

The background image shows a city street scene. In the foreground, a person is sitting on a concrete ledge, wearing a light-colored hoodie and jeans. Next to them is a white bucket with a logo. In the background, a yellow and white bus is stopped at a curb, and several people are standing nearby. The street is lined with trees and streetlights.

Racial Equity Frameworks for Transportation

MAPC Inner Core Committee Meeting

Yanisa Techagumthorn

March 17, 2021

What are we covering today?

- 1 Introduction
- 2 Racial Equity Framework Overview
- 3 Racial Equity Framework Examples
- 4 Equitable Engagement Principles
- 5 Resources
- 6 Q&A



We Put People First

Developing transportation systems to promote broader community goals
of mobility, equity, sustainability, health, and economic development



Transit



Transit Corridors



Active
Transportation
and Safety



Cities and Streets



Parking and
Demand
Management



Paratransit
and Community
Transit



Emerging Mobility



Engineering
and Design

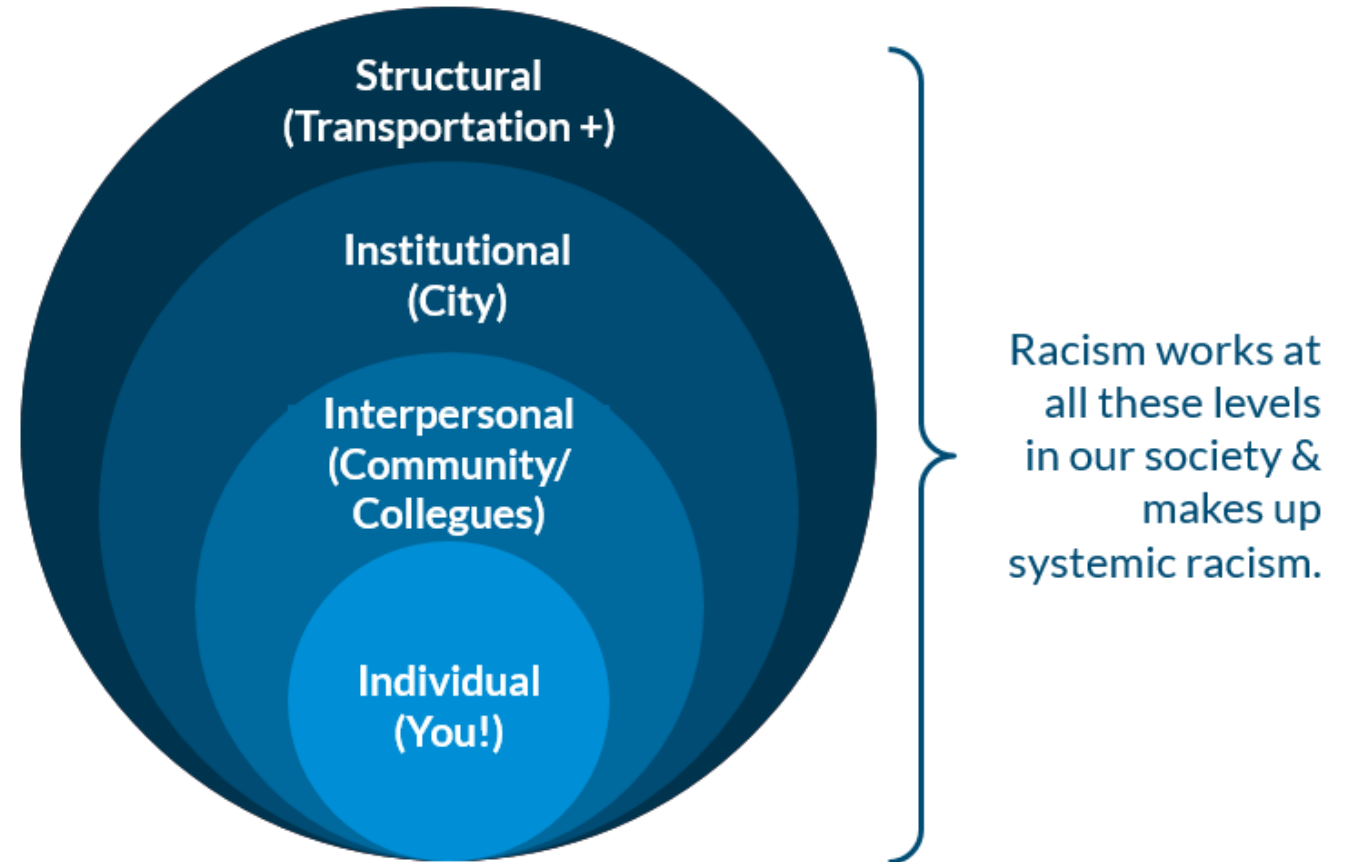


Yanisa Techagumthorn
Associate Transportation Planner

Tackling Racism at All Levels

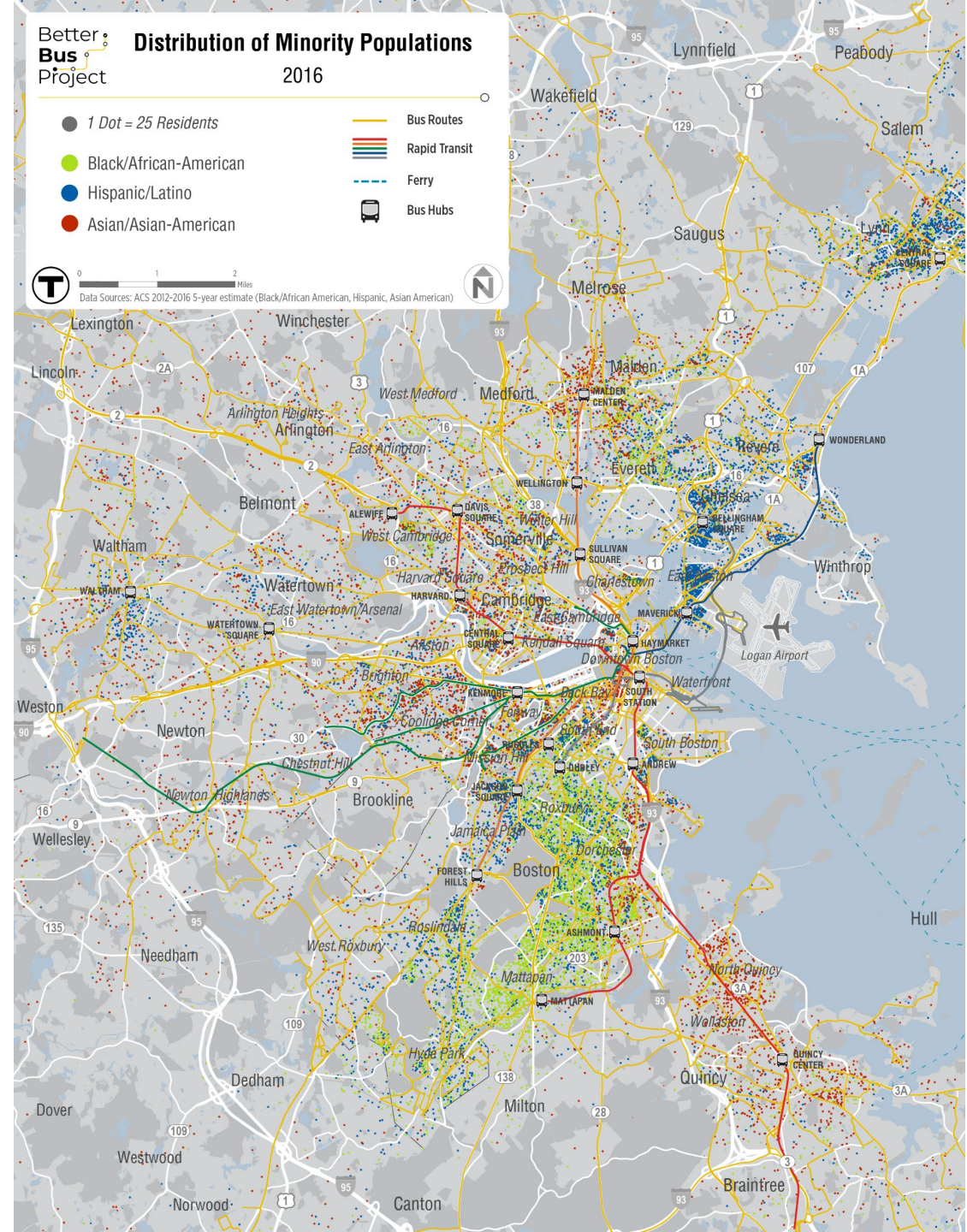
Racism: “The marginalization and oppression of people of color based on a socially constructed racial hierarchy that privileges white people. Racism occurs at the individual, interpersonal, institutional, and structural levels, resulting in systemic racism.”

