activities that once were performed in-person, have transferred to the internet. This dependence on

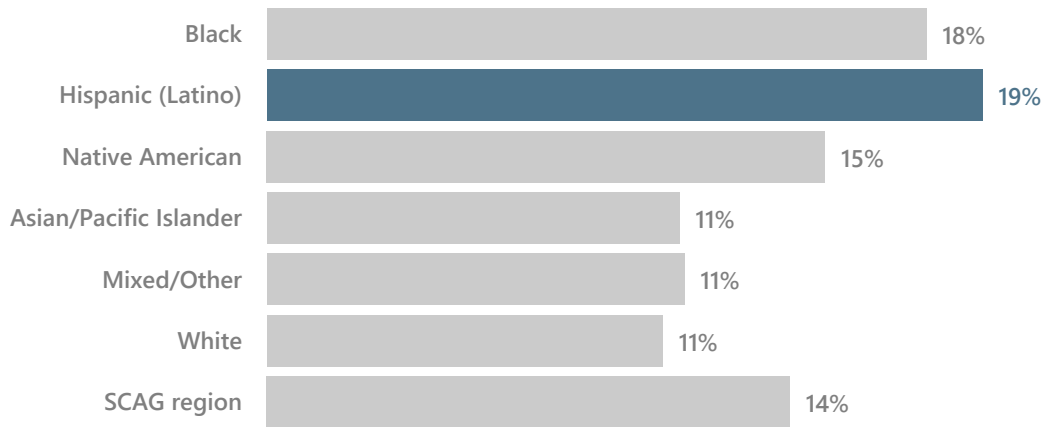
⁶³ This indicator considers the availability of a sink and a faucet, a stove or range, and a refrigerator in a housing unit.

⁶⁴ N.a. (N.d.) No Kitchens: What does this indicator measure? Public Health Alliance of Southern California. <https://phasocal.org/hdi-indicator-no-kitchen/>

⁶⁵ ACS 2018, 5-year – SCAG calculations.

the internet for core functions is exposing a digital divide. Though internet usage and broadband access are at all-time highs, only 74 percent of households in California have broadband subscriptions at home – the type of internet speed people need to effectively engage in online activities such as school.⁶⁶ Gaps in access to broadband persist for low-income, less educated, rural, Black, and Hispanic (Latino) households. The COVID-19 pandemic only exacerbated this divide, and it is evident that high speed internet will remain crucial for daily life, and households without access will be greatly impacted.

Hispanic (Latino) households are nearly two times more likely to not have access to high speed internet than white households.



Source: 2018 5-Year American Community Survey

- Across the region, 19 percent of Hispanic (Latino) and 18 percent of Black households have no access to high-speed internet, more than any other racial or ethnic group.
- Native Americans also face limited access to high-speed internet: nearly 28 percent of Native Americans in Imperial County and almost 26 percent in San Bernardino County do not have access to high-speed internet. Nearly 26 percent of white people in Imperial County and about 16 percent in San Bernardino County do not have internet access.⁶⁷

INDICATOR 8

Health Insurance

WHO HAS ACCESS TO HEALTH SERVICES?

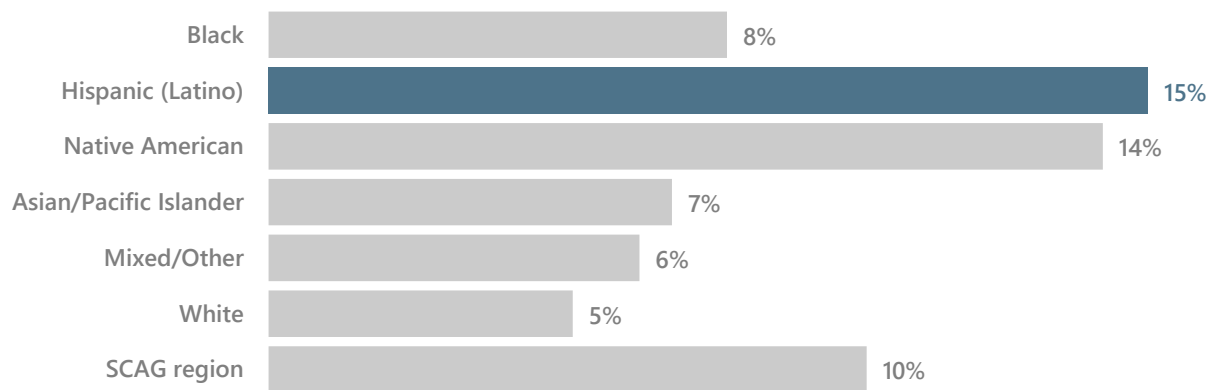
Insured individuals have better health outcomes as they have more access to health services and a greater variety of health services available to them. Insured individuals are less likely to use emergency services for routine procedures or conditions. Without access to primary care services, uninsured individuals are likely to utilize more emergency services for more routine procedures, and the overutilization of emergency services can lead to an increase in overall health care spending.⁶⁸

⁶⁶ Public Policy Institute of California. California’s Digital Divide. <https://www.ppic.org/publication/californias-digital-divide/>

⁶⁷ ACS 2018, 5-year – SCAG calculations.

⁶⁸ “Plan Performance: Public Health,” Southern California Association of Governments, 2020. https://scag.ca.gov/sites/main/files/file-attachments/0903fconnectsocial_public-health.pdf?1606001755

Across the region, a larger percentage of the Hispanic (Latino) and Native American populations do not have health insurance when compared to the white population.



Source: 2018 5-Year American Community Survey

- Across the region, 15 percent of Hispanic (Latino) population and 14 percent of the Native American population do not have health insurance, compared to 5 percent of the white population.
- Nearly 25 percent of Native Americans in Riverside County do not have health insurance coverage—the highest percentage of any racial or ethnic group, in any county.⁶⁹
- Los Angeles County and San Bernardino County experience the highest rates of missing health insurance coverage at 10 percent each.⁷⁰
- The Hispanic (Latino) population is the most uninsured in four of the region’s six counties (Los Angeles, Orange, San Bernardino, and Ventura Counties), yet continue to work essential jobs with high COVID-19 exposure rates and continue to be disproportionately represented in the state’s COVID-19 positive cases and deaths.^{71, 72}

INDICATOR 9

Supplemental Nutrition Assistance Program (SNAP) Reciprocity⁷³

WHO IS AT RISK OF EXPERIENCING FOOD INSECURITY?

The Supplemental Nutrition Assistance Program (SNAP) provides nutrition benefits to supplement the food budget of low-income families so they can purchase healthy food. Eligibility is tied to the federal poverty level.⁷⁴ In California, food insecurity is exacerbated by COVID-19: more than one in five Hispanic (Latino) and Black households with children are reporting that they are sometimes or often do not have enough to eat.⁷⁵

⁶⁹ ACS 2018, 5-year – SCAG calculations.

⁷⁰ Ibid.

⁷¹ Hayes-Bautista, D. E. and Hsu, P. (April 24, 2020). Uninsured Working Latinos and COVID-19: Essential Businesses at Risk. UCLA Health Center for the Study of Latino Health and Culture. <https://www.uclahealth.org/ceslac/workfiles/Research/Uninsured-Working-Latinos-andCOVID19-Apr-23.pdf>

⁷² Villarreal, Alexandra. (Jan 11, 2021). “Everywhere you look, people are infected”: Covid’s toll on California Latinos. The Guardian.

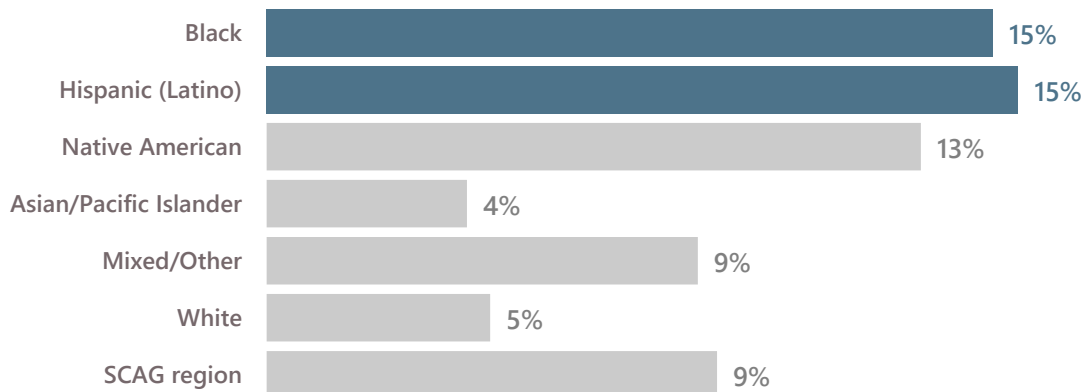
<https://www.theguardian.com/world/2021/jan/11/covid-california-latino-cases-inequality>

⁷³ Refers to percent of individuals who live in households in which at least one household member received SNAP.

⁷⁴ N.a. (n.d.) SNAP Benefits Recipients. Census Bureau. <https://www.census.gov/programs-surveys/saibe/guidance/model-input-data/snap.html>

⁷⁵ Ramos-Yamamoto, Adriana. (September 2020). Not Enough to Eat: California Black and Latinx Children Need Policymakers to Act. California Budget & Policy Center. <https://calbudgetcenter.org/resources/snap-calfresh-california-black-and-latinx-children-need-policy-makers-to-act/>

Approximately 15 percent of both the Hispanic (Latino) and Black populations across the region receive SNAP benefits.



Source: 2018 5-Year American Community Survey

- Black, Hispanic (Latino), and Native American households have higher rates of receiving SNAP, at 15 percent and, 15 percent, and 13 percent, respectively, across the region.
- In Imperial County, more than 25 percent of Black, Hispanic (Latino), and Native American persons live in a household where one member is receiving SNAP benefits. Over 30 percent of Mixed/Other individuals in Imperial County also live-in households where at least one household member received SNAP.

