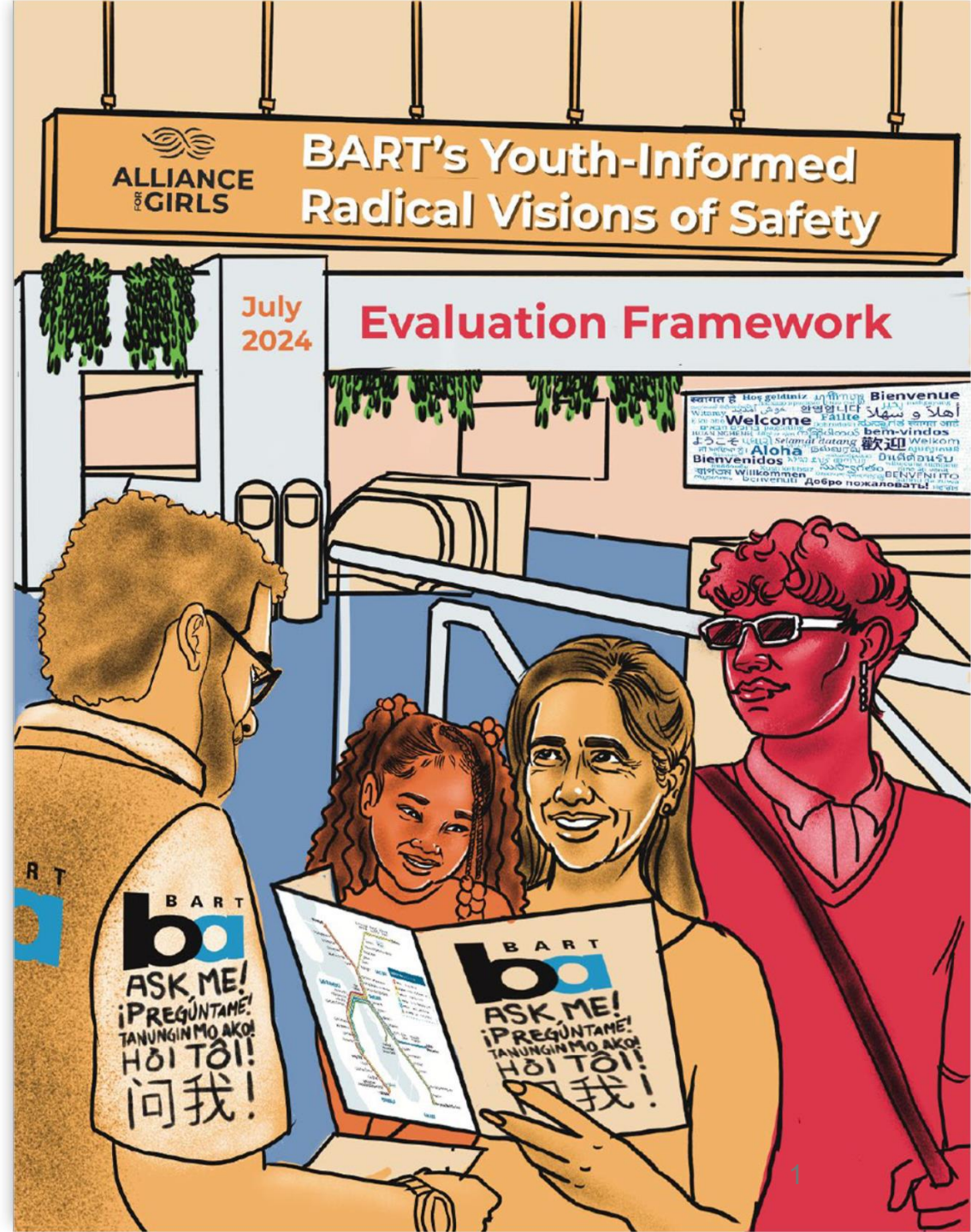


# Advancing Gender Equity & Safety at BART

*A path forward for the Not One More Girl Initiative*

BART Board of Directors  
December 5, 2024



# Today's Agenda

- BART's Journey Addressing Sexual Harassment and Rider Safety
- Mineta Survey Results
- Alliance for Girls (AFG) & BART's Partnership
- BART's Youth-Informed Evaluation Framework
  - Methodology/Process
  - Key Findings & Components
- Recommended Next Steps



# **BART's Journey Addressing Sexual Harassment and Rider Safety**

*History and Impacts to Date*



# Tackling Sexual Harassment on BART: Not One More Girl

- The Not One More Girl (NOMMG) is a BIPOC youth-led initiative to combat sexual harassment and teach safety tips to riders.
- The initiative includes partnerships with community organizations, outreach to youth, harassment reporting options, data collection, bystander intervention training, and the use of art to create a culture of care on transit.
- By improving safety for girls, we improve safety for all.



