

Everyday Equity



Allison Bell, Project Manager

Gary Courtney, MTT Program Administrator

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Agenda

- Everyday Equity Overview
- Program Examples
 1. Employee Engagement
 2. Metro Transit Technician Program
 3. Better Bus Stops





Evette Perry, BSW #2229
Bus Operator
East Metro Garage



Dakota Nyaribo #67299
Bus Operator/Instructor
Heywood Garage



Alec Johnson #66034
Bus Operator/Instructor
Nicollet Garage



Helena-Marie Lindsey
Janitor
Heywood Garage



Joanna Hubbard-Rivera
Customer Advocate
FTH Office Building



Linet Ogola
Principal Financial Analyst
FTH Office Building



Mark Benedict
Rail Systems
Maintenance Director
Blue Line O & M



Peter Jackson #9167
Bus Operator
East Metro Garage



Rachel Dungca
Strategic Initiatives
Project Manager
FTH Office Building



Salah Ahmed
Transit Police Officer
West Command



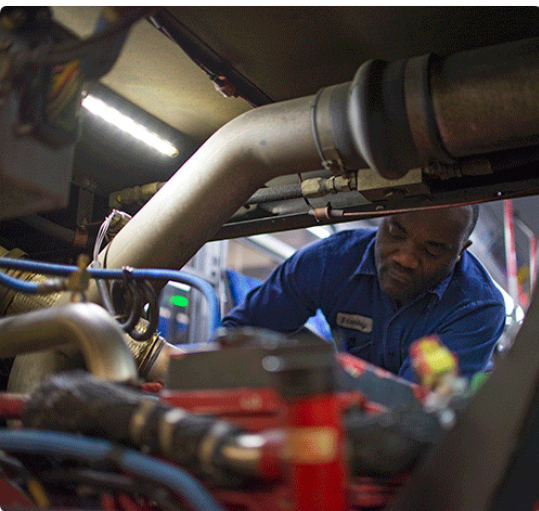
Shoeb Behlim
Assistant Rail
Transportation Manager
Green Line OMF



Yesenia Soto Mayboca
Transit Police Officer
East Command

*Everyday Equity
enhances the
way we do
business to
create equitable
outcomes.*

Breaking down barriers to opportunity



Hallmarks of the Everyday Equity approach

Collaborative

Data-driven

People-centered

Business case

Transformational

A multi-pronged strategy for 2015-2016

1. Engaging employees
2. Testing out new ways to do business
3. Evaluating our progress
4. Sharing the story
5. Recommending a path forward



Example 1: Employee Engagement

It starts with engaged employees

- Information and resources
- Employee survey – 33% response rate
- Discussion circles



“Hungry for Equity” – March 22, 2016





Example 2: Metro Transit Technician Program

Metro Transit Technician

Program Overview

Innovative career development program designed to address Metro Transit's current and future Bus Mechanic Technician needs through a sustainable workforce pipeline.



Metro Transit Technician

Goals and Outcomes

- **Goal 1:** Provide a clear and direct pathway for individuals with the interest, aptitude, and financial need toward a career as a Metro Transit Bus Mechanic
- **Goal 2:** Build a talented and diverse Bus Mechanic Technician workforce
- **Goal 3:** Place and sponsor 10 to 20 program participants into Hennepin Technical Colleges 2 year *Medium/Heavy Truck Technician* degreed program in Fall 2016
- **Goal 4:** Present offer of employment to all the graduates Summer of 2018

Metro Transit Technician

Program Model and Partners

	Phase I	Phase II	Phase III	Phase IV
Program Phase	Outreach & Assessment	Participant Readiness	Customized Course / Internship	Degree Program / Internship
Time Period	May 2015 - September 2015 5 Months	October 2015 - February 2016 5 Months	March 2016 - July 2016 5 Months	August 2016 - May 2018 2 Years

400+

41



Hennepin Technical College™



Metro Transit Technician

Innovative Outreach

- 42 Outreach Events
 - 3,477 Attendees
 - 402 MTT Program Applicants
 - 85% Applicants of Color
-
- 41 Phase II Participants *(Oct'15 – Feb'15)*
 - 10% Women
 - 66% Have NO automotive Experience
 - 31% Have post H.S. educational exp.



