People & Community First Action Plan Overview

Interagency Equity Advisory Committee

Director's Office of

Equity & Tribal Affairs (ETA)

December 2025



Why now?





EXECUTIVE DEPARTMENT STATE OF CALIFORNIA

EXECUTIVE ORDER N-16-22

WHEREAS California is the largest and most diverse state in the nation, shaped by the contributions of all its residents, including Catifornia Native Americans, communities of color, immigrants, and descendants of immigrants who call our golden state home, and welcomes all people to pussue bold dreams and renews the California dream for every new generation; and

WHEREAS California has a strong history of fighting for freedom and civil rights for all people; and

WHEREAS California leads the nation in confronling the climate crisis and building community restilence through equity and opportunity, including supporting communities that experience the greatest social and health inequillies from climate change; and

WHEREAS Colliancia continues to march towards equally and to address our nation's and our Stafe's historical wrangs, including through recognition of gay marriage in San Francisco; placing a maratarium on the death penalty in Colliancia advancing immigrant equity and inclusion; protecting access to reproductive health care; compensating survivors of stafets-pronorated steritaction; ending sub-minimum wage employment; and recently farming the Truth and Healing Council and the Reparations Task Force; and

WHEREAS Coilloria has also demonstrated a fundamental commitment to prospeitly and opportunity for all, including, but not initialed to, advancing policies around health care for all, historic financial investments to advance educational equity: age-friendly communities; accliants to further gender equity with the leadership of the first Partner; and the creation of a State Chief Equity Officer to provide statewise leadership and consultation and versity, equity, inclusion, and accessibility regarding state operations, procurement, information technology, and human resources; and

WHEREAS the State has invested to improve language access across the spectrum of health and human services programs, and to increase participation of Caltomians who are non-English or limited-English speakers in California's public hearings and meetings, and will continue to work with agencies and departments to improve the delivery of language access and accessibility, and

WHEREAS despite this progress, continued work remains to attain our shared goals of providing equal opportunity for all and addressing persistent effective in autopress and

WHEREAS slate government can take additional concrete steps to oddress estiling disposities in opportunities and outcomes and advance equity by designing and delivering state services and programs, consistent with federal and state contitutional requirements, to address unequal stating points and drive equal outcomes so all Californians may reach their full potential and lead healthy and rewarding livers; and

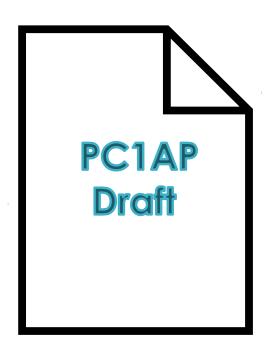
WHEREAS agencies and departments within my Administration can and should take additional actions to embed explicit analysis of equity considerations in poticies and practices, including by analyzing demographic

EXECUTIVE ORDER N-16-22

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



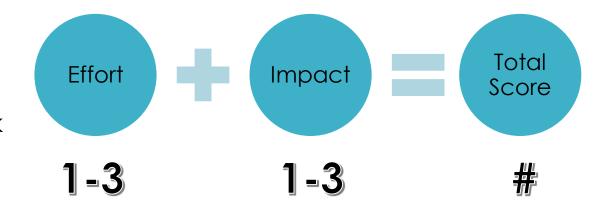




Collaborating to Advance Equity

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 Caltrans, Director's Office or	Cultivate continuous improvement & equitable workforce growth
	Trainings on Design and Construction of ADA Improvements (Districts 1, 10, 4, 7, 9) Figure 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

Table of Contents

- Introduction
- District Community Engagement Coordinators
- Caltrans Engagement
 Portal
- Engagement Templates
- Public Engagement Plans Examples

Playbook

- Caltrans Engagement
- Compensation Methods
- Self-Study Trainings
- Engagement Tools & Resources





a community-wide open street event. An open streets I trust with communities through direct, meaningful, and an opportunity to experience public space in a new sion led two separate but complimentary open street re" in San Diego (SD)—the Caltrans Community Closure; amps / 1-805 Closure Event. These events provided mbers to reimagine roadways and connect with que opportunity to experience otherwise car-centric laboration. D11 External Affairs coordinated with the open street event with scheduled operations. On the day was performed routine maintenance duffes 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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