# **BART is a Leader on Efforts to Prevent Harassment**

Since the launch of the Not One More Girl (NOMG) Initiative in 2020, BART has been at the forefront of conversations of rider safety, specifically sexual harassment and violence prevention on public transit.

- Not One More Girl is cited as inspiration for two state laws:
  - SB 1161 – Mineta Transportation Institute created a street harassment survey for transit agency use.
  - SB 434 – Requires the state’s ten largest transit agencies to collect street harassment survey data and requires outreach to riders who are underrepresented in surveys.

# BART is a Leader on Efforts to Prevent Harassment

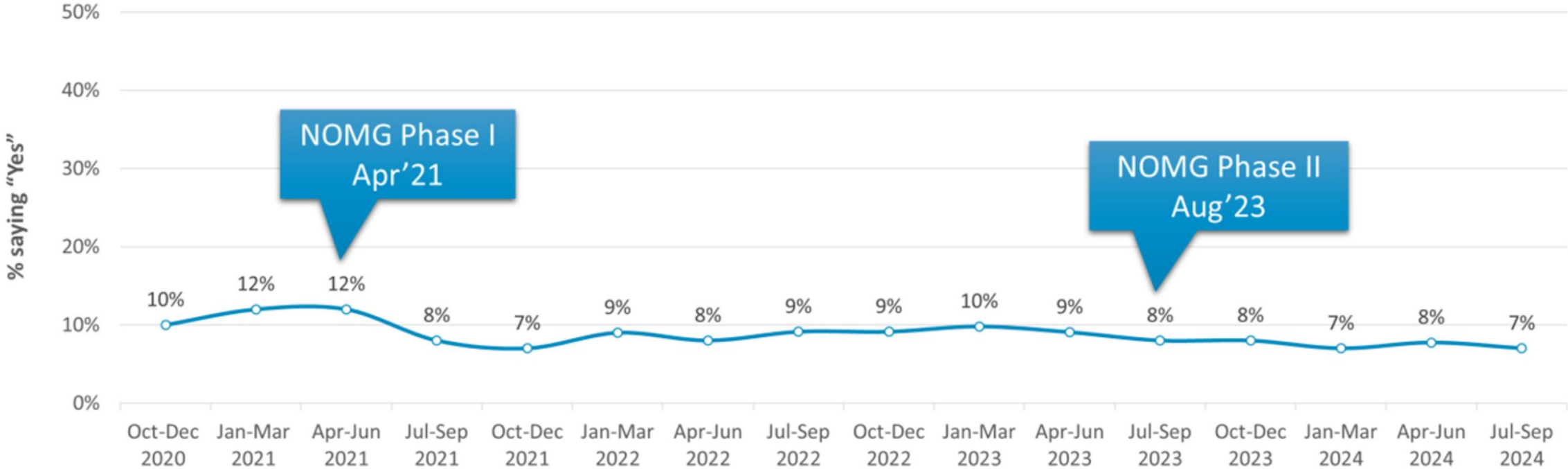
- BART was invited to give input on the Mineta Transportation Institute's street harassment survey and was a pilot site for this survey.
- Upcoming Transit Cooperative Research Program (TCRP) Project, "Addressing the Travel Needs of Women" will include Not One More Girl (NOMG) implementation as best practice in several of the toolkits being created.

# BART's Ongoing Effort to Collect Data on Harassment

As a result of the Not One More Girl initiative, BART introduced a question about gender-based harassment into its quarterly random sample surveys, conducted on trains.

