

# *Equity Strategy Update*

*Office of EEO, Equity & Inclusion*

*10/24/19*

# *Why we are here*

- Today we are here to provide information- no action required.
- Equity Strategy Update
- Capacity Building and Institutional Change

# *Office of EEO, Equity & Inclusion*

## *Mission*

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

# Our Approach

## Four Strategies:

- Employees & Culture- Growing a diverse workforce and creating a more inclusive Sound Transit.
- Talent Engagement- Engaging with aspiring students and leaders early and often-ensuring that anyone can see themselves in Sound Transit.
- **Capacity Building** - Building organizational capacity through consulting, network building, inclusive leadership development, workshops and trainings.
- **Institutional Change** - Developing and implementing institutional change strategies to operationalize equity.

# *Capacity Building*

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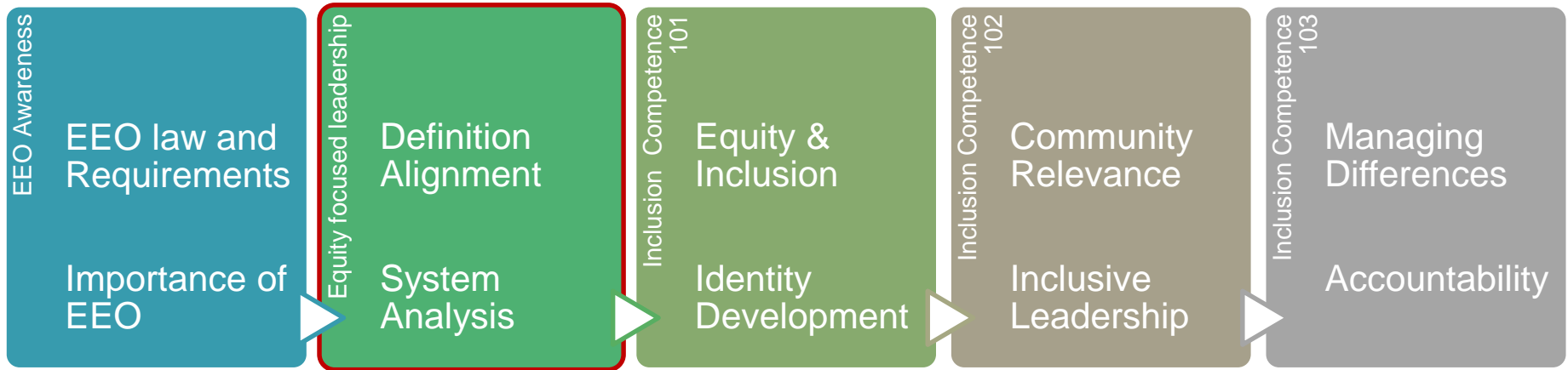
Building Organizational Capacity through consulting, network building, inclusive leadership development, workshops and trainings.

To advance equity at scale, leaders from across the departments must have the tools, skills and capacity to operationalize equity principles in their work.

# Capacity Building

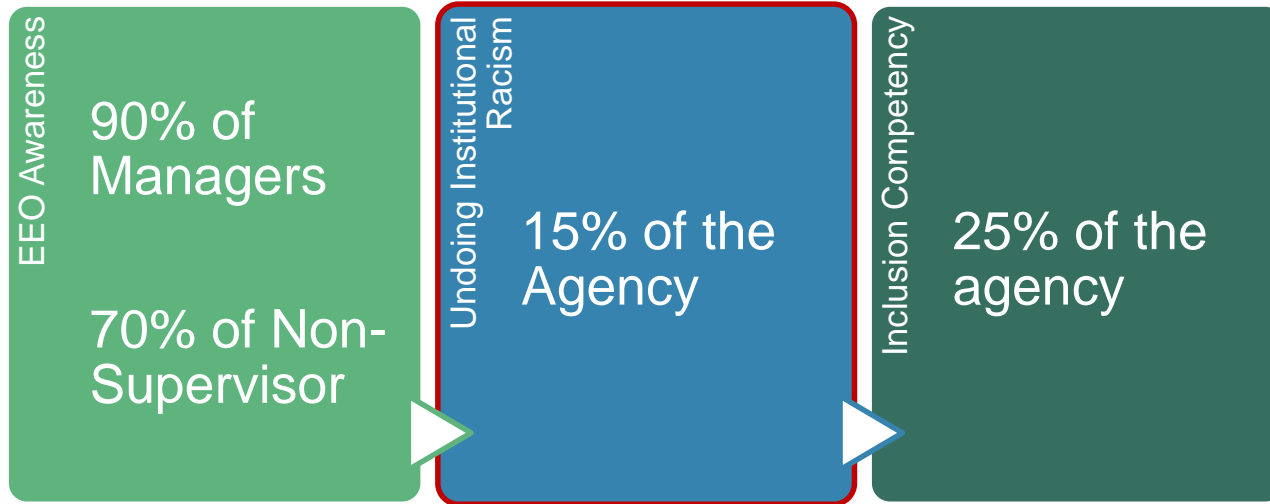
## Professional Development

Through our various programs, we offer professional development on EEO policy and regulations, Inclusive Leadership, Equity Literacy, and Undoing Institutional Racism workshops.



