



Metro Transit Equity and Inclusion

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Equity and Inclusion Strategic Work

- CORE ELEMENT I: Meaningful advancing equity in the region and within Metro Transit
 - Staff training and capacity building
 - Improved practices and procedures
 - Engaged workforce
 - Equity metrics and assessments
 - Shared understanding of Transit Equity



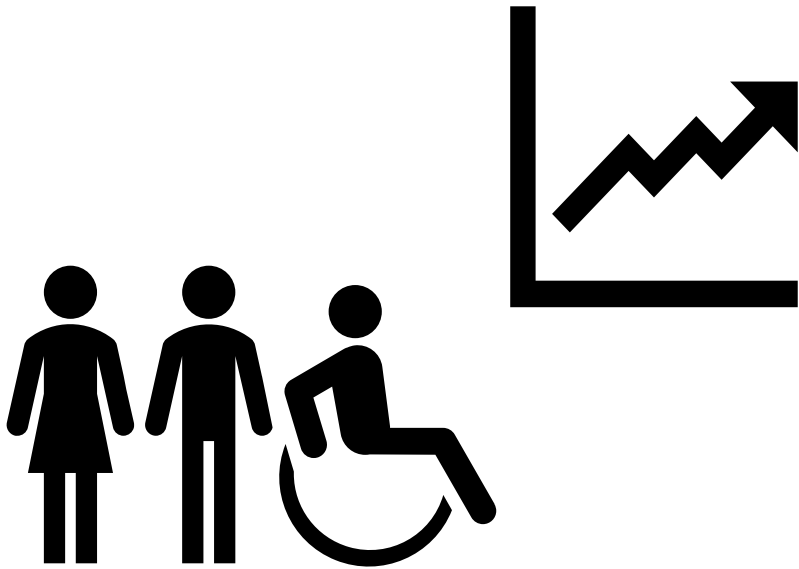
**Together,
we can become
stronger, better.**

Staff Training and Capacity Building

- Equity and Inclusion Staff Team Support
- Race Discussions
- IDI Support
- Transit Equity Education
 - Heritage Months and History of Transit
- Strengthened Internal Partnerships
 - Bus, Rail and MTPD onboarding equity trainings and inclusion modules



Improved Practices and Procedures



- Employee Resource Groups
- Responsive Customer Service
- TAP
- Improved internal and external communication/engagement
 - Translations
 - Applications

Engaged workforce

- Hiring and retention work (Met Council)
- Foster a culture of belonging
 - Internal engagement, ERGs
 - Staff feedback
 - Open positions information



Equity Metrics and Assessments

- Service Equity Evaluation
- Program Impact Evaluation
 - TAP
- Assessment tools
 - Budget

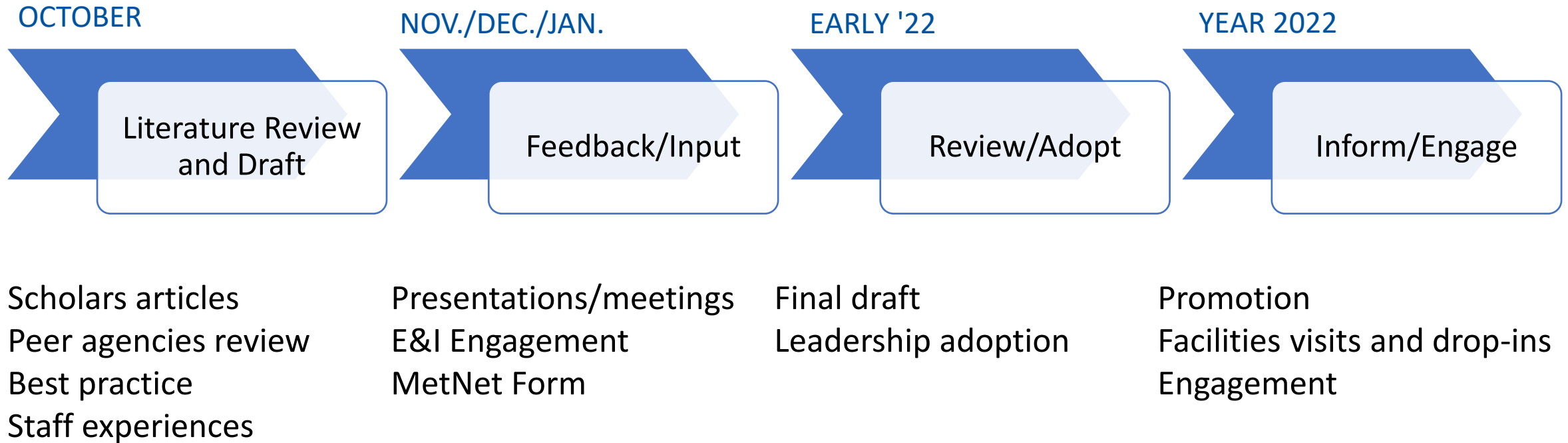


Adopting a Transit Equity Statement

- Timeline
- Feedback
- Draft



TIMELINE



FEEDBACK/INPUT SUMMARY TO DATE

- Statement needs to include groups like BIPOC, people with disabilities, women, and older adults
- Acknowledge inequities
- Recognize work well done and remaining gaps
- Include strong commitment and responsibility to equity work

Transit Equity Draft

Metro Transit acknowledges that providing safe, affordable, and reliable transportation increases opportunity. Transit services and programs should be built to equitably benefit all especially under-served communities including: BIPOC, low-wealth, women, people with disabilities, LGBTQ, and older adults. Transit equity requires identifying and addressing injustices and building actionable pathways to create a fair and more just future.

Metro Transit is aware that transit decisions can impact the ability of under-served communities to find and keep jobs, reach medical care, access educational opportunities and affordable housing, and develop and maintain social connections, among other impacts. Transit services and investments can reduce spatial inequalities that contribute to racial and economic disparities.

Metro Transit has an essential role and responsibility to examine all decisions impacting our region's access to quality transit, reduce existing disparities and prevent further inequities by reviewing and revising policies, seeking partnerships with other responsible institutions and improving planning and operational practices.

Metro Transit's 2021 Strategic Plan includes strategies and actions to advance equity within the agency and in our region.

Key Definitions

Under-served communities- local communities that have been historically excluded from transit decision-making and benefits while carrying disproportionate burdens.

BIPOC - Black, Indigenous and People of Color.

Inequities- inequities happen when a group or an area is serviced, represented, and/or invested greater than another group or area based on access, power, and/or privilege.

Spatial inequalities – is the unequal amount of resources and services that can be accessed depending on the area or geographical location.

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Thank You!