- Hollins and Govan: Diversity, Equity, and Inclusion



Why Focus on Race?

- Looking at disparities in our cities, communities of color have the highest rates of harm
- Historic planning and policy decisions have led to these disparities
- Intentional intervention is needed, otherwise our institutions and structures will continue to perpetuate racial inequities

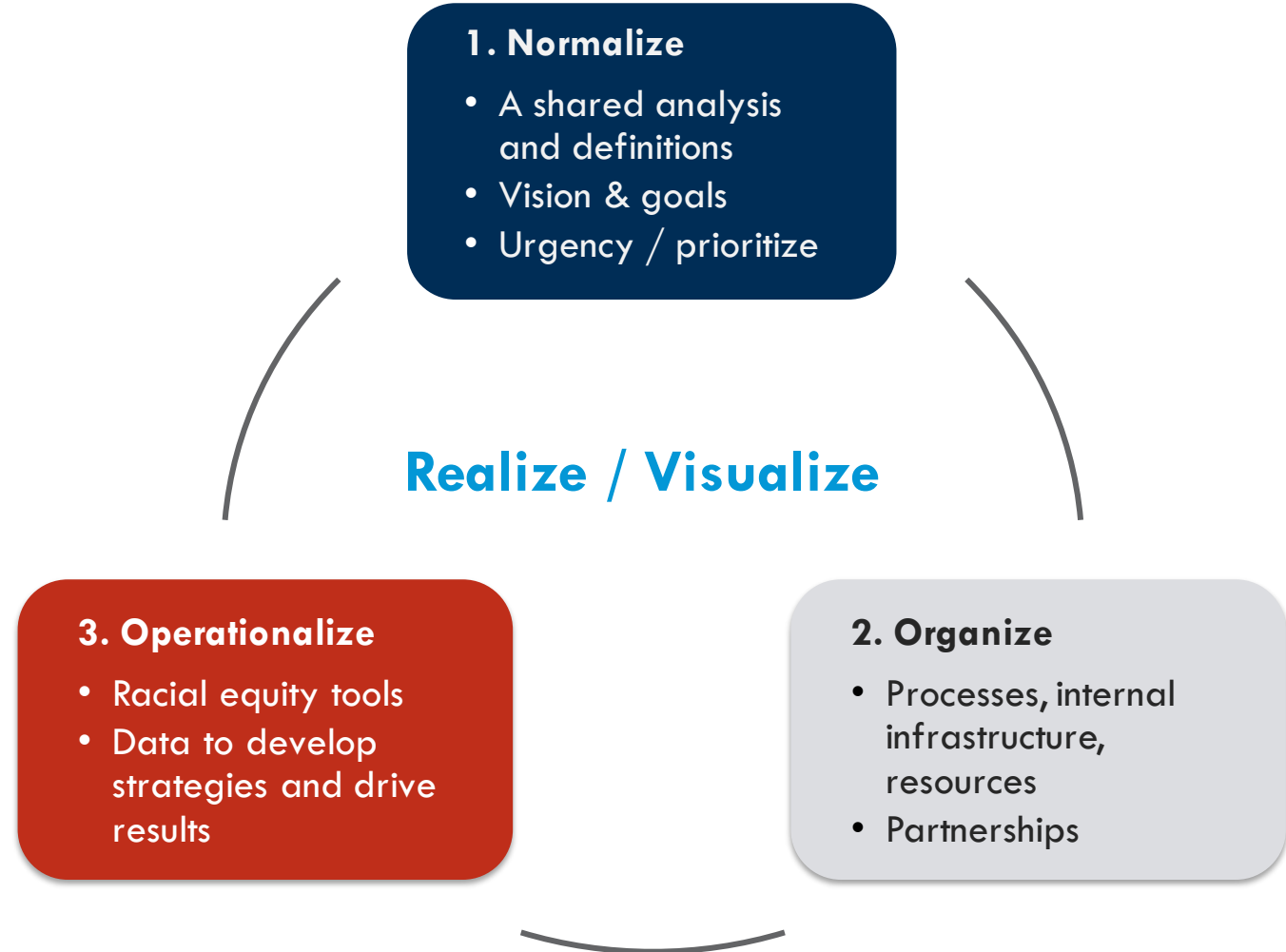


Government Alliance for Race & Equity (GARE)

A national network of government agencies and staff working to achieve racial equity and advance opportunities for all.

