# **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?

#### Organizations & Collaborations Refine, Test, Develop, Sustain Impetus... Impulse to Build A "Quick Fix" Multiracial Organization Deny/Ignore START: Impetus <u>.</u> Unpack Identify, Assess, Understand Reauires White/Male **Organizational** Culture constant Privilege feedback qool

The Organizational Spiral Building Multi-Ethnic, Anti-Racist, Inclusive

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### 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**

Q4 – 2020 Proposed Strategy Development

CREI will propose a draft strategy to CEO & Executive Leadership Team. Feedback will be incorporated into a "proposed strategy".



Q1 /Q2 – 2021 Strategy Refinement Engagement will continue and feedback will be collected.



#### Q4 – 2021 Strategy Implementation

CREI will develop a work plan to implement the strategy. Regular updates will be given on the status of the implementation. The strategy will be revisited on an annual basis for refinement and recommitment.

Q1 – 2021 Engagement Kickoff

CREI will host a variety of engagement meetings to provide employees an opportunity to see the proposed strategy and provide feedback.



Q3 – 2021 Present Final Strategy

CREI will present feedback to CEO & Executive Leadership Team. A final strategy will be prepared.





# Anti-Racist Strategy

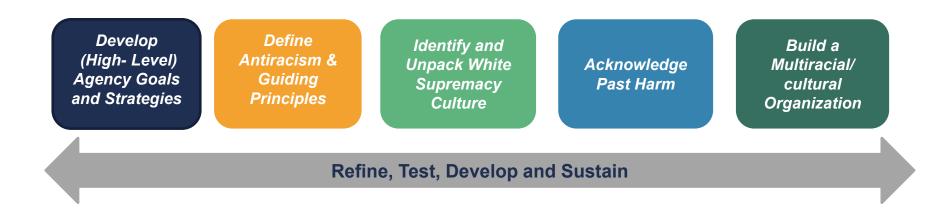
### Vision

#### 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**



Economic Development Opportunities

**Career Development** 

Community

Accountability





## The Journey Continues...

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









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