

People & Community First Action Plan Overview

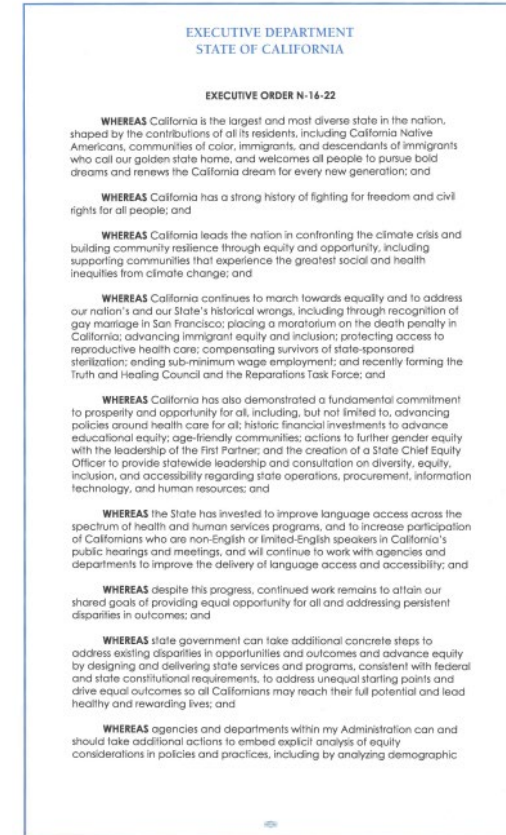
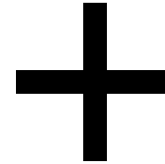
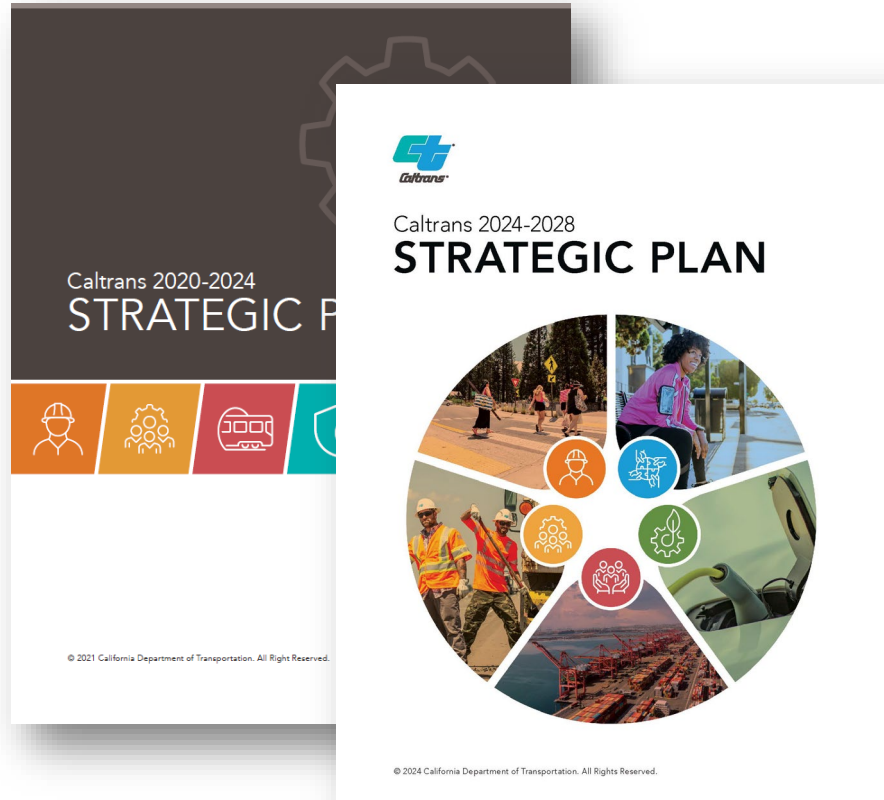
Interagency Equity Advisory Committee
December 2025