INDICATOR 10

Life Expectancy at Childbirth

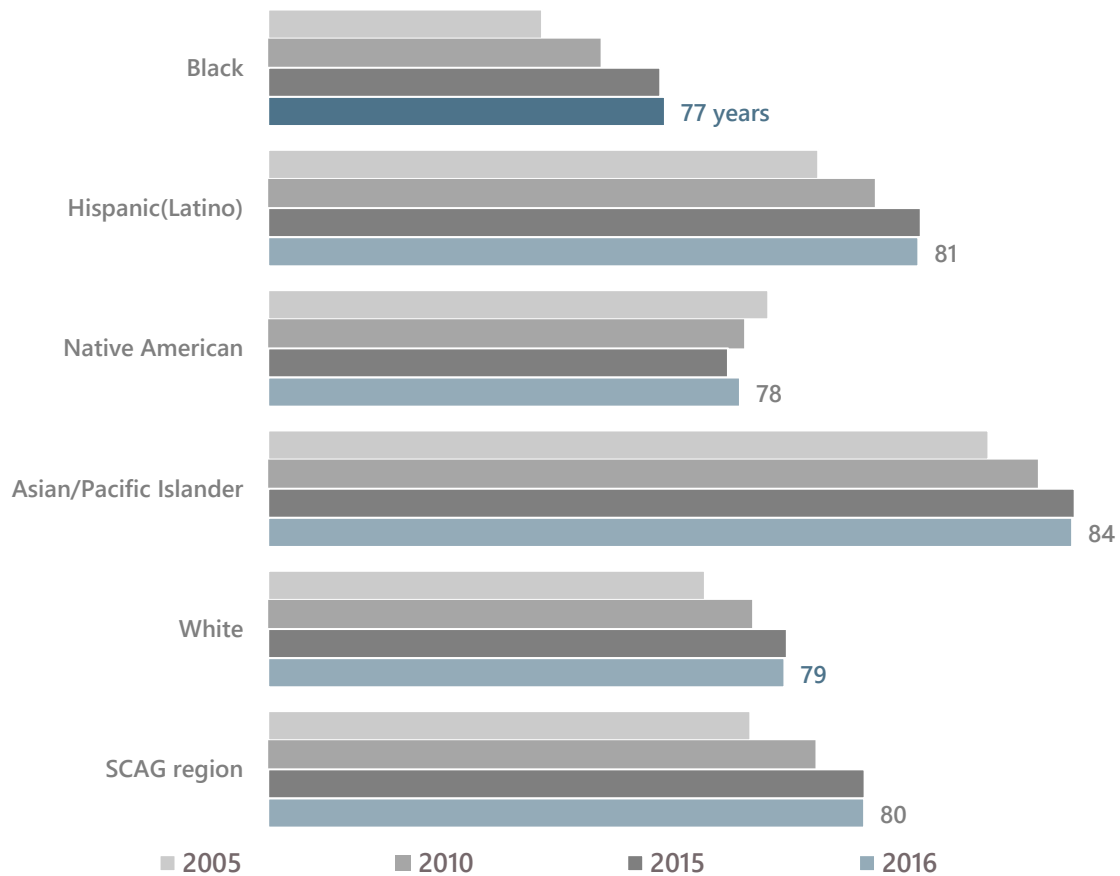
WHO IS LIKELY TO LIVE A LONGER LIFE?

Life expectancy is one indicator of how health outcomes can vary between different communities of people. While the gap between the life expectancies of Black, Hispanic (Latino), and Native Americans generally narrowed over the years recorded, COVID-19 has greatly disrupted these gains as Black, Hispanic (Latino), and Native American populations were approximately three times more likely to die of COVID-19 than white people nationwide (as of December 2020).^{76, 77}

⁷⁶ Yong, Ed. (December 29, 2020). Where Year Two of the Pandemic Will Take Us. The Atlantic. <https://www.theatlantic.com/health/archive/2020/12/pandemic-year-two/617528/>

⁷⁷ Ibid.

In 2015, the average life expectancy for a Black person was 77 years, which was the lowest of any racial/ethnic group in the SCAG region.



Source: National Equity Atlas

- In 2016, white individuals had an average life expectancy of 79 across the region, compared to Asian/Pacific Islanders, who had an average life expectancy of 84—the highest across the region.
- Native Americans across the region experienced consistent decreases in the average life expectancy, from 78.7 in 2005, to 78.2 in 2010, and 78.0 in 2015.
- While there were increases in life expectancy for both Black and Hispanic (Latino) individuals in the region (with the biggest increase being from 2010 to 2015 for Black individuals), COVID-19 has depressed previous increases.⁷⁸

⁷⁸ February 2021: Vital Statistics Rapid Release: <https://www.cdc.gov/nchs/data/vsrr/VSRR10-508.pdf>

4 | Mobility

It is widely understood that transportation and land use decisions determine access to opportunities and have far-reaching effects on equity and social justice.⁷⁹ Transportation links people to places, allowing them to move between home, work, play and community services. A community’s land use pattern can determine the distribution of these activities and destinations, which when combined with transportation options, impacts the ability of a household to meet their daily needs. Historically, patterns such as racial segregation, gentrification, and displacement, have limited communities of color’s accessibility to essential services and overall mobility.⁸⁰ Mobility indicators measure who can access job opportunities, transportation, parks, and more.⁸¹ To understand existing regional mobility disparities, SCAG analyzed data from the National Equity Atlas, Transportation Injury Mapping System (TIMS), Statewide Integrated Traffic Records System (SWITRS), U.S. Census American Community Survey Public Use Microdata Sample, and the SCAG Regional Travel Model, Socioeconomic Growth Forecast and Regional Household Travel Survey.

INDICATOR 1

Access to Employment⁸²

DO ALL RESIDENTS HAVE ACCESS TO EMPLOYMENT?

Accessibility to various destinations, in particular employment opportunities, is foundational for social and economic interactions to meet basic needs. As an indicator, accessibility is measured by the spatial distribution of potential destinations, the ease of reaching each destination, and the magnitude, quality, and character of activities at potential destination sites.⁸³ The number of destination choices that people have is equally crucial: the more destinations and the more varied the destinations, the higher the level of accessibility.⁸⁴ While not included in the below data on accessibility, travel cost is also an important element of accessibility. This methodology also does not differentiate between high versus low wage employment; individuals are more likely to commute farther for higher wage jobs.⁸⁵

⁷⁹ (Wilson, Hutson and Mujahid 2008)

⁸⁰ (Trounstine 2020)

⁸¹ PolicyLink/USC Equity Research Institute, National Equity Atlas, www.nationalequityatlas.org.

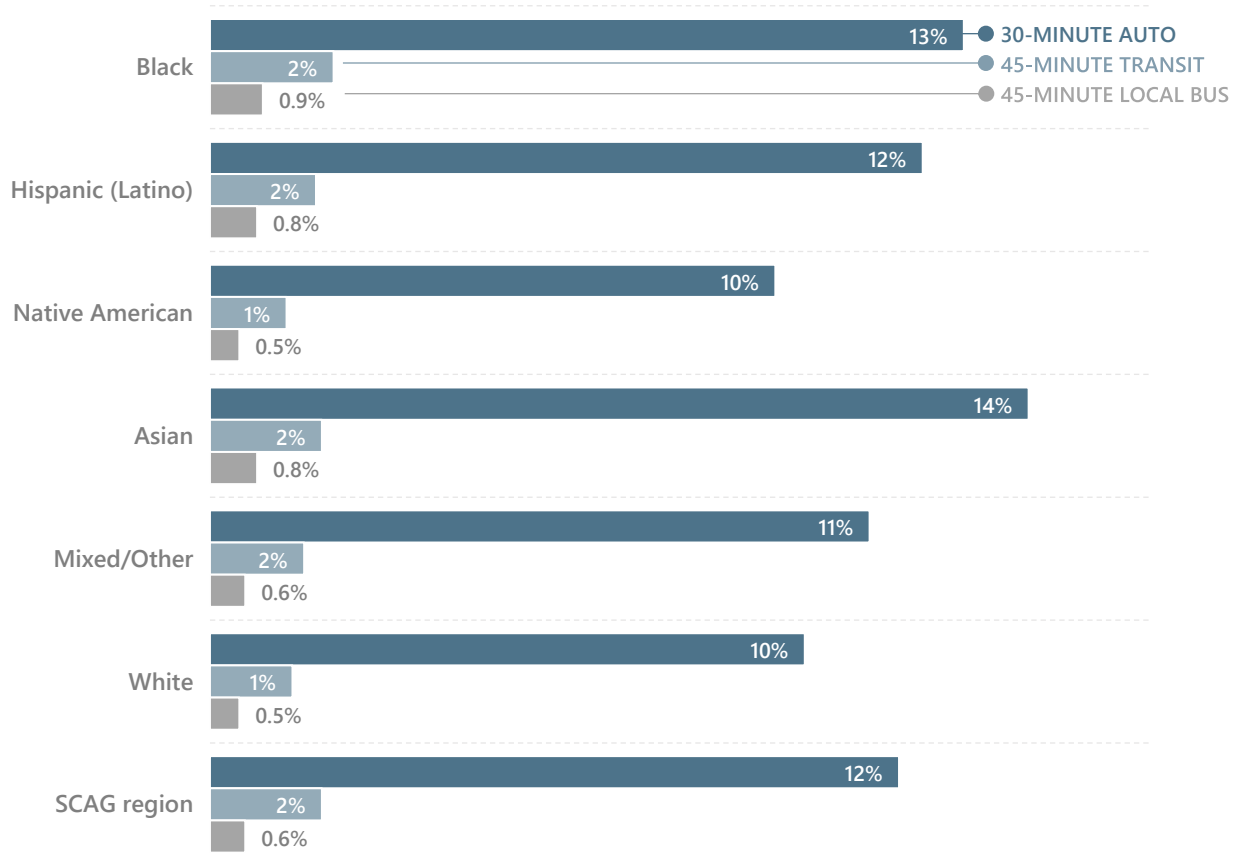
⁸² Accessibility to employment and shopping measured the share of regional destinations that are reachable between work and home or between retail stores and home within 30 minutes of travel by automobile, and 45 minutes of travel by transit during the evening peak period (5pm to 7pm). Travel time by transit took into account factors incurred by riders that impact total travel time, such as the accumulation of initial wait time, transfer wait time, access walk time, egress walk time, transfer walk time, and in-vehicle time. In addition, accessibility is measured for all transit (bus and rail included) and exclusively for bus service. Accessibility is measured for all transit (bus and rail included) and exclusively for bus service.

⁸³ (PolicyLink, USC Equity Research Institute n.d.)

⁸⁴ Measured as the percent of regional employment accessible for each demographic group.

⁸⁵ (Kneebone and Holmes 2015)

Native Americans can reach the lowest percent of employment opportunities in the region via all transportation modes compared to all other racial/ethnic groups.



Source: SCAG Regional Travel Model and Socioeconomic Growth Forecast

- Across the region, Native Americans have the lowest accessibility to employment opportunities in the region compared to other racial/ethnic groups by car, with less than 10 percent of employment destinations in the region within reach.⁸⁶ Within a 45-minute transit commute, less than 1 percent of employment destinations are accessible for Native Americans in the region, and only 0.5 percent of employment opportunities are accessible by local bus.
- People have access to the lowest percentage of employment destinations in the region at 0.6 percent via automobile in Imperial County, followed by 3.3 percent in Ventura County, and 3.7 percent in Riverside County.
- Imperial County has the lowest accessibility to jobs at 0 percent via a 45-minute transit commute than any other county when examining accessibility by transit. However, regionally, all employment within a 45-minute commute by transit is marginal, with only 1.7 percent of all employment destinations within reach for any demographic group.
- Across the region, Asian/Pacific Islanders have the greatest accessibility to employment destinations, accessing 14 percent of all employment sites within a 30-minute drive.
- Geographically, Orange County provides the greatest employment accessibility within a thirty-minute (30-minute) drive to access the largest number of employment destinations in the region. Overall, nearly 17 percent of employment destinations in the region can be reached by the average resident.

