



# Racial Equity Action Plan

Board Workshop  
February 10, 2022



# Presentation Overview

- 1. Introduction and Accomplishments
- 2. Top-Level Strategies
- 3. Racial Equity Action Plan
- 4. 2022 Look Ahead

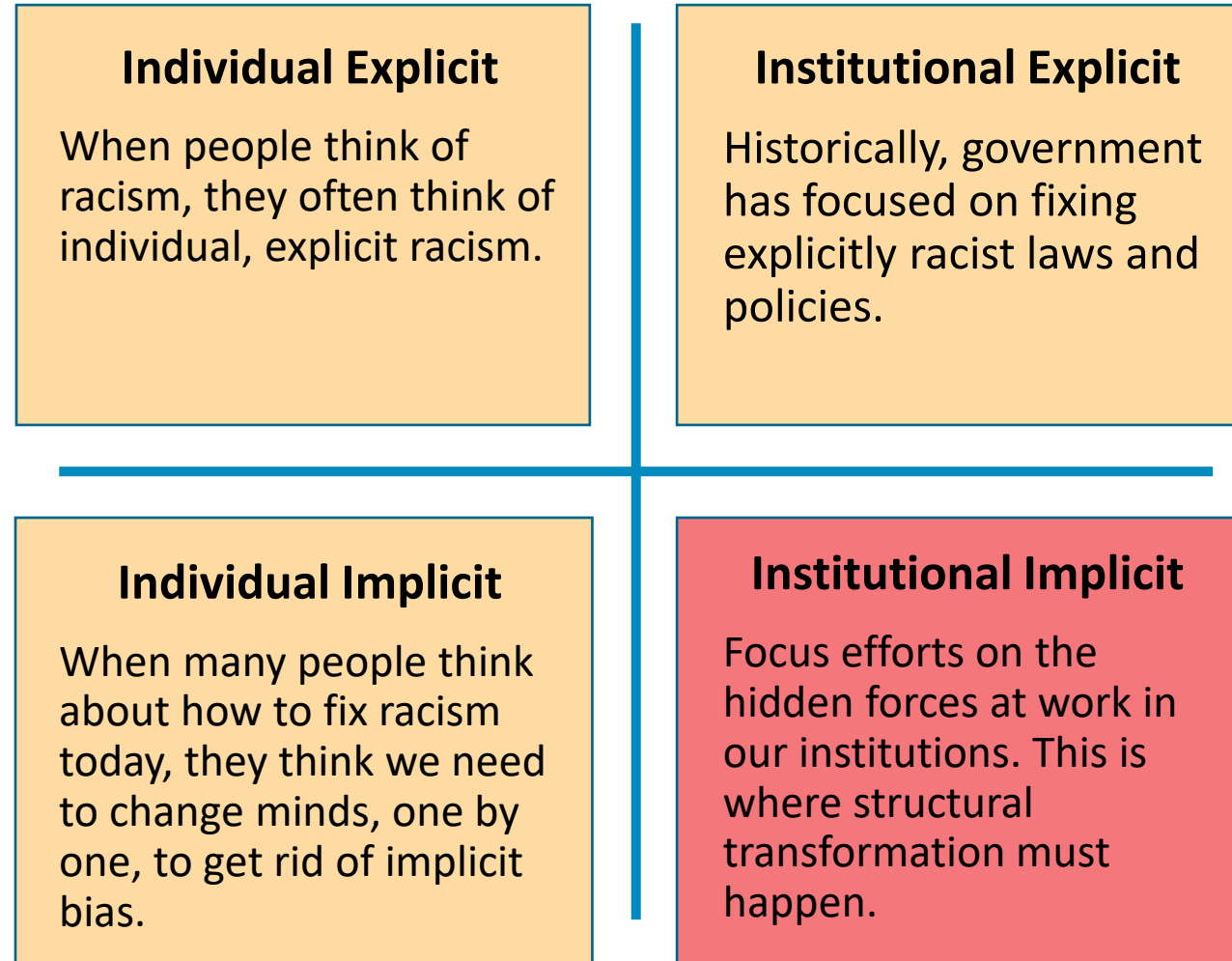


# Why Lead with Race?

- Inequities in our communities
  - Race is the intersection of most equity issues in our society
  - Research tells us that race is the best predictor of outcome in our society. Better than income/wealth or class
  - *We lead* with race, but always have equity *for all* at top of mind

