

2021 Highlights

Office of Civil Rights, Equity & Inclusion

4/13/22

Why we are here

- Our commitment to becoming an Anti-Racist organization
- CREI's 2021 Highlights
- Equity Tools Update
- Look Ahead

Office of Civil Rights, Equity & Inclusion

Vision

Where all Sound Transit employees, passengers and the community feel welcomed, are connected to what they need and have equitable access to opportunities, programs & services.

Mission

To advance civil rights, equity and inclusion for our employees, passengers and the community.

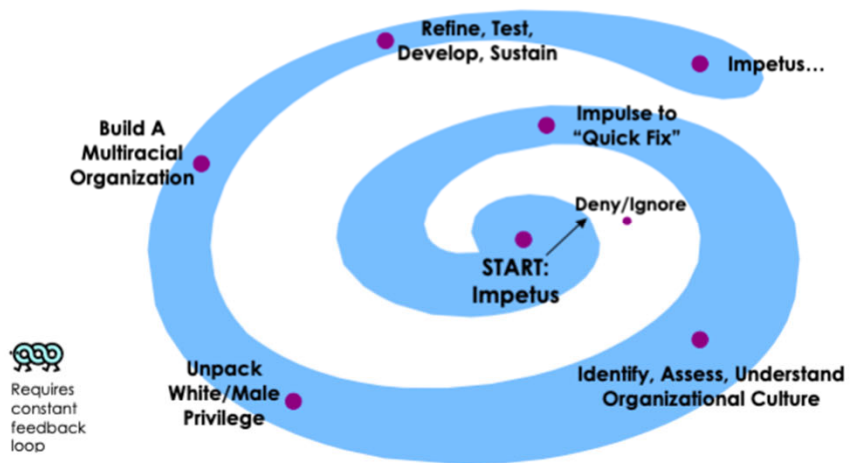


Becoming an Anti-Racist Organization

How did we get here?

The Organizational Spiral

Building Multi-Ethnic, Anti-Racist, Inclusive
Organizations & Collaborations



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<https://www.racialequitytools.org/resourcefiles/olcese.pdf>

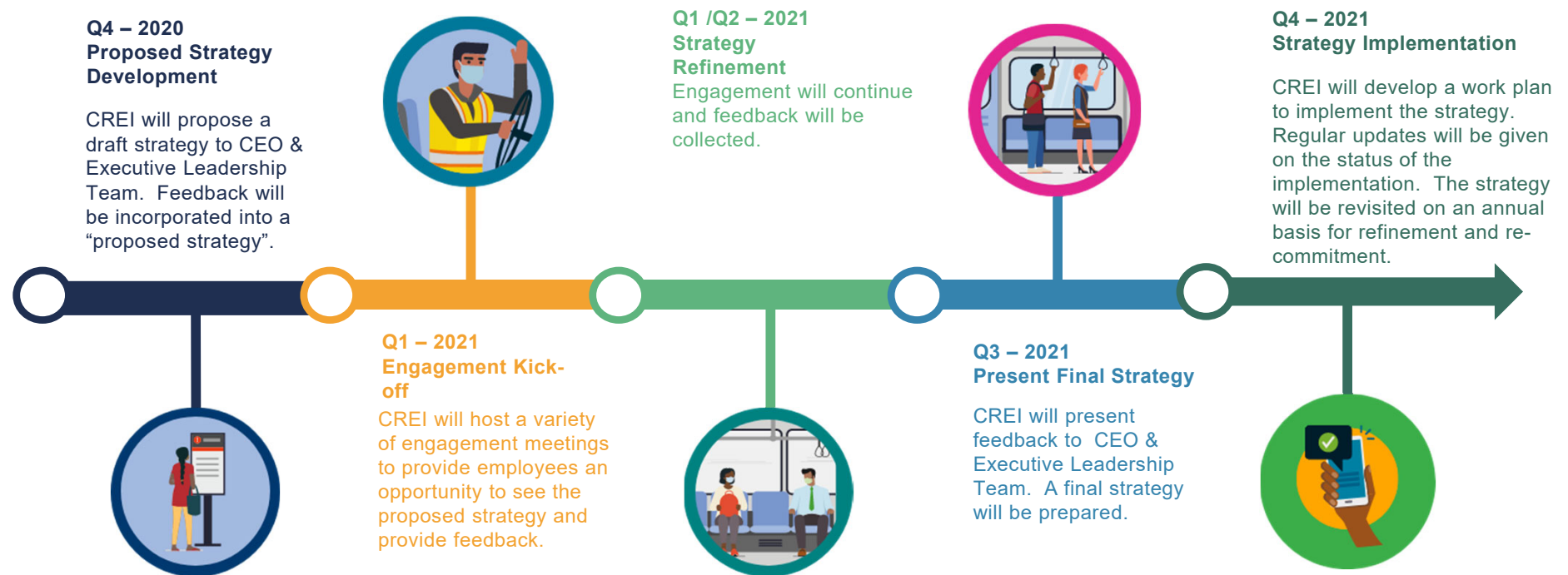


Why do we need to become anti-racist?