Director's Office of
Equity & Tribal Affairs (ETA)

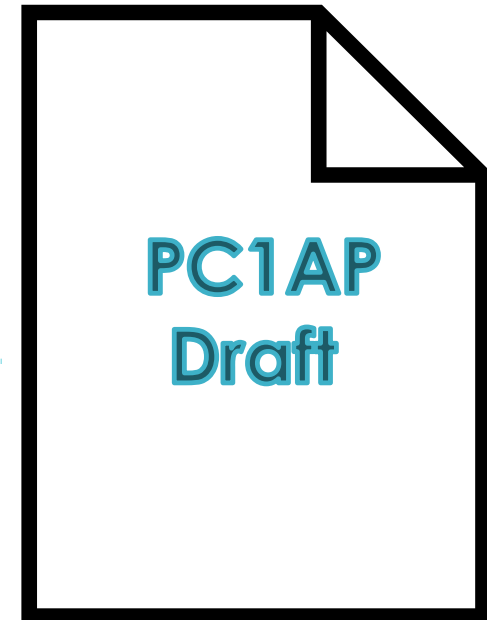


Why now?



EXECUTIVE ORDER N-16-22

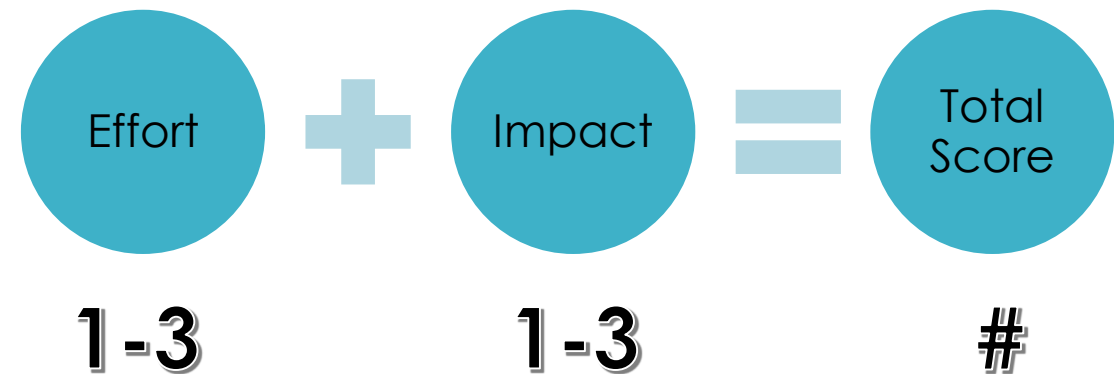
From Race & Equity Action Plan(REAP) to People & Community First Action Plan (PC1AP)



Collaborating to Advance Equity

HOW WE DEVELOPED THE PLAN

- 12 District meetings
- Over 20 HQ Divisions meetings
- 3 required District actions
 - Road Safety Infrastructure Plan
 - District Community Engagement Playbook
 - Internal District Equity Workgroup
- Menu of actions for Districts to select from (minimum 20 points)
- Custom actions from Districts & HQ Divisions



Building California's People First Future

Goal	Strategy & Example Actions
Safety	Collaborate with partners & underserved communities to improve safety
	• Develop District Road Safety Infrastructure Plans (all Districts)
Equity	Integrate intentional engagement across programs & projects
	• Develop District Community Engagement Playbooks (all Districts) • Host an Open Streets event (Districts 4, 7, 12) • Develop a Community Advisory Board (District 11)
Climate Action	Facilitate the transition to zero emission vehicles & infrastructure across all modes
	• Deploy 50% of electric vehicle chargers in disadvantaged and low-income communities (HQ) • Administer funding to support the build out of infrastructure for zero emission trucks (HQ)
Prosperity	Foster partnerships to maximize transportation investments that improve quality of life
	• Host a Tribal Summit (or equivalent) (Districts 1, 2, 9) • Partner with local non-profits to plan and install vegetated barriers (District 10)
Employee Excellence	Cultivate continuous improvement & equitable workforce growth
	• Trainings on Design and Construction of ADA Improvements (Districts 1, 10, 4, 7, 9) • Inclusive Interview Training (HQ) • Mentorship Programs (HQ)



