

# Everyday Equity Update

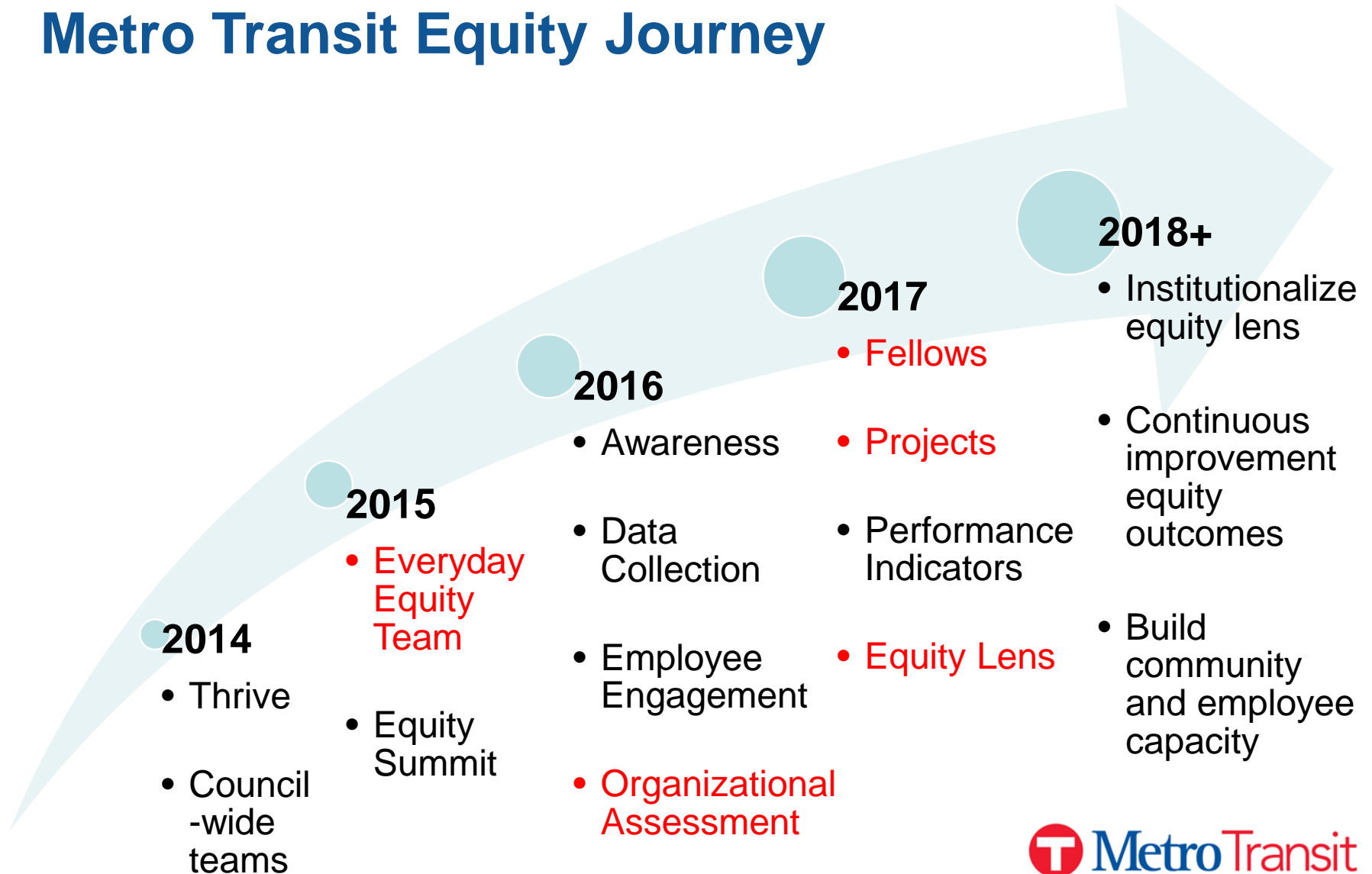
Allison Bell, Everyday Equity Manager

James Griffin, Everyday Equity Fellow

Spolinsky Jacox, Everyday Equity Fellow

5/22/17

# Metro Transit Equity Journey





# Get to know your 2017 Everyday Equity Team

Equity is 'just and fair access to opportunity for all.' Building on the strong foundation set in 2016, this team will identify and knock down barriers to opportunity that our employees and community members face.