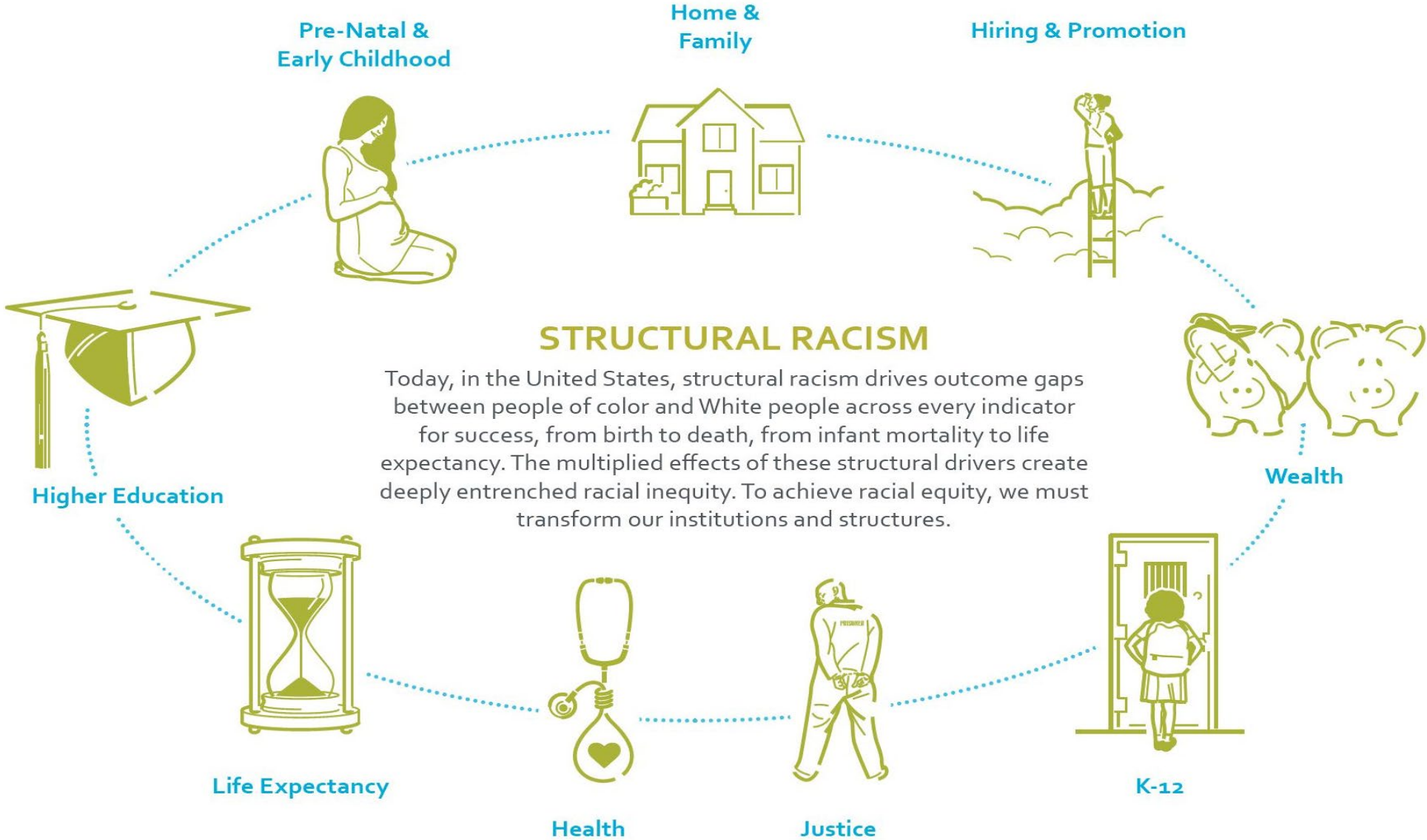


# Structural Racism



Source: Government Alliance on Race and Equity (GARE)