⁸⁶ Measured as the percent of regional employment accessible for each demographic group.

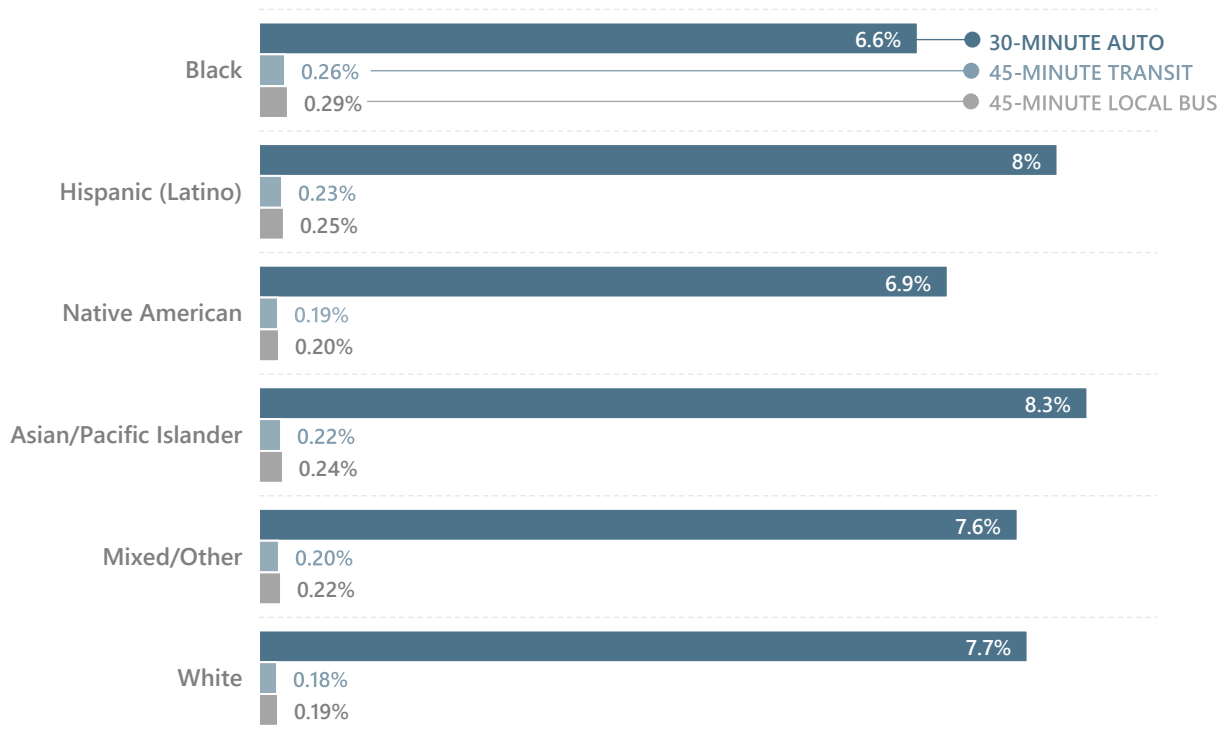
INDICATOR 2

Access to Open Space & Parks⁸⁷

DO ALL RESIDENTS HAVE ACCESS TO OPEN SPACE AND PARKS?

Local parks and other natural lands are important amenities for residents’ quality of life. Residents who live near parks have easier access to recreation and other outdoor activities (e.g., walking, biking, hiking, etc.), providing numerous physical, mental, and social benefits.⁸⁸ The region is diverse in its open space resources and offers a wide variety of public parks as well as national parks, state parks, and numerous county parks. Not all parks are created equal, however, and many neighborhoods do not have access to a variety of public resources.⁸⁹ For instance, some neighborhoods have more natural lands, some parks are better maintained, some are built so that those with disabilities can enjoy them, and some parks are safer. In addition, there is a greater need for urban green spaces and trees to cool and offset warming temperatures from the impacts of climate change which are known to disproportionately impact communities of color and low-income populations.

Black residents can access the least percentage of local parks in the region within a 30-minute drive compared to other racial/ethnic groups.



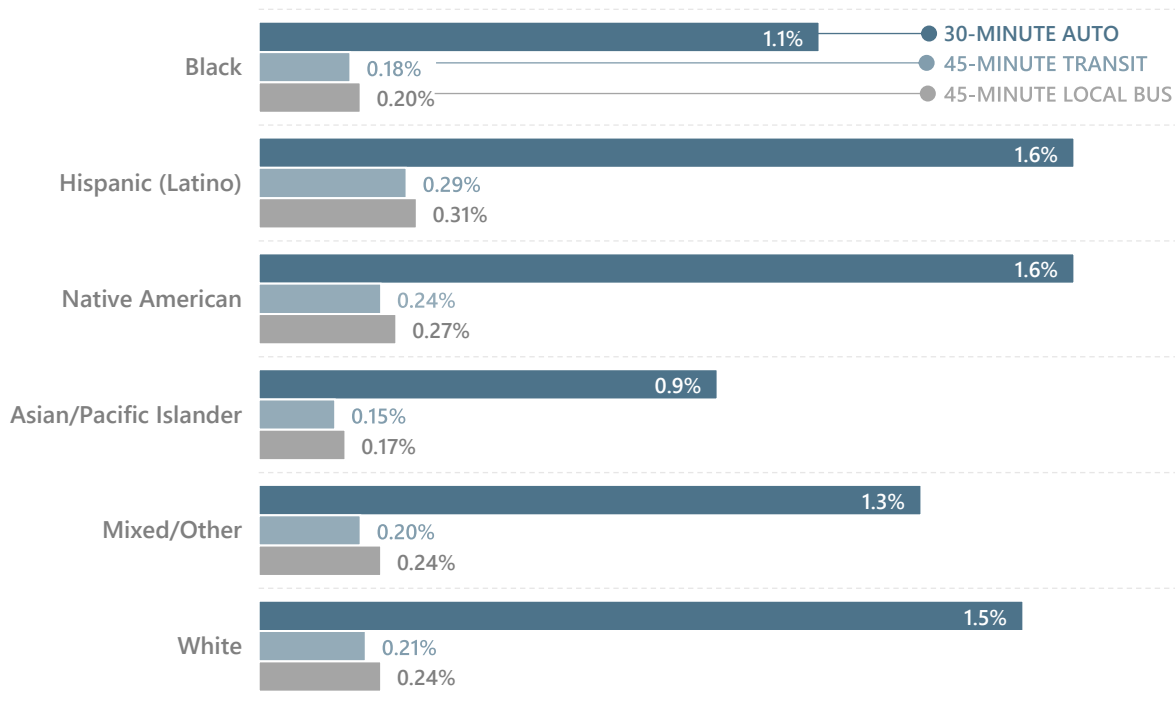
Source: SCAG Regional Travel Model and Socioeconomic Growth Forecast

⁸⁷Accessibility to parks is defined as the percentage of park acreage that may be reached within 30 minutes of travel time by automobile or 45 minutes by transit.

⁸⁸ (Gies 2006)

⁸⁹ (Grinspan, et al. 2020)

Asian/Pacific Islanders can access the least percentage of other natural lands in the region within a 30-minute drive compared to other racial/ethnic groups.



Source: SCAG Regional Travel Model and Socioeconomic Growth Forecast

- On average, Black residents have the least access to local parks via a 30-minute drive, with 6.6 percent of local parks in the region accessible to Black residents as compared to the average share of local park acreage in the region accessible to all residents at 7.5 percent.
- Just 0.9 percent of other natural land acreage is accessible to Asian/Pacific Islanders within a 30-minute drive, the lowest of any other racial/ethnic group. However, on average, Asian/Pacific Islanders can reach the highest percentage of local park acreage by car, with 8.3 percent of the region’s local park acreage accessible, more than any other racial/ethnic group.
- All demographic groups have limited access to local parks and other natural lands via public transportation rather than via automobile. When analyzing only natural lands, there is very limited access for all groups to national and state parks via transit. Overall, transit and local bus provide very limited access to local parks and other natural lands. Households of color disproportionately do not own their own vehicle, resulting in even more reduced access to local parks and natural lands.

INDICATOR 3

Average Travel Time to Work

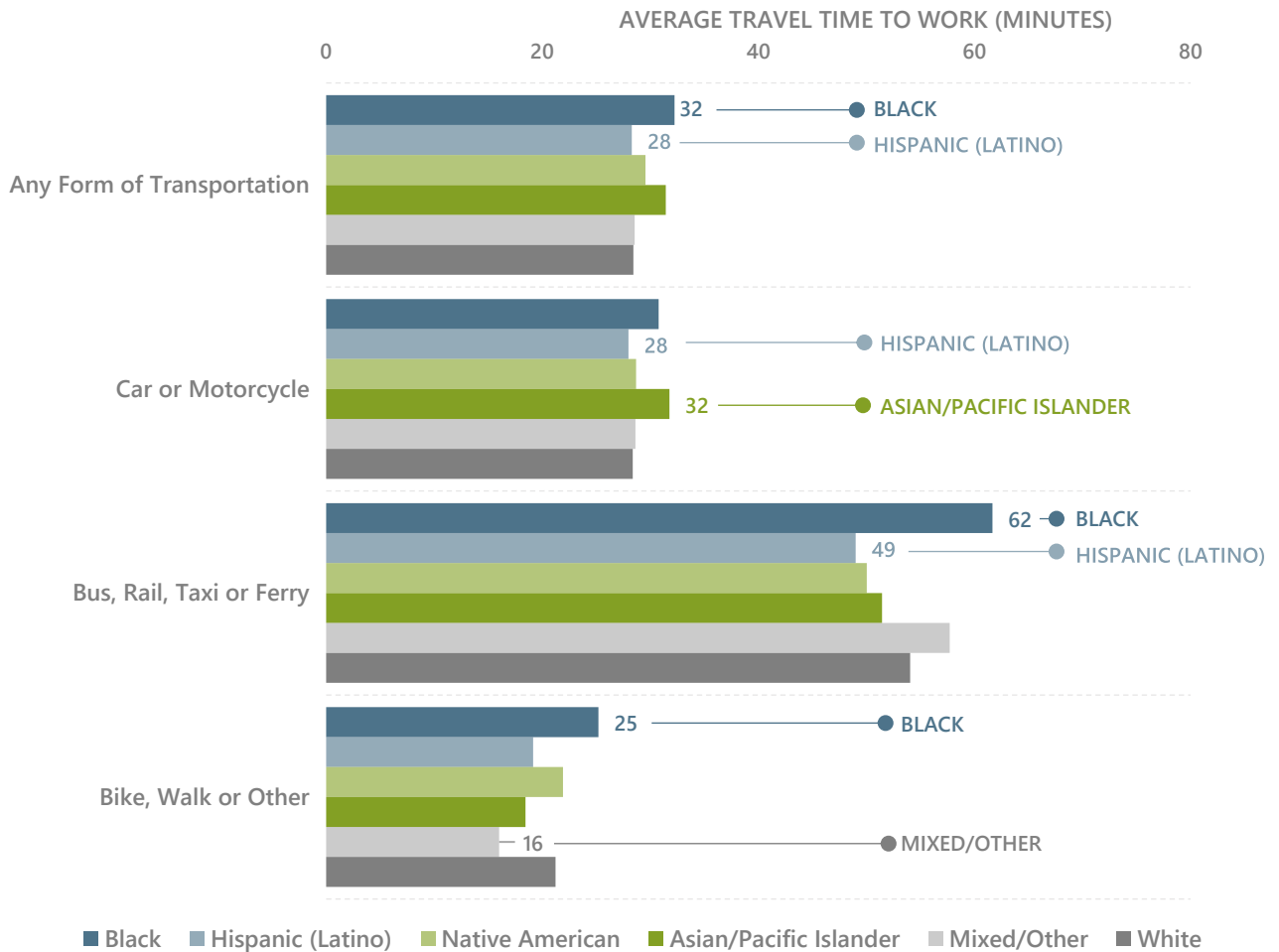
DO WORKERS HAVE SHORT COMMUTES TO THEIR JOBS?

