



# Metro Transit Equity & Inclusion Team

Equity Advisory Committee  
April 20, 2020



# Overview

Lesley Kandaras, Chief of Staff, E&I Team Executive Sponsor

# Metro Transit Efforts to Advance Equity

- *Thrive MSP 2040* and the Metropolitan Council's Equity Policy commit us to evaluating planning, operations, and investments through an equity lens
- We are developing a more deliberate and intentional approach to embedding equity in our work, through
  - Transit service we provide
  - Programs to improve transit access and quality
  - Organizational practices critical to equitable processes and outcomes

## 11/17/20 Discussion – EAC interest in partnering with us on current efforts

Initial examples include ...

1. Developing transit equity vision and goals
2. Strengthening Metro Transit's public engagement work
3. Developing transit equity metrics
4. Strengthening approach to evaluating transit service equity
5. Developing budgets and making budget decisions with an equity lens
6. Fostering a workplace that is diverse, equitable, and inclusive
7. Incorporating changes based on the Metropolitan Council's Metro Transit Police Department Review
8. Strengthening approach to addressing "Equity" outcome as part of the Thrive Lens Analysis in Metropolitan Council business items
9. Contingent on future legislative action – providing guidance on policies/procedures to implement administrative citation alternative for fare evasion

...but we will adapt this list based on committee interests and priorities.



# Equity & Inclusion Team

Sarah Berres, Specialist, Equity & Inclusion

# 2021 Equity & Inclusion Team



# Equity & Inclusion Team Charter

## **Mission**

The Equity & Inclusion (E&I) Team influences equity goals and outcomes by activating staff involvement to

- Recognize and harness the value of the diversity of our region and workforce
- Develop creative ways to address the needs of staff and community members
- Support and expand Metro Transit's commitment to equity and inclusion for employees and customers

## **Scope**

- Equity action recommendation
- Internal communication activation
- Special projects as assigned or defined by team
- Support teams leading internal and external equity-related work

# New Member Perspective



**Erica Iguire**  
Operator, Heywood Garage



**Claudius Toussaint**  
Program Manager Real Estate and Asset  
Management, Engineering and Facilities





# Team Focus 2021

Rachel Cagle, Coordinator, Equity & Inclusion

# 2021

Goal: Establish monthly DEI-focused internal and external engagement

Goal: Improve workplace culture through employee experience and supportive resources

Goal: Establish E&I team recommendation process utilizing staff and community input to influence MT workplans

Goal: Increase diversity of applicants in hiring pools



# Questions?