



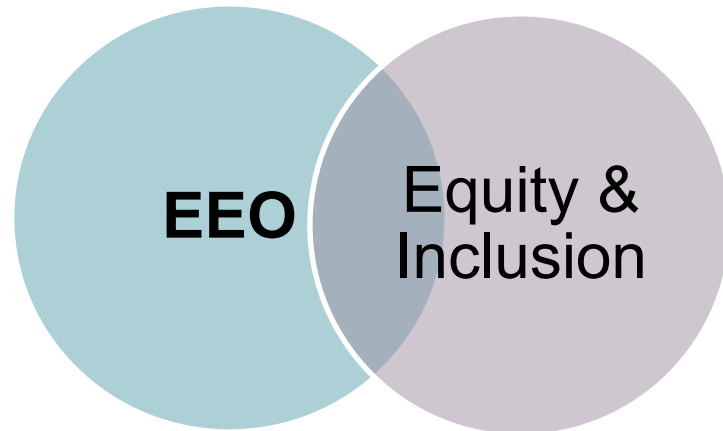
Office of EEO, Equity & Inclusion

February 7, 2019

Office of Equal Employment Opportunity (EEO), Equity & Inclusion

Our Mission is...

to ensure an equitable system that grows and sustains a diverse workforce, fosters an inclusive culture and builds organizational capacity.



EEO VS. Equity/Inclusion

Equity/Inclusion

- Voluntary
- Proactive
- Culture
- Values/Performance

EEO

- Mandatory
- Preventive
- Employment Practices
- Protected Classes

What we do...

EEO, Equity & Inclusion supports Sound Transit by providing:

- Executive & Strategic Leadership
- **EEO Consultations & Mediations**
- Policy & Practices Review
- **Training & Professional Development**
- Employee Networks
- **Employee Resource Groups**
- Heritage/History Month Celebrations
- **Community Engagement**



Primary Strategies

- ❖ Employees and Culture
- ❖ Capacity Building
- ❖ Institutional Change
- ❖ Talent Engagement

Employees & Culture

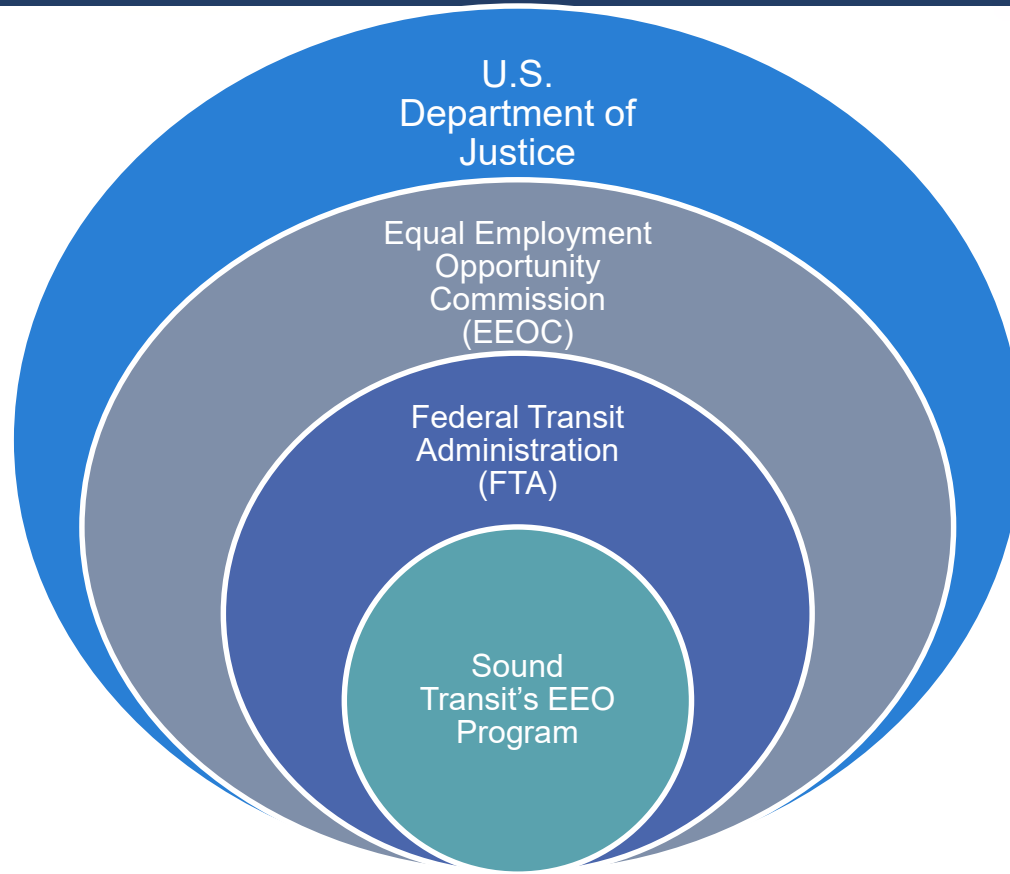


Equal Employment Opportunity (EEO) Overview

The EEO program is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.