# Structural Racism



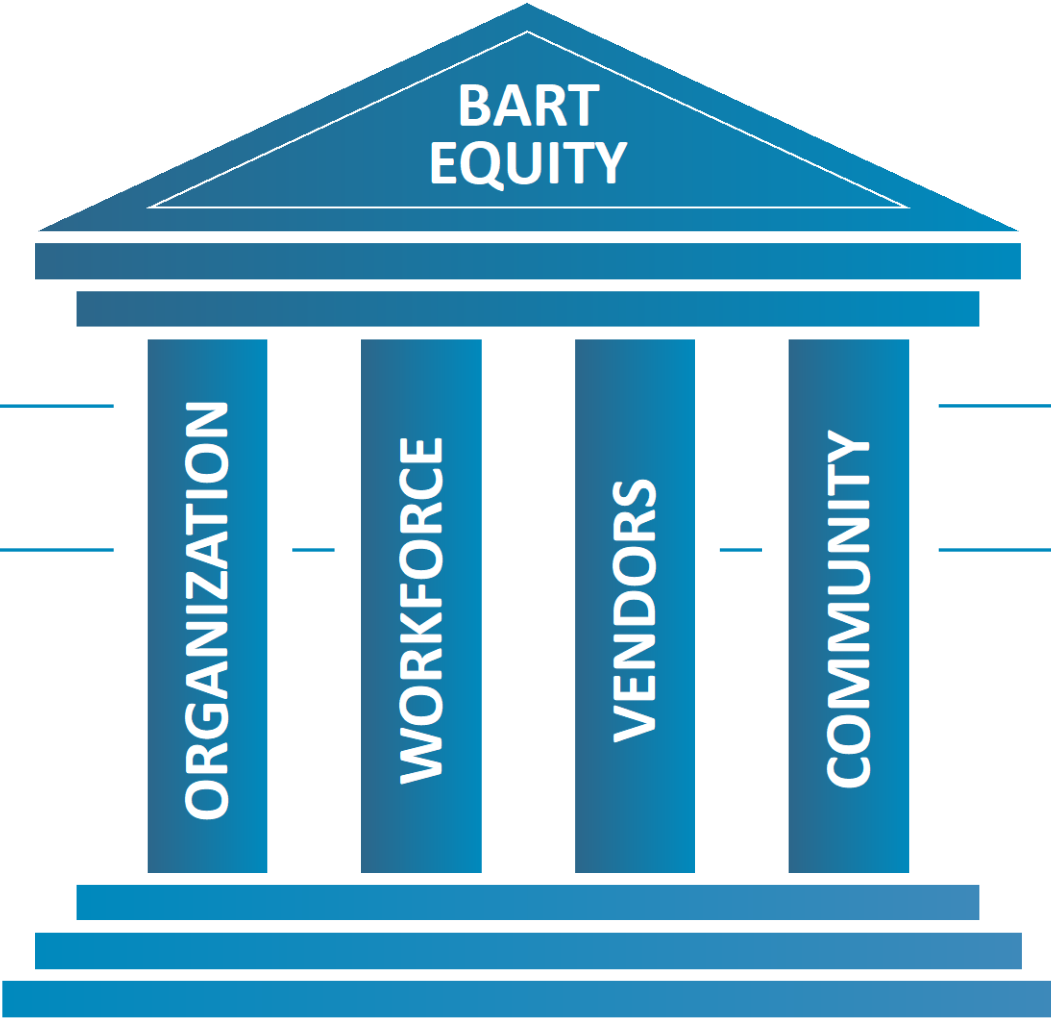
# Framework – 4 Equity Pillars

## ORGANIZATION

BART as a whole.

