

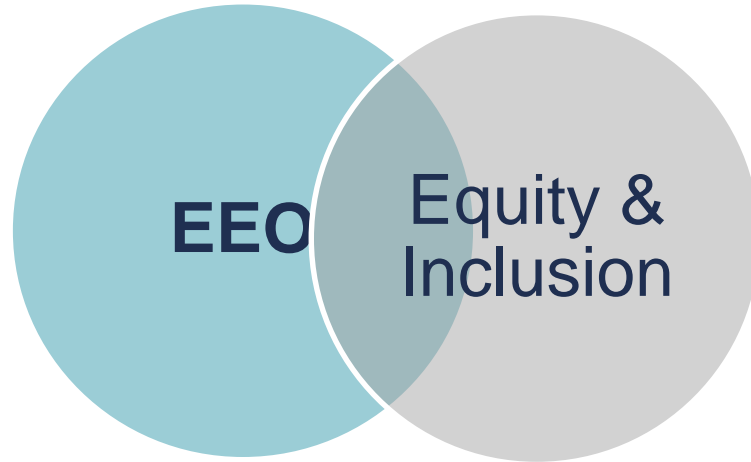
Office of EEO, Equity & Inclusion

Office Update

3/28/2019

Mission

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



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

OUR APPROACH

Employees & Culture

Employees & Culture

Equal Employment Opportunity

Prohibits discrimination against employees and contractors in hiring, promotion, transfer and termination practices.

EEO policy applies to all employment actions:

- Right to file a complaint
- No retaliation
- Request reasonable accommodations
- Accountability
- Transparency

Employees & Culture

Protected Classes

Age (40+)	Race
Color	Gender
Marital Status	National Origin
Religion	Sex
Sexual Orientation/Gender Identity	Ancestry
Creed	Disability
Veteran Status	Genetic Information
Parental Status	Use of Service Animal
HIV/AIDS and Hepatitis C Status	State Employee or Health Care Whistleblower Status

Employees & Culture

EEO & Employment Practices



Employees & Culture

Employee Resource Groups- Fostering Inclusion

BEST-Blacks Empowering Success in Transit

Supporting the Black community at Sound Transit.

LiT- Latinx in Transportation

Supporting the Latinx community at Sound Transit.

PRIDE

Creating a supportive, inclusive ST for LGBTQ employees and allies.



Employees & Culture

Employee Resource Groups- Fostering Inclusion

SPAM-Sound Transit Pacific Islander Asian American Masterminds

Supporting the diverse and multicultural AAPI community at ST.

WEST-Women Empowering Sound Transit

Advocating for gender equity and beyond.



Talent Engagement

Talent Engagement

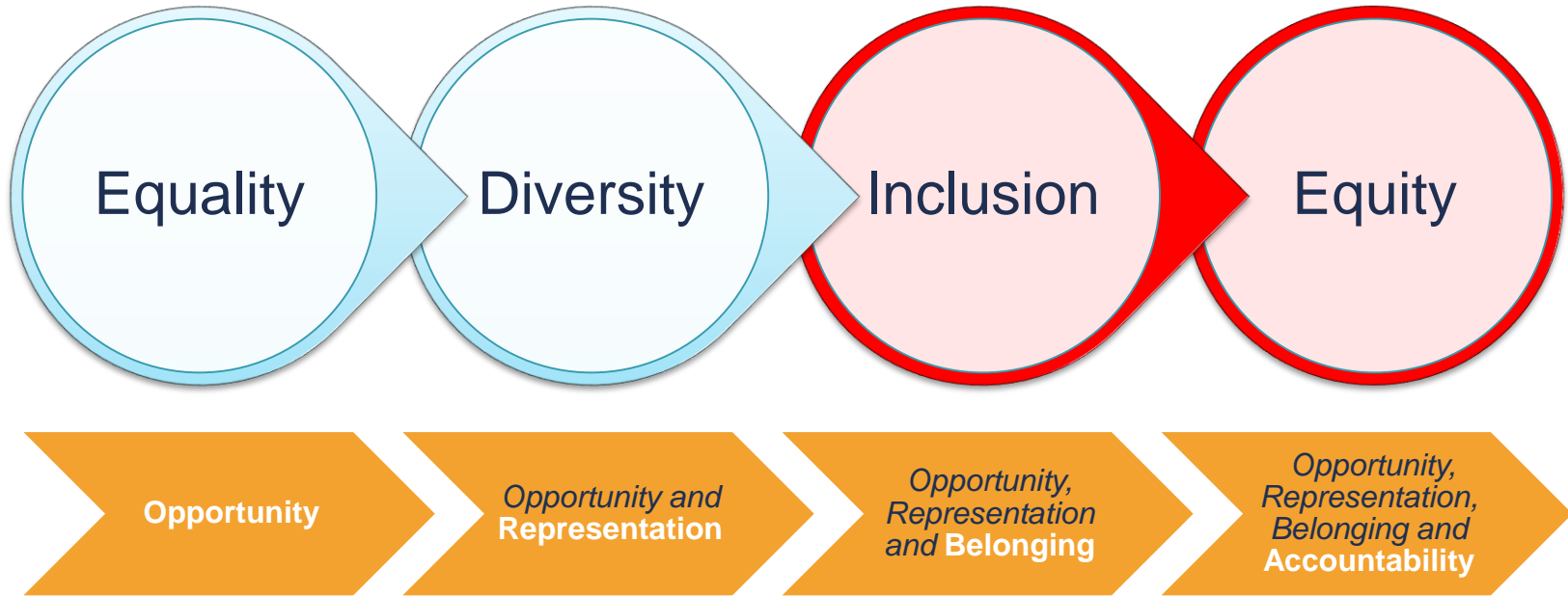
Engaging Talent and expanding opportunities through education.

