

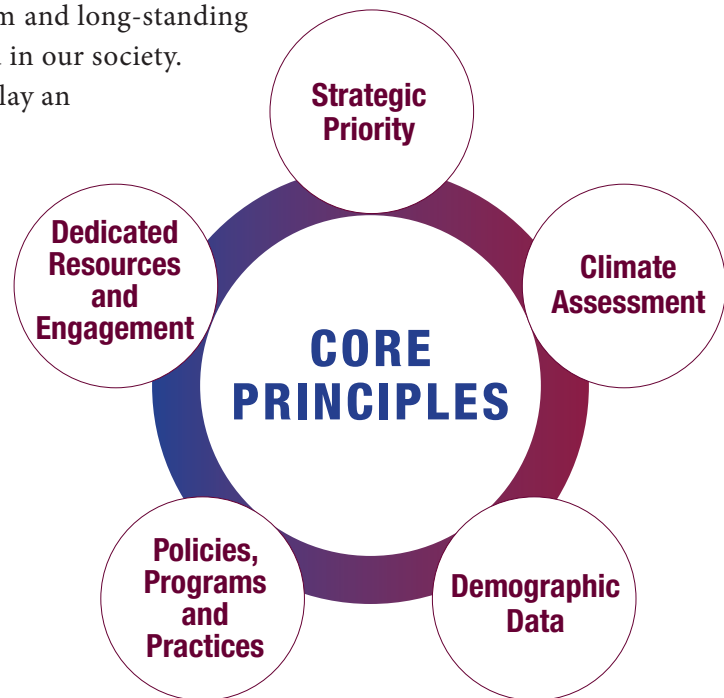


# RACIAL EQUITY COMMITMENT PROGRAM

## AN APTA PILOT PROGRAM

**A**PTA RECOGNIZES the systemic racism and long-standing racial inequities that are deeply ingrained in our society. We believe that the transit industry can play an important role in supporting communities of color. To that end, we are launching the APTA Racial Equity Commitment Pilot Program as a key component of APTA's Board-approved Racial Equity Action Plan.

The Commitment Program is a two-year pilot program that provides APTA members with a tangible roadmap for advancing racial equity within their organizations as part of a comprehensive diversity, equity, and inclusion framework.



## FREQUENTLY ASKED QUESTIONS

### What does participation in the pilot program entail?

Signatory organizations commit to putting into action the five core principles of the Commitment Program, considered to be foundational elements of a racial equity action plan. Participants also share their progress, milestones, challenges and lessons learned annually.

### What are the benefits of participation?

There are several benefits to participating in the Commitment Program, including positive morale

among employees, enhanced public relations with external stakeholders, direct contribution to the body of knowledge on advancing racial equity in the transit industry, networking with other APTA members, and gaining recognition of progress made. As an additional benefit, some members may join a peer-learning group that will meet quarterly and support the exchange of good practices that will be shared with the larger group of signatories. Pilot program signatories will be considered founding signatories of the Commitment Program.

### Why a pilot program?

Through this pilot, APTA will test the efficacy of the five core principles, establish a baseline on racial equity measures and identify self-assessment strategies to help organizations determine their readiness for each step of the roadmap.

### Who can sign on and when?

All APTA member organizations, public and private, are eligible to participate. Email your organization's signed Signatory Commitment Form to [pmollet@apta.com](mailto:pmollet@apta.com) or [lford@apta.com](mailto:lford@apta.com) during the open enrollment period November 7, 2021-April 29, 2022.

For more information, you can access the full commitment program description at [apta.com/EquityPilot](https://apta.com/EquityPilot)



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### SIGNATORY COMMITMENT FORM

My organization, \_\_\_\_\_  
a member of the American Public Transportation Association (APTA), intends to continually improve its diversity, equity, and inclusion practices and fulfill the core principles of the APTA Racial Equity Commitment, as follows:

1. Make racial equity an explicit strategic priority for your organization.
2. Undertake an annual diversity, equity, and inclusion climate assessment of your organization on the perceived employee experience of existing policies, practices, and procedures.
3. Review and analyze demographic data covering both what is internal as well as external to an organization to develop a baseline on how existing policies, practices, and programs impact racial equity.
4. Put in place evidence-informed policies, practices, programs, and processes for creating and maintaining an inclusive and equitable environment for employees and customers including identifying best practices for responding to the use of hate-related behavior/language/signs.
5. Establish programs, tools, and dedicated resources that engage executive and board leadership and staff at all levels on the meaning and importance of racial equity.

My organization will adhere to the timetable of year 1 and year 2 deliverables set out in the full program description and provide an annual progress report of steps made to achieve the core principles.

In addition, my organization would like to be considered as an active member of the voluntary smaller peer learning group to meet quarterly or as needed:  YES  NO

\_\_\_\_\_  
NAME AND POSITION OF PERSON EMPOWERED TO SIGN ON BEHALF OF ORGANIZATION

\_\_\_\_\_  
SIGNATURE AND DATE

\_\_\_\_\_  
CONTACT PERSON/EMAIL (IF DIFFERENT FROM ABOVE)

*Please send signed application form to Petra Mollet [pmollet@apta.com](mailto:pmollet@apta.com)  
or Linda Ford [lford@apta.com](mailto:lford@apta.com) by April 29, 2022*