Metro Transit Technician

Current Progress

- **March 14th** – Phase III Commenced
20 Program Participants
- **120 Hours** of Customized Bus specific course administered by Hennepin Technical College
- **400 Hours** of Hands-On training administered by MTTD and a rotating Mentoring experience with current Transit Mechanic Technicians
- **\$15.50 per Hour** earned by participants during Phase III participation (\$6,200)
- **August 2016** – Enroll in 2 year degree program at Hennepin Technical College





Example 3: Better Bus Stops

BETTER BUS STOPS : Project Goals



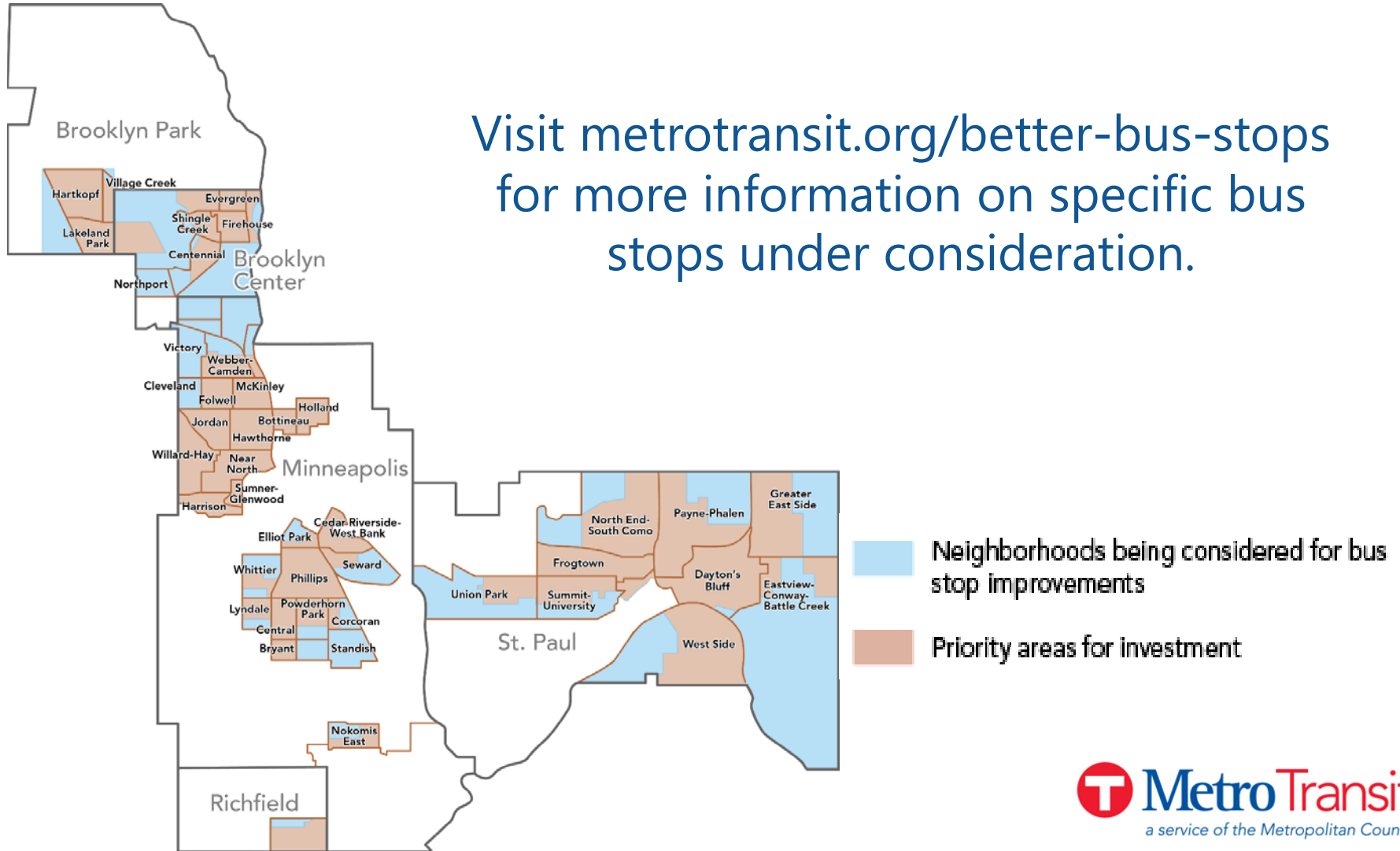
- Improve bus stops that enhance access to employment, education, and opportunity
- Authentic community engagement





BETTER BUS STOPS : Geographic Focus Area

Visit metrotransit.org/better-bus-stops for more information on specific bus stops under consideration.





BETTER STOPS : Bus Stop Improvement Goals

Improvements	Commitment	Near-term Scheduled	Complete	Focus
Transit Information Improvements (signs)	12,000+	5,000	2,300	Region-wide
Pedestrian Improvements				Better Bus Stops Program Focus neighborhoods [Serving communities of color and low income]
-- ADA Pads:	10	17	19	
-- Crosswalk Upgrades:	5		2	
-- Sidewalk Improvements:	10			
New Shelter Installations:	150	41	48	Focus neighborhoods
New Light Installations:	144	40	8	Focus neighborhoods
New Heat Installations:	43	6		Focus neighborhoods
Existing Shelter Improvements (Light or Heat):	75	20 (heat) 48 (light)	0 32 (light)	Focus neighborhoods
Community Identity Elements:	5			Focus neighborhoods
Shelter Replacements:	75 – 100	60-70	59	Minneapolis and St. Paul (aged advertising shelters)



BETTER STOPS : Community Engagement





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