Equal Employment Opportunity





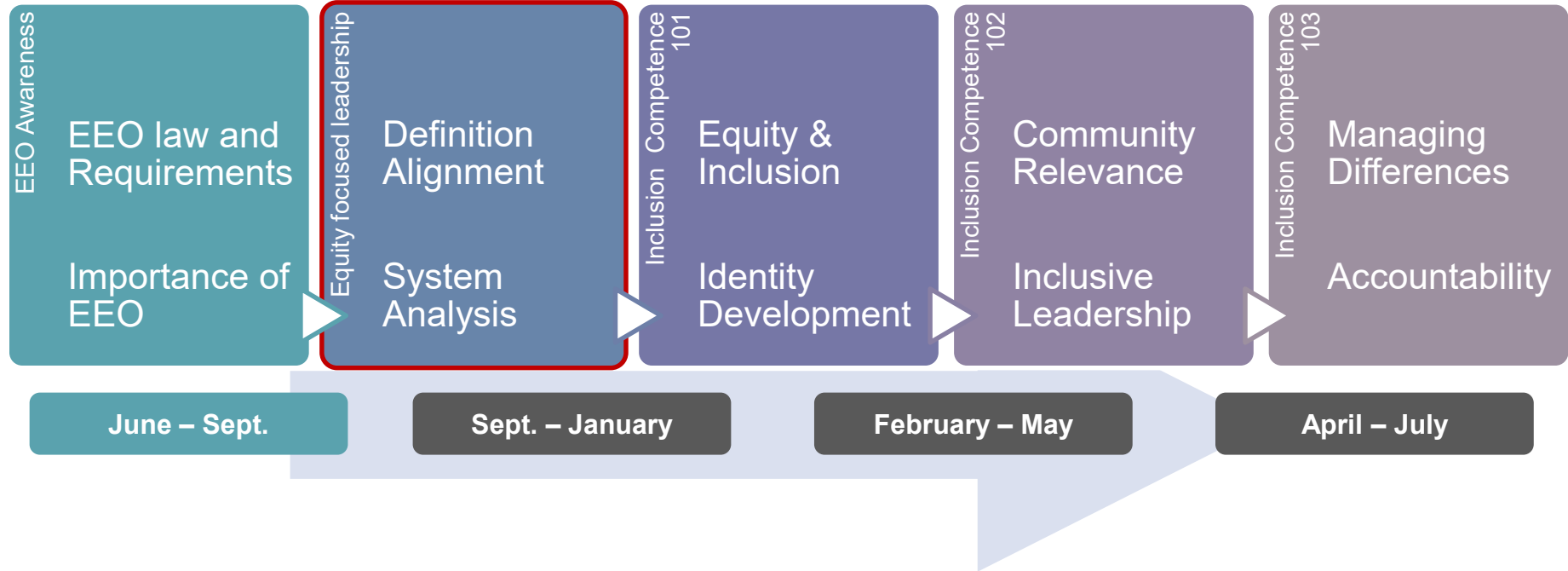
Fostering *inclusion* for all.