Long commutes are linked with worse physical and mental health, including higher rates of obesity, stress, and depression.⁹⁰ Employers also suffer from high turnover and employee dissatisfaction, and the public is

⁹⁰ (Public Health Alliance of Southern California n.d.)

affected by heightened congestion, high carbon dioxide emissions, and increasingly worsening air quality as a result of pollution.

Black residents who take the bus, rail, taxi, or ferry to work experience the longest commute at just over one hour compared to all other race/ethnic groups and transportation types.



Source: National Equity Atlas, American Community Survey PUMS

- Across the region, Black residents experience the longest commutes to work via bus, rail, taxi, or ferry, at over one hour, or 62 minutes, as compared to all other racial/ethnic groups. Black households are also the least likely to own their own vehicle at nearly 13 percent. When biking, walking, or using another mode of transportation, Black residents commute an average of 25 minutes. Overall, Black residents travel a little over half an hour at 32 minutes to work using any form of transportation.
- On average, Hispanic (Latino) residents tend to have shorter commutes than other racial/ethnic groups, by car or motorcycle (28 minutes), bus, rail, taxi, or ferry (49 minutes), and overall, any form of transportation (28 minutes).

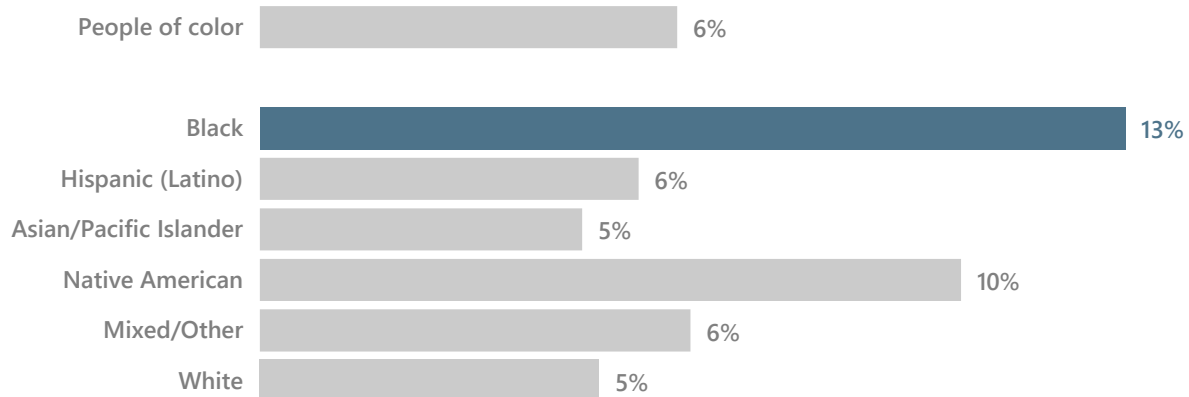
INDICATOR 4

Households Without a Vehicle

DO ALL HOUSEHOLDS HAVE RELIABLE TRANSPORTATION?

Everyone needs reliable transportation access and in most American communities, due to land use configuration, that means a car.⁹¹ Reliable and affordable transportation is critical for meeting daily needs and accessing educational and employment opportunities located throughout the region. Much of the region’s current built environment is primarily oriented towards the automobile. Throughout the region, the share of households without a vehicle has gone down substantially since 2000, from 10 percent to just over 7 percent.⁹² A private vehicle should not be a requirement for full participation in social, civic, and economic life, as it is unaffordable and burdensome for many people. To address this significant issue, the built environment needs to become more supportive of non-car trips and more non-car forms of transportation need to become more reliable.

Regionally, 1 in 8 Black residents do not own a car, the highest of any other race/ethnic groups.



Source: National Equity Atlas, American Community Survey PUMS

- One in eight Black households (13 percent) do not own a vehicle, the highest rate of any demographic group. Additionally, 10 percent of Native Americans do not own a vehicle across the region.
- Overall, 6 percent of people of color across the region do not own a vehicle.
- White and Asian/Pacific Islander households have the highest rate of vehicle ownership with 5 percent of white households and a little less than 5 percent of Asian/Pacific Islander households who do not own a vehicle.

INDICATOR 5

Share of Transportation System Usage

WHO USES DIFFERENT TYPES OF TRANSPORTATION MODES?

Overall, people of color are more likely to use transit and active transportation modes to reach destinations than white residents.⁹³ Communities of color and low-income households have been shown

⁹¹ PolicyLink/USC Equity Research Institute, National Equity Atlas, www.nationalequityatlas.org.

⁹² ACS PUMS

⁹³ (Anderson 2016)

to have higher rates of walking and bicycling as well as experience higher rates of fatalities and collisions.⁹⁴ This indicator breaks down the usage of various transportation modes by race/ethnicity relative to each population’s share of all travel.

Share of Transportation System Usage

Race/Ethnicity breakdown across the region.

	Auto Mode	Bus	Commuter Rail	Urban Rail	Non-Motorized	Others	Total Usage
Black	6.9%	8.7%	6.7%	8.0%	7.5%	5.7%	7.0%
Hispanic (Latino)	36.2%	41.3%	34.7%	39.4%	37.5%	29.6%	36.4%
Native American	0.3%	0.4%	0.3%	0.4%	0.4%	0.3%	0.3%
Asian/Pacific Islander	15.1%	13.1%	15.7%	13.9%	14.6%	17.5%	15.1%
Mixed/Other	2.5%	2.4%	2.5%	2.4%	2.5%	2.6%	2.5%
White	38.9%	34.1%	40.1%	35.9%	37.6%	44.3%	38.8%

Source: 2012 Household Travel Survey, with 2016 Supplement. Processed by SCAG Modeling staff

- By race/ethnicity, Hispanics (Latinos) disproportionately use more bus and rail than the rest of the share of total population. 41.3 percent of bus and 39.4 percent of urban rail trips are made by Hispanic (Latino) residents. Hispanic (Latino) residents make up a total of 36.4 percent of all trips via any transportation mode.
- Overall, white residents take significantly more trips via any transportation mode than any other racial/ethnic group, accounting for nearly 38.8 percent of all trips in the region, despite making up only 31 percent of the population. White residents take disproportionately higher trips by automobile at 38.9 percent of trips, more than all other race/ethnicity groups.
- Usage of the transportation system by low-income households is disproportionately high for other modes, particularly bus, rail transit, passenger rail, walking, and biking. However, all usage for any race/ethnicity group via any mode must first consider an individual’s access to the transportation mode including factors such as vehicle ownership, access to transit, safe routes for pedestrians and bicyclists, and more.

INDICATOR 6

Highest Rates of Bicycle and Pedestrian Collisions

WHO IS AT THE HIGHEST RISK FOR A COLLISION?⁹⁵

Making walking and bicycling safer and more convenient transportation options is key to attracting more people to choose these healthy alternatives.⁹⁶ Bicycling or walking along roadways near motor vehicles is often perceived as dangerous and reducing hazards in the pedestrian and cycling environment is a primary strategy toward achieving the region’s goal of promoting healthier, more active communities.

⁹⁴ (Sandt, Combs and Cohn 2016)

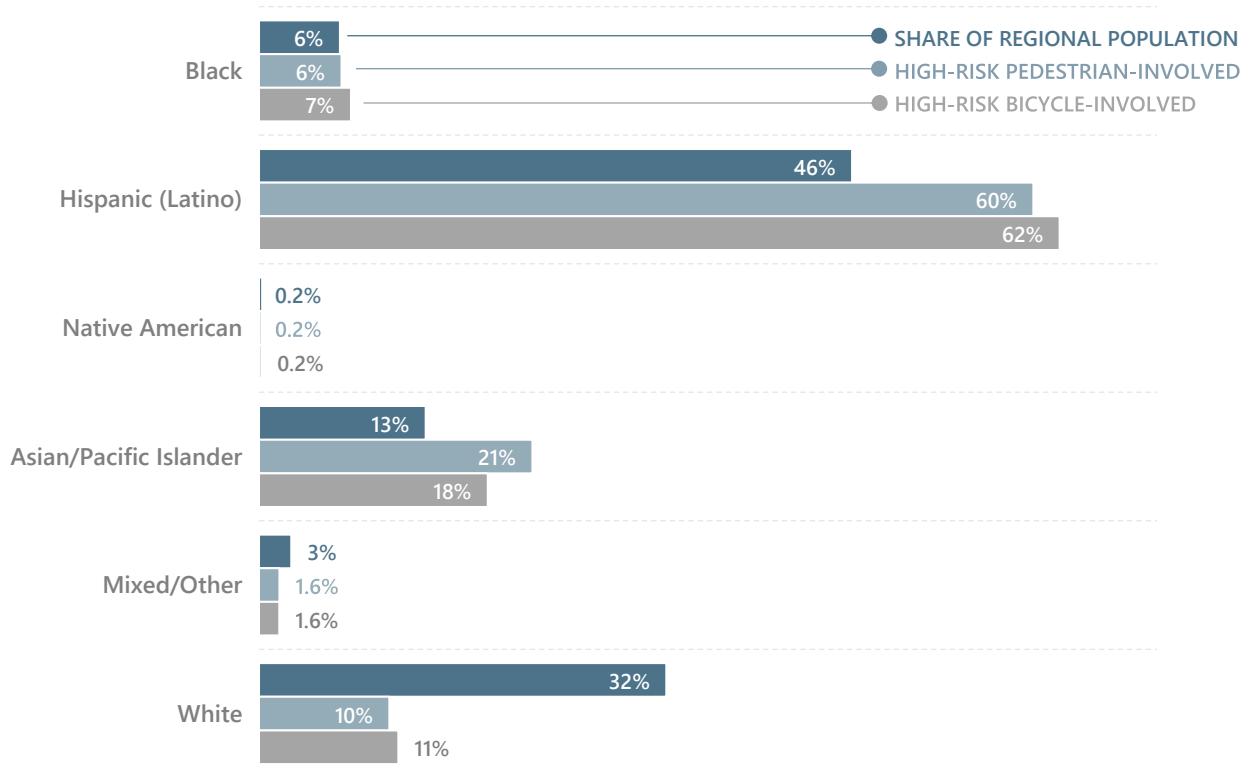
⁹⁵ 2016 population breakdown of SCAG region and high concentrated area of bike and pedestrian collisions

⁹⁶ (Pucher and Dijkstra 2003)

This indicator is used to identify patterns of active transportation hazards and potential risk disparities among the various communities in the region, evaluating incidences of motor vehicle collisions involving bicyclists and pedestrians in communities.

