

Rapid Equity Assessment

The Challenge Ahead: The COVID-19 Pandemic has highlighted racial and socioeconomic disparities in our health care, economic, and transportation systems. While anyone can contract the virus, it has disproportionately impacted and threatened the lives of black, Latinx, and low-income communities. Due to systemic inequities, these communities are more likely to have underlying health conditions, have poorer access to health care, be essential workers who cannot work from home, have limited access to digital tools for continuing education and telecommuting, and rely on public transit for essential trips. **Metro’s response to the COVID-19 crisis presents an opportunity to help prevent the same disparate results and further widening of the gaps shaped by existing racial and economic disparities.**

Equity in a Time of Crisis: By rooting our decision making in equity, we can ensure that historically marginalized communities, and other groups that have been disproportionately impacted by COVID-19, are not left behind as we respond to this public health crisis and as we recover. We must understand the potential impact of our decisions for those faring the worse in order to truly improve conditions for all of our customers, front-line Metro family, and the broader Los Angeles County community.

Using the Assessment: This Rapid Equity Assessment tool was developed to assist Metro staff in identifying and prioritizing equity opportunities. All questions should be answered to the best extent possible before a decision is made. If you answer no to questions one or two, or cannot identify burdens under question three, please contact your Department’s Equity Liaison immediately for assistance. The Assessment should be completed by a diverse group within the project team, including staff with a variety of experiences, knowledge, backgrounds, and skillsets. The completed form should be emailed to the *Office of Equity and Race*, copying your Department’s Equity Liaison, for review and potential follow-up. A summary of your assessment should be included in any report, including a board report, board box, or other document explaining the decision or recommendation. Email your Department’s Equity Liaison for assistance in using the tool.

Proposed Action: Click or tap here to enter text.

Team Members: Click or tap here to enter text.

1. Will the decision being made impact any of the following groups? (If no, skip to number 2.)

- | | |
|---|---|
| <input type="checkbox"/> Historically marginalized communities
(Communities of Color, Limited English Proficiency, Avg. incomes < \$35K) | <input type="checkbox"/> Older adults (Over 62 years old) |
| <input type="checkbox"/> Equity Focused Communities (See the map on page 2) | <input type="checkbox"/> People with disabilities |
| | <input type="checkbox"/> Individuals with chronic medical conditions |
| | <input type="checkbox"/> Disadvantaged Business Enterprise or Disabled Veterans Business Enterprise |

2. Could this present an equity opportunity? (Yes or No)

An “Equity Opportunity” is a decision that is designed to enhance positive impacts or reduce negative impacts for historically marginalized communities or others most likely to be impacted by COVID-19.

