

Sound Transit Anti-Racist Strategy

Office of Civil Rights, Equity & Inclusion

*Board of Directors Meeting
12/16/21*



Why we are here

- To share Sound Transit's journey and commitment to become an Anti-Racist organization.
- To present Sound Transit's Anti-Racist Strategy.
- Today we are here to provide information, no action is required.

Our Journey

December 2017

- Office of EEO, Equity & Inclusion established
- Developed EEO Program

2018

- 5 Employee Resource Groups (ERGs)
- Heritage, History & Cultural Months
- Equity Steering Committee
- 15% UIR participation
- K-12 Talent Engagement

2019

- 3 Employee Resource Networks (ERNs)
- 4 Equity Subcommittees
- First Equity & Inclusion Policy
- Equity embedded in Strategic Plan

2020

- Parent & Families ERN
- Disparity Study
- Equity Tool Pilots
- Silent March
- Commitment to becoming Anti-Racist organization
- Agencywide equity commitments

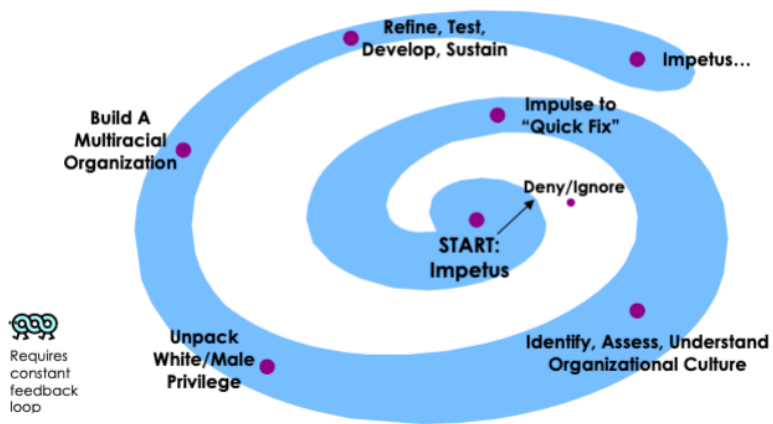
2021

- Diversity, Equity and Inclusion & Culture (DEIC) Goals
- Anti-Racist Community (ARC) ERG
- Anti-racist strategy employee engagement
- Anti-Racist Training Workshop (5 cohorts)

How did we get here?

The Organizational Spiral

Building Multi-Ethnic, Anti-Racist, Inclusive
Organizations & Collaborations



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<https://www.racialequitytools.org/resourcefiles/olcese.pdf>