**Q: Have you experienced gender based sexual harassment at BART in the last six months?**

*Source: BART's Quarterly Passenger Experience Survey (PES); Sample size varies but is over 2,000 each quarter.*



# Mineta Street Harassment Survey

- BART adapted the Mineta survey for its own use, making some BART-specific changes.
- The survey collected data on incidents and victim demographics to help improve passenger safety.
- **Survey Methodology**
  - Four trained survey takers requested riders to take the anonymous, online survey. They used the signs that had a QR code and a short survey URL for easy access.
    - Riders were surveyed on all lines, across all days of the week, and during all operating hours.
  - Survey was offered in English, Spanish, and Traditional Chinese (poster images on the right)
  - Sample size = 1,626
- **Survey dates:** Sep 7-15, 2024
- **No Weighting:** Key demographic data from the survey closely aligned with BART's 2022 Customer Satisfaction data, with most differences within  $\pm 3$  percentage points, making weighting unnecessary.
- **No Incentive:** BART did not collect any data to identify respondents, given the sensitive nature of the topic.
- **Privacy Policy:** The survey includes responses from minors (riders under 18). In compliance with [BART's Privacy Policy](#), COPPA, and CalOPPA regulations, we ensured that all demographic questions were omitted for riders under 18 ( $n=23$ ).

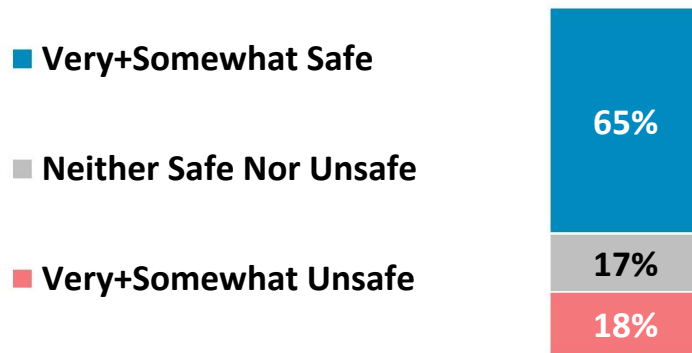
## Signs used by Survey Takers for requesting riders to take the survey





- Overall, a majority of riders (65%) feel safe using BART.
- 65% of riders take safety precautions by considering their seat, train car, or moving if needed.
  - Other precautions include avoiding night/non-commute hours (46%), avoiding certain routes/stations (27%), carrying pepper spray/mace (19%), and not riding alone (10%).
  - 14% of riders do not take any safety precautions.

**Q: In general, how safe do you feel using BART?**  
 5-point Very Safe-Very Unsafe scale | n=1,626



**Who feel the safest?**

- Males
- White riders
- English speakers
- Those who identify as LGBTQIA+

**Q: Do you currently take any safety precautions when using BART?** n=1,626  
 Multiple choice question; answers won't add to 100%



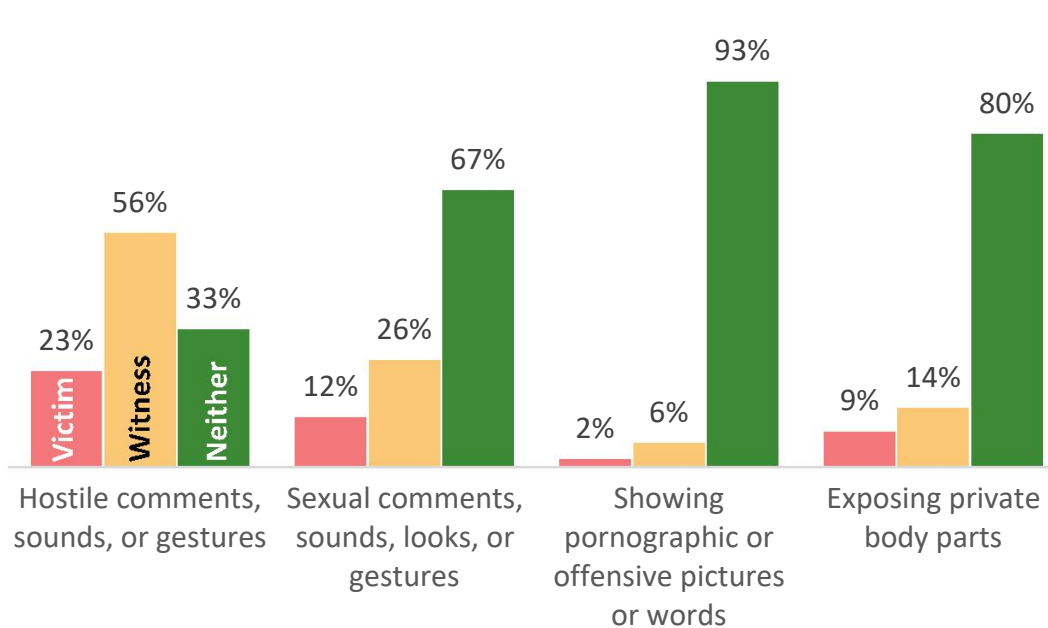
**Safety precautions are more likely to be taken by:**