Mission: Connecting more people to more places to make life better and create equitable opportunities for all.



Anti-Racist Strategy Timeline



Anti-Racist Strategy

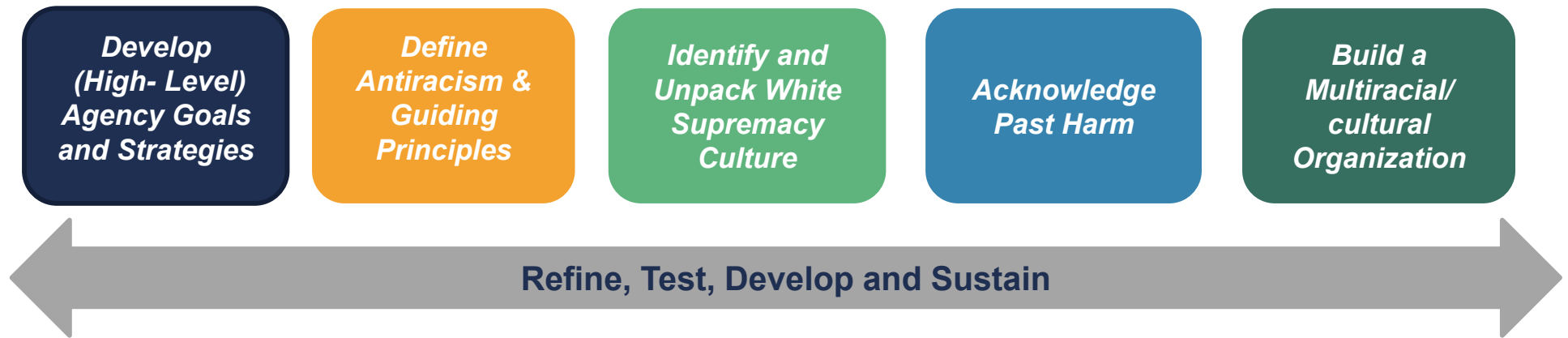
Vision

A Sound Transit where

- All are empowered, thriving and able to maximize their potential regardless of race.
- All decisions are approached using a racial equity lens.
- Excellent service is provided to all passengers.
- Trust is built with community.
- Community members have equitable opportunities to thrive.

ALL ABOARD
We're stronger together.

Anti-Racist Framework



Commitments

CEO & Executive Support

Economic Development Opportunities

Career Development

Community

Accountability

2021 Highlights

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Inclusive Culture

- Launched Anti-Racist Community Employee Resource Group
- 62 Employee-led Group events & activities
- Agency and department level diversity, equity, inclusion & culture goals
- Inclusive Learning Series
- EEO Program