- Support jurisdictions, at all levels of government
- Provide tools and resources to put theory of change into action

Racial Equity: when race can no longer be used to predict life outcomes and outcomes for all groups are improved.



What is a Racial Equity Framework?

- A shared understanding that racism is both individual and institutional, both explicit and implicit
- A shared analysis of historic and current government's role in racism
- A commitment to envisioning and operationalizing a new role for government

GARE Racial Equity Toolkit Steps



Racial Equity Framework Analysis Questions

Questions that center Black, Indigenous, and people of color (BIPOC)

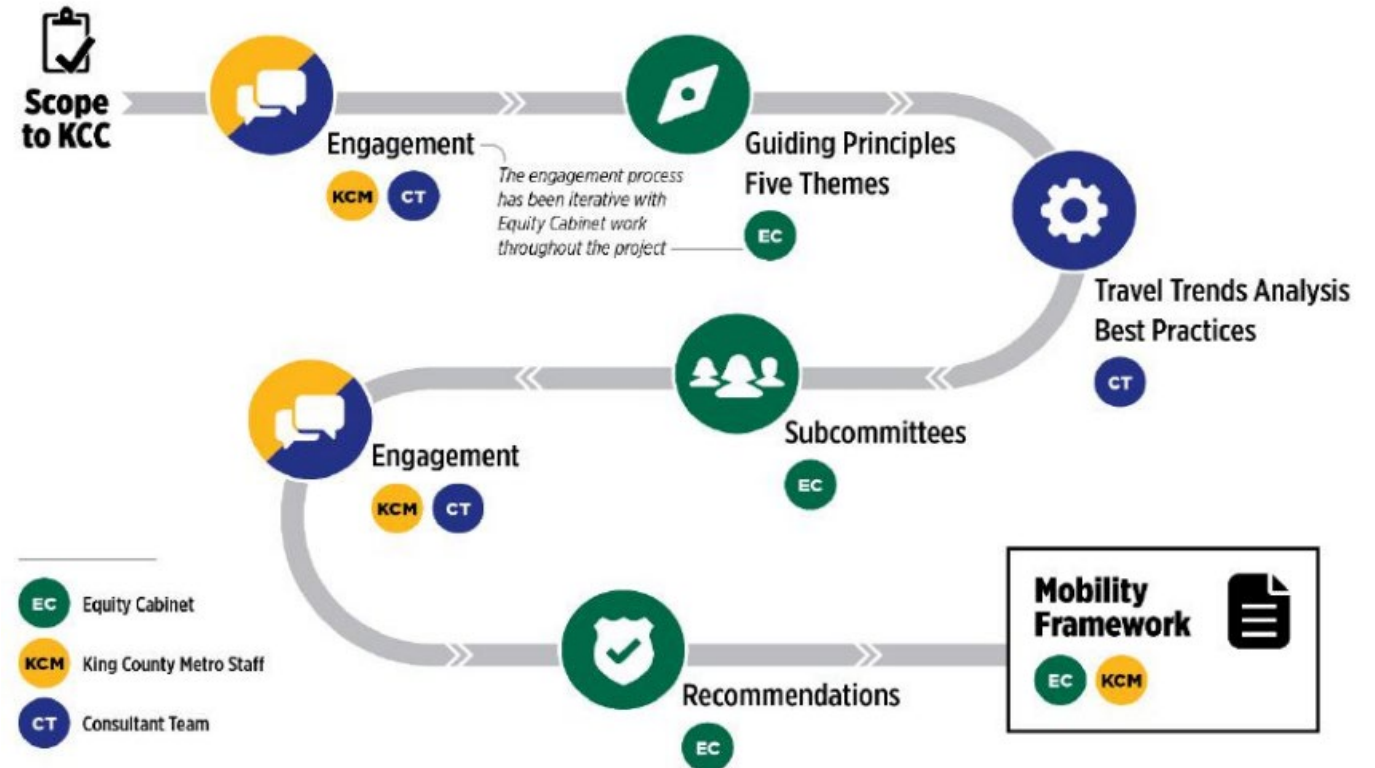
1. Do the desired results include the **needs & goals** of BIPOC communities? Why or why not?
2. How will BIPOC communities be **engaged meaningfully**? What is the approach?
3. Who benefits / is burdened? What are the **strategies & alternatives** proposed by BIPOC?
4. How is the **implementation** plan informed by BIPOC and are they aware of critical milestones and timelines?

