

Office of Civil Rights, Equity & Inclusion

Board of Directors Meeting

10/22/2020

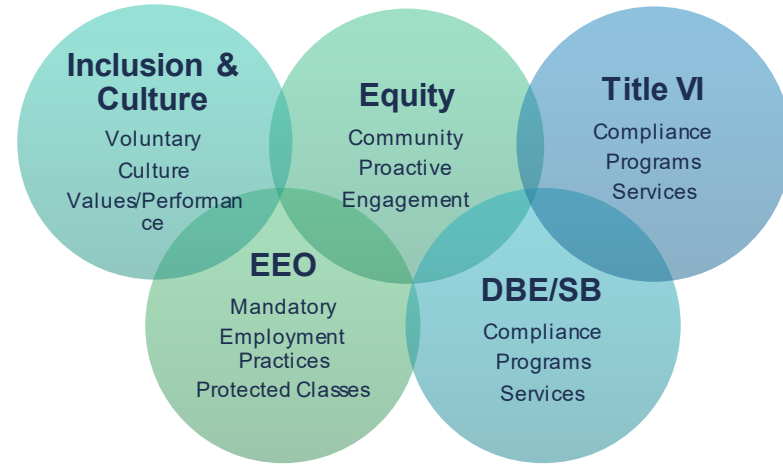
Why we are here

- Office of Civil Rights, Equity & Inclusion (CREI) Design For Growth (D4G) updates
- 2020 program updates
- Next Steps
- Today we are here to provide information, no action is required.

Office of Civil Rights, Equity & Inclusion

CREI works toward an equitable system that:

- ensures businesses building our regional transit system represent the community we serve
- grows and sustains a diverse workforce, fosters an inclusive culture and builds organizational capacity
- ensures equal employment opportunity and equal access to our programs, services and regional transit system



Our Approach



EMPLOYEES & CULTURE

Growing a diverse workforce and creating a more inclusive Sound Transit.



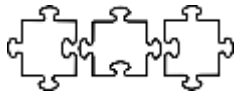
CAPACITY BUILDING

Building organizational capacity through consulting, network building, inclusive leadership development, workshops and trainings.



INSTITUTIONAL CHANGE

Developing and implementing institutional change strategies to operationalize equity.



TALENT ENGAGEMENT

Engaging talent and expanding opportunities through education.

***Equal Employment
Opportunity
(EEO)***

Equal Employment Opportunity (EEO)

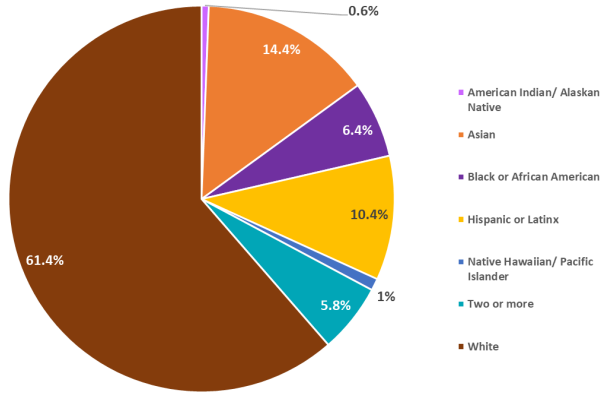
The EEO program is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's...

- race
- color
- religion
- sex
(pregnancy,
gender identity
& sexual
orientation)
- national origin
- age (40 or
older)
- disability or
- genetic
information



Sound Transit Demographics & Goals

District Average 2020 Agency Target



Current Status of Goals:

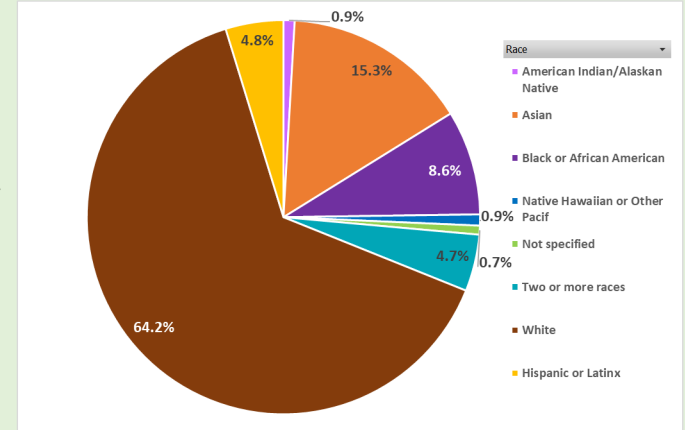
- Officials & Administrators – *Goal met*
- Professional – *At Parity*
- Technicians – *Goal not met*
- Administrative Support – *Goal not met*
- Skilled Craft – *Goal not met*
- Service Maintenance – *No hires in 2020*

Total Staff as of 9.9.2020



1094

2020 Ethnicity Distribution - Sound Transit



***Equity, Inclusion &
Culture***

Equity Steering Committee & Subcommittees

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.