Equity & Social Responsibility

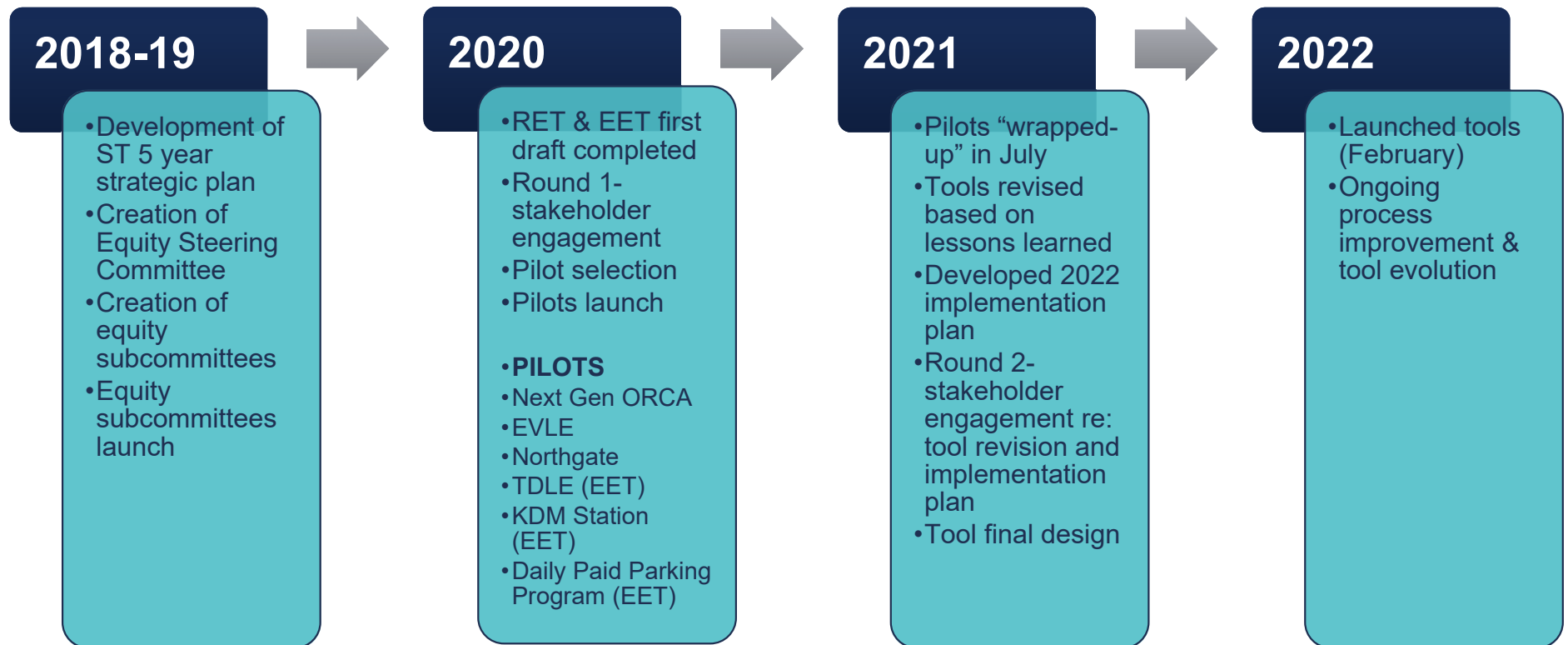
- Launched Toward Organizational Equity Workshop - 5 cohorts
- Racial Equity Toolkit (RET) & Equitable Engagement Tool (EET) - Pilots & Implementation Plan
- Equitable Engagement Subcommittee
- Northgate SAFE

Economic Development

- Managed 105 active contracts with DBE goals, 50 federally funded
- Disadvantaged Business Enterprise Program Attainment - 30.53%
- Five technical assistance trainings and forums
- Capacity Building Mentorship Program

Equity Tools

Equity Tools History and Timeline

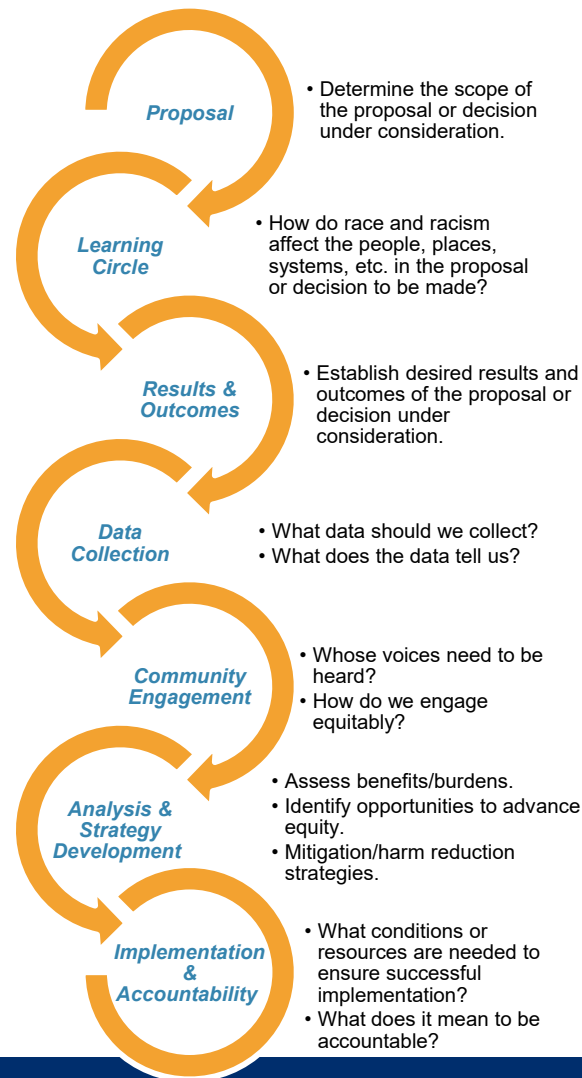


What is a Racial Equity Tool?

