

Developing a Draft Equity Lens Approach and Process



June 2020, Board Briefing

Background

As part of the 2019 Title VI Civil Rights program update TriMet has embarked on a plan to develop and implement a new agency Equity Lens for use across the organization.

Approach



- TriMet's Equity Lens will function as a practical tool that will help to ensure policies and programs result in equitable outcomes for all community residents
- TriMet's Equity Lens will serve as both a process and a tool
- TriMet's Equity Lens will be a living document

Draft Areas of Focus & Goals

Goal #1 Increase Access to Mobility	Goal #2 Reduce Air Pollution (GHG)	Goal #3 Enhance Economic Opportunity
<ul style="list-style-type: none">1. Affordability2. Accessibility3. Efficiency4. Reliability5. Safety	<ul style="list-style-type: none">6. Clean Air and Positive Health Benefits7. Reduction in Greenhouse Gases8. Reduction in Vehicle Miles Traveled	<ul style="list-style-type: none">9. Connectivity to Places of Employment, Education, Services, & Recreation10. Fair Labor Practices11. Transportation-Related Employment Opportunities12. Inclusive Local Business & Economic Activity

Mobility Equity Framework* How to make Transportation Work For People

Process in Practice

TriMet's Equity Tool - Equity Lens Process Questions

1. Proposal:	What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?
2. Data:	What's the data? What does the data tell us?
3. Community engagement:	How have communities been engaged? Are there opportunities to expand engagement?
4. Analysis and strategies:	Who will benefit from or be burdened by the proposal?
5. Implementation:	What is the plan for implementation?
6. Accountability and communication:	How will we ensure accountability, communicate, and evaluate results? Internally and with the community.

*Government Alliance on Race & Equity, Racial Equity Toolkit

Equity Index 10 Factor Analysis

- People of color
- Limited English proficiency
- Youth population
- Limited vehicle access
- Affordable housing units
- Low income population (200% of Fed. Poverty Level)
- Senior population
- People with disabilities
- Low & medium wage jobs
- Key retail/human/ social services

Safe Harbor Languages

Table 1: Languages spoken by LEP persons age 5 and older in TriMet district

Languages Spoken at Home	LEP Population Estimate	% of Total Population	% of LEP Population
Spanish	56,605	3.8%	46.1%
Vietnamese	13,598	0.9%	11.1%
Chinese (Cantonese, Mandarin)	9,892	0.7%	8.1%
Russian	6,656	0.5%	5.4%
Korean	3,259	0.2%	2.7%
Ukrainian	2,948	0.2%	2.4%
Arabic	2,336	0.2%	1.9%
Tagalog	2,095	0.1%	1.7%
Japanese	1,867	0.1%	1.5%
Mon-Khmer, Cambodian	1,658	0.1%	1.3%
Persian/Farsi	1,159	0.1%	0.9%
Other (e.g., Romanian and Somali)	20,799	0.1%	16.9%
Total	122,872	8.3%	

Sources: TriMet GIS, Metro Regional Land Information System, and US Census American Community Survey Tables: 2012 - 2016 (5-Year Estimates).

For more information
 Para más información
 Для дополнительной информации
 Để biết thêm các thông tin khác
 如需詳細資訊
 لمزيد من المعلومات
 Pentru mai multe informații
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Potential Areas of Focus

Areas of Focus for TriMet's Equity Lens:	TriMet Divisions and related efforts	TriMet Divisions and related efforts
<p>Staff Development & Support</p> <ul style="list-style-type: none"> Hiring, retention, recognition professional development <p>Community Partnerships</p> <ul style="list-style-type: none"> Events, initiatives, sponsorships <p>Agency Culture</p> <ul style="list-style-type: none"> Training, communication, policy <p>Contracting</p> <ul style="list-style-type: none"> Increasing opportunities and improving outcomes for M/W/DBE firms across all TriMet's purchasing <p>Service Provision</p> <ul style="list-style-type: none"> Distribution of services System amenities Increased awareness and customer service 	<p>GM</p> <ul style="list-style-type: none"> Title VI program Language Access Plan Environmental Justice Initiatives <p>HR & Labor Relations</p> <ul style="list-style-type: none"> Diversity Workforce Plan Targeted hiring events Employee Engagement <p>Public Affairs</p> <ul style="list-style-type: none"> Access Transit, Fare relief, Fare assistance, Access Transit high school program Youth Fare, Honored Citizen, Low Income Fare HOP Fastpass / Fare capping TEAC, Youth Subcommittee, Safety & Security Advisory Subcommittee, Committee on Accessible Transportation (CAT) LEP - Language Advisory Committee 	<p>Safety & Security</p> <ul style="list-style-type: none"> Decriminalization efforts On – system safety & Security Community service, LIF enrolling <p>Maintenance</p> <ul style="list-style-type: none"> Vehicle assignment / age Business Plan System Amenities distribution Electric Bus distribution policy <p>Transportation</p> <ul style="list-style-type: none"> Service Planning <p>Construction & Engineering</p> <ul style="list-style-type: none"> DBE program / targeted contracting efforts Small Business Advisory Group <p>Finance</p> <ul style="list-style-type: none"> HB 2017 Procurement tools Budget priorities

Next Steps & Timeline

Action	Timeline
Continue to Index other Transit Properties (outreached to 92 Civil Rights Staff Leads - only 5 similar efforts identified)	Summer
Continue to socialize concept and work with partners to gather feedback & input	Summer through Fall
Survey community on goals and process Riders Club (60k email contacts) TEAC & CAT Members & Agencies (30) Low Income Fare participants (25k email contacts) Access Transit (125) Public Affair Community Organization Contacts (500)	Summer through Fall
Continue to work with The Center for Equity & Inclusion Process Build out, continued Staff and Leadership Training	Summer through Fall
Apply draft tool to targeted FY21 projects & Initiatives	Summer through Fall
Integrate feedback, Lessons Learned & Finalize Tool	Winter
Pilot new process as part of FY 22 Budget	Winter through Spring

Questions ?