Racial Equity
Analysis Tool

Internal
Equity Policy

Equitable
Engagement



Equitable
Employee
Experience

Equity & Inclusion Policy

Sound Transit's commitment to equity & inclusion. Applies to all Sound Transit employees, temporary workers and interns.

Adopted December 2019



Approved by:  Chief Executive Officer	Agency Policy 606	Executive
 Chief Officer	Equity and Inclusion Policy	
Effective Date: 03/01/2003 Revision Date: 12/12/2019 Supersedes: Administrative Policy and Procedure No. 1001		

Equity and Inclusion Policy

1.0 Scope

1.1 This policy describes Sound Transit's commitment to equity and inclusion. This policy applies to all Sound Transit employees, temporary workers and interns.

2.0 Definitions

- 2.1 Diversity: Range of human differences, including, but not limited to, race, ethnicity, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values systems, national origin and political beliefs.
- 2.2 Inclusion: Involvement and empowerment, where everyone feels welcomed, respected, supported and valued.
- 2.3 Equity: Fairness in process, distribution of resources, opportunity and provision of varying levels of support upon need to achieve greater fairness of outcomes.
- 2.4 Racial equity: Acknowledgement of historical inequity based on race, where race no longer determines one's socioeconomic outcomes and when everyone has what they need to thrive.

3.0 Policy

- 3.1 Sound Transit commits to:
 - 3.1.1 Building an agencywide culture of inclusion.
 - 3.1.2 Integrating equity and inclusion into all of its policies, programs, operations and practices.
 - 3.1.3 Applying a racial equity lens to decision-making.
- 3.2 Sound Transit must:
 - 3.2.1 Seek to discover and eliminate agency policies, structures and practices that perpetuate inequities.
 - 3.2.2 Strive to employ a diverse workforce at all levels that reflects the community we serve.
 - 3.2.3 Identify, develop and apply best practices, processes and tools that demonstrably make a positive difference for employees, stakeholders, riders and the community to reduce prevalent and persistent systemic inequity and outcome gaps.

Sound Transit Equity Tools & Objectives

Racial Equity Tool (RET) *Pilot*

Applies an explicit consideration of racial equity in decision-making

Provides a systemic way to assess the impact of proposed policies, programs, projects and procedures on communities of color

Establishes equitable engagement as a tactic and best practice in a racial equity analysis

Equitable Engagement Tool (EET) *Pilot*

Defines “Equitable Engagement”

Develops consistent equitable engagement practices

Builds long-term, meaningful relationships with community

Develops a pathway for community feedback to inform decision-making

Budget Equity Tool *Draft*

Applies an equity lens early in the budget process to ensure more informed decision-making

Better understand and analyze the equity implications of budget decisions

Equitable Employee Experience Subcommittee

Strategic Priority 3

- Cultivate an equitable, diverse and inclusive workforce and culture that is high-performing, compassionate, empowering and safe.

Objective Statement

- Ensure our talent is diverse, ready and has equitable opportunity to grow and succeed in a culture that enables all employees to bring their authentic selves to do their best work to accomplish the mission, strategic priorities and goals of the agency.

Agency Goal 3.1

- Ensure our talent is ready to implement the voter-approved plan and revenue service operations.