To identify where most of the collisions are occurring, SCAG created a High Injury Network at a regional scale.⁹⁷ High Injury Networks identify stretches of roadways where the highest concentrations of collisions occur on the transportation network.⁹⁸ Currently, the majority of the High Injury Network is in areas identified as being disadvantaged communities, with approximately 66 percent of auto-pedestrian and auto-bicycle fatal and serious injury collisions occurring in these areas.⁹⁹ Improving transportation safety in these areas is particularly critical when considering the higher non-motorized mode share of people of color.

Hispanic (Latino) residents are the most likely to live in high-risk areas for pedestrian- or bike-involved collisions as compared to all other race/ethnic groups.



Source: SCAG, SWITRS, TIMS, 2016

- Hispanic (Latino) residents are at a significantly higher risk for a pedestrian-involved collision at 60 percent or a bicycle-involved collision at 62 percent than any other racial/ethnic group in the region, disproportionately higher than their share of the overall population at 46 percent.
- White residents have a much lower risk for a pedestrian-involved collision at 10 percent or bicycle-involved collision at 11 percent than any other racial/ethnic group in the region, nearly one third lower than their share of the overall population at 32 percent.

⁹⁷ (Southern California Association of Governments n.d.)

⁹⁸ (Southern California Association of Governments n.d.)

⁹⁹ (Southern California Association of Governments n.d.)

5 | Environment

Historically, people of color have been provided less protection from poor environmental conditions, living in closer proximity to highways, highly traveled roads, industrial plants, and other sources of pollutants.¹⁰⁰ The most disadvantaged bear the consequences of environmental degradation, even if many contribute little to the underlying causes. The Environmental indicators highlighted below are focused on climate vulnerability and pollution exposure, representing a subset of issues negatively impacting communities of color. To understand existing environmental disparities, SCAG consulted data from the Federal Emergency Management Agency, California Building Resilience Against Climate Effects (CalBRACE), California Communities Environmental Health Screening Tool, U.S. Environmental Protection Agency, 2014 National-Scale Air Toxics Assessment (NATA), the U.S. Decennial Census, and the 2017 5-year American Community Survey.

INDICATOR 1

Climate Vulnerability¹⁰¹

WHO IS MOST VULNERABLE TO CLIMATE CHANGE?

Existing conditions show that people of color and low-income populations are at a greater risk for experiencing negative impacts from climate change, such as extreme heat, flooding, and other events.¹⁰² These populations often have fewer resources to respond or adapt to climate-related issues, and experience higher rates of chronic diseases, which increases their susceptibility to climate threats. In addition, lack of air conditioning and transportation options may exacerbate vulnerability in heat prone areas, and access to cooling centers may be limited. The ability to adapt to climate change is critical to prevent further heightened disparities in health outcomes across populations.¹⁰³

WHO LIVES IN A FLOOD HAZARD AREA?^{104,105}

Climate change is projected to alter precipitation patterns, increase the intensity of major storm events, and increase risks of floods throughout the region.¹⁰⁶ Consequently, many communities are at risk for devastation from floods, disproportionately people of color and low-income communities.¹⁰⁷ Flooding may cause serious health impacts and risks that include death and injury, contaminated drinking water, hazardous material spills, and increases in the populations of disease-carrying insects and rodents.¹⁰⁸ Other negative impacts can include damage to critical infrastructure, as well as community disruption and displacement.¹⁰⁹

¹⁰⁰ (PolicyLink/USC Equity Research Institute n.d.)

¹⁰¹ Climate vulnerability provides a population analysis by race/ethnicity for areas potentially impacted by substandard housing, sea level rise, wildfire risk, or extreme heat effects related to climate change.

¹⁰² (Shonkoff, Morello-Frosch and Pastor 2011)

¹⁰³ Rudolph, L., Harrison, C., Buckley, L. & North, S. (2018). Climate Change, Health, and Equity: A Guide for Local Health Departments. Public Health Institute and American Public Health Association.

¹⁰⁴ Flood hazard analyzes the percent population of a flood-prone community and demonstrates areas within the 100-year Flood Hazard Zones (one percent annual chance of occurring) and 500-year Flood Hazard Zones region-wide (0.2 percent).

¹⁰⁵ (Federal Emergency Management Agency 2020)

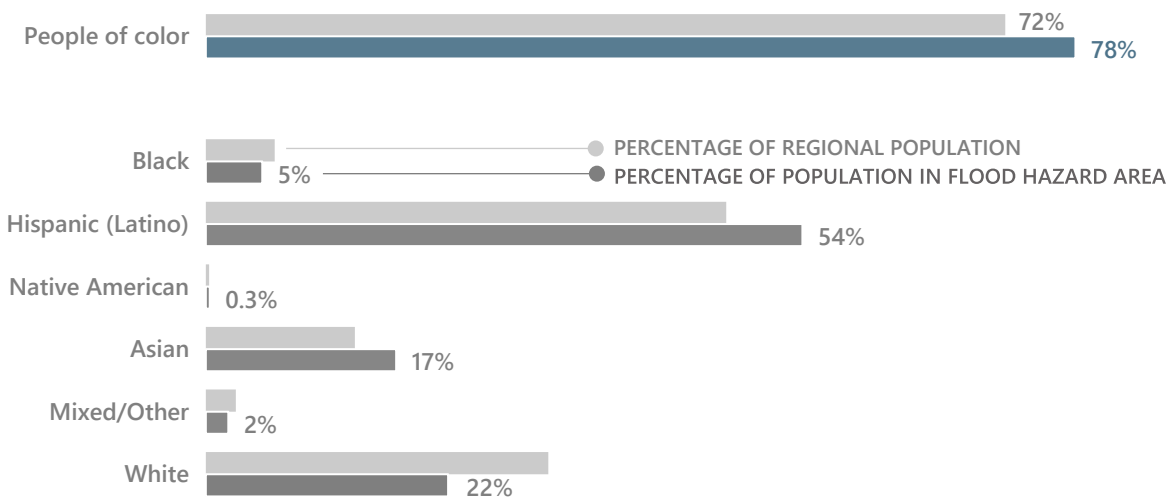
¹⁰⁶ (United States Environmental Protection Agency 2020)

¹⁰⁷ (Center for Social Solutions 2020)

¹⁰⁸ (World Health Organization 2021)

¹⁰⁹ Handmer, J., Y. Honda, Z.W. Kundzewicz, N. Arnell, G. Benito, J. Hatfield, I.F. Mohamed, P. Peduzzi, S. Wu, B. Sherstyukov, K. Takahashi, and Z. Yan, 2012: Changes in impacts of climate extremes: human systems and ecosystems. In: *Managing the Risks of Extreme Events and Disasters to Advance Climate Change Adaptation* [Field, C.B., V. Barros, T.F. Stocker, D. Qin, D.J. Dokken, K.L. Ebi, M.D. Mastrandrea, K.J. Mach, G.-K. Plattner, S.K. Allen, M. Tignor, and P.M. Midgley (eds.)]. A Special Report of Working Groups I and II of the Intergovernmental Panel on Climate Change (IPCC). Cambridge University Press, Cambridge, UK, and New York, NY, USA, pp. 231-290.

People of color are disproportionately more likely to live in a 100-year Flood Hazard Zone at 78 percent, despite making up 72 percent of the overall population.



Source: 2019 SCAG, Federal Emergency Management Agency, U.S. Census

- People of color disproportionately live in 100-year and 500-year flood hazard areas, comprising 78 percent of the population living in 100-year Flood Hazard Zones and 78 percent of the population residing in 500-year Flood Zones.
- Hispanic (Latino) communities are the most likely to reside in a 100-year flood hazard area, making up 54 percent of residents at high risk, yet only making up 47 percent of the regional population.
- Asian/Pacific Islanders are also at an increased risk, consisting of 17 percent of those who live in a 100-year flood hazard area, yet only comprising about 13 percent of the overall population.
- White residents make up about 31 percent of the overall population yet are proportionately less likely to live in a 100-year flood hazard area as compared to other racial/ethnic groups. 22 percent of those who live in a flood hazard area are white residents.

WHO IS AT RISK FOR A WILDFIRE?

Warmer temperatures combined with longer dry seasons have resulted in more wildfires in recent years.¹¹⁰ Large fires statewide are anticipated to increase from roughly 58 percent to 128 percent over the next several years.¹¹¹ As a result, air quality, water quality and even food production and energy pricing will be affected. These extra costs are expected to impact low-income communities more severely, in turn disproportionately impacting communities of color.

The climate in Southern California continues to be increasingly hospitable to wildfires. Smoke from wildfires can contain over 10,000 substances (particulate matter and gaseous products of combustion) and expose the population to PM_{2.5} for months at a time.¹¹² PM_{2.5} from wildfires increases the amount of

¹¹⁰ Handmer, J., Y. Honda, Z.W. Kundzewicz, N. Arnell, G. Benito, J. Hatfield, I.F. Mohamed, P. Peduzzi, S. Wu, B. Sherstyukov, K. Takahashi, and Z. Yan, 2012: Changes in impacts of climate extremes: human systems and ecosystems. In: *Managing the Risks of Extreme Events and Disasters to Advance Climate Change Adaptation* [Field, C.B., V. Barros, T.F. Stocker, D. Qin, D.J. Dokken, K.L. Ebi, M.D. Mastrandrea, K.J. Mach, G.-K. Plattner, S.K. Allen, M. Tignor, and P.M. Midgley (eds.)]. A Special Report of Working Groups I and II of the Intergovernmental Panel on Climate Change (IPCC). Cambridge University Press, Cambridge, UK, and New York, NY, USA, pp. 231-290.