Rapid Equity Assessment

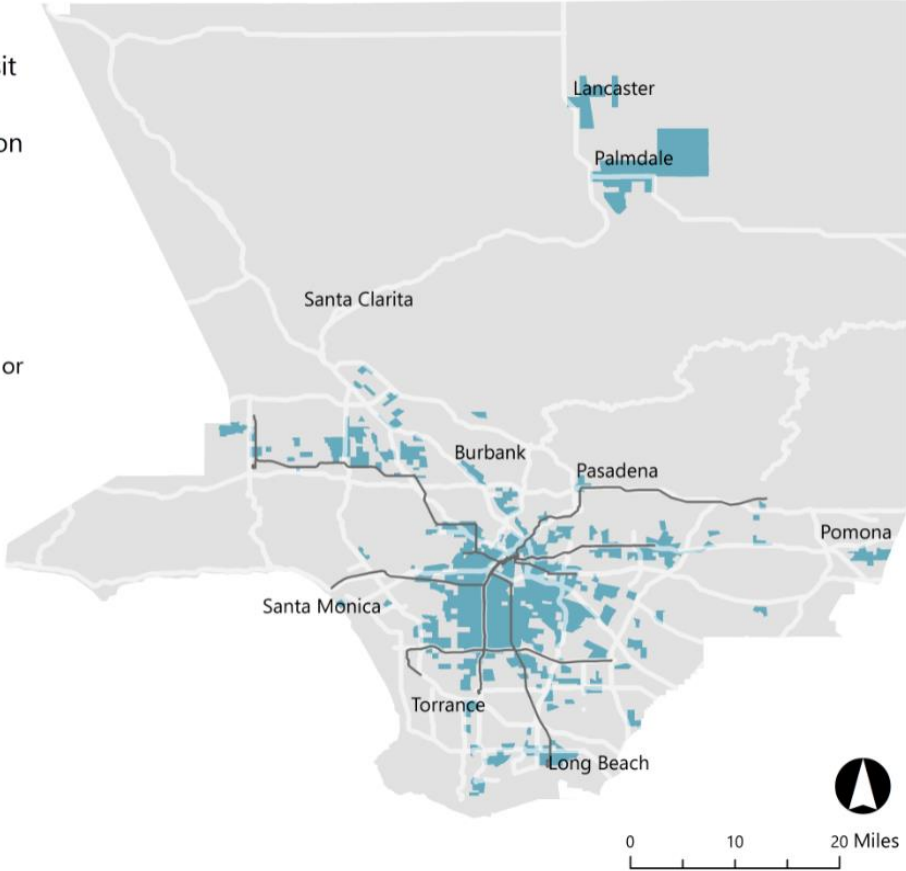
Equity Focused Communities Map

- Highways
- Fixed guideway transit
- EFC Communities
30% of LAC Population

Census Tract Thresholds

- > 40% Low Income
- > 80% Non-white
- > 10% Zero Car

*Thresholds are based on:
1) Non-white AND Low Income, or
2) Low Income AND Zero Car



TRANSIT TUESDAY WEBINAR: *Diversity & Inclusion Committees*

November 24, 2020 | 9:00am PST





LTD MISSION

We believe in providing people with the independence to achieve their goals, creating a more vibrant, sustainable, and **equitable** community.

VALUES

We serve the community with respect.

We continuously question if there's a better way.

We collaborate internally and externally.

We care for our employees, customers, and business partners.

We plan for a sustainable future.





LTD DIVERSITY COUNCIL HISTORY

- **2004** – Initially formed as an employee committee.
- **2007** – Formal policy adopted by LTD’s Board of Directors in.
- **2019** – reinvigoration of Council to update Diversity Plan
- **2020** – received mandate from General Manager

CURRENT MANDATE



- ✓ Provide recommendations to the Board of Directors to update the 2007 Diversity Policy.
- ✓ Review all LTD policies
- ✓ Update LTD's Diversity Plan to implement the Diversity Policy. The plan will outline goals and key performance metrics and ensure accountability.
- ✓ Provide education and training to LTD staff about diversity, equity and inclusion topics.

WHAT'S NEXT...