Employee Led Groups

Employee Resource Groups (ERGs)

- 5 ERGs
- 52 Leaders
- 439 members

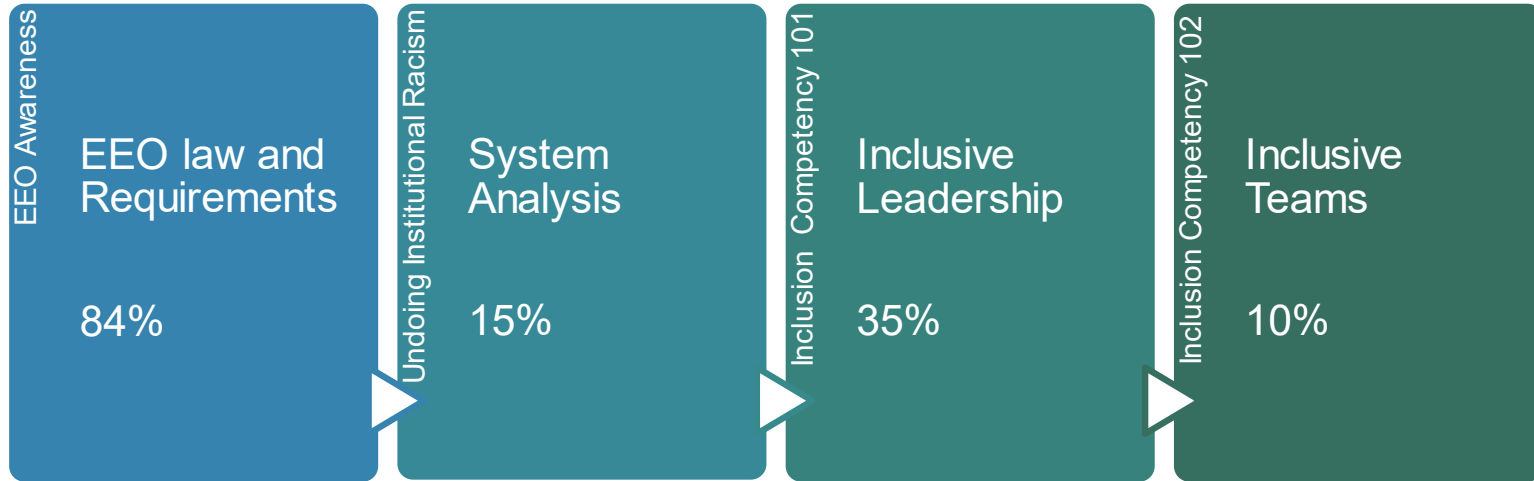
Employee Resource Networks (ERNs)

- 4 ERNs
- 189 members

Values Leadership Council (VLC)

- Second cohort
- 9 leaders

Training



Title VI

Title VI of the Civil Rights Act of 1964

Title VI of the Civil Rights Act of 1964 States:

No person in the United States shall, on the grounds of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

Title VI Program Updates

- 2021 Service Implementation Plan – Title VI Equity Analysis
- Northgate Service and Fare Equity Analysis (SAFE)
- Compliance Monitoring

***Disadvantaged Business
Enterprise (DBE)
Small Business (SB) Program***

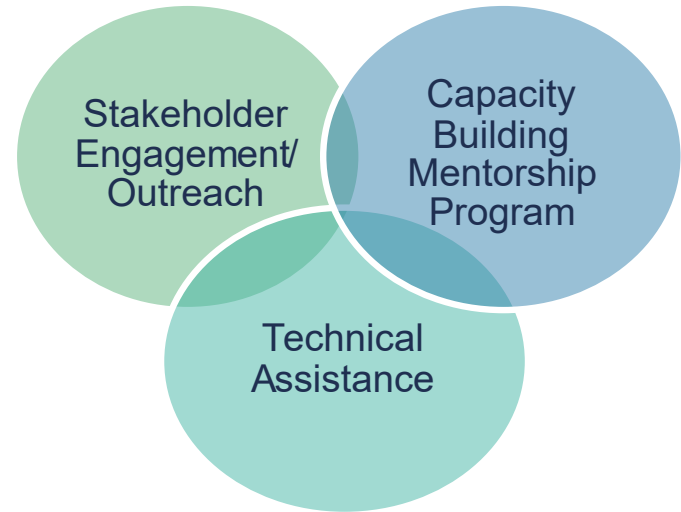
DBE Program Objectives

- Create a level playing field so that DBEs can compete fairly
- Ensure nondiscrimination
- Help to remove barriers
- Ensure regulatory monitoring, compliance and enforcement
- Promoting the use of all types of DBEs

