

Update on the District's Racial Equity Initiative

January 12, 2023 – Office of Civil Rights

Where We Have Been

Office of Independent Police Auditor & Office of Civil Rights – GARE Cohort

- BART is a member and continues to be a member
- Partnership between OCR and OIPA
- Strategic Framework created to drive change associated with structural and systemic issues on equity, beginning with Race.

What does our framework emphasize?

- It emphasizes and rewards action, not planning. It measures success so we can pivot initiatives quickly and respond to current needs.

Big Step – Task force to find success by building on incremental wins

- Upcoming: Climate Survey – Learn what we think as a group, learn from it and engage in storytelling to understand the nuance from the workforce.

Framework

Transportation Equity Leadership Strategies

Institutional Culture

- Emphasize and elevate contributions to equity
- Challenge norms while embracing cultural change
- Equitable access to this work for our stakeholders

Data-Driven Decisions

- Leverage existing and develop new systems to advance equity at BART
- Identify root causes of inequity using modern analytical methods

Continuous Learning

- Adopt a learning posture
- Increase our knowledge of diversity, equity inclusion and belonging
- Emphasize our equity and social justice work at BART, while also contributing to the body of knowledge of equity practice

What tactics do we apply at this phase?

Culture

How do we accomplish these goals?

Many Leaders

Independent leadership within each EO using a council structure.

Elevate contributions to equity

Build a standard way to communicate using a common language

Emphasize non-traditional celebrations besides cultural/racial but also social

Current Timeline



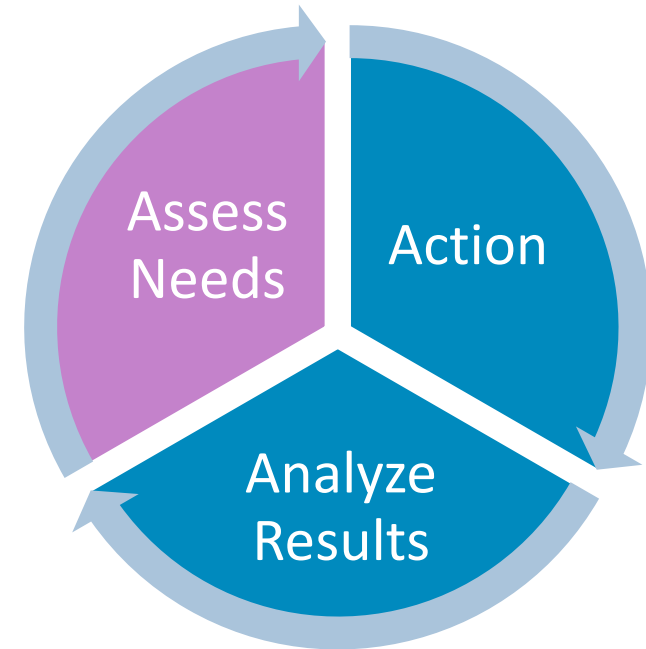
Racial Equity Climate Survey

District-wide Survey

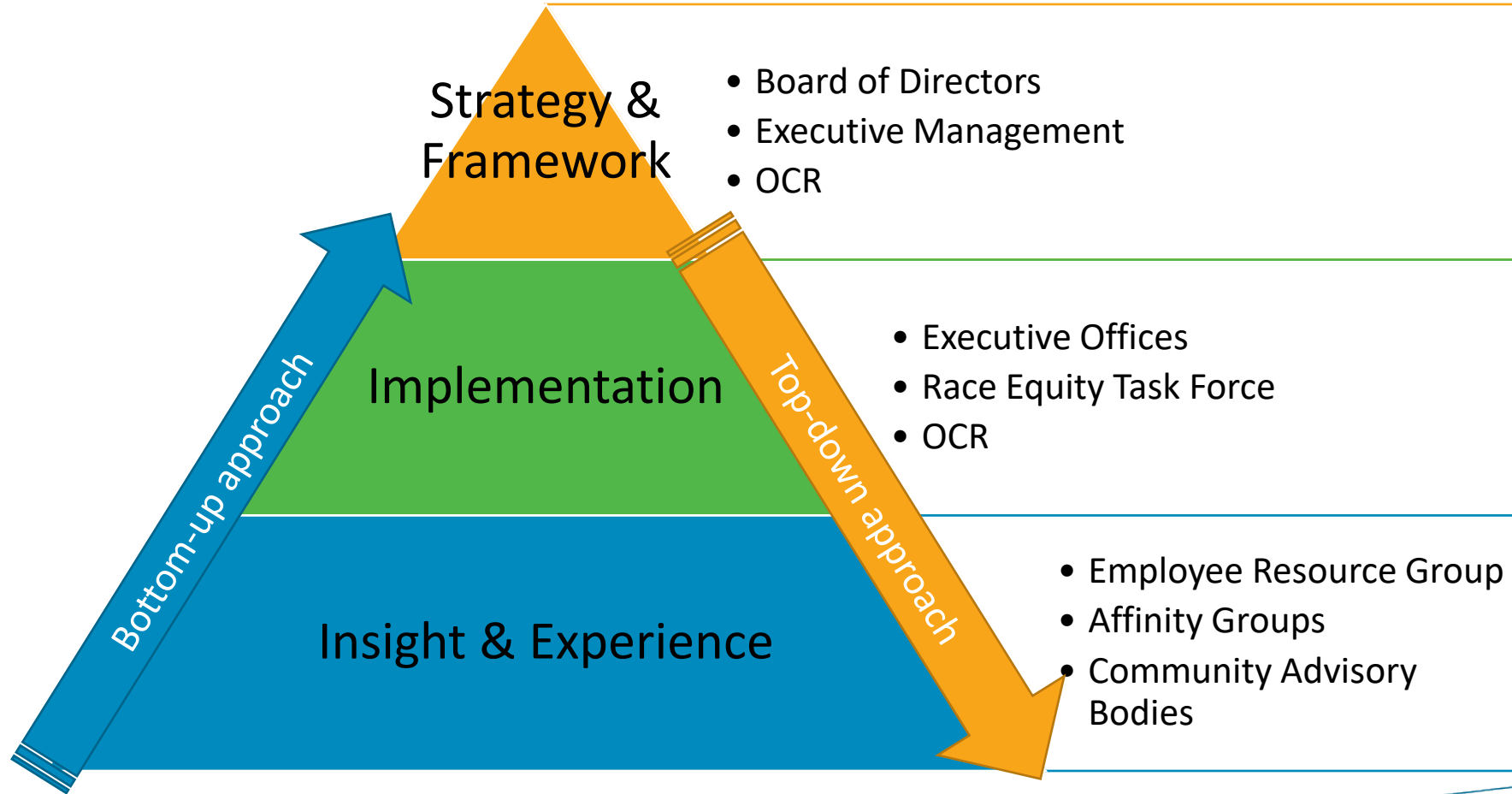
- **Goal:** Provide District with initial baseline and guidance on staff equity perceptions and experience (personal/dept/BART)
- **Development:** Incorporates feedback from key stakeholders
- **Distribution:** Via email and post card mailed to all employees
- **Next Steps:**
 - Distribute results
 - Offices submit action plans
 - Actions assess based on survey results



