

***Office of Civil Rights, Equity
& Inclusion:
Inclusive Culture***

Executive Committee

03/04/21



Why we are here

- Sound Transit's Inclusive Culture
- Employee-led groups – Status update
- 2020 Accomplishments
- 2021 - Look Ahead
- Today we are here to provide information, no action is required.

CREI Vision

“Transform the culture of Sound Transit to fully embrace diversity, equity and inclusion as essential to the overall mission and strategy of the organization. Our goal is to create a workplace that values unique contributions to build greater understanding of our people, communities, and riders that enables us to achieve our mission.”

CREI Mission

CREI works toward an equitable system that:

- Ensures businesses building our regional transit system represent the community we serve.
- Grows and sustains a diverse workforce, fosters an inclusive culture and builds organizational capacity.
- Ensures equal employment opportunity and equitable access to our programs, services and regional transit system.

Inclusive Culture

Inclusive Culture

Responsible for all internally facing programs and initiatives:

- Assessment of hiring and employment practices
- Implementing EEO hiring concurrence compliance within FTA guidelines
- Management and support of Employee-led groups (ERGs & ERNs)
- Establishment and monitoring Agency-wide EEO & DEI goals and analysis
- Creating and facilitating the EEO & inclusive learning series
- Coordination of the K-12 student education program
- Co-facilitating the Agency anti-racist strategy focus groups and presentations

***Employee-led Groups
&
Inclusive Learning Series***

Employee-led Groups

ERGs and ERNs 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

Employee Resource Groups (ERGs)

- Blacks Empowering Success in Transit (**BEST**)
- Latinx in Transportation (**LIT**)
- **Pride** (LGBTQ+ and Allies)
- Sound Transit Pacific Islander Asian American Masterminds (**SPAM**)
- Women Empowering Success in Transit (**WEST**)
- *Sound Transit Anti-Racist (**STAR**)

Employee Resource Networks (ERNs)

- Diverse Abilities
- Native American & Indigenous
- Parent & Families
- Veterans

ERG and ERN Value

- Leads to highly engaged employees - engagement leads to retention
- Aids in meeting Equal Employment Opportunity (EEO) goals
- Assists in achieving equity goals – employees are reflective of the communities we serve
- Allows Sound Transit to respond to community in more culturally relevant ways through established relationships

2020 ERGs in Review

28 ERG hosted events/activities

- Heritage/History/Cultural Months
- Community engagement
- Professional development
- Socials

50 ERG Leaders

6 ERG Executive Sponsors

Inclusion Competency & EEO Training

Inclusion Competency 101 & 102	EEO for Employees & Supervisors
45%	95%
487 employees	1,022 employees

Inclusive Learning Series

Anti-Bias Training

- Baseline e-learning designed to increase awareness and shared meaning across agency
- Comprehensive instructor-led trainings intended to deepen understanding and create space for discussions
- Supports “All Aboard: We’re Stronger Together” internal-facing campaign and strategy

Diversity, Equity & Inclusion Goals

- Redirect long-entrenched practices
- Rebuild organizational best practices
- Reshape the Agency's culture
- Assess diversity across skillsets

Thank you.

Thank you.



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