

# *Diversity Oversight Committee*

Office of Civil Rights, Equity & Inclusion

*Board of Directors  
04/23/2026*



# *Why we are here*

Today we are here to reintroduce the Diversity Oversight Committee and share the committee's four adopted strategic goals for 2026 – 2027.

This presentation is for information only, no action requested.

# Who we are



Lisa Bogardus,  
Chair



Ollie Garrett



Leslie Jones



Ricardo Ibarra



Curtis Bennett



Margaret  
Gritten



Dr. Janice  
Greene



Daniel  
Tappana



Karla Malacon



Sanita Salter

# *Our Role*

The Diversity Oversight Committee was established by the Board under Motion No. 17 and is supported by the Office of Civil Rights, Equity & inclusion. We serve as an oversight and advisory body.

The DOC:

- Monitors compliance with equity-focused employment and contracting principles
- Reviews Disadvantaged Business Enterprise participation
- Assesses workforce diversity efforts
- Recommends actions to remove barriers

# *Committee Reengagement*

## **In 2025:**

- Recruited 7 new members
- Reestablished a regular meeting schedule
- Adopted a structured workplan and charter
- Clarified reporting expectations

# ***DOC 2026–2027 Strategic Goals***

## **We adopted four goals:**

1. Maximize participation of local, small, minority, women, and disadvantaged businesses on public works.
2. Maximize apprenticeship utilization on Sound Transit projects.
3. Promote workforce diversity, especially in senior management roles.
4. Strengthen the Committee’s governance, visibility, and effectiveness.

***We will measure progress and report updates to the CEO and Board.***

# Reporting

The Diversity Oversight Committee advises the CEO on Sound Transit's compliance with equity-focused employment and contracting principles.

The Committee will:

- Monitor progress related to the adopted 2026–2027 goals
- Identify barriers affecting workforce and contracting opportunities
- Provide updates and recommendations to the CEO and Board

***The Committee will provide updates to the Board on progress and outcomes.***

*Thank you.*



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