

Title VI and environmental justice

Sound Transit's Title VI program prevents the exclusion, denial of benefits or discrimination toward any person in the United States on the grounds of race, color or national origin under any program or activity receiving federal financial assistance. The agency incorporates principles of environmental justice into its policies, planning, construction and project development to ensure that there are no inequitable impacts on minority and low-income groups throughout the Puget Sound region.

"Sound Transit's diversity initiatives go beyond requirements. These programs and initiatives are putting people to work and improving lives. They are the right things to do."

*– Peter Rogoff
Chief Executive Officer
Sound Transit*



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

Sound Transit's Equal Employment Opportunity Program is responsible for ensuring that no employee or job applicant is unlawfully discriminated against based on race, color, religion, national origin, sex (including gender identity, sexual orientation and pregnancy), age (40 or older), genetic information, disability, veteran status or other protected class.

Sound Transit Works to improve lives

As Sound Transit undertakes one of the largest transit system expansions in the nation, we are putting people to work with diversity programs and initiatives that:

- Create a level playing field on which Disadvantaged Business Enterprises (DBEs) and small businesses can compete fairly for federally funded contracts.
- Help ensure nondiscrimination and provide opportunities for people of color and women.
- Support development of valuable career skills through training and apprenticeship programs.

"Our small businesses are doing everything they can to be successful. I think we have a responsibility to do all we can to help them. When everybody has the ability to contribute, it nurtures our families and strengthens our communities, and healthy lives make healthy communities."

*– Leslie Jones
Chief Business &
Labor Compliance Officer*



Committed to fairness, equity, inclusion

"I'm not driven by requirements. I want to improve the employment landscape for small and disadvantaged businesses in our region. Can we do more? Absolutely. Do we need to do more? Absolutely. And so, we keep asking ourselves, 'What does better look like?'"

— Leslie Jones (pictured, right)



Building the Maple Leaf Portal for the Northgate Link Extension

Sound Transit's Disadvantaged Business Enterprise Program

Contracting with business enterprises owned and controlled by socially and economically disadvantaged individuals is about more than meeting or exceeding federal goals. At Sound Transit, it is about mitigating the continued effects of both past and present discrimination. We are working to expand the pool of federally certified Disadvantaged Business Enterprises (DBEs) to ensure the workforce expanding the transit system in our region reflects the diversity of those who live here.

Sound Transit's DBE Program works to:

- Identify and remove barriers to participation on federally funded contracts.
- Ensure nondiscrimination in the award and administration of all procurements and contracts.
- Assist in the development of small businesses to enable them to compete successfully in the marketplace beyond the DBE program.



— Samuel Obunike
President, O'Bunco Engineering
Prime and subcontractor for
Sound Transit since 2003

Small Business Program

A component of Sound Transit's DBE program, the Small Business Program develops, empowers and supports the growth of new and existing small businesses by providing trainings, mentorship and connections to prime contractors.



A University of Washington business student (right) teaches small business owners how to use mobile applications to boost efficiencies during a Sound Transit training

Apprenticeships

Sound Transit is preparing for the future by training the next generation through apprenticeship opportunities. At 20 percent, Sound Transit's apprenticeship goal is the highest in the region. The agency supports pre-apprentice programs that prepare unemployed and underemployed people to compete for entry-level positions as apprentices in building and construction trade occupations. Through Sound Transit's Preferred Entry Program, qualified pre-apprentices can move directly into construction jobs. The Preferred Entry Program focuses on apprentice opportunities for people of color, women and other underrepresented populations in the construction trades.



— Ashley Babbs
Skilled workers receive specialized training through apprentice programs

Project Labor Agreements

Project Labor Agreements (PLAs) are collective bargaining agreements between building trade unions and project owners. Sound Transit's PLAs promote the agency's commitment to a local workforce and apprenticeship and employment goals for people of color and women while supporting the timely and efficient construction of transportation projects in Central Puget Sound.



— Caitlin Allawatt
O'Neill Service Group
Measuring pH collected from a stormwater pond