¹¹¹ California Public Utilities Commission, SCAG, 2019

¹¹² (California Air Resources Board, California Department of Public Health 2019)

hospital visits and the risk of mortality.¹¹³ Air pollution from wildfires is estimated to cause 339,000 deaths per year worldwide.¹¹⁴ According to the California Department of Public Health, there are around 1.5 million people who live in fire hazard zones who are at a higher risk of being exposed to the effects of PM_{2.5}.¹¹⁵

Wildfire Risk by Race/Ethnicity

Race/Ethnicity breakdown by County

Race/Ethnicity	Imperial	Los Angeles	Orange	Riverside	San Bernardino	Ventura	Total
People of color	-	5%	4%	7%	5%	11%	6%
Black	-	4%	5%	7%	5%	15%	7%
Hispanic (Latino)	-	4%	2%	6%	4%	8%	5%
Native American	-	7%	6%	10%	9%	15%	9%
Asian	-	9%	6%	11%	7%	25%	12%
Pacific Islander	-	3%	3%	7%	5%	11%	6%
Mixed	-	12%	9%	11%	9%	25%	13%
Other	-	8%	8%	10%	8%	21%	11%
White	-	17%	10%	12%	12%	28%	16%
SCAG region	-	8%	6%	8%	7%	20%	

Source: California Building Resilience Against Climate Effects, California Public Utilities Commission 2019, Cal FIRE, U.S. Census, SCAG

- Across the region, white residents are the most likely to live in very high wildfire risk areas, with 16 percent of all white residents in the region at risk. In Ventura County, 28 percent of white residents live in high-risk areas.
- Asian (25 percent), Mixed (25 percent), and Other (21 percent) populations make up the next largest proportions of residents who live in wildfire risk areas in Ventura County.
- Native Americans face high wildfire risk in Riverside County with 10 percent of Native Americans living in high-risk areas. In addition, 12 percent of white, 11 percent of Mixed, 11 percent of Asian, and 10 percent of Other residents are all at high risk for a wildfire, living in high wildfire risk areas.

¹¹³ (California Air Resources Board, California Department of Public Health 2019)

¹¹⁴ (Johnston, et al. 2012)

¹¹⁵ (California Air Resources Board n.d.)

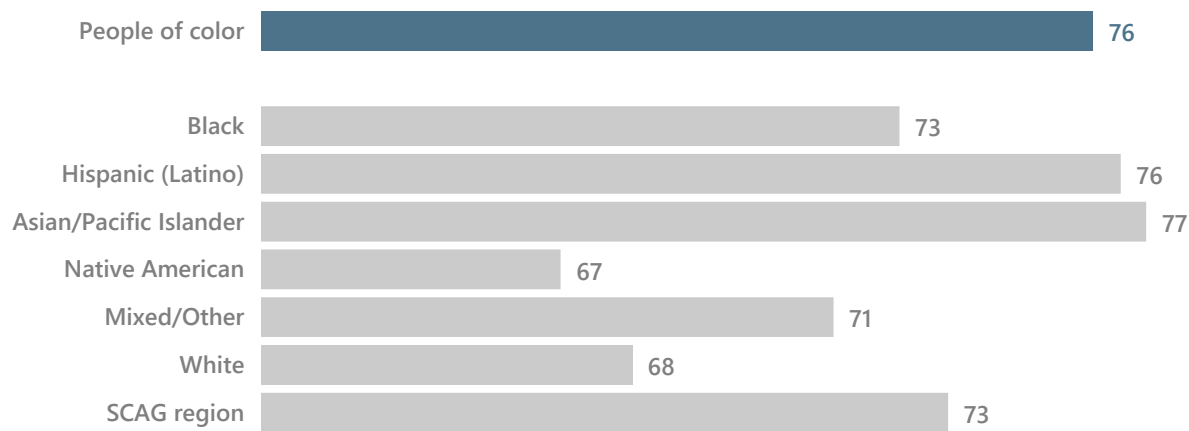
INDICATOR 2

Air Pollution Exposure Index¹¹⁶

CAN EVERYONE BREATHE CLEAN AIR?

Healthy neighborhoods are free of pollution and toxics that undermine safety, health, and well-being.¹¹⁷ People of color are more likely to live in neighborhoods with high levels of air pollution, corresponding to a higher risk for many serious health issues like respiratory problems, heart disease, cancer, and premature death.¹¹⁸ Children are particularly vulnerable to air pollution because they breathe more air relative to their size and their organs are not fully developed. A disproportionate share of people of color and low-income communities live near freeways and industry, exposing communities to higher rates of exposure to all sources of air pollution, as measured via an index score developed by the National-Scale Air Toxics Assessment (NATA).¹¹⁹ This index of exposure to air toxics can be further examined by cancer and non-cancer risk.

People of color face greater exposure to air toxics for environmental pollution from all sources (index score of 76).



Source: U.S. Environmental Protection Agency, 1999, 2011 and 2014 National-Scale Air Toxics Assessment (NATA); U.S. Census Bureau, 2000 Decennial Census Summary File 3, 2010 and 2017 American Community Survey (ACS) 5-Year Summary File.

- In general, people of color face a significantly higher exposure to air toxics for environmental pollution from all sources with an index of 76, as compared to white residents at 68. suggesting that the average pollution exposure for people of color in the region is equivalent to the census tract that ranks in the 76th percentile nationally in pollution exposure. Native Americans face the lowest exposure to air toxics for environmental pollution from all sources at an index of 67.
- When specifically examining exposure to toxics that pose a cancer risk, the air pollution exposure index for people of color of 68 is six points higher than the index for white residents at 62.
- The air exposure index for cancer risk for Asian/Pacific Islanders is the highest in the region at nearly 70. Hispanic (Latino) populations follow close behind in exposure to air toxics that pose risk of cancer at 69.

¹¹⁶ Index of exposure to air toxics for cancer and non-cancer risk (combined and separately). Values range from 1 (lowest risk) to 100 (highest risk) on a national scale based on the distribution across census tracts nationwide. For example, a value of 65 for Latinos in a given region suggests that the average pollution exposure for Latinos in that region is equivalent to the census tract that ranks at the 65th percentile nationally in pollution exposure (i.e., has more exposure than 64 percent of U.S. tracts but less exposure than 35 percent of tracts).

¹¹⁷ (PolicyLink/USC Equity Research Institute n.d.)

¹¹⁸ (Hajat, Hsia and O'Neill 2015), (Research Division n.d.)

¹¹⁹ (United States Environmental Protection Agency n.d.)

- Reviewing air pollution that poses a non-cancer risk but instead poses a respiratory hazard, the air pollution index for people of color at 78 is eight points higher than the index for white populations of 70, indicating communities of color are more at risk for asthma and other respiratory problems.
- Overall, Asian/Pacific Islander and Hispanic (Latino) populations experience the highest exposure to air toxics that pose respiratory hazards with an index score of 79 respectively, indicating the average pollution exposure for Asian/Pacific Islanders and Hispanic (Latino)s is equivalent to the census tract nationwide at the 79th percentile for air pollution exposure.

INDICATOR 3

CalEnviroScreen¹²⁰

WHO IS MOST VULNERABLE TO THE GREATEST POLLUTION BURDEN?

Pollution continues to be a major public health concern in the region, as air pollutants exacerbate chronic conditions and disproportionately affect people of color and other vulnerable populations (children, pregnant women, older adults, outdoor workers and populations with a disability).¹²¹ In general, rates of chronic diseases related to air quality in the region have been on the rise or remained constant for at least the past five years.¹²² In addition, impacts from climate change¹²³ further exacerbate air quality issues and affect the well-being of residents.

The California Communities Environmental Health Screening Tool, also known as the CalEnviroScreen 3.0 (CES) score, provides a weighted value that takes into account a series of pollution burden indicators and population characteristics to calculate a score based on the average of exposures and environmental effects and the average of health and vulnerability factors for population characteristic indicators.¹²³ The CES score measures the relative pollution burdens and vulnerabilities in one census tract as compared to others, capturing the disproportionate impacts on sensitive populations using indicators of potential exposure to pollutants and environmental conditions (e.g. ozone, pesticides, toxic releases, traffic, hazardous waste).¹²⁴ Higher percentile values (95 – 100th percentile as the highest) represent a higher cumulative impact, due to greater pollution burden and a higher vulnerability to pollution burden due to sensitive populations and socioeconomic factors, as compared to other communities.

¹²⁰ California Communities Environmental Health Screening Tool 3.0 (CalEnviroScreen 3.0) is published by the Office of Environmental Health Hazard Assessment. This tool measures pollution burden as a combined score that includes indicators of potential exposures to pollutants and environmental conditions (e.g., ozone, pesticides, toxic releases, traffic, hazardous waste). The pollution burden scores are averaged by majority race/ethnicity of census tracts. From CalEnviroScreen SCAG looks at the overall percentile score, PM2.5 percentile and pollution burden percentile.

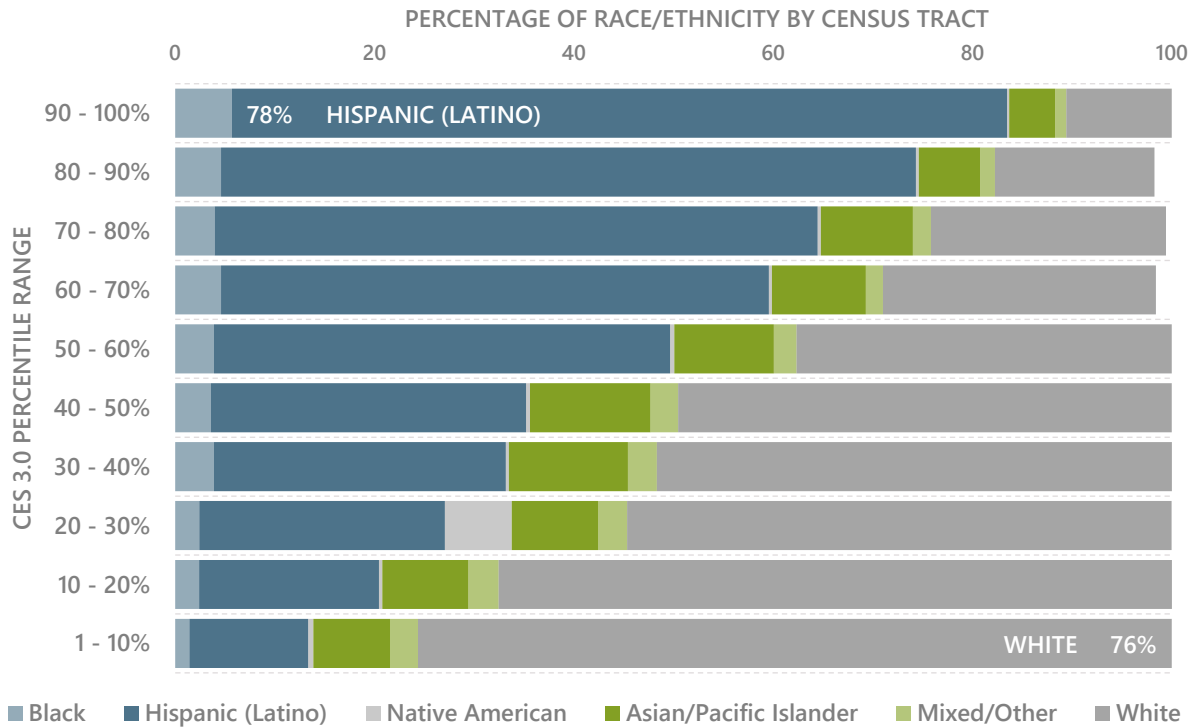
¹²¹ (Hajat, Hsia and O'Neill 2015)

¹²² (Research Division n.d.)

