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

- Understand what our workforce looks like compared with the labor market, and if there are inequities based on demographics.
- Gather information about the current agency culture regarding DEI.
- Identify needs and/or areas of concern.
- Address Policies or Practices Affecting DE&I

- Identify business objectives.
- Align with agency Strategic Priorities.
- Executive Buy-in & Support
- Develop policies and practices
- Goals & Accountability

- Ongoing review of the workforce.
- Be responsive to changing needs.
- Review updated metrics and trends
- Resurvey employees.

- Implement Initiatives
- Communications plan
- Measure outcomes

Data Collection
Strategy Development & Alignment
Evaluate & Refine
Implementation
**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

DEI Strategy

- Internal Talent Review & Development
- Community Engagement & Development
- Data Analytics & Reporting
- Employee Engagement & Belonging
- DEI Education & Training
- Workforce Recruitment
- Contractor & Supplier Diversity
- Internal Talent Review & Development
- Community Engagement & Development
- Data Analytics & Reporting
- Employee Engagement & Belonging
- DEI Education & Training
- Workforce Recruitment
- Contractor & Supplier Diversity
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.

soundtransit.org