If you have questions, contact Everyday Equity Project Manager Allison Bell at 612-349-7672 or [allison.bell@metrotransit.org](mailto:allison.bell@metrotransit.org).



*RETURNING:*  
**Salah Ahmed**  
Police Sergeant



*RETURNING:*  
**Shoeb Behlim**  
Assistant Rail  
Transportation  
Manager, Green Line



*NEW:*  
**Faye Brown**  
Bus Operator and  
Relief Instructor,  
Heywood Garage



*NEW:*  
**Ayantú Gameda**  
Customer Relations  
Specialist  
FTH Office Building



*RETURNING:*  
**Joanna  
Hubbard-Rivera**  
Customer Advocate  
FTH Office Building



*NEW:*  
**Jessica Kern**  
Bus Operator and  
Relief Instructor,  
Heywood Garage



*NEW:*  
**Christine Kuennen**  
Assistant Director,  
Bus Administration



*RETURNING:*  
**Helena Lindsey**  
Janitor, Big Lake



*NEW:*  
**Abel Mumbi**  
Assistant Manager,  
Overhaul Base



*NEW:*  
**Trahern Pollard**  
Bus Operator,  
South Garage



*NEW:*  
**George Stewart**  
Supervisor, Transit  
Control Center



*NEW:*  
**Lanh Thao**  
PT Bus Operator,  
East Metro Garage



*NEW:*  
**Roberta Barreto**  
Cleaner,  
MJ Ruter Garage



*NEW:*  
**Christina House**  
Supervisor, Rail Transit,  
Blue Line



*RETURNING:*  
**Peter Jackson**  
Bus Operator,  
East Metro Garage



*RETURNING:*  
**Alec Johnson**  
Bus Operator and  
Instructor,  
Nicollet Garage