¹²³ (Rodriguez and Zeise 2017)

¹²⁴ (Rodriguez and Zeise 2017)

Across the region and in every county, Hispanic (Latino) residents make up the largest percentage of residents in census tracts with CalEnviroScreen scores in the 90 - 100th percentile range.



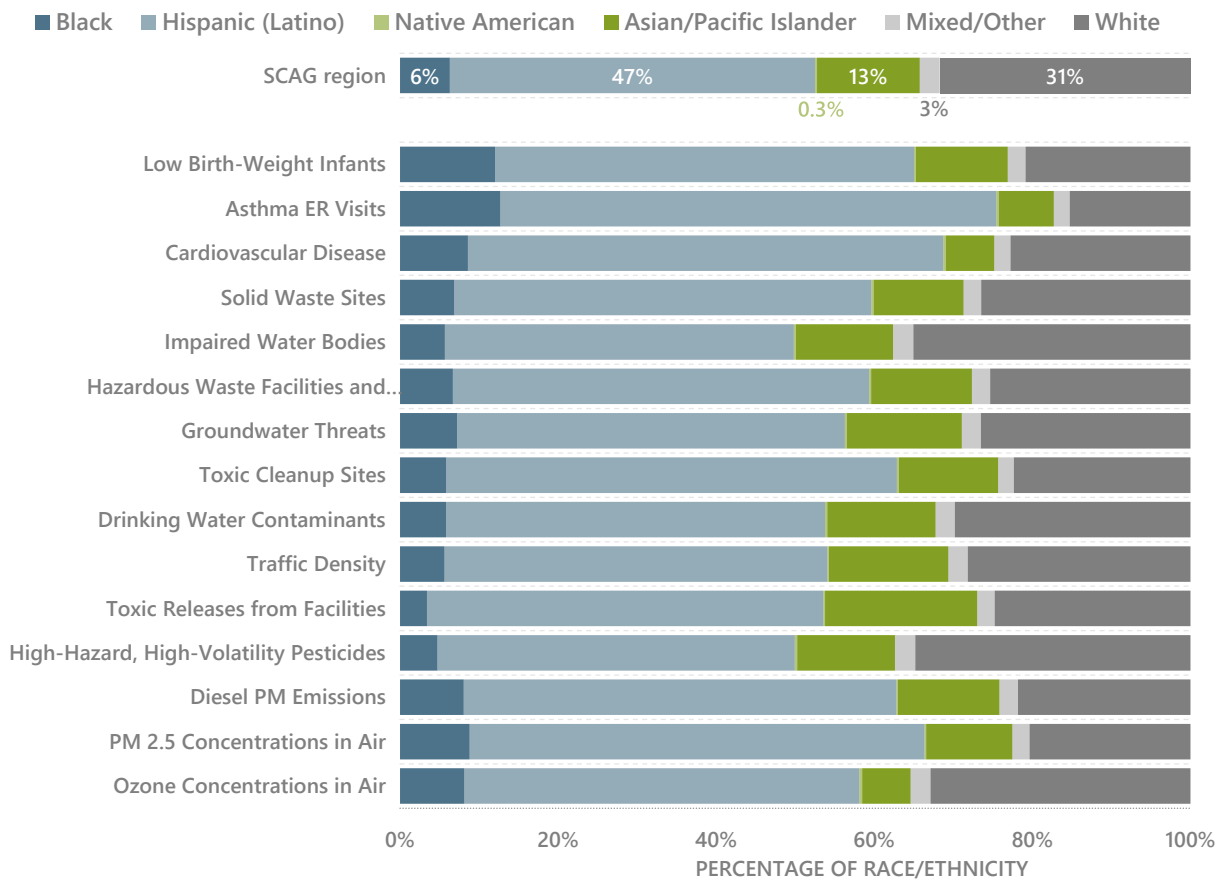
Source: CalEnviroScreen 3.0, 125 U.S. Census, SCAG

- Across the region and in every county, Hispanic (Latino) residents make up the largest percentage of residents in census tracts with CalEnviroScreen scores in the highest percentiles, exposing the inequitable distribution of pollution burden and vulnerabilities across race and ethnicity groups. Hispanic (Latino) residents make up 78 percent of residents in the 90 – 100th percentile range, despite comprising only 47 percent of the overall population.
- White residents disproportionately live in the census tracts with the lowest CES scores in the 1 – 10th percentile range. Census tracts with the lowest scores are comprised of 76 percent white residents, despite white residents making up only 31 percent of the overall population.
- Overall, Imperial County has the highest CES score of the six counties at nearly 40, ranking in the 74th percentile. 92% percent of residents in the highest CES percentile ranges in Imperial County are Hispanic (Latino), burdened with the greatest pollution and community vulnerabilities of all racial/ethnic groups in the region.
- Ventura County had the lowest CES score of the counties in the region, with cumulative impacts in the 36th percentile. However, people of color in the county disproportionately live-in census tracts with the greatest pollution burden and community vulnerability, with 94 percent of residents in the highest percentiles (90 – 100th) Hispanic (Latino).
- The predominance of people of color in the census tracts with the greatest pollution burden and community vulnerability reaffirms the historical environmental harm caused to communities of color.

¹²⁵ Note not all percentile ranges equal to 100% due to the NA or missing percentiles values in the CalEnviroScreen 3.0. Indicators that include missing values ("NA") are PM2.5, Traffic, Drinking Water, Low Birth Weight, and all socioeconomic factor indicators. In these cases, missing values were assigned no percentile (given an "NA") and did not contribute to their overall CalEnviroScreen score. For example, if a census tract was missing both and PM2.5 and Traffic the denominator of the exposure indicators was adjusted to five instead of seven indicators.

WHO LIVES IN THE HIGHEST REGIONAL EXPOSURE AREAS?

Population in the Highest Regional Exposure Areas by Race/Ethnicity



Source: CalEnviroScreen 3.0, SCAG

- Hispanic (Latino) residents make up 63 percent of the population in the highest regional exposure areas for asthma emergency room visits, and 60 percent of the pollution in areas for cardiovascular disease, although they only comprise 47 percent of the overall population.
- Black residents, comprising 6 percent of the overall population, make up 13 percent of the population in the highest regional exposure areas for asthma emergency room visits, and 12 percent of those with low birth-weight infants.
- Asian/Pacific Islanders disproportionately live in the highest regional exposure areas for toxic releases from facilities at 19 percent, significantly higher than their share of 13 percent (of the regional population).
- Native Americans make up 0.34 percent of the population in the highest regional exposure areas for ozone concentrations in the area, although they make up just 0.25 percent of the overall population. Hispanic (Latino) residents make up 50 percent of the population in the highest exposure to ozone concentrations and Black residents make up 8 percent.

6 | Key Terms & Concepts

By defining key terms and concepts, the quality of dialogue and discourse on equity can be enhanced. Many of these key terms and concepts have evolved over time. The key terms and concepts listed below are intended to reflect current usage. It should be noted that many of these key terms and concepts have evolved over time. The key terms and concepts listed below are intended to reflect current usage. Preferred language is always evolving and each person's identities, life experiences, and understandings will influence the preference for a given term.

Discrimination

The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion, and other categories. In the United States the law makes it illegal to discriminate against someone based on race, color, religion, national origin, or sex. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. (A Community Builder's Tool Kit; U.S. Equal Employment Opportunity Commission, "Laws Enforced by EEOC")

Diversity

A multiplicity of races, genders, sexual orientations, classes, ages, countries of origin, educational status, religions, physical, or cognitive abilities, documentation status, etc. within a community, organization or grouping of some kind. (Racial Equity Tools Glossary, 2019)

Equity

Fairness and justice in policy, practice, and opportunity consciously designed to address the distinct challenges of non-dominant social groups, with an eye to equitable outcomes. See also: Racial equity. (University of Washington Diversity and Social Justice Glossary)

Ethnicity

A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base. (Teaching for Diversity and Social Justice: A Sourcebook. Marianne Adams, Lee Anne Bell, and Pat Griffin, editors. Routledge, 1997)

Explicit Bias

Explicit biases are negative associations that people knowingly hold. They are expressed with conscious awareness. Example: sign in the window of an apartment building reads: "whites only." (Government Alliance for Race and Equity)

Implicit Bias

Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. Implicit biases have been shown to trump individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. (State of the Science Implicit Bias Review 2013, Cheryl Staats, Kirwan Institute, The Ohio State University)

Inclusion

Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and

decision/policy making in a way that shares power. (University of Washington Diversity and Social Justice Glossary)

Institutional Racism

Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people of color. (Racial Equity Tools Glossary, 2019)

Examples: Government policies, known as redlining, that explicitly restricted the ability of people to get loans to buy or improve their homes in neighborhoods with high concentrations of Black people. City sanitation department policies that concentrate trash transfer stations and other environmental hazards disproportionately in communities of color.