How EAC Input Supports PC1 Action Implementation



- **Equity Index (EQI) & Data Integration:** Collaborate with the Data Implementation Subcommittee to co-develop validation methods and improve accessibility of equity data for district and statewide application.
- **Transportation Planning & Program Guidance:** Engage the EAC to inform updates to the Transit Policy Implementation Plan and embed equity considerations into future transportation planning standards.
- **Director's Policy for Community Engagement:** Work alongside the EAC's Community Engagement Subcommittee to develop guidance that advances inclusive, accessible, and consistent engagement with communities — including those representing people with disabilities.

Coordination & Resources

IMPLEMENTATION & ACCOUNTABILITY

- Bi-annual reporting
- EAC & Native American Advisory Committee
- Community Engagement Coordinators, District Native American Liaisons & District Equity Leads
- Complete Streets Steering Committee
- Community Engagement Program Advisors
- Policy Boards & Hot Topics

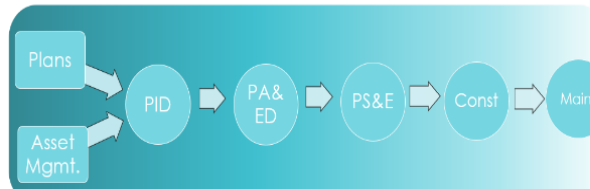
Equitable Engagement Toolbox



Public engagement is an essential component of transportation planning and project development, which should be adapted to the particular project phase, community-based circumstances, and affected stakeholders, with a particular focus on equity priority communities. Increasingly, staff across multiple divisions are taking on more public engagement activities in more areas, in support of the Department's strategic goals:

- Strategic Imperative 1 - Improve and expand community partnerships, especially in underserved communities.
- Strategic Imperative 2 - To the maximum extent feasible, align financial investments to deliver on State goals and Caltrans' strategic outcomes while maintaining a fix-it-first approach and staying within existing funding frameworks.
- Strategic Imperative 3 - Commit to equity-focused actions that make advancements in the areas of People, Programs and Projects, Partnerships, and Planet, as referenced in Caltrans' Equity Statement.

Engagement should be considered throughout the planning and project delivery process with much of the ability for change coming in the earlier stages of planning and project delivery.



Equitable Engagement Toolbox

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- Introduction
- District Community Engagement Coordinators
- Caltrans Engagement Portal
- Engagement Templates
- Public Engagement Plans Examples
- Caltrans Engagement Playbook
- Compensation Methods
- Self-Study Trainings
- Engagement Tools & Resources

Reconnecting COMMUNITIES

Closure Event • 43rd St Ramps / I-805

SAVE THE DATE
Saturday, October 12th
10 a.m. - 12:30 p.m.



...a community-wide open street event. An open streets...
...trust with communities through direct, meaningful, and...
...an opportunity to experience public space in a new...
...vision led two separate but complimentary open street...
...re" in San Diego (SD)—the Caltrans Community Closure...
...ramps / I-805 Closure Event. These events provided...
...members to reimagine roadways and connect with...
...que opportunity to experience otherwise car-centric...
...collaboration. D11 External Affairs coordinated with the...
...open street event with scheduled operations. On the day...
...was performed routine maintenance duties such as swarm...
...maintenance, litter removal, vegetation control, graffiti removal, and striping and bridge repair. The...
...first event was in 2023 along State Route 15 (SR-15) between Harbor Drive and State Route 94 (SR-94)

Thank You!

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