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

We Put People First

- 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
INTRODUCTION

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.

**INTRODUCTION**

1. Normalize
   - A shared analysis and definitions
   - Vision & goals
   - Urgency / prioritize

2. Organize
   - Processes, internal infrastructure, resources
   - Partnerships

3. Operationalize
   - Racial equity tools
   - Data to develop strategies and drive results

Realize / Visualize
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:

1. Proposal & desired results
2. Analysis of data
3. Community engagement
4. Analysis & strategies
5. Implementation
6. Communication & accountability
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?
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)

### Racial Equity Framework Examples

<table>
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<tr>
<th>Populations for Intentional Focus</th>
<th>Tabling at Festivals</th>
<th>Tabling at Transit Centers</th>
<th>Surveys During Classes</th>
<th>Interviews with CBOs</th>
<th>Stakeholder Briefings</th>
<th>Online Survey</th>
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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

RACIAL EQUITY FRAMEWORK EXAMPLES

1. Set Racial Equity Goals
2. Collect and Analyze Data
3. Understand Historical Context
4. Engage Those Impacted
5. Refine Outcomes & Develop Equitable Strategies
6. Implement Changes
7. Evaluate and Report Back
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
Denver Strategic Transportation Plan
Racial Equity Toolkit

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

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

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

- **GARE**
  - Website: [https://www.racialequityalliance.org/](https://www.racialequityalliance.org/)

- **King County Mobility Framework**
  - Website: [https://kingcounty.gov/depts/transportation/metro/about/planning/mobility-framework.aspx](https://kingcounty.gov/depts/transportation/metro/about/planning/mobility-framework.aspx)

- **City of Portland**
  - PBOT 5 Year Racial Equity Plan: [https://www.portlandoregon.gov/transportation/article/658509](https://www.portlandoregon.gov/transportation/article/658509)
  - Racial Equity Toolkit: [https://www.portlandoregon.gov/oehr/71685](https://www.portlandoregon.gov/oehr/71685)

- **Minneapolis Public Works**

- **Nelson\Nygaard: Principles for Equitable Engagement**
Thank you!
Questions?

Yanisa Techagumthorn
ytechagumthorn@nelsonnygaard.com