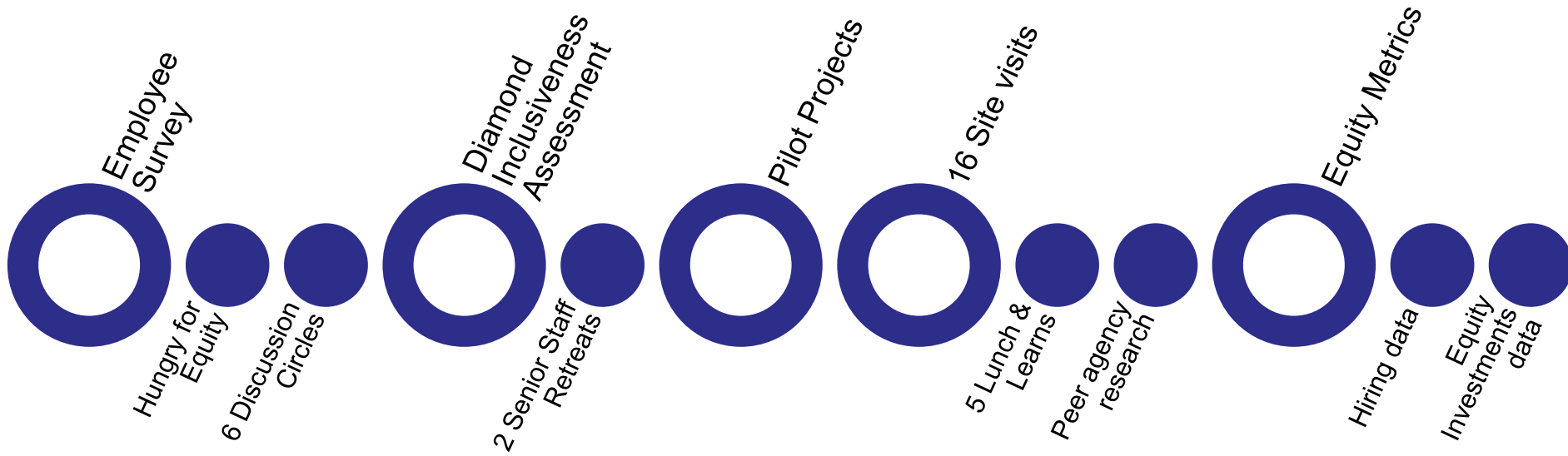


*NEW:*  
**Mike Joyce**  
Assistant Director,  
Bus Maintenance



*Spolinsky Jacox & James Griffin, Everyday Equity Fellows*

# A wealth of data informed the results



## Strength: Leader among transit agencies

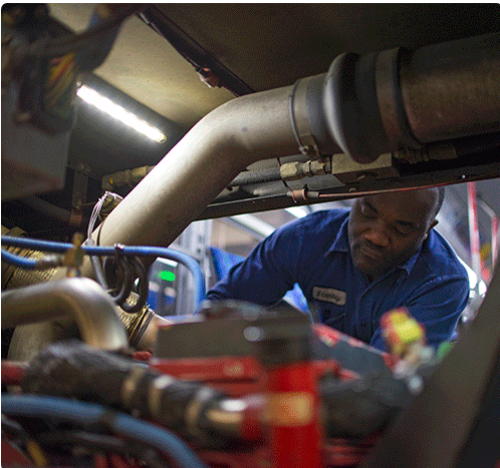
- Diverse, empowered cross-functional team
- Significant investments (e.g. Metro Transit Technician, Better Bus Stops, Step Up, TAP)
- Distinguished from regulatory requirements
- Encompasses community, customers and employees



# Opportunity: Human Development

*Policies, processes and activities that enable growth*

- Workforce is a top organizational need
- Activities underway that can be leveraged
- Low score on the Diamond Inclusiveness assessment
- Engagement revealed need for improvement