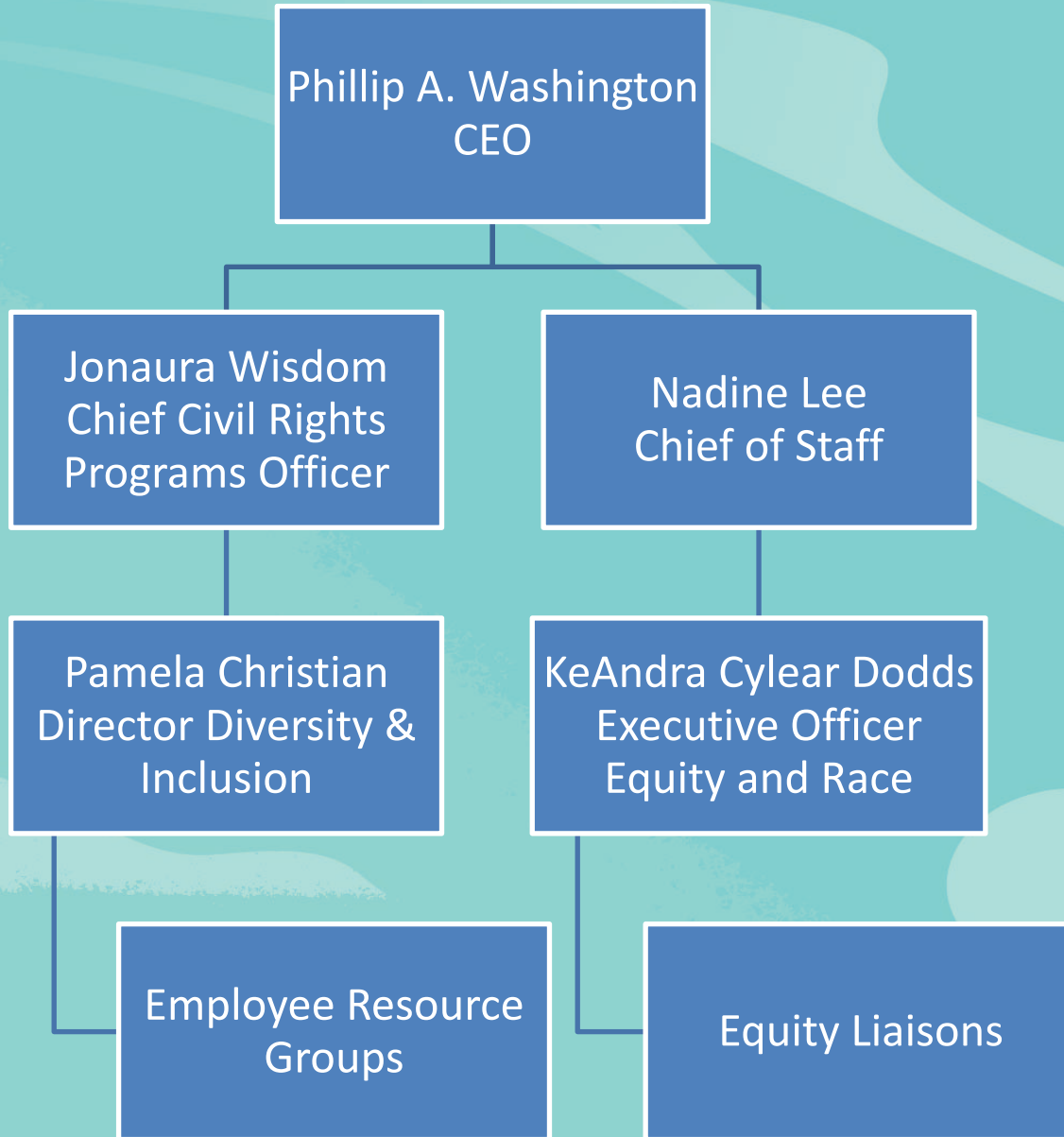
Diversity & Inclusion At LA Metro

November 24, 2020



Metro

Structure for Diversity, Equity & Inclusion



Current Priorities

Equity & Race

- Equity Platform
- Equity Liaisons
- Rapid Equity Assessment Tool
- JEDI Book Club

Diversity & Inclusion

- Employee Resource Groups
 - Policy Development
 - Leverage partnerships
- Courageous Conversations
- Equity & Inclusion Excellence Award

Focus of Efforts

- Building Internal Capacity
 - > Courageous Conversations
 - > JEDI Book Club
- Ensuring Equitable Processes and Outcomes
- Working collaboratively with Equal Employment Opportunity/Affirmative Action
- Establishing Structure



Metro

What's Next

- Equity Tool
- Required Diversity, Equity & Inclusion Training for Personnel
- Leveraging Equity Liaisons & Employee Resource Groups



Metro



LA Metro Contacts

Jonaura Wisdom
Chief Civil Rights Officer
wisdomj@metro.net

KeAndra D. Cylear Dodds
Executive Officer, Equity and Race
cyleardoddsk@metro.net

Pamela M. Christian, PhD
Director, Civil Rights Programs, Diversity & Inclusion
christianp@metro.net



Metro

Transit Tuesday Webinar

November 24, 2020

Diversity & Inclusion Committees:

Does Your Agency
Have One?

Does Your Agency
Need One?