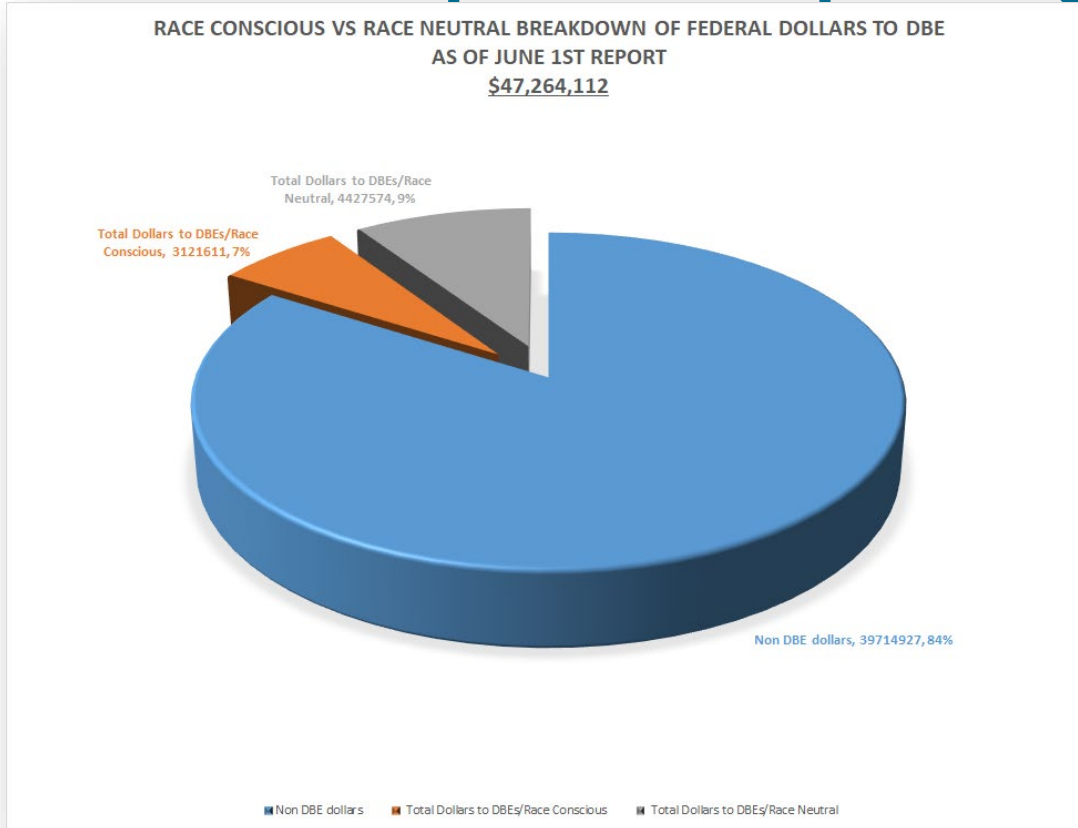
The Small Business Program is a subset of the DBE Program

All federally funded transportation agencies required to have a small business program element as part of their DBE program (2012).

- The Small Business Program was established by Board Resolution 78-2.
- Small business goals are considered for both federal and non-federal assisted projects.



2020 DBE Participation Reporting to FTA



Demographic Breakdown

Demographic Type	Total DBE Dollars Women	Total DBE Dollars Men	Total to DBE Dollars	Total Contracts to DBE Women	Total Contracts to DBE Men	Total Contracts to DBE
Black American	110,000	1,461,620	1,571,620	1	3	4
Hispanic American	85,000	3,193,270	3,278,270	1	2	3
Native American	0	275,200	275,200	0	2	2
Asian-Pacific American	250,000	693,360	943,360	1	8	9
Subcontinent Asian American	0	271,000	271,000	0	1	1
Non-Minority	1,209,735	0.00	1,209,735	5	0	5
Total	\$ 1,654,735	\$ 5,894,450	\$ 7,549,185	8	16	24

DBE Disparity Study Update

- Proposed overall DBE goal 16.39%
 - 7% race and gender neutral
 - 9.39% race and gender conscious
- Public comment – October/November
- Submit final goal to FTA - November
- Update Board of Directors - November

Next Steps

- Equity & Inclusion Policy Implementation
- Equity Tool Implementation
- Automate EEO Hiring Concurrence Process
- Finalize 2021-22 DBE Disparity Study & Methodology
- Develop 2021-22 DBE/SB Strategy

Questions ?

Thank you.



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

