

Sound Transit's Proposed Anti-Racist Strategy Feedback Sessions

Office of Civil Rights, Equity & Inclusion



ALL ABOARD
We're stronger together.

Why do we need to become an anti-racist organization?

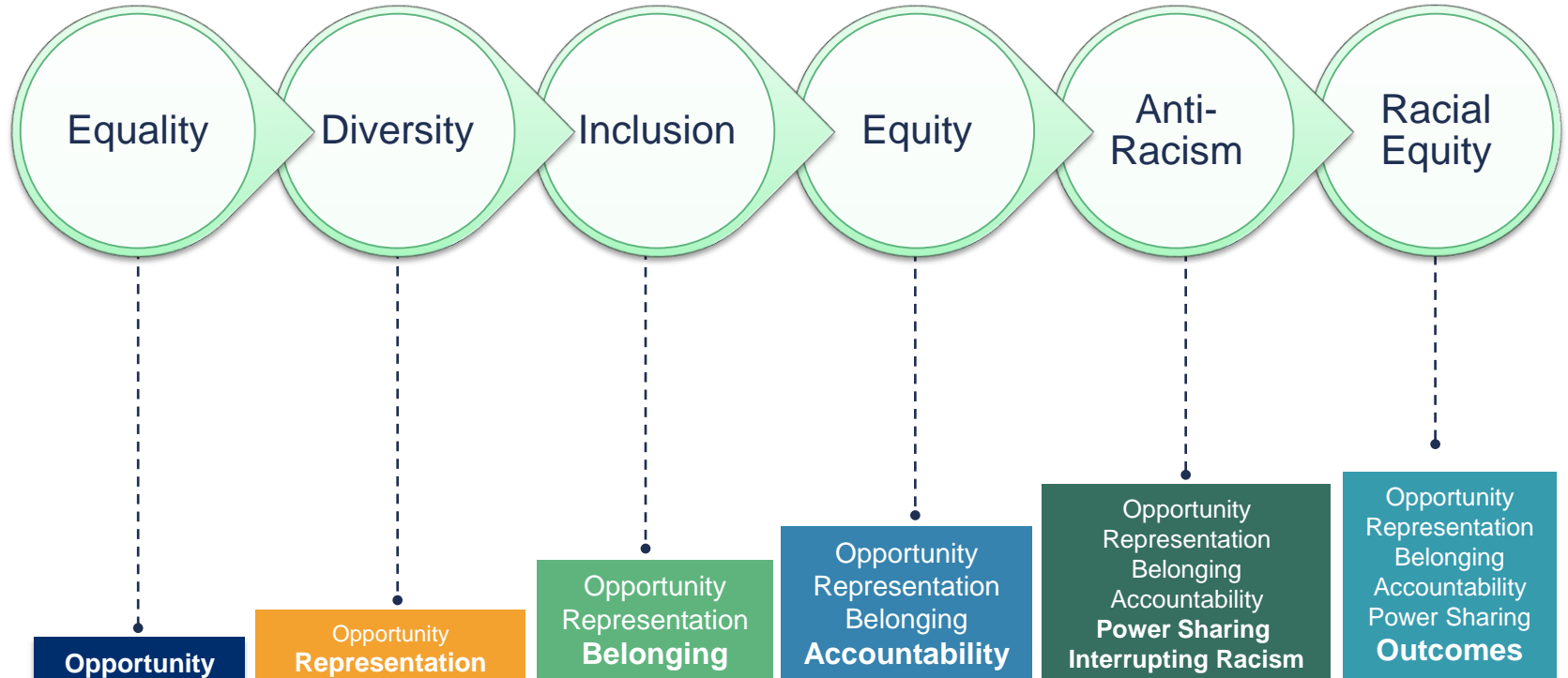


Anti-racist organizations

“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?