# Capacity Building

By the end of 2019, these capacity building efforts will result in:





# *Institutional Change*

# *Institutional Change*

Developing and implementing institutional change strategies to operationalize equity.

We lead Sound Transit's Equity Steering Committee to focus not only on programs, but also on policy and institutional strategies that advance equity across the agency.

# *Institutional Change*

## Transit Center's Equity-driven decision-making practice:

<u>Question</u>	<u>Related Practices</u>
• <b>Who decides?</b>	Fair <b>representation</b> among decision-makers; inclusive outreach; cultivating inclusion in organization
• <b>Who pays?</b>	Identifying progressive transit <b>funding sources</b> ; equitable funding priorities; making transit fares affordable
• <b>Who benefits?</b>	Targeting investments in underserved communities to improve <b>access</b> ; maximizing housing and transportation affordability; supporting high-quality employment
• <b>Who suffers?</b>	Minimizing public health impacts; reducing accident incidence; reducing inequitable enforcement

(rooted in a framework of four key questions, adapted from Karner et al., 2016)

# *Institutional Change*

## *Equity Steering Committee*

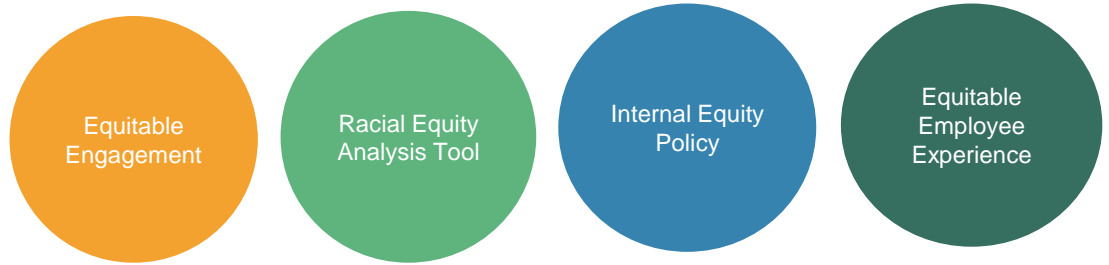
- The Sound Transit Equity Steering Committee is responsible for ensuring continuing progress toward an inclusive and equitable agency. The Committee will set strategy, make recommendations, provide guidance and ensure integration of equity principles in their respective business lines.

# Equity Steering Committee Members

## *Leadership*

- A group of 13 leaders representing various departments throughout the agency.

# Committee & Subcommittee Overview



## Equity Steering committee Mission

The Sound Transit Equity Steering Committee is responsible for ensuring continuing progress toward an inclusive and equitable agency. The Committee will set strategy, provide guidance and ensure integration of equity principles in their respective business lines.

- Sub-committees have a leadership team made up of executive sponsor(s), subject matter expert and staff from the EEO, Equity & Inclusion Office.
- Membership is made up of 8-12 staff (UIR prerequisite).



**Equity Steering Committee**  
Lead: Jackie Martinez-Vasquez



**Equity Subcommittees**



# Subcommittee Overview



Equitable  
Engagement

## Opportunity Statement

Sound transit will established agency-wide policy, process or mechanisms to equitably engage with community to create long term relationships across our region that allows community to shape the way they interact with the agency in order to remove barriers to communication, and play a more active and meaningful role in decision making.

## Goals

- Develop, refine and align the agency's philosophy for equitable community engagement.
- Establish consistent baseline approach for equitable community engagement allowing for customized implementation across all business lines.
- Develop a way to measure our current engagement in marginalized communities.
- Identify opportunities for authentic engagement of communities of color, people experiencing poverty and other marginalized communities and develop a pathway for feedback to inform decision-making.
- Establish an internal workgroup to coordinate engagement efforts and monitor implementation of equitable engagement practice.



# Subcommittee Overview



Racial Equity  
Analysis  
Tool

## Opportunity Statement

Sound Transit will develop a systematic way to assess the benefits and impacts of proposed policies, programs and procedures through an equity lens. The development of a tool that transforms the way we work—ensuring that we identify and seek to reduce, eliminate and/or prevent inequities in all that we do—is imperative.