Sponsored By:



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AZTA	Arizona Transit Association
CALACT	California Association for Coordinated Transportation
CASTA	Colorado Association of Transit Agencies
FPTA	Florida Public Transportation Association
IPTA	Illinois Public Transportation Association

PPTA	Pennsylvania Public Transportation Association
SWTA	South West Transit Association
TPTA	Tennessee Public Transportation Association
VTA	Virginia Transit Association
WSTA	Washington State Transit Association

How to Submit Questions

Submit your questions anytime during the program using the Chat/Raise Hand or Q&A Feature found at the bottom of your Zoom Window.



Program



Welcome & Introductions



Sponsors Highlight



Presentations



Questions



Wrap Up & Adjourn

Sponsor Highlight

Kelly Johnston

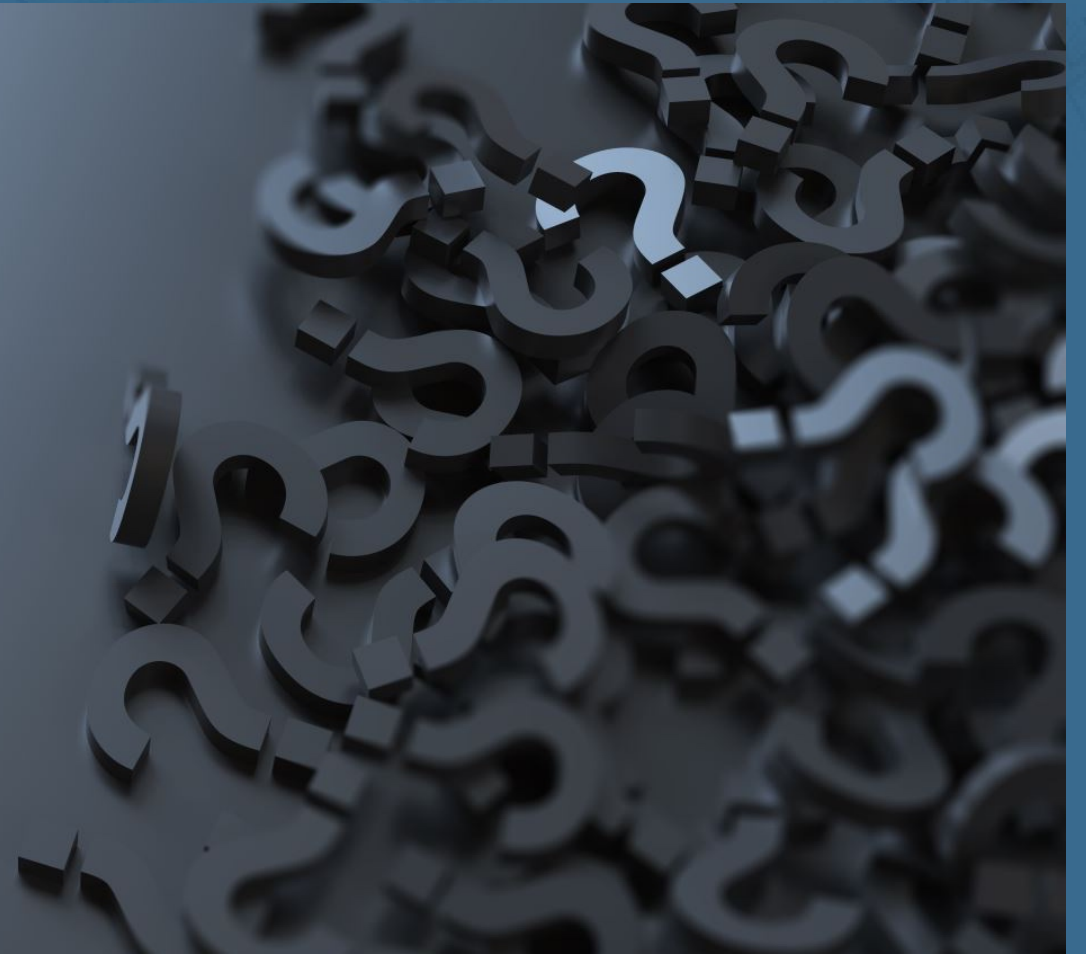
- Founder – Clarity Consulting



Speakers

- ❖ Samantha Einarson, Pierce Transit
Senior Employee Services Analyst – Workforce Development
- ❖ Collina Beard, Lane Transit
Director of Business Services
- ❖ Pamela Christian, LA Metro
Director of Civil Rights Programs, Diversity & Inclusion
- ❖ Darnell Grisby, TransForm
Executive Director,