- Females
- AAPI & Hispanic riders
- Younger riders

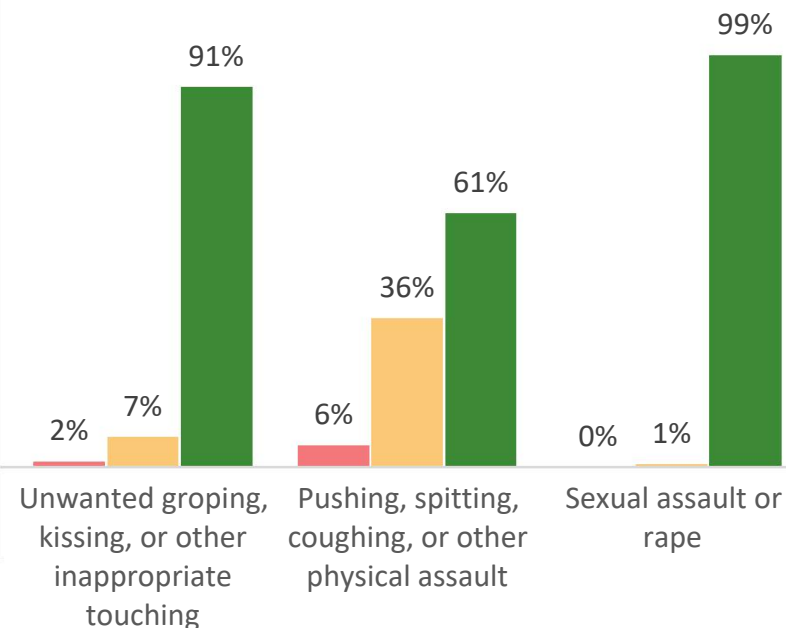
- Verbal or non-verbal harassment are the most common experiences.
  - 23% were victims, while 56% witnessed or heard hostile comments, sounds or gestures in the past year.
- Physical harassment, e.g., unwanted touching or sexual assaults are rare.
- More riders report having been witnesses of incidents, rather than victims.
  - Females, Hispanic riders, and low-income riders report having been victims of street harassment.\*

Q: Have you experienced any of the following yourself or seen them happen to others while using BART in the past year? *n=1,626*

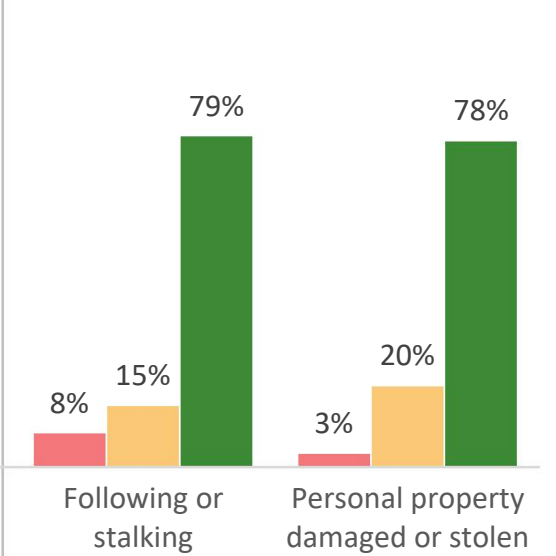
### Verbal or non-verbal harassment



### Physical Harassment or Assault



### Stalking or Property Damage

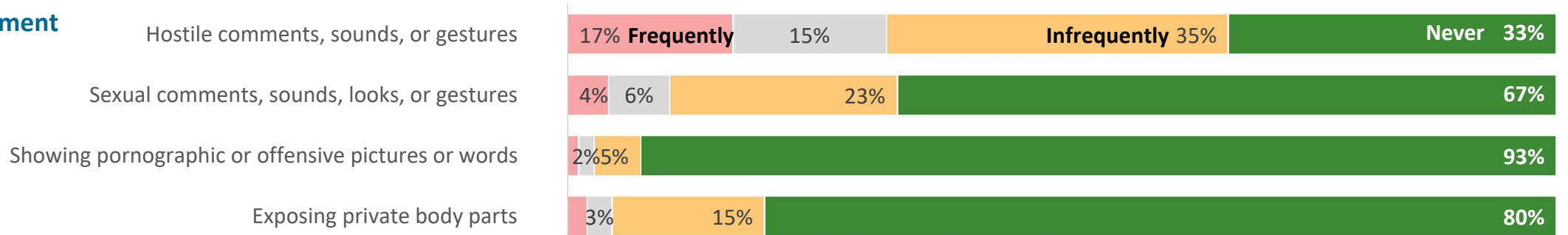


\*For differences by demographic groups differ, please refer to [this file](#).

