

# *Office of Civil Rights, Equity & Inclusion*

## *Diversity, Equity & Inclusion Strategy*

*March 9, 2021*

# CREI Vision

*“Transform the culture of Sound Transit to fully embrace diversity, equity and inclusion as essential to the overall mission and strategy of the organization. Our goal is to create a workplace that values unique contributions to build greater understanding of our people, communities, and riders that enables us to achieve our mission.”*

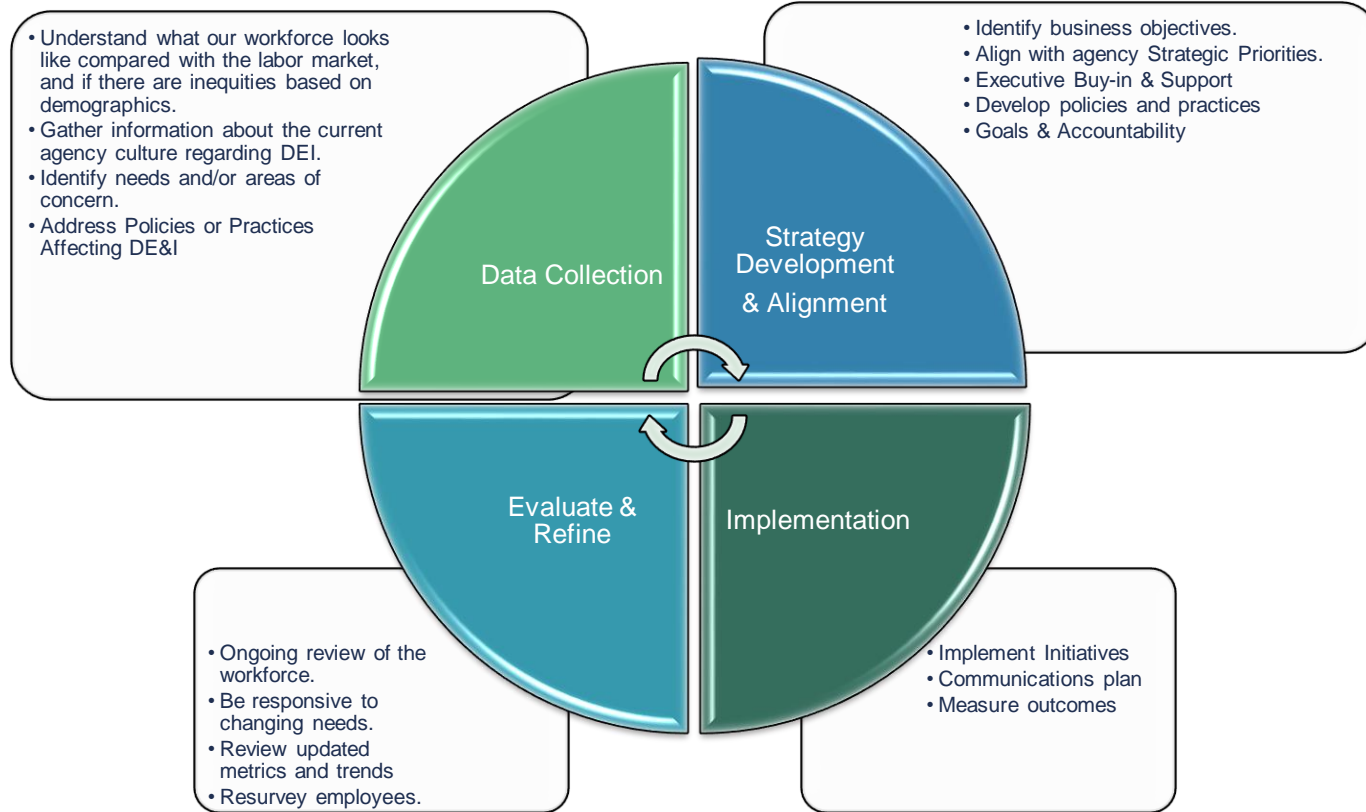
# ***CREI Mission***

***CREI works toward an equitable system that:***

- Ensures businesses building our regional transit system represent the community we serve.***
- Grows and sustains a diverse workforce, fosters an inclusive culture and builds organizational capacity.***
- Ensures equal employment opportunity and equitable access to our programs, services and regional transit system.***

***Diversity, Equity & Inclusion  
(DEI)***

# DEI Framework



# DEI Strategy

## *Economic Development*

- Disadvantaged Business Enterprise Goals
- Small Business Goals
- Supplier Diversity
- Technical Assistance
- Capacity Building Mentorship Program

## *Inclusive Culture*

- EEO Goals
- DEI Goals
- Employee Resource Groups
- Employee Resource Networks
- Inclusive Learning Series

## *Equity & Social Responsibility*

- Racial Equity Tools
- Equitable Engagement
- Equity Summit
- Undoing Institutional Racism Learning Series
- Budget Equity Tool
- Community Partnerships & Sponsorships

## *Compliance & Monitoring*

- Complaints & Investigations
- Environmental Justice
- Title VI Equity Analyses
- Compliance Reviews
- Monitoring & Tracking

Anti-Racist Organizational Strategy

# DEI Tools



# 2021 DEI Commitments

Increase representation of underrepresented groups

Ensure passenger focused and community centered experience through equitable solutions

Increase contractor diversity

Strengthen culture of inclusion

Finalize Anti-Racist Strategy & work plan

Implement equity tools



# *Questions*

*Thank you.*



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