Sound Transit’s Proposed Anti-Racist Strategy Feedback Sessions

Office of Civil Rights, Equity & Inclusion
Why do we need to become an anti-racist organization?
Anti-racist organizations

“The Anti-Racist Organization helps people of color become more empowered through taking leadership, sharing in the power, transforming the organizational norms and culture, challenging white allies and other people of color, sharing in decisions about how the organizations resources will be spent, what work gets done as well as how it gets done, the setting of priorities, and allowing people of color to make the same mistakes as white people.”

Dismantling Racism Project
What do we mean?
December 2017
• Office of EEO, Equity & Inclusion established
• Developed EEO Program

2018
• 5 ERGs
• American History Traveling Museum
• Heritage & History Months
• Equity Steering Committee
• 15% UIR participation
• K-12 Talent Engagement

2019
• 3 ERNs
• 4 Equity Sub-committees
• First Equity & Inclusion policy
• Equity embedded in Strategic Plan

2020
• Parent & Families ERN
• CREI – D4G
• Disparity Study
• 3 RET Pilots
• 3 EET Pilots
• Silent March
• Commitment to becoming Anti-racist organization

2021
• DEI Targets
• STAR ERG
• Anti-racist strategy engagement
• Shared meaning
• Equity Tools Implementation Plan
• Equity & Inclusion Policy Implementation Plan
### Where are we now?

#### Continuum on Becoming an Anti-Racist Organization

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<tbody>
<tr>
<td>An Exclusionary Institution</td>
<td>A &quot;Club&quot; Institution</td>
<td>A Compliance Organization</td>
<td>An Affirming Institution</td>
<td>A Transforming Institution</td>
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Crossroads Ministry, Chicago, IL: Adapted from original concept by Bailey Jackson and Rita Hardiman, and further developed by Andrea Avazian and Ronice Branding; further adapted by Melia LaCour, PSESD.
### Four-year anti-racist culture framework (proposed)

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<tr>
<th>Develop (High-Level) Agency Goals and Strategies</th>
<th>Define Antiracism &amp; Guiding Principles</th>
<th>Identify and Unpack White Supremacy Culture</th>
<th>Acknowledge Past Harm</th>
<th>Build a Multiracial/cultural Organization</th>
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Refine, Test, Develop and Sustain
Proposed Commitments
Commitments

1. CEO & Executive Support
2. Economic Development Opportunities
3. Career Development
4. Community
5. Accountability
CEO & executive support

- Adopt Anti-Racist Policy
- Intentionally identify as “becoming an Anti-Racist Organization”
- Undoing Institutionalized Racism Workshop
  - *Board Members
  - Executive Leaders
  - People Leaders
- Consultant support
Economic development opportunities

- Identify policies and practices that perpetuate racism.
- Engage prime contractors and sub-contractors.
- Develop a survey for DBE & SBE that show disparities.
Career development

Identify measurable recruitment and hiring targets.

Ensure there is Black, Indigenous and people of color representation at every level of leadership.

Review exit interview data and identify patterns.

Mentoring, reverse mentoring and sponsorship.

Conduct an organizational assessment on racism.
**Community**

- Support community-based organizations.
- Agency sponsorships.
- Partner with community organizations.
- Implement the agency’s Racial Equity Tool (R.E.T.) on Sound Transit projects.
- Implement the agency’s Equitable Community Engagement (E.C.E.) framework for Sound Transit initiatives that have community impact.
Accountability

- Maintain and publish ST workforce demographics.
- Update EEO & Harassment Free Workplace policies.
- Performance Objectives.
- Require all departments to set equity goals.
- Quarterly Progress – tracked and communicated to staff.
Q4 – 2020
Proposed Strategy Development
CREI will propose a draft strategy to CEO & Executive Leadership Team. Feedback will be incorporated into a "proposed strategy".

Q1 – 2021
Engagement Kick-off
CREI will host a variety of engagement meetings to provide employees an opportunity to see the proposed strategy and provide feedback.

Q1 /Q2 – 2021
Strategy Refinement
Engagement will continue and feedback will be collected.

Q3 – 2021
Present Final Strategy
CREI will present feedback to CEO & Executive Leadership Team. A final strategy will be prepared.

Q4 – 2021
Strategy Implementation
CREI will develop a work plan to implement the strategy. Regular updates will be given on the status of the implementation. The strategy will be revisited on an annual basis for refinement and re-commitment.
Engagement strategy

- 20 Focus Groups
- 100 1:1 Feedback Sessions
- Small Groups
- HUB page
- Executive Councils
- Board of Directors
Questions
Thank you.