Employee Resource Groups

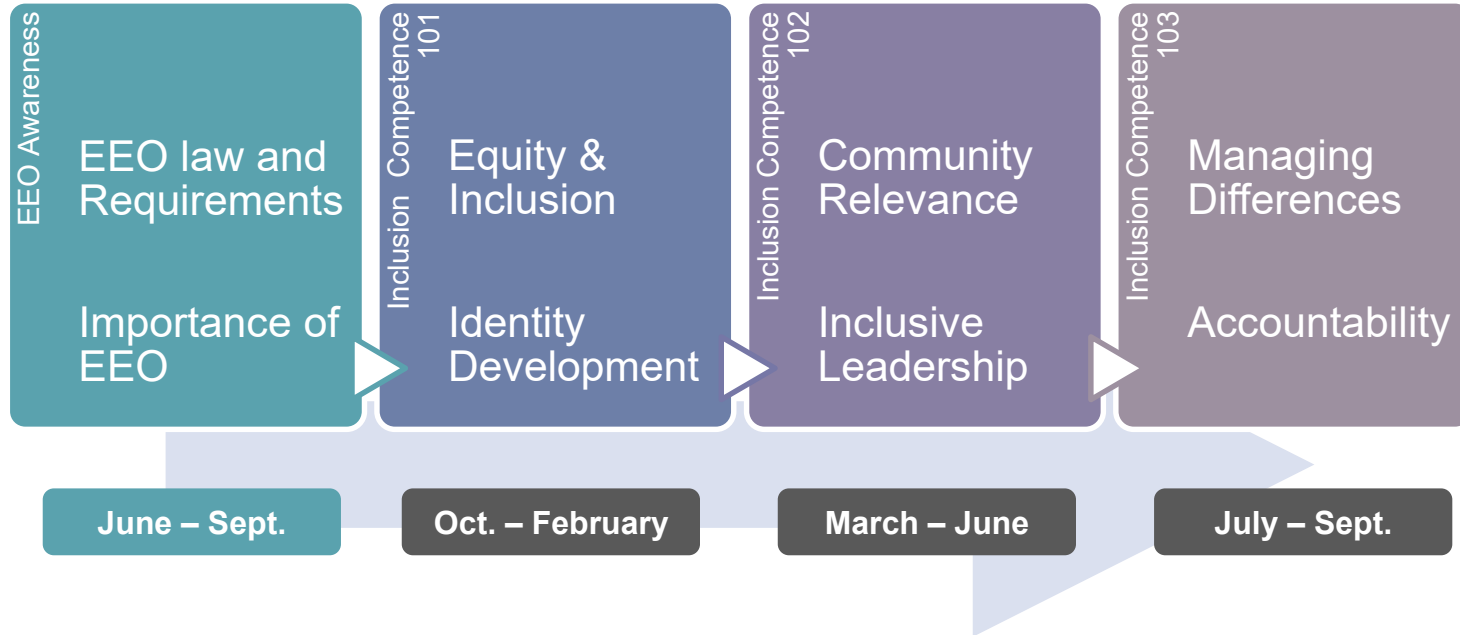
Capacity Building



ELT 2018-2019 Professional Development



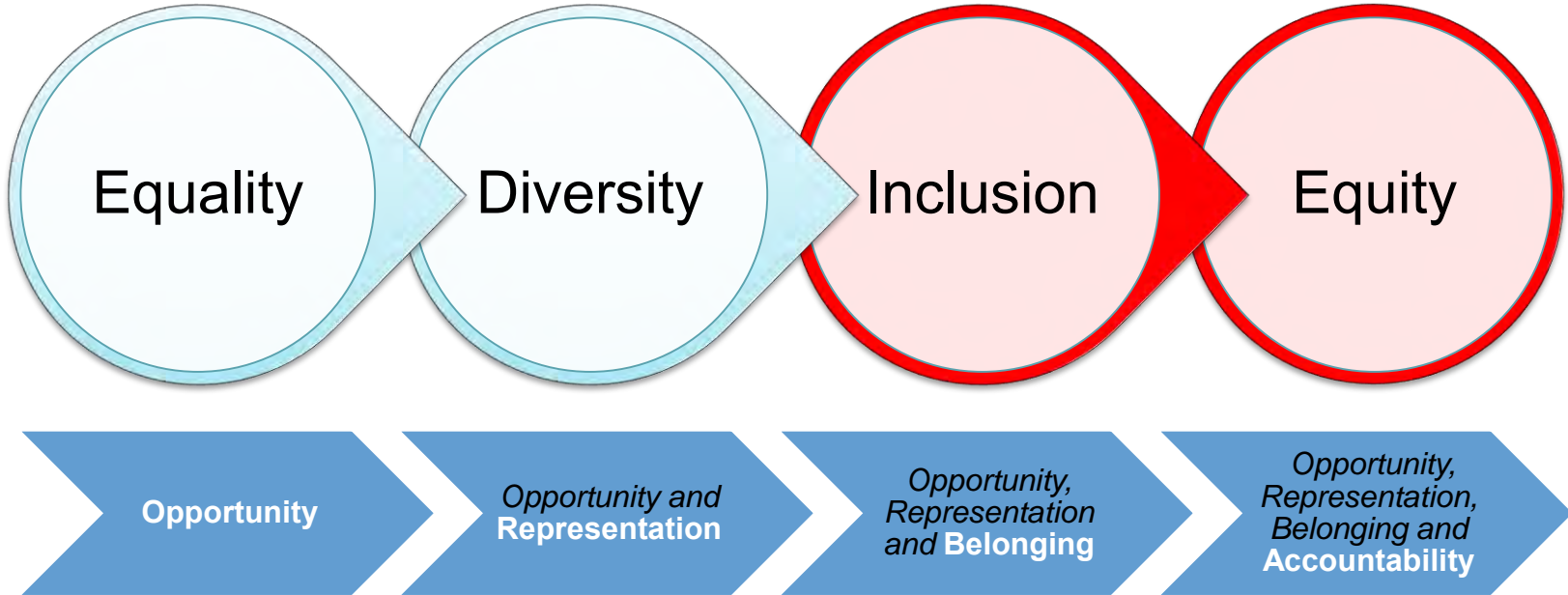
2018-2019 Professional Development



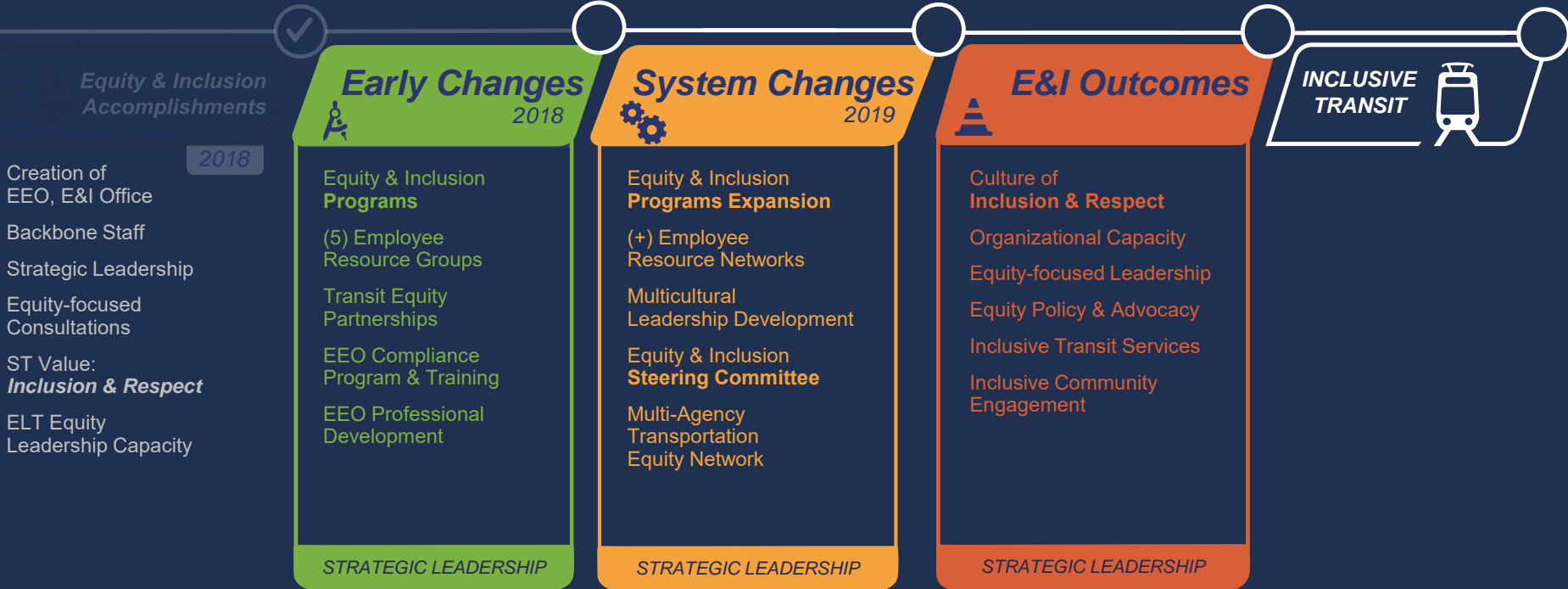
Institutional Change



Equity and Inclusion Continuum



EEO, Equity & Inclusion Strategy



Talent Engagement



Community and Talent

We partner with:

- ✓ Local school districts, universities and community organizations to expand early access to Sound Transit careers and opportunities.
- ✓ Human Resources to identify opportunities to recruit diverse candidate pools.

The image shows the front of a bus with a wheelchair lift extended. A wheelchair icon is visible on the roof of the bus. The bus number '9643K' is visible on the front. The entire image has a blue tint.

Questions

Jackie Martinez-Vasquez
Chief EEO, Equity & Inclusion Officer