A RET is designed to integrate an explicit consideration of racial equity in decision-making related to projects, policies, programs and practices. The tool includes a set of guiding questions that will prompt teams to:

- Identify clear racial equity goals, objectives and outcomes.
- Examine historic and root causes of racial disparities.
- Collect and interpret data from a variety of sources.
- Amplify community voice.
- Critically examine whom a decision will benefit or burden.
- Develop and implement strategies to mitigate or eliminate potential harm posed by Sound Transit projects, policies, programs or processes.
- Develop mechanisms to measure and evaluate impact.

RET Outline



Equitable Engagement Tool

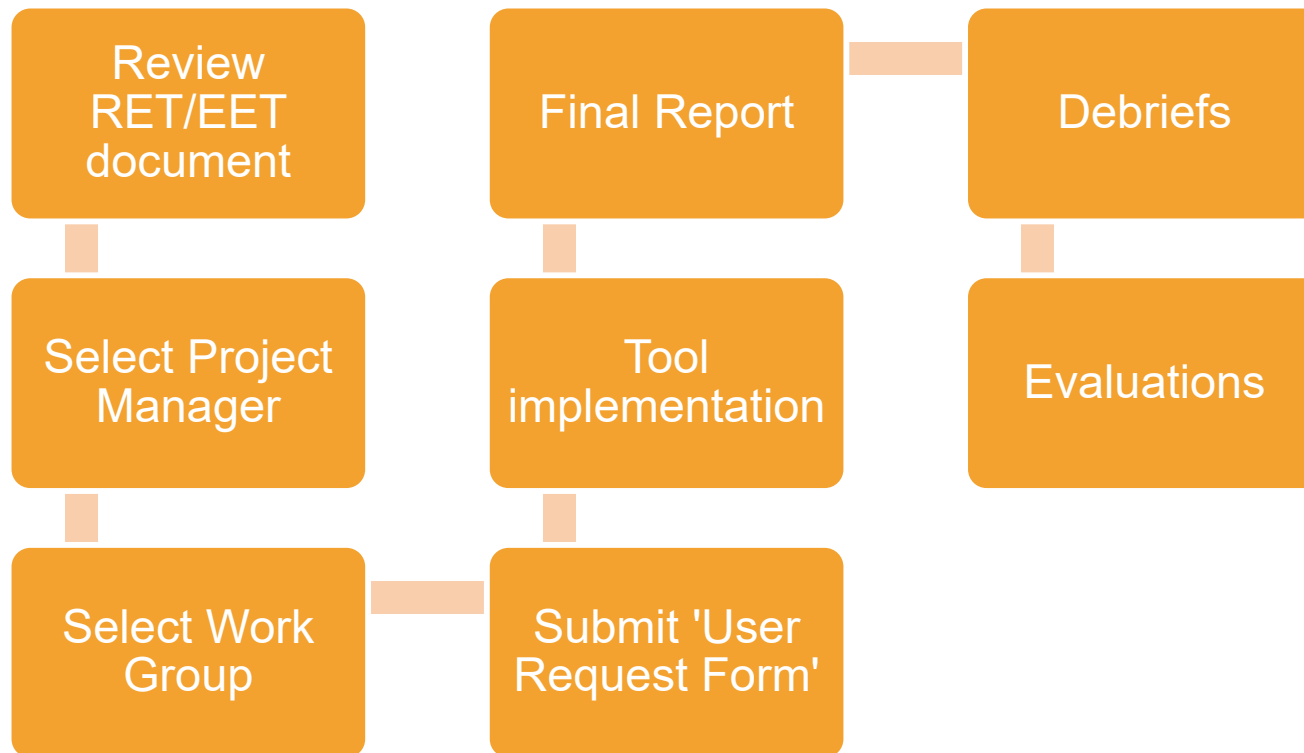
What is equitable community engagement?

Equitable community engagement is the act of ensuring the full inclusion of all voices in the community, particularly those who have been, and continue to be, denied access to power. The practices that define equitable engagement are meant to result in high levels of participation from those who are most likely to be adversely impacted by agency initiatives and who are historically excluded and underrepresented in these conversations.

The EET provides. . .

- An organizational framework for Equitable Engagement
- An outline of equitable engagement best practices
- Shared meaning of key concepts and terminology
- A guide to ensure diversity, equity and inclusion are proactively considered and integrated throughout the engagement planning and implementation process

Equity Tools - Implementation



Looking Ahead

Looking Ahead

Anti-Racism Work

- Develop Definition & Guiding Principles
- Develop & implement 2022+ Anti-Racist Strategy work plan & deliverables

Employees & Culture

- Employee hiring & retention
- Leadership Accountability
- Department-level DEIC Goals

Building Capacity

- Launch Change Agents Program
- Enhance DBE training & technical assistance opportunities
- Equity Summit

Institutional Change

- RET & EET
- Budget Equity Tool (Pilot)
- Anti-Racist Policy

Thank you.



 *soundtransit.org*