BART staff at all levels of the organization.

## WORKFORCE



## BUSINESSES

BART vendors, consultants, and contractors. All firms that conduct business with BART.

BART's diverse neighborhood communities, riders, and patrons. Anyone in the community that interacts with BART.

## COMMUNITY



# Top-Level Strategies

## 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

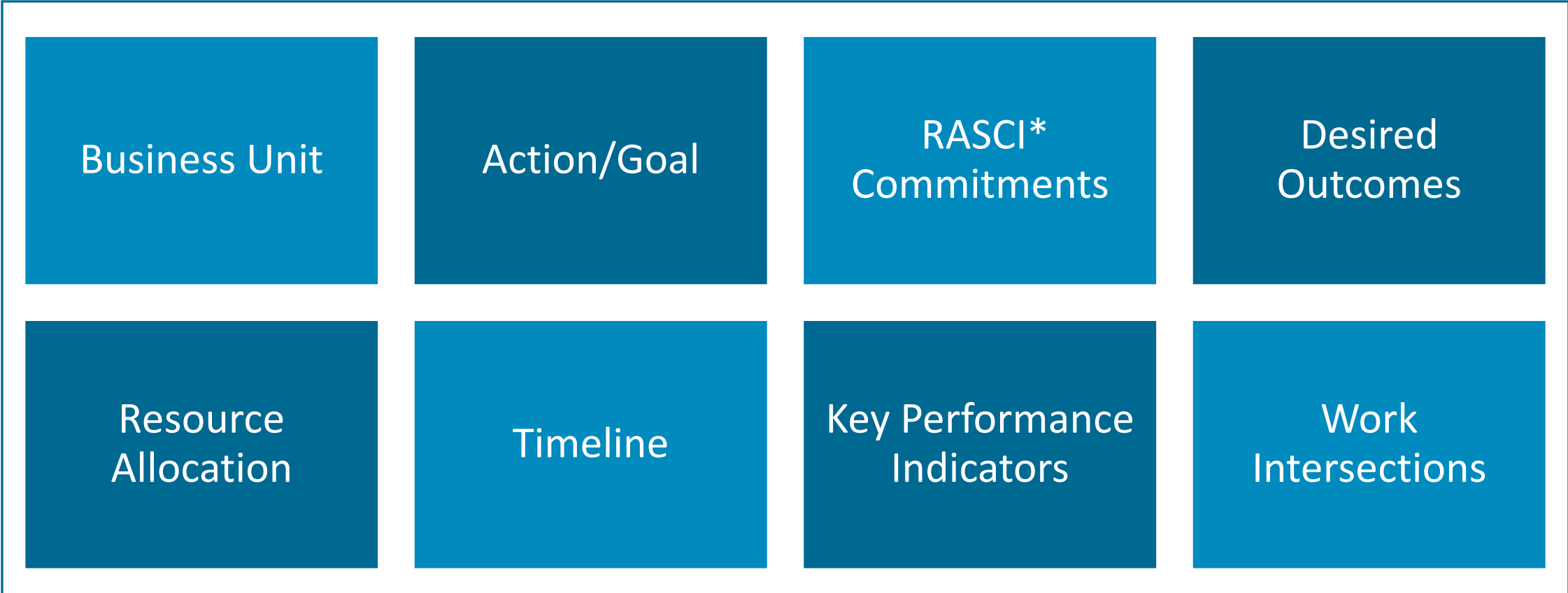
### Data-Driven Decisions

- 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

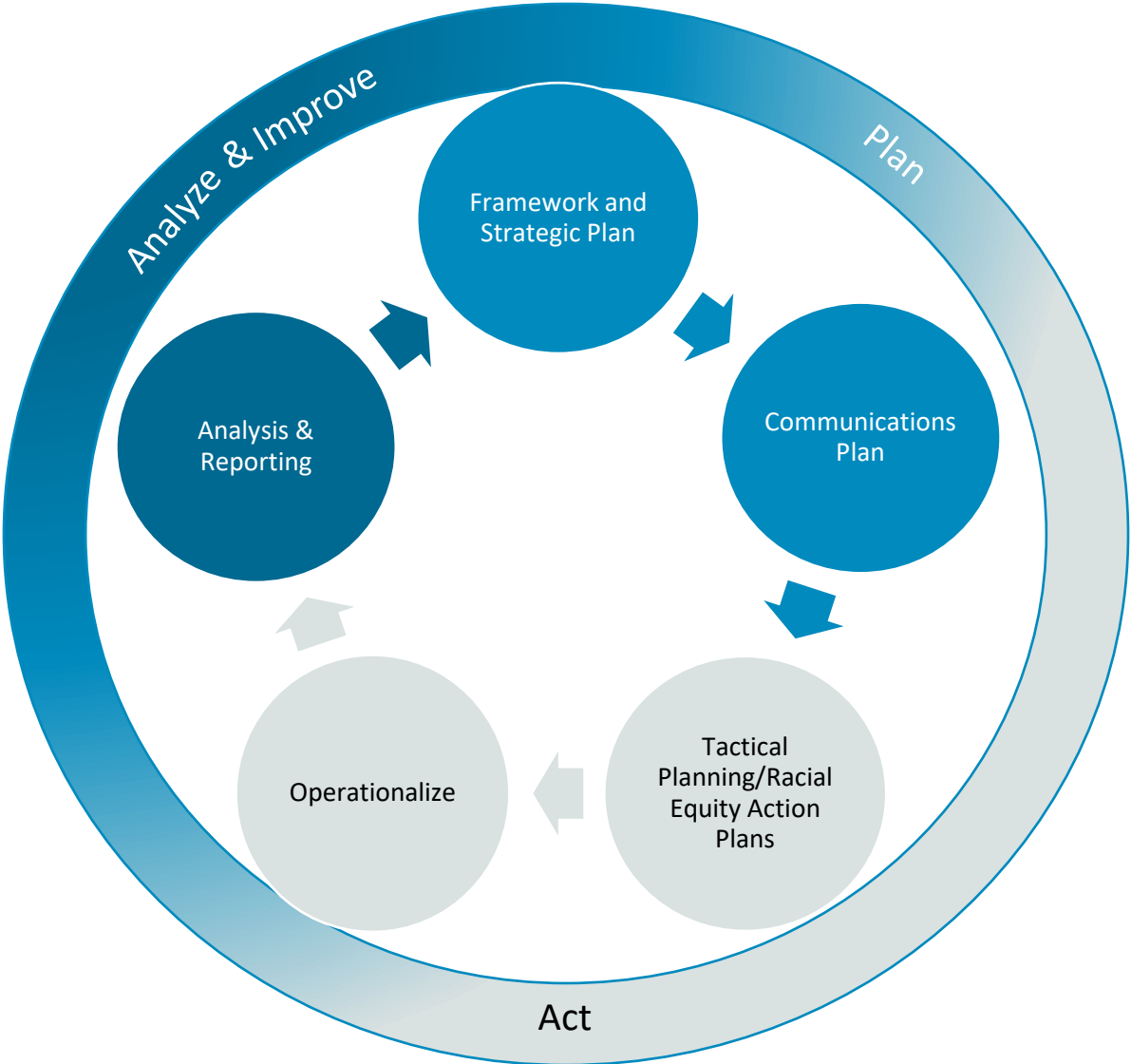
# Racial Equity Action Plan Themes



\*RASCI: Responsible, Accountable, Supporting, Consulted and Informed



# Racial Equity Action Plan Cycle



# 2022 Look Ahead

	Communications Plan
	External Stakeholders Co-Creation with Community
	Equity Index and Data Framework
	Levers of Power and Core Partner Seminar(s)
	Draft recommendations for Racial Equity Action Plans
	Racial Equity Website & Content Launched
	Pilot Project(s) to test Framework
	Seminars tailored to each executive unit

# Equity Exercise: Word Cloud Sample



Source: GARE



# Equity Exercise

- What can we do to be...