Our journey

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

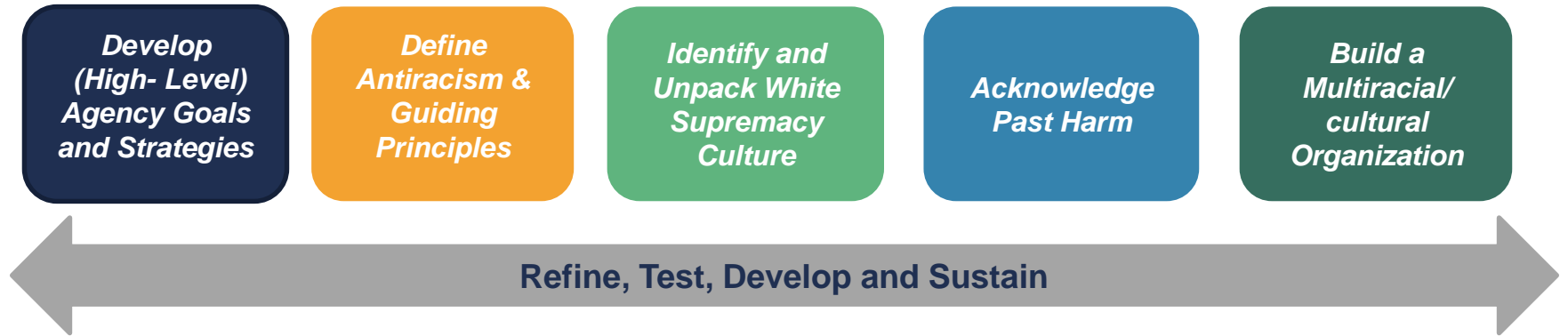
MONOCULTURAL ==> MULTICULTURAL ==> ANTI-RACIST ==> ANTI-RACIST MULTICULTURAL *Racial and Cultural Differences Seen as Deficits* ==> *Tolerant of Racial and Cultural Differences* ==> *Racial and Cultural Differences Seen as Assets*

1. Exclusive	2. Passive	3. Symbolic Change	4. Identity Change	5. Structural Change	6. Fully Inclusive Anti-Racist Multicultural Organization in a Transformed Society
An Exclusionary Institution	A "Club" Institution	A Compliance Organization	An Affirming Institution	A Transforming Institution	



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)



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.

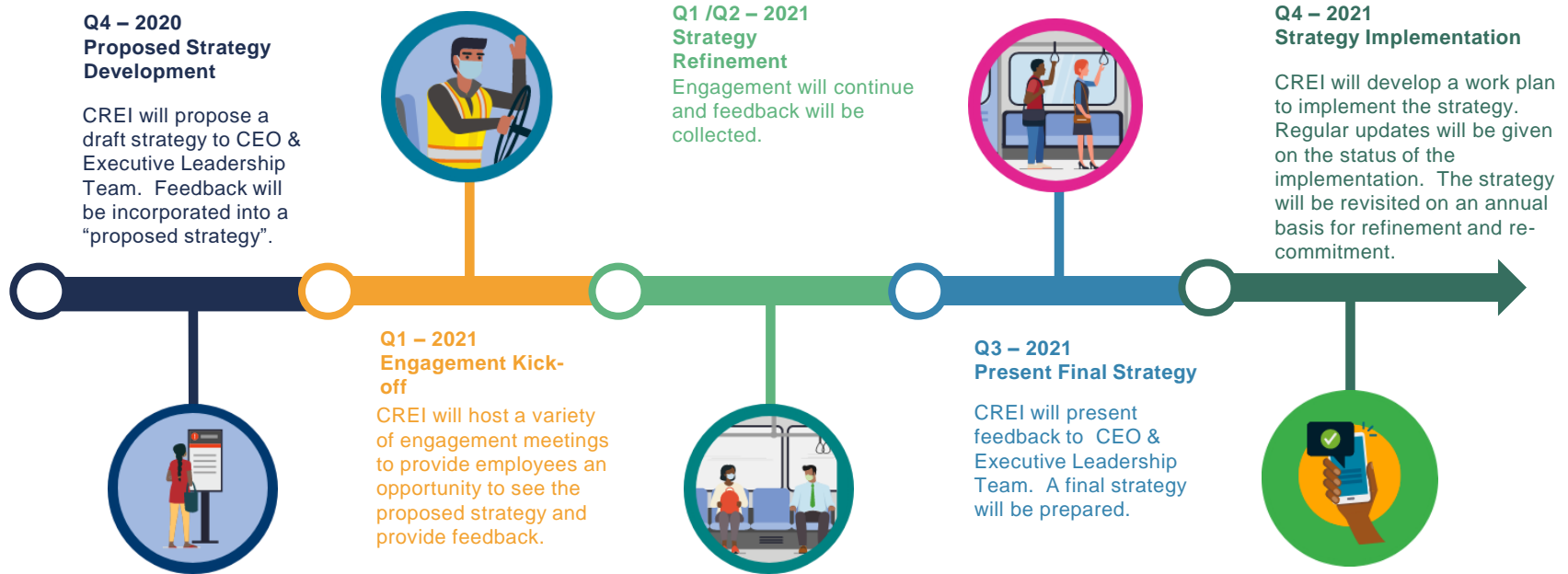
Update EEO & Harassment Free Workplace policies.

Performance Objectives.

Require all departments to set equity goals.

Quarterly Progress – tracked and communicated to staff.

Sound Transit anti-racist strategy timeline



Engagement strategy

20 Focus
Groups

100 1:1
Feedback
Sessions

Small
Groups

HUB page

Executive
Councils

Board of
Directors

Questions

Thank you.



 [soundtransit.org](https://www.soundtransit.org)

