

Diversity Oversight Committee Charter

Effective Date: February 23, 2026

Revision Date: August 18, 2026

Issuing Department: Office of Civil Rights, Equity & Inclusion

Purpose

The Diversity Oversight Committee (DOC) serves as an advisory body to the Chief Executive Officer (CEO) of Sound Transit. The DOC provides regular reports to the CEO and the Sound Transit Board of Directors on the agency's compliance with equity-focused employment and contracting principles as defined in Motion No. 17.

As a collaborative partner, the DOC represents community concerns related to employment and contracting opportunities for historically minoritized populations, advancing the mission of building healthier, more equitable communities.

Committee Composition

The DOC may include up to 15 members from across the Sound Transit District. Members represent a diversity of perspectives, including individuals from small businesses, trade and craft sectors, community-based organizations, and other interest holders identified by the CEO.

Committee membership must reflect the cultural and ethnic diversity of the region.

- **Term Length:** Two years, with the possibility of one additional consecutive term.
- **Structure:** Includes a Chair, Vice Chair, and general members.
- **Appointment:** Members are appointed by the Sound Transit CEO.

Roles and Responsibilities

- Review employment and contracting opportunities impacting minoritized communities and women.
- Evaluate participation and utilization rates for Disadvantaged Business Enterprises (DBEs) on Sound Transit and third-party contracts.
- Assess compliance with Equal Employment Opportunity (EEO) and DBE program goals.
- Advise on the development and implementation of initiatives to foster a more inclusive workforce and diverse supplier base.
- Monitor Sound Transit's compliance with the FTA Master Grant Agreement and Titles VI and VII of the Civil Rights Act of 1964.
- Identify and recommend strategies to remove barriers faced by DBE contractors.
- Provide updates and strategic recommendations to the CEO and/or Board of Directors.

Attend at least 75% of applicable regular and special DOC meetings during each calendar year and actively participate in the Committee's work. Members should provide advance notice when unable to attend a meeting.

- Model and promote Sound Transit's core values of inclusion, accountability, excellence, and respect.

Committee Member Roster

Name	Organization	Role	Sound Transit District	Term
Curtis Bennett	OMWBE	Member	Pierce	2025-2027
Margaret Duño Gritten	YMCA	Member	King	2025-2027
Ollie A. Garrett	Tabor 100	Member	King	2025-2027
Janice R. Greene, PhD		Member	Snohomish	2025-2027
Ricardo Ibarra	Trio Group NW	Member	King	2025-2027
Leslie Jones	Community Member	Member	King	2025-2027
Karla Malacon		Member		2025-2027
Sanita Salter		Member	King	2025-2027
Daniel Tappana	Economic Alliance	Member	Snohomish	2025-2027
Eddie Jezek	Iron Workers Local 86	Member	King/Pierce	2026-2028
William Kelly	Community Member	Member	Pierce	2026-2028

Team Norms

The DOC will collaboratively develop team norms to guide its work, communication practices, and expectations. These norms will be documented and included here once finalized.

Project Documents

A secure online folder will be used to store and manage all Committee-related documents, including meeting notes, reference materials, and working files.

Last Updated: August 18, 2026