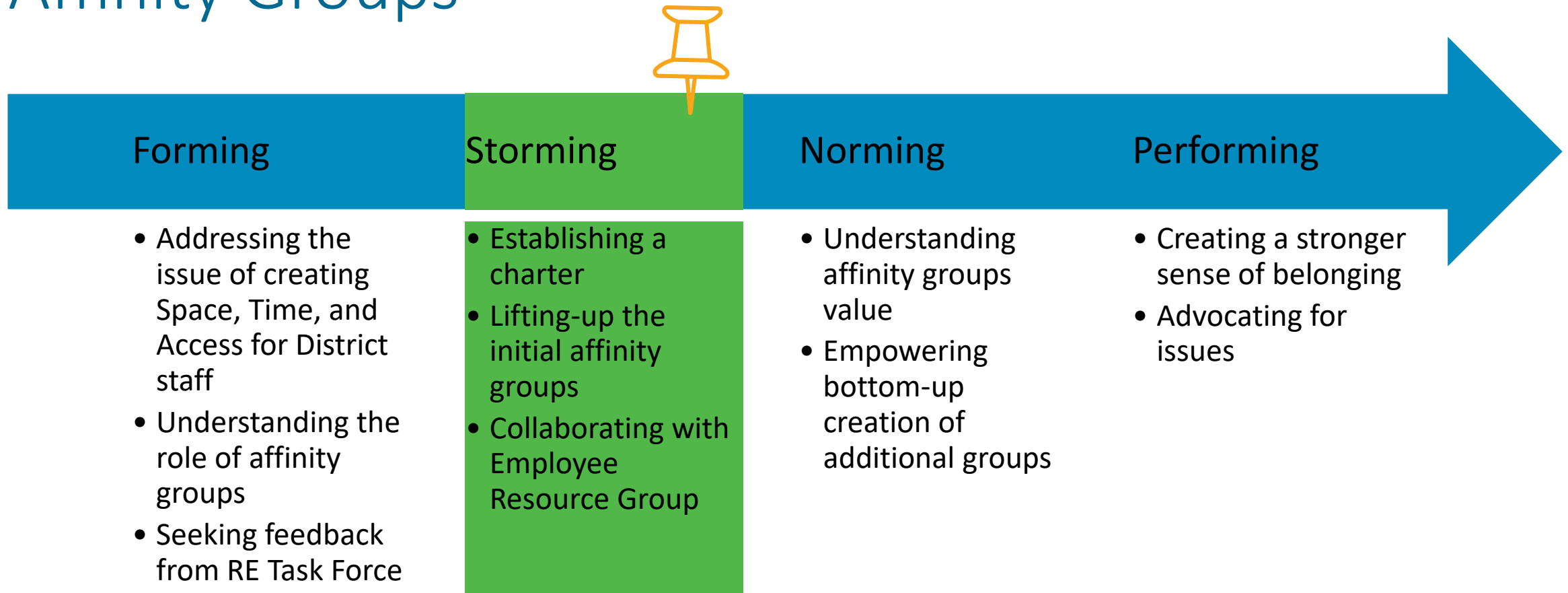
Race Equity Action Plan Cycle



Top-down & Bottom-up Approaches



Affinity Groups



How We Will “Build”

“Build” improves upon our prior work, institutionalizes these processes in critical areas of power traditionally closed to the historically marginalized, begins to scale this work so that it can be experienced throughout the organization.



Risk-based metrics to measure success

- Metrics to measure success
- Enhancing our risk profile to dedicate resources to critical areas
- Measuring against other activities such as capital projects



Race Equity Action Plans for each Executive Office

- Addressing each EO’s need
- Focus on teaching to advance
- Scale this work so that each business unit can then replicate this process



Deeper connections with groups’ processes connected to equity:

- Sustainability & Planning + Env. Justice
- Hiring and Compensation (HR/Admin)
- Info and Teaching (EA & Comms)

End