GARE Racial Equity Toolkit Steps



King County Metro Mobility Framework

- Framework for envisioning a regional network that is innovative, integrated, equitable, and sustainable
- Co-created with King County Mobility Equity Cabinet – compensated and representative of diverse communities



King County Metro Mobility Framework

- Community engagement targeted at specific socioeconomic groups through different strategies
- Recommendations surrounding investments, land use, innovation, workforce, and engagement
- Framework adopted and is being used to guide:
 - Strategic Plan for Public Transportation
 - Service Guidelines
 - METRO CONNECTS (long-range plan)

Populations for <u>Intentional</u> Focus	Tabling at Festivals	Tabling at Transit Centers	Surveys During Classes	Interviews with CBOs	Stakeholder Briefings	Online Survey
Black, indigenous, people of color	Yes	Yes	Yes	Yes		
People with low/no incomes	Yes	Yes	Yes	Yes		
Immigrants and refugees	Yes	Yes	Yes	Yes		
Limited-English populations	Yes	Yes	Yes	Yes		
People with disabilities				Yes	Yes	
Transit riders		Yes			Yes	
Metro employees					Yes	
Jurisdictional partners					Yes	
General public	Yes					Yes

Portland Bureau of Transportation Racial Equity Roadmap Assessment and Plan

Racial Equity Roadmap – citywide directive to analyze where each bureau is at in terms of racial equity, then create an action plan to address gaps

Roadmap Assessment:

1. Organizational Commitment
2. Leadership and Management
3. Workforce
4. Community Access and Partnership
5. Contracting
6. Data, Metrics and Continuous Quality Improvement

Portland Bureau of Transportation Racial Equity Roadmap Assessment and Plan

5-Year Racial Equity Action Plan – outlined 40 action items to address internal and external racial equity gaps, each with:

- Annual performance measures
- Assigned evaluation tool
- Assigned lead and oversight staff

Racial Equity Action Plan Themes:

1. Planning and Evaluation
2. Training
3. Human Resources
4. Tools and Resources
5. Community Access and Partnership
6. Contract

City of Portland Racial Equity Toolkit

- Toolkit that can be used citywide to integrate explicit consideration of racial equity into decisions about policies, practices, programs, and budgets
- In the form of a worksheet accompanied with a manual that offers guidance, questions to ask, and resources for each step



Minneapolis Racial Equity Framework for Transportation

- Strategy to implement a racial equity framework for transportation included as a part of Transportation Action Plan
- Currently working on establishing baseline conditions prior to a goals setting workshop

Actions



Progress 1.1 **DO**

Create a racial equity framework to tie the transportation work of Public Works to citywide efforts of eliminating racism and achieving racial equity; use the framework to guide the engagement and evaluation work of transportation plans, programs and projects.

Supported goals:	 Equity
Difficulty:	Medium
Timeframe:	2020-2023 (Years 0-3)

Progress 1.2 **DO**

Develop the racial equity framework with support and in collaboration with Minneapolis's Black, Indigenous, and people of color communities and the Division of Race and Equity.

Supported goals:	 Equity  Active Partnerships
Difficulty:	Medium
Timeframe:	2020-2023 (Years 0-3)

Progress 1.4 **DO**

Include acknowledgment of historic harms and transportation inequities in racial equity framework.