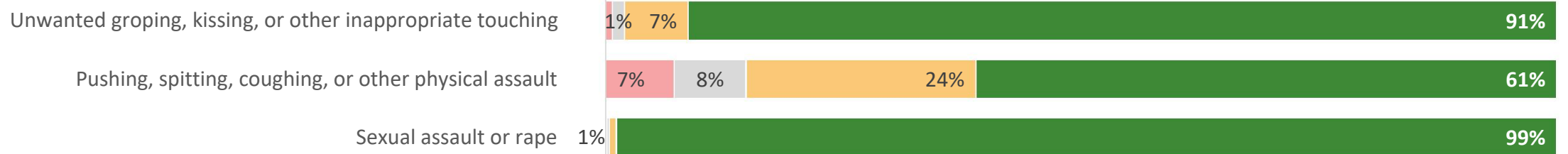
- The most prevalent harassment, *hostile comments, sounds, or gestures*, are experienced / witnessed frequently by 17% of BART riders.
- All of the other behaviors were experienced or witnessed frequently by 7% or fewer BART riders

Q: How often did you experience or see any of these behaviors when using BART in the past year?  
 5-pt Frequently-Infrequently Scale; n=1,626

**Verbal or non-verbal harassment**



**Physical Harassment or Assault**



**Stalking or Property Damage**

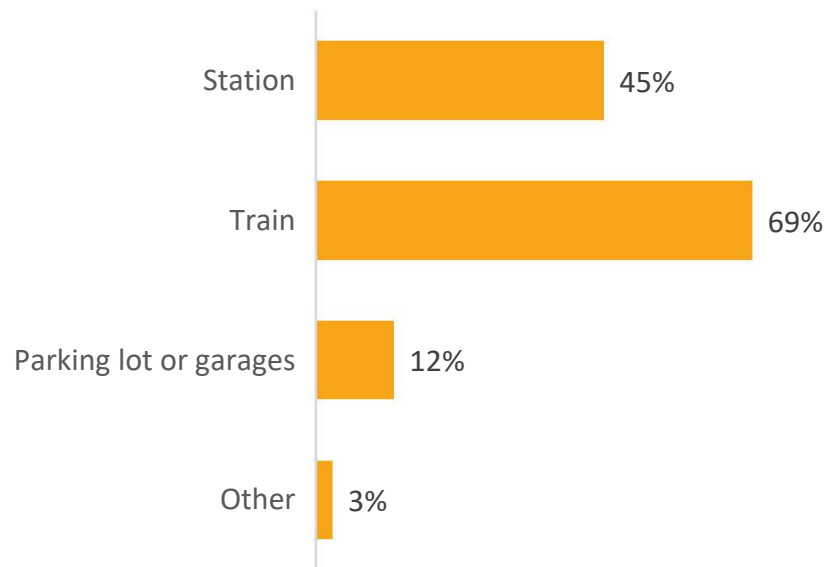


■ Frequently (4 or 5 rating)   ■ Middle box (3 rating)   ■ Infrequently (1 or 2 rating)   ■ Never

- Harassment incidents mostly occur on trains, which correlates to where riders spend the most time during their commute, followed by stations.
- Incidents peak during the afternoon commute hours and into the night.

