

# ***Creating an Inclusive Culture***

*Office of EEO, Equity & Inclusion*

*1/16/20*

# *Why we are here*

- Creating an Inclusive Culture
- 2019 changes
- Employee Resource Groups – Status Update
- Today we are here to provide information, no action is required.

# *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.

# 2019 Work

## *Equity & Inclusion Policy adopted in December 2019*

- Section 3.1 - Sound Transit commits to building an agencywide culture of inclusion.

## *Kicked off three Employee Resource Networks (ERNs)*

- Diverse-Abilities ERN, Native American & Indigenous ERN, and Veterans ERN

## *Values Leadership Council (VLC)*

- Alignment of culture initiatives

## *Restructure*

# *Employee Resource Groups*

# *Employee Resource Groups (ERGs)*

ERGs increase awareness and understanding of cultural issues while nurturing Sound Transit's diverse talent, enriching the organizational culture, volunteering in the local community, and contributing to our overall performance.

- Cultural Awareness
- Talent Development
- Community Engagement
- Internal Policy

# ***Blacks Empowering Success in Transit (BEST)***

## ***Mission***

To serve as a platform for the advancement of goals, policy and ideals unique and common to African American professional interests at Sound Transit.



# *Latinx in Transportation (LIT)*

## **Mission**

To promote the representation of the Latinx community throughout Sound Transit (ST) by fostering recruitment, retention and advancement. Giving back to the community and increasing the visibility of the rich diversity of Latinx community in the Puget Sound region.

# *PRIDE (LGBTQ + Allies)*

## *Mission*

The Sound Transit Pride Group is an inclusive employee resource group that supports its LGBT+ community by fostering staff development, advising agency policy, and participating in community outreach.

# *Sound Transit Pacific Islander Asian American Masterminds (SPAM)*

## *Mission*

To increase the engagement, cultural awareness, and professional development of Sound Transit's Asian and Pacific Islander staff and assist in supporting programs to reach and serve the AAPI community as well as all Sound Transit employees.

# *Women Empowering Sound Transit (WEST)*

## *Mission*

Improve gender equity at Sound Transit by empowering women, educating staff, and working cooperatively with the agency's leaders.

# ***2019 in Review***

- ***670+ Sound Transit staff engaged (61%)***
- ***76 ERG hosted events/activities***
  - Heritage/History/Cultural Months
  - Community engagement & volunteerism
  - Professional development
  - Networking
- ***31 ERG Leaders***
- ***5 Executive Sponsors***

# *The Value*

- ERGs lead to highly engaged employees
- Engagement leads to retention
- Helps meet Equal Employment Opportunity (EEO) goals
- Helps meet equity goals – employees are reflective of the communities we serve
- Through established relationships, allows Sound Transit to respond to community in more culturally relevant ways

*Thank you.*



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