Supported goals:	 Equity
Difficulty:	Low
Timeframe:	2020-2023 (Years 0-3)

Denver Strategic Transportation Plan Racial Equity Toolkit

Task
1

Racial Equity Needs Assessment

- Interviews/focus groups with DOTI/STP staff
- Staff survey tool
- Memo summarizing racial equity needs, vision, and gaps for STP

Task
2

Racial Equity Toolkit Development

- Meetings with DOTI staff to set toolkit goals, content, history, and measures
- Develop Racial Equity Toolkit Framework

Task
3

Toolkit Training

- Training facilitation guide and presentation deck
- Virtual training workshops for DOTI staff

Principles for Equitable Public Engagement

10 Principles around the following themes:

1. Identify Goals & Communities Impacted
2. Consider Communities While Designing Methods
3. Apply Equitable Methods
4. Evaluate and Follow Up After Engagement



Principles for Equitable Public Outreach & Engagement During COVID-19 & Beyond

The COVID-19 pandemic and resulting social distancing have reshaped the transportation landscape: transit ridership has plummeted; normally congested highways have emptied; and some micromobility companies are pulling out of cities as demand has bottomed out.

The pandemic, as well as our response measures, have not impacted all communities equally, and in many ways reflect and deepen pre-existing racial and social inequities in our communities. Transit dependent populations—predominantly people of color and people with low incomes—are often unable to work from home as they continue to provide the essential, front-line services that we all rely on.

Our work in the transportation and planning sector is critical, perhaps now more than ever, to respond and adapt to changing travel demand during the pandemic as well as to help communities recover after it has passed. It is equally critical that we ensure inclusive, equitable, and diverse public outreach and engagement as part of the important decision-making processes ahead—whether for real-time responses to the pandemic, existing projects, or future transportation funding and planning scenarios.

The following guidance is intended to provide fellow transportation sector practitioners and partners with a set of principles for inclusive engagement, including baseline equity criteria to consider when selecting an engagement strategy and accompanying tools whether analogue and/or digital.

Principles for Equitable Public Outreach & Engagement



Identify project goals, resources, and accountability measures for inclusive public outreach and engagement. It is important to know and to clearly articulate the intended purpose of the process, including defining an equitable vision and goals, understanding key needs and priorities, developing key indicators metrics, and determining scenarios. To support this, make sure your project budget allocates stipends for focus groups and/or community champions or ambassadors, digital tools or other non-traditional or analogue methods, facilitators and language translations, and ADA accommodations (e.g., closed captioning for people with hearing impairments). Finally, be clear and transparent about how the input gathered will affect decision-making and what the follow-up will be.



Identify who the most vulnerable communities are that the project will potentially impact. Knowing who to reach, especially historically marginalized populations, by leading with a racial and social lens will help you identify the institutions and organizations to reach out to. These groups will provide insight into how best to reach vulnerable communities and what tools will be appropriate.



Design outreach and engagement methods—and set equity criteria for accompanying tools—around the project's most vulnerable communities. Creating a process that centers and reaches the populations most at risk of experiencing impacts, adverse or otherwise, will ensure that the methods and tools employed work well for the broader community. Appropriate tools should be selected by setting and assessing key criteria that—at minimum—meet the following equity baseline thresholds for engaging in and with vulnerable communities:

- » Community penetration: The level of traction and reach it will have
- » Accessibility: ADA, language, and cultural relevancy
- » User-friendliness/User-legibility: How universally understood the tool is without a lot of explanation

Resource List

- GARE
 - Website: <https://www.racialequityalliance.org/>
 - Resource Guide: https://racialequityalliance.org/wp-content/uploads/2015/02/GARE-Resource_Guide.pdf
 - Racial Equity Toolkit: https://www.racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf
- King County Mobility Framework
 - Website: <https://kingcounty.gov/depts/transportation/metro/about/planning/mobility-framework.aspx>
 - Report: <https://kingcounty.gov/~media/depts/metro/about/planning/mobility-framework/metro-mobility-framework-report.pdf>
- City of Portland
 - PBOT 5 Year Racial Equity Plan: <https://www.portlandoregon.gov/transportation/article/658509>
 - Racial Equity Toolkit: <https://www.portlandoregon.gov/oehr/71685>
- Minneapolis Public Works
 - Transportation Action Plan Strategies: <http://go.minneapolismn.gov/final-plan/progress/strategy-1>
- Nelson\Nygaard: Principles for Equitable Engagement
 - <https://nelsonnygaard.com/principles-for-equitable-public-outreach-engagement-during-covid-19-and-beyond/>

Thank you! Questions?



Yanisa Techagumthorn

ytechagumthorn@nelsonnygaard.com