



**OFFICE OF
EQUAL EMPLOYMENT OPPORTUNITY,
EQUITY & INCLUSION**

2018

**ANNUAL
REPORT**

Prepared by:
EEO, Equity & Inclusion

OVERVIEW

Sound Transit's office of Equal Employment Opportunity (EEO), Equity & Inclusion was established in December 2017.

The Equal Employment Opportunity arm of the office is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information.

The Equity & Inclusion arm is responsible for proactively building organizational capacity to foster an inclusive and equitable agency through Inclusion Competency trainings, employee resource groups, and fostering partnerships with transportation agencies and local organizations to sponsor key cultural events throughout the region.

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

OUR STAFF



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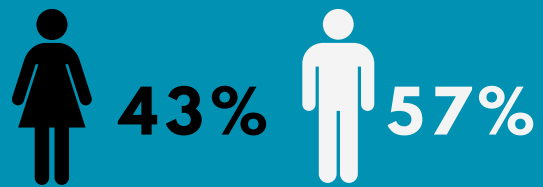
Nicky Khai
EEO, E&I Coordinator

EQUAL EMPLOYMENT OPPORTUNITY

OUR WORKFORCE BY THE NUMBERS...

Sound Transit has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects our diverse community. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

Sound Transit's EEO policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation, as well as the fair treatment of employees.



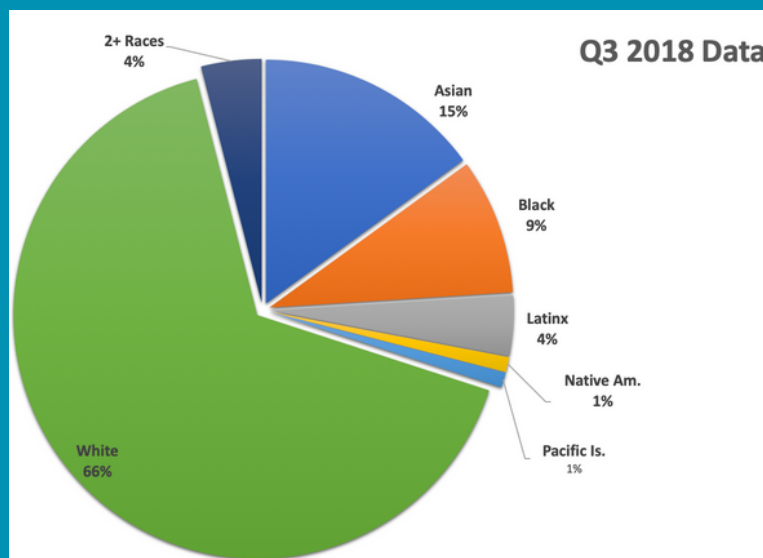
Women make up 43% of our workforce, and men 57%. In terms of race and ethnicity 9% of Sound Transit's workforce is Black; 4% is Hispanic/Latinx; 15% is Asian; 4% is multiracial (two or more races); 2% are Native American, Alaska Native, Native Hawaiian or Pacific Islander; and, 66% is White.

This data shows the success we have made in our effort to be reflective of our community thus far. Despite our efforts and pockets of success, we need to do more to achieve our desired outcomes. We have an opportunity to better reflect the Latinx community in our workforce and our utilization data points to opportunity of greater emphasis on the Native American and Pacific Islander communities.

Recently published research has shown that feeling included is associated with lower attrition for all employees, especially people of color. So, we are accelerating efforts to ensure staff—and in particular those from underrepresented groups—experience Sound Transit as an inclusive workplace. Equally important, research shows us that it's critical to place an intentional focus on knowing and growing our talent from underrepresented groups, including opportunities for sponsorship, visibility, and development; we have a number of initiatives in place to do this.

Put simply, to improve workforce representation we must focus not only on hiring, but also on developing, progressing and retaining members of underrepresented employees, and creating an inclusive culture.