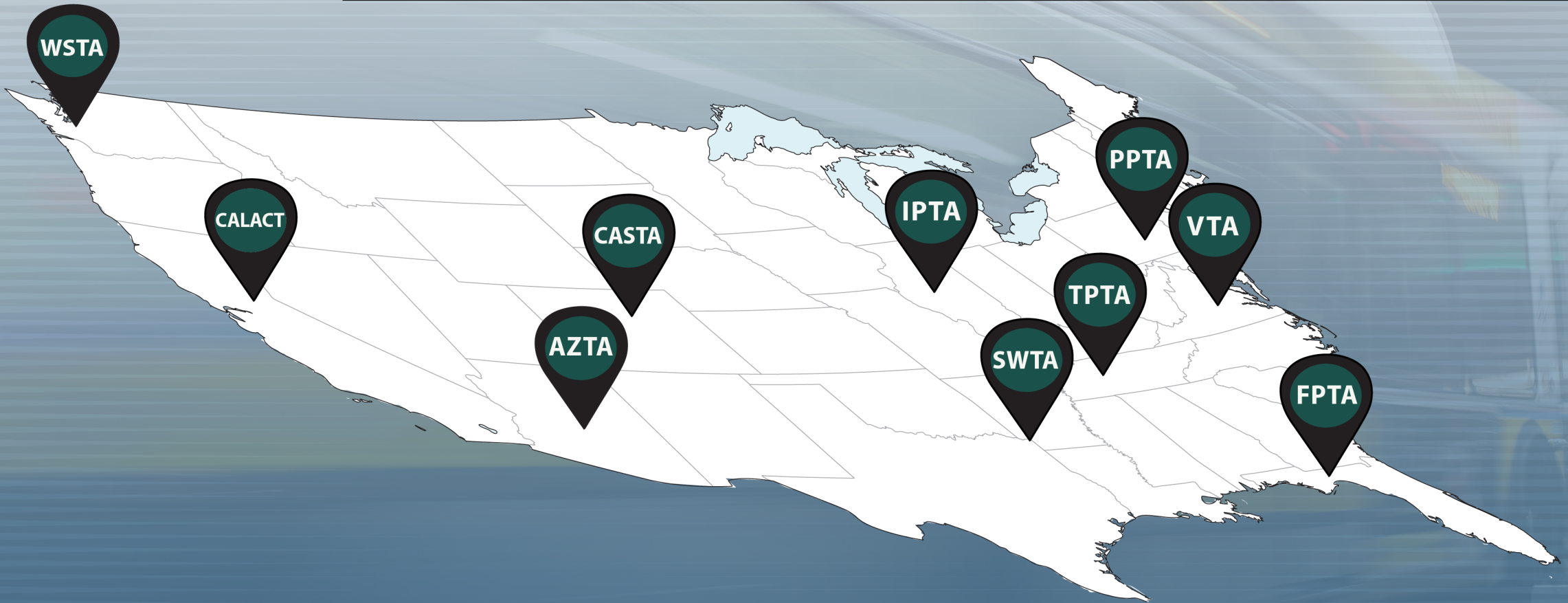
Questions



2021 Webinars

Stay tuned to your Transit Association websites and event announcements for our 2021 Transit Tuesday Webinar Series

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AZTA	Arizona Transit Association
CALACT	California Association for Coordinated Transportation
CASTA	Colorado Association of Transit Agencies
FPTA	Florida Public Transportation Association
IPTA	Illinois Public Transportation Association