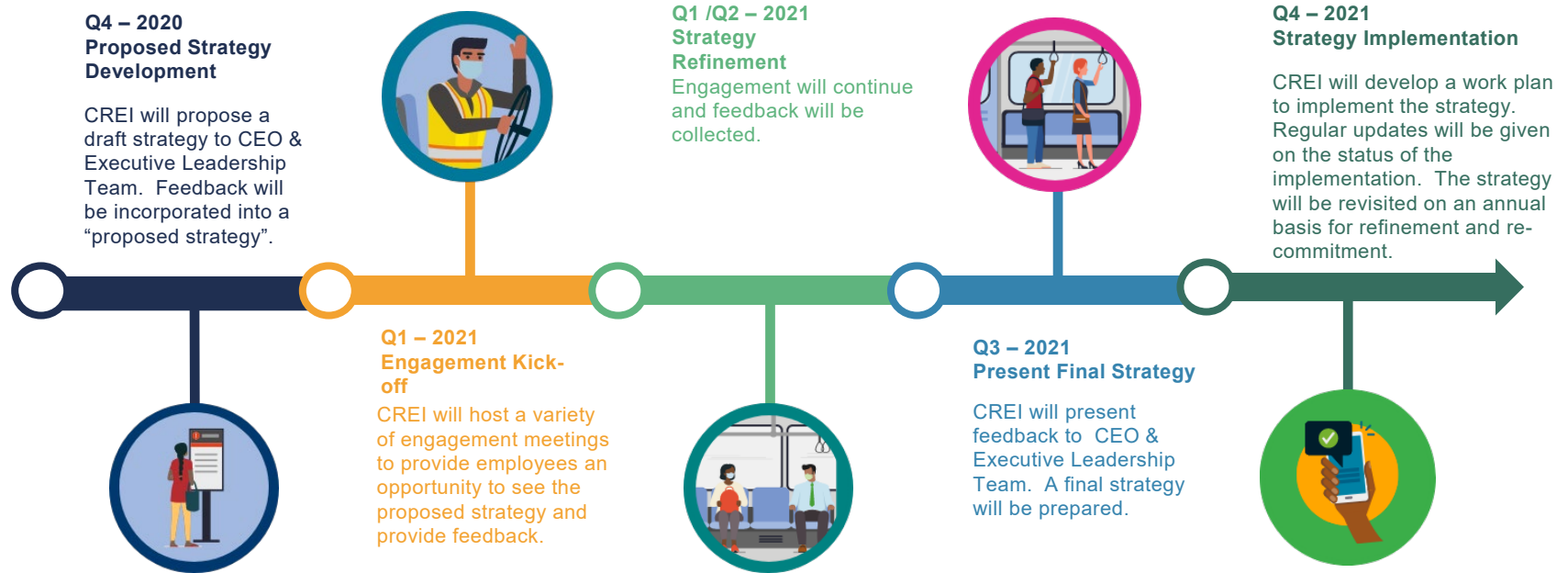


Why do we need to become anti-racist?

Mission: *Connecting more people to more places to make life better and create equitable opportunities for all.*



Anti-Racist Strategy Timeline



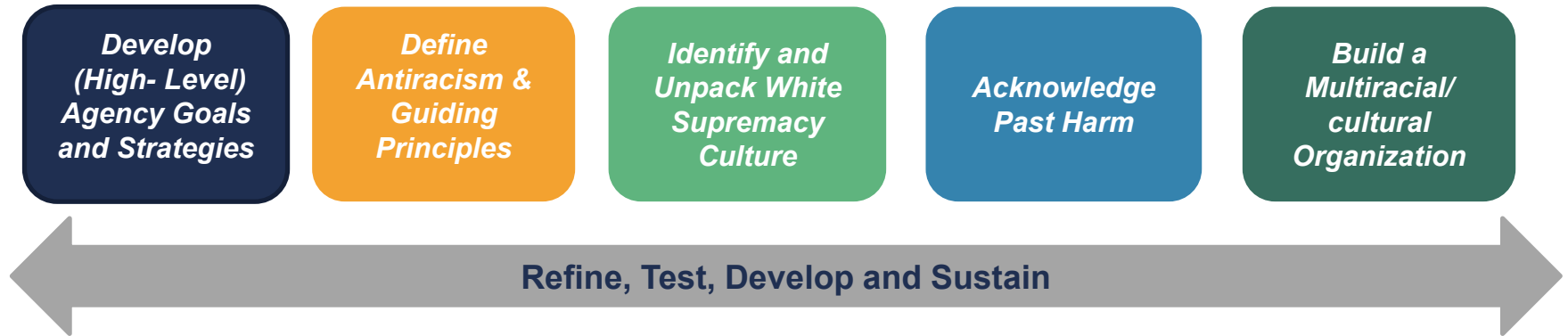
Anti-Racist Strategy

Vision

A Sound Transit where

- All are empowered, thriving and able to maximize their potential regardless of race.
- All decisions are approached using a racial equity lens.
- Excellent service is provided to all passengers.
- Trust is built with community.
- Community members have equitable opportunities to thrive.

Anti-Racist Framework



Commitments

CEO & Executive Support

Economic Development
Opportunities

Career Development

Community

Accountability

Next Steps

The Journey Continues...

- Anti-Racist Strategy – Tactics
- Racial Equity Consultant
- 2022 Work Plan
- Board Invitation



Thank you.



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