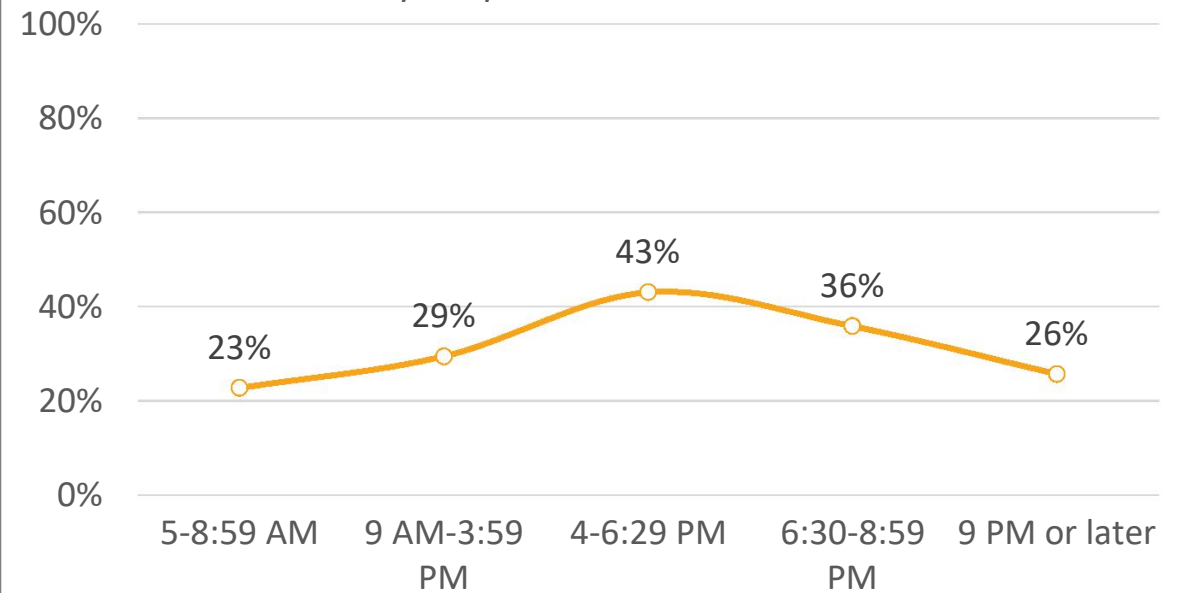
**Q: Where did these incident(s) happen?**

*Multiple options can be selected; n=1,626*



**Q: When did these incident(s) happen?**

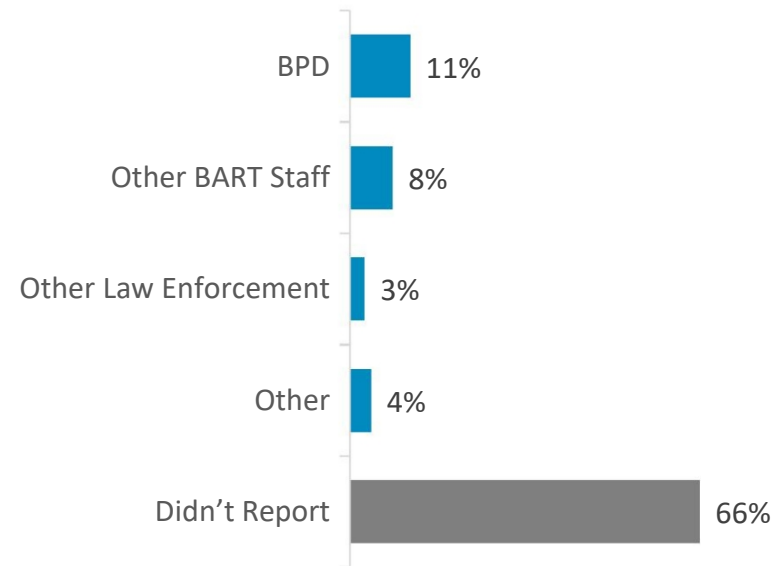
*Multiple options can be selected; n=1,626*



- Overall, 66% of the incidents go unreported
- When incidents *are* reported, they are typically directed to BART Staff (BART Police, 11%; Other BART staff, 8%)
- *Riders have noted in the “Other” text box that in some cases another passenger has already reported the issue, making additional reports unnecessary.*

Q: When these incident(s) happened, did you report any of them?

