

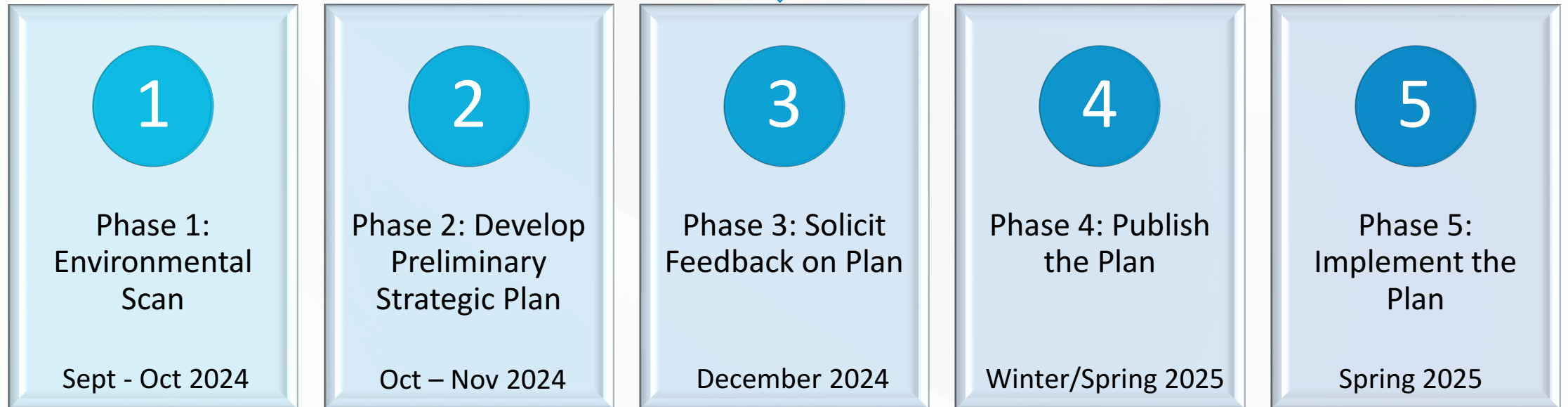


CTC Draft 2025-2027 Strategic Plan

Equity Advisory Committee Meeting
December 4, 2024

CTC STRATEGIC PLAN APPROACH

We are here





Phase 1: Environmental Scan

Environmental Scan Participants

30-60 Minute Interviews:

- Commissioners **(9)**
- Executive Managers **(8)**
- Partners & Ex-Officios **(4)**

Focus Groups:

- Supervisors & Staff **(18)**

10-item Anonymous Survey

- Staff **(16)**



External Opportunities and Challenges

- Maintaining, repairing, and extending current infrastructure
- Reaching State's climate goals while maintaining mobility of population
- Collaborating more effectively with partners to ensure holistic and effective planning
- Operationalizing inclusion and equity
- Finding common ground between opposing interests
- Increasing influence and recognition

A vintage bicycle with a brown frame and a black basket is shown in a close-up, low-angle shot. The bicycle is positioned on the left side of the frame, with its handlebars and front wheel visible. The background is dark and out of focus, featuring several bright, circular bokeh lights in shades of white, yellow, and red, suggesting a city street at night. The overall mood is nostalgic and urban.

Phase 2: Develop Preliminary Strategic Plan

Our Mission:

**Invest in transportation that improves
communities, the environment, and the economy.**

GOAL 1: PRIORITIZE SAFETY

➤ Invest in projects that:

- Reduce fatalities and injuries
- Ensure safe routes to school
- Protect California's transportation workforce

PROPOSED

GOAL 2: ELEVATE COMMUNITY VOICES

- Invest in projects that:
 - Include meaningful and robust community engagement
 - Address vulnerable and marginalized community needs
- Collaborate with the Equity Advisory Committee as a champion of community voices

PROPOSED

GOAL 3: ENSURE A HEALTHY ENVIRONMENT FOR ALL

➤ Invest in projects that:

- Reduce greenhouse gas emissions
- Improve air quality
- Prioritize multi-modal options
- Align transportation and land use
- Protect wildlife and natural resources

PROPOSED

GOAL 4: MOVE PEOPLE AND GOODS EFFICIENTLY

- Invest in projects that:
- Support a vibrant economy
 - Expand accessibility and mobility options
 - Reduce congestion
 - Enhance reliable freight throughput

PROPOSED

GOAL 5: PARTNER FOR SUCCESS

- Collaborate with partners to minimize cost increases and delays
- Engage Tribal Governments for meaningful and timely input
- Communicate how transportation investments benefit the public

PROPOSED

GOAL 6: SUPPORT A TEAM WHERE PEOPLE THRIVE

- Continue to foster a culture where team members are respected and valued
- Strengthen internal human resource (HR) functions
- Create and communicate opportunities for growth and promotion

PROPOSED



Phase 3: Feedback and Q&A

NEXT STEPS