Intersectionality

A term created by Black lawyer and scholar Kimberlé Williams Crenshaw to describe how race, class, gender, age, and other aspects of identity intersect and inform the experience of individuals or groups of people. For example, a Black woman in America does not experience gender inequalities in the same way as a white woman, nor racial oppression in the same way as does a Black man. Each intersection produces a distinct life experience. (Intergroup Resources, 2012, Kimberlé Williams Crenshaw)

People of color

Often the preferred collective term for referring to non-white racial groups. Racial justice advocates have been using the term “people of color” (not to be confused with the pejorative “colored people”) since the late 1970s as a unifying frame across different racial groups that are not White, to address racial inequities. While “people of color” can be a politically useful term, it is also important whenever possible to identify people through their own racial/ethnic group, as each has its own distinct experience and meaning and may be more appropriate. (Racial Equity Tools Glossary, 2019)

Power

Power is unequally distributed globally and in U.S. society; some individuals or groups wield greater power than others, thereby allowing them greater access to and control over resources. Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates. (University of Washington Diversity and Social Justice Glossary)

Prejudice

A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics. (Institute for Democratic Renewal and Project Change Anti-Racism Initiative, A Community Builder's Tool Kit)

Privilege

Advantages and benefits systemically accorded, often by default, to a person or group. Privilege is best understood intersectionality because colorism, documentation status, economic class, and education, can all accord distinct privilege within racial and ethnic groups. (Colors of Resistance Archive)

Race

For many people, it comes as a surprise that racial categorization schemes were invented by scientists to support worldviews that viewed some groups of people as superior and some as inferior. There are three important concepts linked to this fact: Race is a made-up social construct, and not an actual biological fact. Race designations have changed over time. Some groups that are considered “white” in the United States today were considered “nonwhite” in previous eras, in census data and in mass media and popular culture (for example, Irish, Italian, and Jewish people). The way in which racial categorizations are enforced (the shape of racism) has also changed over time. For example, the racial designation of Asian American and Pacific Islander changed four times in the 19th century. That is, they were defined at times as white and at other times as not white. (Racial Equity Tools Glossary, 2019)

Racial Equity

Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. Racial equity describes the actions, policies, and practices that eliminate bias and barriers that have historically and systemically marginalized communities of color, to ensure all people can be healthy, prosperous, and participate fully in civic life. (Source: Center for Assessment and Policy Development)

Racism

Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices. Other ways to consider racism include: Racism = race prejudice + social and institutional power; Racism = a system of advantage based on race; Racism = a system of oppression based on race; Racism = a white supremacy system. (Racial Equity Tools Glossary, 2019)

Racial Justice

The systematic and proactive fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice—or racial equity—goes beyond anti-racism. It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity. (Racial Equity Tools Glossary, 2019)

Social Justice

Justice in terms of distribution of wealth, opportunities, and privileges within a society for all social identity groups. (Racial Equity Tools Glossary, 2019)

Structural Racism

The normalization and legitimization of processes and dynamics that provide advantage to white people while producing cumulative and chronic adverse outcomes for people of color. Structural racism may be difficult to locate in an institution because it involves the reinforcing effects of multiple institutions and cultural norms. (Racial Equity Tools Glossary, 2019)

Examples: We can see structural racism in the many institutional, cultural, and structural factors that contribute to lower life expectancy for Black and Native American men, compared to white men. These include higher exposure to environmental toxins, dangerous jobs, and unhealthy housing stock; higher exposure to and more lethal consequences for reacting to violence, stress, and racism; lower rates of health care coverage, access, and quality of care; and systematic refusal by the nation to fix these things.

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Attachment 3: Stakeholder Outreach Summary

Stakeholder Outreach

SCAG staff have conducted both internal and external outreach to acquire an understanding of conceptions of equity and ideas on actions SCAG could take to advance equity. To bring attention to SCAG's equity work and solicit input from a wider range of stakeholders, SCAG held a public meeting with all of its policy committee members on March 4, 2021. The meeting was focused on considering planning's historic role in exacerbating inequities that are seen across the nation and in the region. As part of the meeting, information was shared on the draft EAP, the baseline assessment, and an EAP online survey was released. SCAG staff also conducted outreach to stakeholders via the Regional Planning Working Group meetings and other committees including: Active Transportation Working Group; Environmental Justice Working Group; Natural & Farmlands Conservation Working Group; Public Health Working Group; Transportation Safety Working Group; Emerging Technology Committee; Go Human Steering Committee; and Regional Transit Technical Advisory Committee. Key feedback from the aforementioned online survey and outreach to these groups is below:

Goal 1: Shift Organizational Culture

- Institutionalize racial equity within SCAG by budgeting for dedicated a staff and/or a program to support racial equity capacity across SCAG's programs and policy areas. (EAP Action: Establish Inclusion, Diversity, Equity, and Awareness (IDEA) Team to oversee and update EAP)
- Ensure that all SCAG programs and policy areas track and report implementation in alignment with the Equity & Social Justice Resolution and the forthcoming Early Action Plan. (EAP Action: Establish Inclusion, Diversity, Equity, and Awareness (IDEA) Team to oversee and update EAP)

Goal 2: Center Racial Equity in Regional Policy & Planning

- Continue to host public surveys, listening sessions, and forums to gather public input from advocates and community regarding racial justice and equity. (EAP Action: Update Public Participation Plan)
- Solicit feedback from racial and social justice groups, advocates, and communities of color during the updating of SCAG's internal policies and regional plans, and establish measurable protocols for implementing that feedback. (EAP Action: Update Public Participation Plan)
- Create observable indicators to measure if (or to what extent) participation from those groups/advocates/communities is being performed. This requires the publication of actions and steps that the division/entity/body agrees to perform moving forward. (EAP Action: Update Public Participation Plan)
- Host trainings and briefings for SCAG's elected leadership, staff, jurisdictions, and communities of color on racial equity and how to develop equitable plans. (EAP Actions: Offer equity training for Board members, including as part of Board Orientation; Expand Toolbox Tuesday trainings to include sessions on racial equity; Explore opportunities to partner to establish a "Planning University" for Community-Based Organizations & Stakeholders)

Goal 3: Encourage Racial Equity in Local Planning

- Compile, publish, and update a list of racial and social justice groups and advocates that jurisdictions can connect with via outreach and hire as equity consultants to transparently and equitably compensate racial justice groups and communities of color for their work and providing feedback. (EAP Action: Provide resources for CBO engagement in Local Planning (ex. Call for Collaboration, Go Human Mini-Grants))

Attachment 3: Stakeholder Outreach Summary

Goal 4: Activate & Amplify

- Use and be clear about the Community Engagement to Ownership Continuum in moving towards community ownership of projects where public participation moves towards engagement and engagement moves toward community ownership of planning processes. (EAP Action: Update Public Participation Plan, Explore opportunities to partner to establish a “Planning University” for Community-Based Organizations & Stakeholders)
- Use a qualitative and quantitative approach to including community stories and engaging local champions in regional planning. (EAP Actions: Explore opportunities to partner to establish a “Planning University” for Community-Based Organizations & Stakeholders; Prepare Annual Racial Equity Indicators Report)

Racial Equity Early Action Plan

A Framework for Internal and External Focused Actions

Special Committee on Equity & Social Justice
March 30, 2021

www.scag.ca.gov



SCAG's Commitment to Equity & Social Justice

- July 2020 – SCAG Board adopted resolution
- Established **Special Committee on Equity & Social Justice**
- Focus on key deliverables:
 - Definition of equity
 - Equity inventory
 - Equity framework
 - Diversity, Equity, and Inclusion work plan
 - Public Participation Plan review



Special Committee on Equity & Social Justice



Defining Equity



Leading with racial equity to address the pervasive and deep inequities faced by people of color across the region.

“As central to SCAG’s work, racial equity describes the actions, policies, and practices that eliminate bias and barriers that have historically and systemically marginalized communities of color, to ensure all people can be healthy, prosperous, and participate fully in civic life.”

Researching & Understanding Our Baseline

- Analysis of existing disparities and inequities
- Indicators across four main categories:
 - Economic Vitality
 - Healthy and Complete Communities
 - Mobility
 - Environment
- Informs Racial Equity Early Action Plan & future planning work



Equity Framework & Early Action Plan

- Early Action Plan (EAP) critical for ensuring work advances and endures beyond life of Special Committee
- Includes range of internal and external focused actions
- Iterative process
- Short-, medium-, and long-term actions
- Need for partnerships with other agencies and institutions

Establishing an Equity Framework: Goals



Shift the
Organizational
Culture

Center Racial
Equity in
Regional Policy
& Planning

Encourage
Racial Equity in
Local Planning
Practices

Activate &
Amplify

Establishing an Equity Framework: Strategies



Identifying Early Actions

What activities can SCAG pursue to...

- **Listen & Learn:** Expand understanding among staff, SCAG's elected leadership, local elected officials and the general public.
- **Engage & Co-Power:** Establish processes at SCAG, support local planning processes and expand understanding of planning processes to engage and co-power communities of color in land-use and transportation planning and policy-making.
- **Integrate & Institutionalize:** Update internal policies, regional plans and policies, practices to center racial equity in all aspects of work; support local plan development and join with others in different fields & sectors to address regional inequities.

Stakeholder Outreach

- SCAG Committees & Working Groups
 - Committees
 - Emerging Technology
 - Go Human
 - Regional Transit Technical Advisory
 - Working Groups
 - Active Transportation
 - Environmental Justice
 - Public Health
 - Natural & Farm Lands Conservation
 - Transportation Safety
- Public Survey
 - Elected Officials, Community Based Organizations, City/County Managers, Planning Departments, Transit Operators, County Transportation Commissions and Subregional Partners

Goal 1: Shift Organizational Culture

Listen & Learn

- Develop a Diversity, Equity and Inclusion Awareness and Education
- Conduct an externally led racial equity audit to further inform equity actions

Engage & Co-Power

- Establish IDEA Team to oversee and update EAP
- Assess and align procurement policies with diversity goals
- Create an Equity Planning Resources Group to share best practices
- Develop a Diversity Style Guide on standards for communicating

Integrate & Institutionalize

- Update SCAG's Strategic Plan to incorporate an equity vision and goals to guide agency work plans
- Prepare an Inclusive and Equitable Talent Management Strategy

Goal 2: Center Racial Equity in Regional Policy, Planning

Listen & Learn

- Board Orientation / Equity Trainings
- Equity Assessment in Staff Reports
- Receive / File: Annual Racial Equity Indicators Report

Engage & Co-Power

- Equity Appointments to Policy Committees; Formalize Equity Role of Each Committee
- Update Public Participation Plan
- Form Regional Policy Working Group Dedicated to Equity

Integrate & Institutionalize

- Connect SoCal: Regional Equity Strategy
- Develop Research Program with University Partners

Goal 3: Encourage Racial Equity in Local Planning

Listen & Learn

- Support data requests, create tools for information sharing
- Expand Toolbox Tuesday trainings to include sessions on racial equity
- Provide elected officials with fact sheets and tools to promote racial equity

Engage & Co-Power

- Provide resources for CBO engagement in Local Planning – e.g., Call for Collaboration, Go Human Mini-Grants
- Build planning capacity in low-resourced jurisdictions by providing staff support- e.g., Civic Sparks, Public Health Fellows

Integrate & Institutionalize

- Refine equity goals & evaluation criteria used in Sustainable Communities Program (SCP)
- Provide resources through the SCP to promote Environmental Justice
- Identify opportunities to incorporate equity analysis in development of 2023 FTIP

Goal 4: Activate & Amplify

Listen & Learn

- Collaborate on a public information campaign to promote fair housing, reduce segregation
- Strengthen Relationships with other MPOs

Engage & Co-Power

- Explore opportunities to partner to establish a "Planning University" for Community-Based Organizations & Stakeholders

Integrate & Institutionalize

- Develop Inclusive Economic Recovery Strategy

Next Steps

May

Regional Council will consider approval of the Racial Equity Early Action Plan



Questions? Comments?