REPRESENTATION BY RACE



OUR APPROACH

We employ four interlocking strategies to advance **equity** at Sound Transit. The interaction of these strategies forms the heart of our theory of change.

We apply these strategies within Sound Transit to ensure an equitable system that grows and sustains a diverse workforce and fosters an inclusive culture. These strategies form the basis of our programs, which serve as the entry points to apply the strategies.

1. EMPLOYEES & CULTURE

Growing a diverse workforce and creating a more inclusive Sound Transit.



Our best work will come when our workforce reflects the community around us. To achieve that goal, we are active partners with Human Resources in building a culture that fosters Inclusion and Respect through the **Equal Employment Opportunity** program and **Employee Resource Groups**.

2. CAPACITY BUILDING

Building organizational capacity through consulting, network building, inclusive leadership development, workshops and trainings.



To advance equity at scale, leaders across departments must have the tools, skills, and capacity to operationalize a structural analysis to their work. To that end, we develop the capacity of leaders to create strategy, conduct research, craft policy, share analysis, engage communities, talk effectively about inequities, and build initiatives that are rooted in equity.

3. INSTITUTIONAL CHANGE

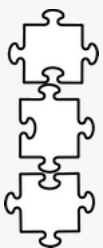
Developing and implementing institutional change strategies to operationalize equity.



Our goal goes beyond closing representation gaps; we must improve overall outcomes, focusing efforts on those who are faring worst. We lead Sound Transit's **Equity Steering Committee** to focus not only on individual programs, but also on policy and institutional strategies that advance equity across the organization.

4. TALENT ENGAGEMENT

Engaging talent and expanding opportunities through education.



For too many people a career in transit or at an organization like Sound Transit is out of reach. It's our goal to engage with aspiring students and leaders early and often—ensuring that anyone can see themselves in Sound Transit and can make that future a reality. We partner with local school districts, universities and community organizations to expand early access to Sound Transit careers and opportunities.

OUR WORK

1. EQUAL EMPLOYMENT OPPORTUNITY (EEO)

The EEO Program is responsible for ensuring that no person is unlawfully excluded from employment action based on race, color, religion, national origin, sex (including gender identity, sexual orientation and pregnancy), age, genetic information, disability, veteran status or other protected class.

2. EMPLOYEE RESOURCE GROUPS (ERGs)

To create an environment where employees feel they can be themselves, we have created Employee Resource Groups to provide an outlet for cultural awareness, talent development, community outreach, education and leadership.

3. EQUITY STEERING COMMITTEE

The Sound Transit Equity Steering Committee is responsible for ensuring continuing progress toward an inclusive and equitable agency. The Committee sets strategy, provides guidance and ensures integration of equity principles in throughout Sound Transit.

4. TRAINING & DEVELOPMENT

Through our various programs, we offer professional development on EEO policy and regulations, Inclusive Leadership, Equity Literacy, and Undoing Institutional Racism workshops.



5. TRANSIT EQUITY NETWORK

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

6. ENGAGING COMMUNITY & TALENT

We partner with local school districts, universities and community organizations to expand early access to Sound Transit careers and opportunities.

FROM EQUALITY TO EQUITY AND - IN BETWEEN -

Equality

Treating everyone the same. It aims to promote fairness, but it can only work if everyone starts from the same place and needs the same help.

Diversity

Range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

Inclusion

Involvement and empowerment, where everyone feels welcomed, respected, supported, and valued. Creating the conditions for everyone can thrive.

Equity

Refers to fairness in processes, distribution of resources, opportunity and varying levels of support depended upon need to achieve greater fairness of outcomes.

OPPORTUNITY

REPRESENTATION

BELONGING

ACCOUNTABILITY

A man in a blue vest and white shirt is holding a large rainbow flag. In the background, there is a building with a steeple and a flag with the letters 'SIT' on it.