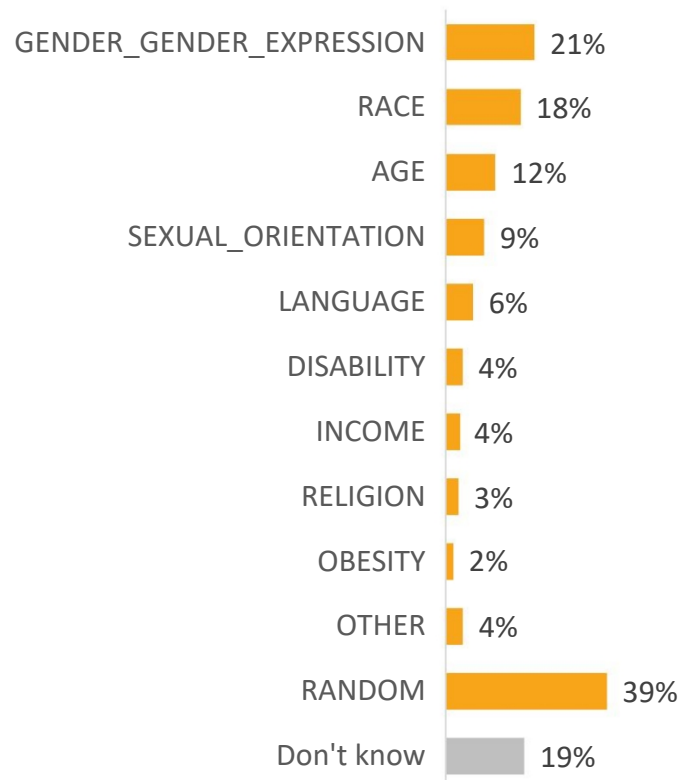
n=1,626



- Gender or gender expression is the most cited reason for being victims of harassment (21%); followed by race (18%).
  - 39% felt that such incidents were “random.”
- Riders used the "Other" text box to explain reasons for someone being targeted on the train. Common themes in “Other” included erratic behavior from the perpetrator, likely due to mental illness, drug use, etc.

### When these incidents happened, do you think the victim was targeted because of...?

Multiple options can be selected; n=1,626



#### Other:

- *No clear target/victim; perpetrator seemed to be mentally ill/yelling at everyone.*
- *Mental instability. Had his pants [down] on the train.*
- *It was a homeless man cleaning himself.*
- *Invoke fear, intoxicated or mental illness.*
- *Homeless - mental illness.*
- *Harassment by homeless, thuglife, mentally ill.*
- *Druggies, psycho, homeless, criminals.*
- *I saw a guy pooping in the train. It was a victimless crime but it really grossed the passengers out.*

# Community Partnerships

*BART's Collaboration with  
Alliance for Girls*





Alliance for Girls (AFG)  
is the largest regional alliance of  
girl-serving organizations and  
leaders advancing gender equity  
and ensuring every girl and  
gender-expansive youth can  
thrive



## HOW GIRLS DEFINE SAFETY & HEALTHY RELATIONSHIPS

### TRUST

Confidentiality and protection of vulnerability built between peers and adults

### NON-JUDGMENT

Open-mindedness and freedom to express authentic self with unconditional acceptance and without feeling judged.

### COMFORT

Being at ease, carefree, and without stress.

### BOUNDARIES

Awareness and regard of what one is willing to give, what one is willing to accept, and what one is needing.

### RESPECT

Emotionally and physically meeting one where they are by valuing their opinions and not making demands to change.

### FUN

Experiences marked by laughter, happiness, and humor.

### SELF-LOVE

Cultivating a relationship with oneself through self-awareness, self-expression, self-confidence, and self-esteem.

### REPRESENTATION

Leaders, role models, and trusted adults who reflect participants' histories, ethnicities, social identities, and culture.

### SOVEREIGNTY

Sense of control and determination around one's body and environment, allowing freedom from self-consciousness and stigma.

### ACKNOWLEDGMENT

People and spaces equipped with the recognition and acceptance for one's many ways of being and identities.

### BELONGING

Feeling welcome physically, emotionally, and spiritually into a community and space.

### CONNECTION

Interacting, finding commonality, bridging experiences and receiving support with others of similar circumstances.

### BASIC NEEDS

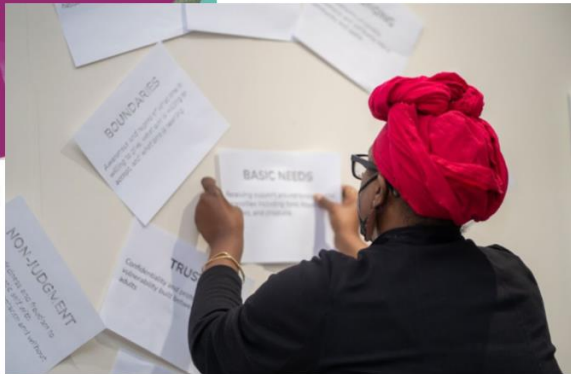
Receiving support around fundamental necessities including food, housing, supplies, and childcare.

# Radical Visions of Safety

Through over seven years of girl and gender-expansive youth-led and informed research, AFG learned that most of the challenges, barriers, and issues experienced by girls and gender-expansive youth, especially those of color, relate back to the aspects of safety as they themselves define it.

