# 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.



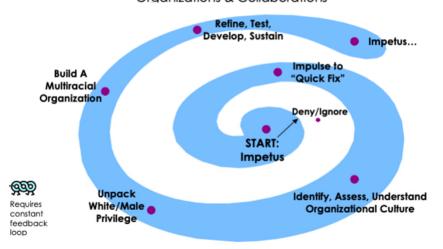


# Becoming an Anti-Racist Organization

# How did we get here?

#### The Organizational Spiral

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







# 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

#### Q4 – 2020 Proposed Strategy Development

CREI will propose a draft strategy to CEO & Executive Leadership Team. Feedback will be incorporated into a "proposed strategy".



#### Q1 /Q2 – 2021 Strategy Refinement Engagement will continue and feedback will be collected.



#### Q4 – 2021 Strategy Implementation

CREI will develop a work plan to implement the strategy. Regular updates will be given on the status of the implementation. The strategy will be revisited on an annual basis for refinement and recommitment.



#### Q1 – 2021 Engagement Kickoff

CREI will host a variety of engagement meetings to provide employees an opportunity to see the proposed strategy and provide feedback.



#### Q3 – 2021 Present Final Strategy

CREI will present feedback to CEO & Executive Leadership Team. A final strategy will be prepared.





# 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.



### Anti-Racist Framework

Develop (High- Level) Agency Goals and Strategies Define
Antiracism &
Guiding
Principles

Identify and Unpack White Supremacy Culture

Acknowledge Past Harm Build a Multiracial/ cultural Organization

Refine, Test, Develop and Sustain



### **Commitments**

CEO & Executive Support

Economic Development
Opportunities

Career Development

Community

Accountability



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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**

#### 2018-19

- •Development of ST 5 year strategic plan
- •Creation of Equity Steering Committee
- •Creation of equity subcommittees
- •Equity subcommittees launch

#### 2020

- •RET & EET first draft completed
- •Round 1stakeholder engagement
- Pilot selection
- Pilots launch
- PILOTS
- Next Gen ORCA
- •EVLE
- Northgate
- •TDLE (EET)
- •KDM Station (EET)
- Daily Paid Parking Program (EET)

#### 2021

- Pilots "wrappedup" in July
- •Tools revised based on lessons learned
- •Developed 2022 implementation plan
- •Round 2stakeholder engagement re: tool revision and implementation plan
- Tool final design

#### 2022

- Launched tools (February)
- Ongoing process improvement & tool evolution



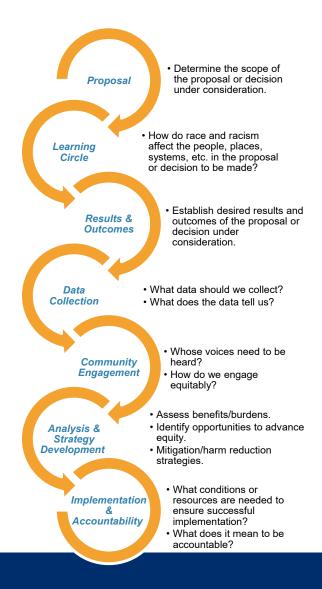
# What is a Racial Equity Tool?

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?

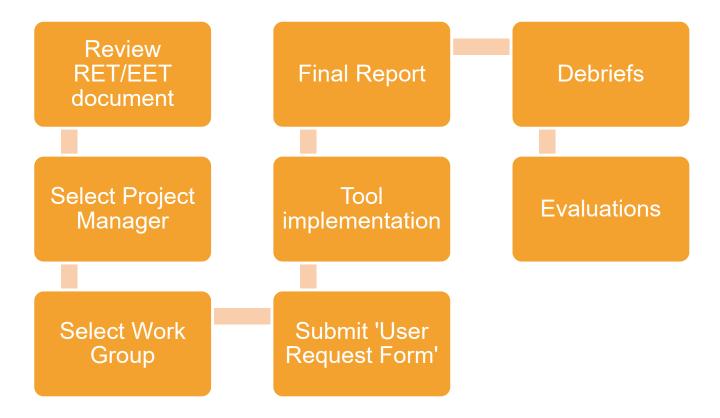
Equitable community engagement is the act of ensuring the full inclusion of all voices in the community, particularly those who have been, and continue to be, denied access to power. The practices that define equitable engagement are meant to result in high levels of participation from those who are 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

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# 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.



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