



RACIAL EQUITY COMMITMENT PROGRAM

AN APTA PILOT PROGRAM

APTA 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.



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.

Following the two-year pilot program, APTA will publish a report with analysis of the initial experience and recommendations for improving the commitment program, including establishing standardized metrics, identifying essential resources, and determining how to structure recognition levels to measure and reward progress in advancing racial equity.

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. Pilot program signatories are considered founding signatories of the commitment program.

What are the benefits of the program?

The Commitment Pilot Program aims to directly contribute to the body of knowledge on advancing racial equity in the transit industry, networking, and peer-to-peer learning with other APTA members. The pilot will allow APTA to create a collective learning environment among the participants and make any necessary refinements prior to a full launch of the program, reopened to all APTA members, in the Spring of 2024.

For more information, you can access the full commitment program description at apta.com/EquityPilot

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