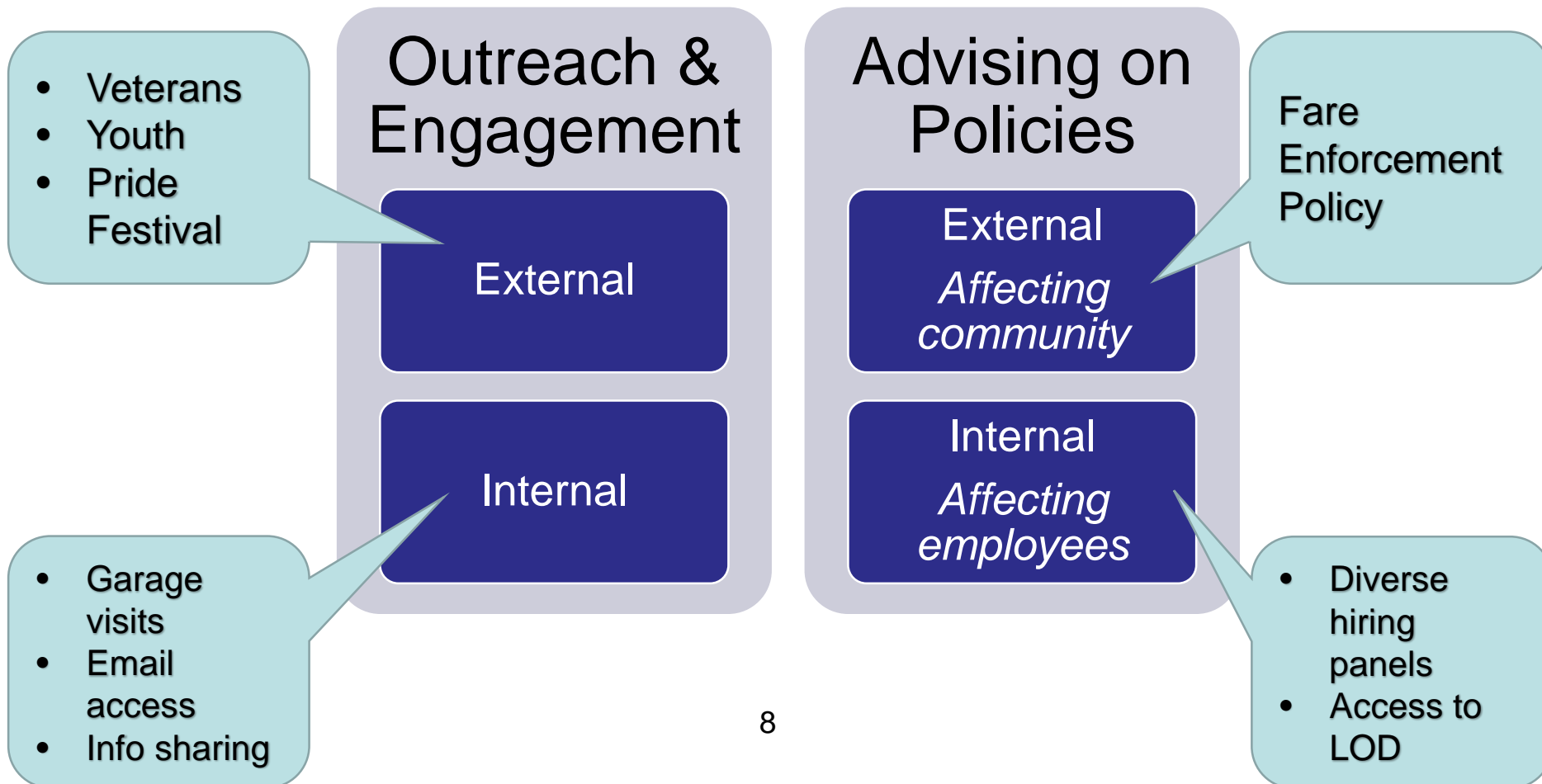


## Weakness: Financial Investment

*The consideration of equity in financial decision-making and transparency of the process*

- Applying the Equity Lens to operational and financial decisions
- Tying investments to measurable outcomes and business goals
- Transparency and active communication

# 2017 Everyday Equity Team projects





# Using the Equity Lens to view a decision from an equity perspective

- Used by many organizations
- Brings diverse perspectives to the table
- Applies to policies, practices, projects, programs, budgets
- Complements the Thrive Lens
- Metro Transit version created in 2016



## EQUITY TOOL

Equity is fair and just access to opportunity for all.

### What is the Equity Tool?

The Equity Tool is a set of questions that helps a person view a decision from an equity perspective. It is a tool for analysis, planning, decision-making and evaluation that helps our practices, projects and programs reduce inequities and improve success for all groups in the region.

### How to Use the Equity Tool

Use the Equity Tool as a discussion guide and planning resource with your team. The Equity Tool should be used early and often—for project planning, implementation and evaluation. The tool can also be used to facilitate cross-department collaboration in a discussion setting with staff from other departments.

Use each consideration point as a basis for conversation, and use the below questions for a more in-depth discussion.

### Additional Resources

- [Everyday Equity page on MetNet](#)
- [Government Alliance on Racial Equity Toolkit](#)
- Metro Transit's Community Outreach and Engagement Team
- [Thrive Lens](#)

For more information about Everyday Equity, contact Allison Bell at 612-349-7672 or [Allison.bell@metrotransit.org](mailto:Allison.bell@metrotransit.org)

# Working to make equitable financial decisions

- Outreach and engagement regarding the fare change
- Equity Apprenticeship Program



# Questions and Comments