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Thank You

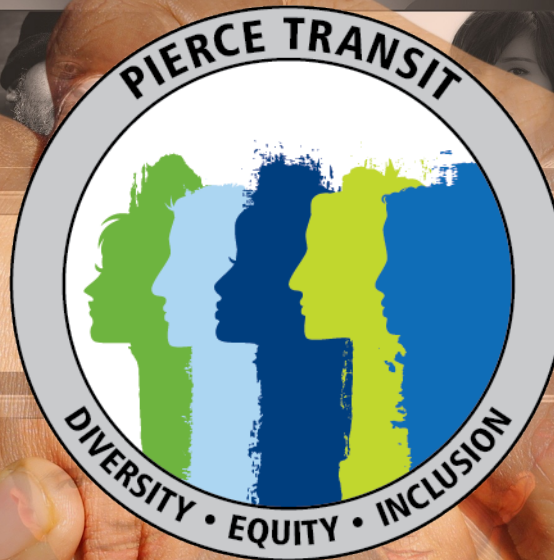
Speakers



Sponsor



**Samantha
Einarson**



Mission Statement

The Diversity, Equity, and Inclusion (DEI) Committee will champion Pierce Transit's ongoing efforts to build and maintain an open, engaged, and inclusive environment where differences of opinion, beliefs, and values are integral to success. The DEI Committee's efforts will support this mission through action, outreach, and accountability. The efforts of the DEI Committee will be guided by the foundational value that all people deserve equitable opportunity to be successful within our organization.



Establishing a Program

Background and Challenges

1

Resurgence in 2015/2016
Diversity and Inclusion
Seen as event planning group

2

Slow movement in 2017/2018
Training for members and staff
Some members "checked out"

3

New Direction in 2019/2020
Added equity lens
Action-oriented, outcome-based
Courageous Conversations
Barrier Removal

WE WELCOME

ALL RACES AND ETHNICITIES
ALL RELIGIONS
ALL COUNTRIES OF ORIGIN
ALL GENDER IDENTITIES
ALL SEXUAL ORIENTATIONS
ALL ABILITIES AND DISABILITIES
ALL SPOKEN LANGUAGES
ALL AGES
EVERYONE.

**WE STAND HERE WITH YOU
YOU ARE SAFE HERE**

* Content adapted from the original "We Welcome" sign created by IPRC members Lisa Mangum and Jason Leviatan.