Creating a more inclusive Sound Transit

INCLUSION & RESPECT

FOSTERING INCLUSION FOR ALL

We believe the best way Sound Transit works is everybody in, nobody out.

EMPLOYEE RESOURCE GROUPS

We believe that a welcoming community is important for all of our employees. So, we created Employee Resource Groups (ERGs), which are communities centered around shared identities, experiences and beliefs.

Employee Resource Groups are an integral part to achieving Sound Transit's goal of growing and sustaining a diverse workforce, inclusive culture and equitable work environment. Each group increases 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.

We currently sponsor five ERGs, which allow staff members to connect with a network of people who share similar values, identities and experiences. More than 50 employee volunteers lead ERGs, with more than 300 individuals participating as members, which demonstrates the extent of our workforce engagement around *Inclusion & Respect*.



EMPLOYEE RESOURCE GROUPS

BLACKS EMPOWERING SUCCESS IN TRANSIT

BEST is an employee resource group with a mission to cultivate Black leaders at Sound Transit and beyond, empower the communities where we operate, and transform the transit industry to reflect the diversity of its users.

Members of BEST sponsor many events throughout the year, including month-long activities for Black History Month, mentoring, and volunteer opportunities.



LATINX IN TRANSPORTATION

Members from the LIT ERG are committed to the representation, advancement, and inclusion of Latinx staff and their allies across the organization.

LIT hosts events throughout the year to foster a sense of 'familia' by educating staff about Latinx culture, providing mentorship opportunities, and empowering growth and volunteering opportunities in the Latinx community.



PRIDE (LGBTQ & ALLIES)

Pride is comprised of Sound Transit's LGBTQ leaders and their allies.

The group not only leads the way in celebrating Pride around the agency, but also informs programs and policies so that Sound Transit remains a workplace that works for everyone.



EMPLOYEE RESOURCE GROUPS

SOUND TRANSIT PACIFIC ISLANDER ASIAN AMERICAN MASTERMINDS

The SPAM ERG promotes professional development and community outreach for the AAPI community at Sound Transit. SPAM holds many events throughout the year to celebrate cultural events like Diwali, Asian American and Pacific Islander Heritage Month, and Lunar New Year.



SPAM's efforts focus on empowering diverse leaders to build relationships with community leaders within the International District through continuous open dialogue and action.

WOMEN EMPOWERING SOUND TRANSIT

The WEST ERG is committed to empowering all women (and men) at Sound Transit by connecting, developing, and retaining female talent, creating a culture of inclusion, and making social impact in local communities.

WEST provides networking and mentoring opportunities, professional development, and community to all women and allies.



Local Information

Seattle is the only major city named for a Native American chief. Recognized as a leader of the Suquamish and Duwamish people, Chief Seattle (Si'ya) was a peacemaker, a diplomat and orator in his native Lushootseed lan

In 2014 the Seattle City Council designated October 14 as Indigenous Peoples Day – honoring the resilience

2018 HIGHLIGHTS

90%

More than 90% of managers have been trained on federally mandated EEO policies and regulations through the EEO Program.



50

The number of Sound Transit employees who are actively engaged as leaders through ERGs.



300

The number of Sound Transit employees engaging in ERGs as members.



2018 HIGHLIGHTS



Jefferson Rose building community as part of the LIT ERG at Centro Rendu.

6

We celebrated six major cultural and heritage months throughout the year.

- Black History Month
- Women's Herstory Month
- Asian American & Pacific Islander Heritage Month
- Pride Month
- Latinx Heritage Month
- Native American Heritage Month

30

The number of events we hosted through Employee Resource Groups.



Staff joined the Pride ERG to raise the LGBTQ flag at the Union Station.

2018 HIGHLIGHTS



140

The number of High School students we hosted on campus through our K-12 outreach initiative.



Joshua Clark, ST's Transportation Superintendent, showcasing the OMF to high school students during a campus visit.