## Honest?

- Address racial inequities explicitly, and candidly
- Pay specific attention to racial power dynamics and other compounding factors.

## Inclusive?

- Ensure that the most impacted yet marginalized stakeholders are active participants.

## Unifying?

- To build authentic relations, partnerships, mutual support, and solidarity across race and other characteristics.

## Adaptive?

- To address changing conditions and the real-time interests and needs of grassroots communities.

## Equitable?

- To shift resources, power, leadership, and opportunities to measurably benefit BIPOC and those most marginalized.

## Culturally responsive?

- To be culturally responsive, centering the voices, experiences, and leadership of BIPOC.

## Transformative?

- To analyze history and root causes, then create strategic options and solutions that change culture, institutions, and policies.

## Proactive?

- Using the best information available to predict racial impacts, prevent harms, and advance positive and tangible benefits.

## Loving?

- To show love and appreciation of the dignity, humanity, and goodness of all people and communities.

## Joyful?

- To create the space for diverse forms of expression, healing, and celebration.

## Courageous?

- To fiercely disrupt the harms of white of dominant culture and power and interrupting the exploitation of the BIPOC labor.

## Creative?

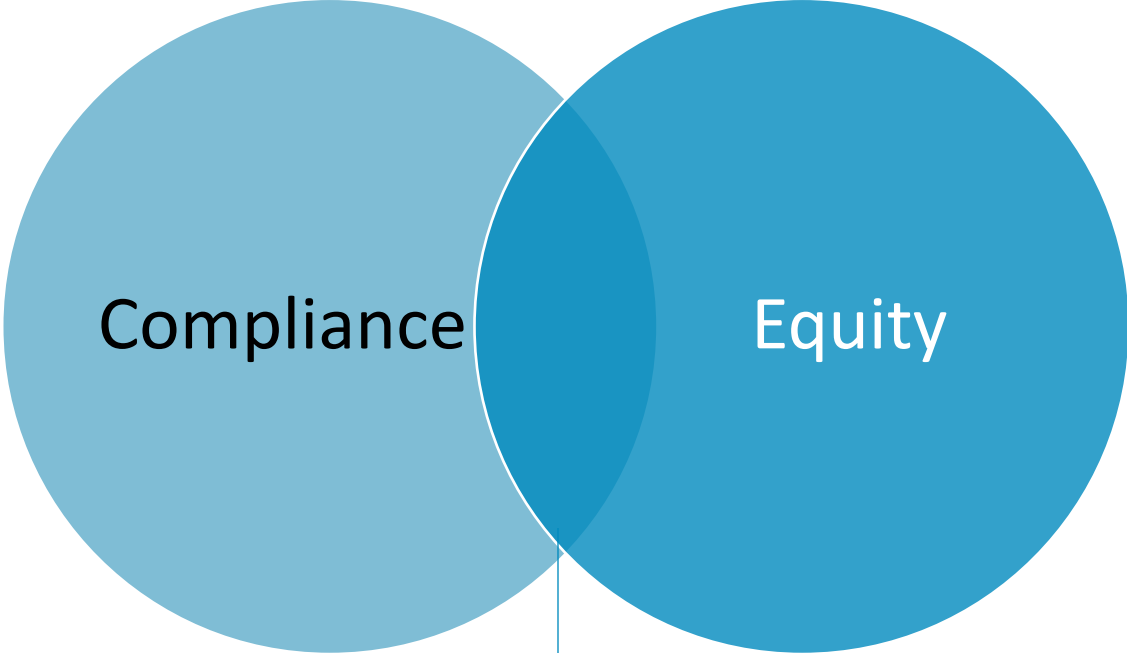
- To think and act boldly on our vision and values.

Source: GARE



# Supporting Slides

# Equity Exercise



What barriers to equity exist (internal/external)?

What areas of your interest can connect to equity?

What program areas should be advanced first?