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.

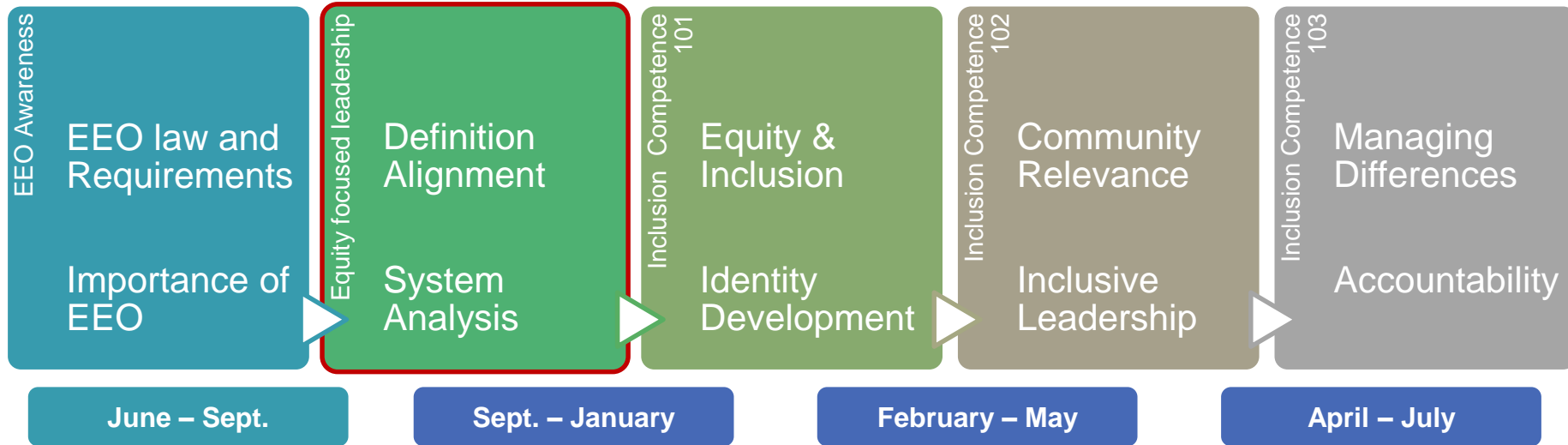
Capacity Building

Capacity Building



Capacity Building

Professional Development



Capacity Building

To date:

- 90% of managers have been trained on EEO policy and regulation.
- 10% of the agency has attended the Undoing Institutional Racism workshop (including ELT).

Institutional Change

Institutional Change

Commitment to Equity



Institutional Change

Equity in Practice

Question

- **Who decides?**
- **Who pays?**
- **Who benefits?**
- **Who suffers?**

Related Practices

Fair **representation** among decision-makers; inclusive outreach; cultivating inclusion in organization

Identifying progressive transit **funding sources**; equitable funding priorities; making transit fares affordable

Targeting investments in underserved communities to improve **access**; maximizing housing and transportation affordability; supporting high-quality employment

Minimizing public health impacts; reducing accident incidence; reducing inequitable punitive enforcement

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, provide guidance and ensure integration of equity principles in their respective business lines.

Institutional Change

Transportation Equity Network (TEN)

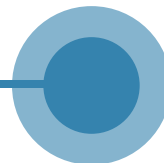
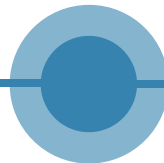
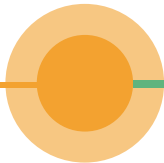
- We co-lead the TEN in partnership with King County Metro and the Seattle Department of Transportation to advance policy and institutional strategies that focus on equitable processes and outcomes across our region.

EEO, Equity & Inclusion

Early Changes

System Changes

E&I Outcomes



Strategic Leadership

- EEO/E&I Office
- Strategic Alignment
- ELT Equity Leadership Capacity

Equity & Inclusion Programs

- Employee Resource Groups
- Transit Equity Partnerships
- EEO Compliance

Multicultural Leadership Development

- Definition Alignment
- Equity-focused Consultations
- E&I Workforce Development

Strategic Leadership

- Equity Lens and Analysis**
- Services/Program Expansion**
- E&I Steering Committee**
- Multi-Agency Transportation Equity Network**

- **Organizational Capacity**
- **Equity-focused Leadership**
- **Sense of Belonging**
- **Community Engagement**
- **Policy & Advocacy**

Thank you.



 soundtransit.org