## Goals

- Develop a Racial Equity Analysis Tool specific to Sound Transit
- Create training tools/messaging on how to utilize Sound Transit Racial Equity Analysis Tool
- Identify and train active champions of Sound Transit Racial Equity Analysis Tool
- Develop agency wide tool accountability process

# Subcommittee Overview



Internal  
Equity  
Policy


## Opportunity Statement

Sound Transit will develop a core equity policy to provide guidance on how to address practices, procedures, projects and policies (4Ps), and adopt clear definition of Equity and directive to operationalize equity principles to ensure a high quality transit system that centers equity, inclusion and fairness at its core.

## Goals

- Define Equity and officially adopt Equity definition
- Establish agency directive for equity
- Develop and disseminate an internal Equity Policy
- Identify and develop success measurements that go beyond closing representation gaps
- Improve overall outcomes of Sound Transit internal and external policies
- Expand engagement to include those who are underrepresented
- Affirm Sound Transit's commitment to ensure an equity lens on how we conduct all lines of business

# Subcommittee Overview



Equitable  
Employee  
Experience

## Opportunity Statement

Sound Transit will take steps to enhance the employee experience and to create accountability throughout the agency with a commitment to fostering an inclusive and equitable internal culture.

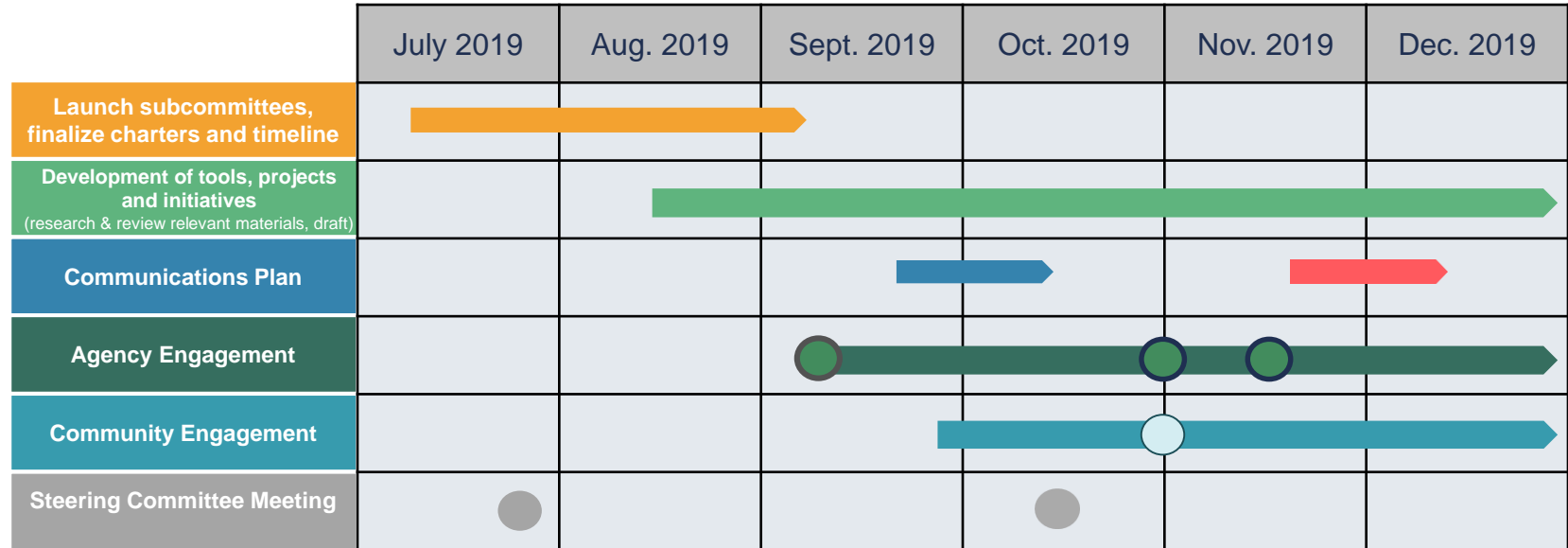
## Goals

- Alignment to strategic priority #3 work plan.

Strategic Priority #3: Cultivate a diverse, inclusive and high-performing culture.

# Sound Transit Equity Steering Committee

## 6 - Month Launch Work Plan



# Next Steps

1. Sound Transit Equity Summit, Oct. 28<sup>th</sup> at South Seattle Community College at Georgetown Campus.
2. Develop Community Engagement Plan.
3. Roll out 2020 work plan

*Thank you.*



 [soundtransit.org](https://www.soundtransit.org)