Committee Objectives

1

Diversity

2

Inclusion

3

Equity

4

Communication

5

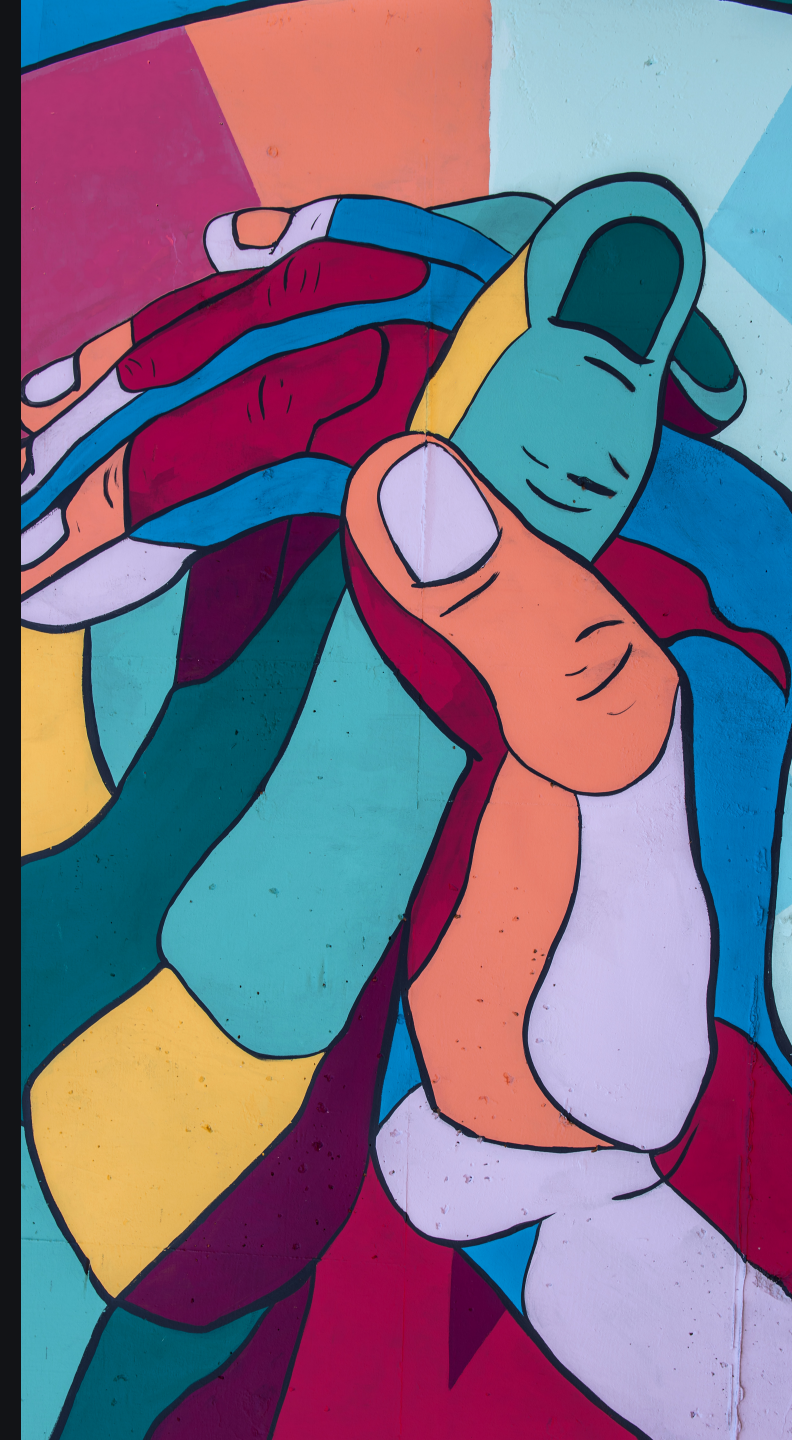
Partnerships

6

Accountability

7

Support



Lessons Learned

What would we do differently?



1 Sponsorship

Active and visible



2 Embed

Interweave values into every aspect of the organization



3 Engagement

Address feelings of alienation early and often

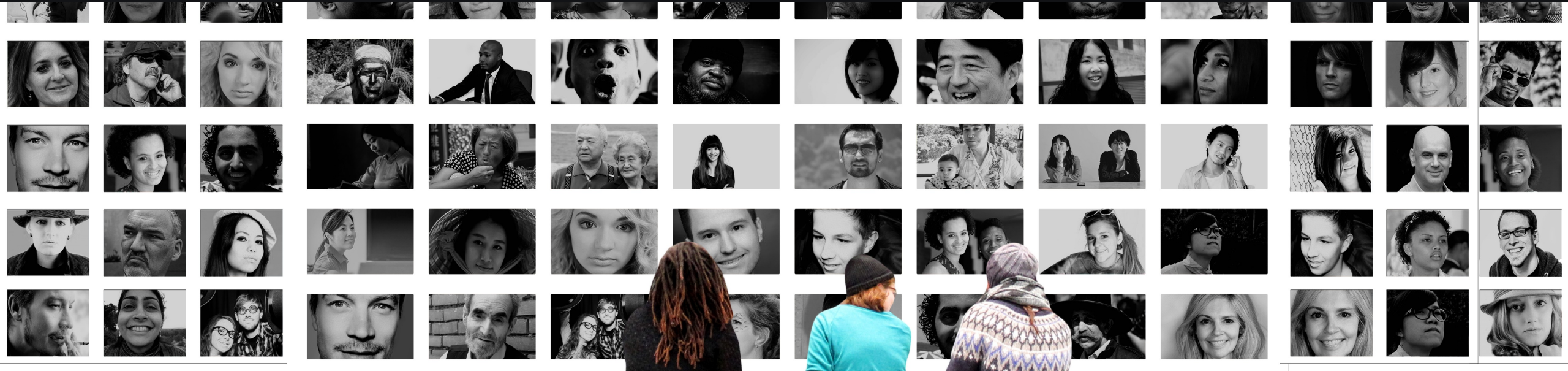


4 Measure

Identify metrics that matter

Samantha Einarson

Senior Employee Services Analyst – Workforce
Development



Pierce Transit
Lakewood, WA



seinarson@
piercetransit.org



253.581.8101



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