For more details, check out AFG's [Radical Visions of Safety Brief Summary](#)

# Alliance for Girls (AFG) and BART's Partnership

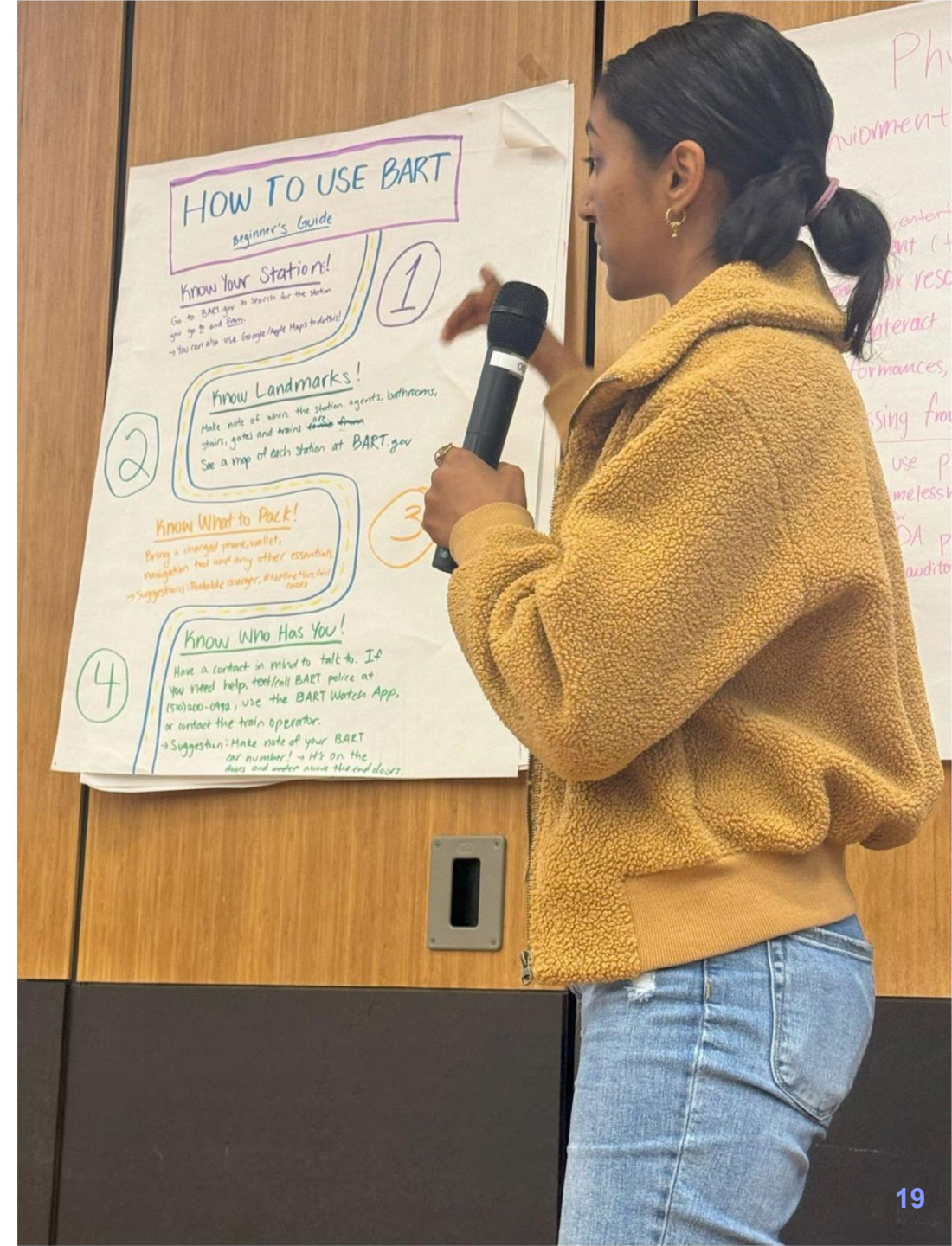


- **2019:** AFG's report, [Together We Rise](#), shows lack of safety on public transportation as a key barrier to girls.
- **2020:** Thanks to significant community-led advocacy, BART Board passes 12-point resolution that leads to creation of Not One More Girl (NOMG) Initiative.
- **2021:** AFG, its member organizations, and BART complete Phase I of NOMG, working with community members and youth to build awareness and shift the way BART approaches sexual harassment.
- **2023-2024:** BART hires AFG to develop the first Youth-Informed Radical Visions of Safety Evaluation Framework through a community-driven process.

For more information about the Not One More Girl Initiative between 2019-2021 please refer to AFG's [Safety in Numbers case study](#).

# BART's Youth-Informed Evaluation Framework

## *Methodology and Process*



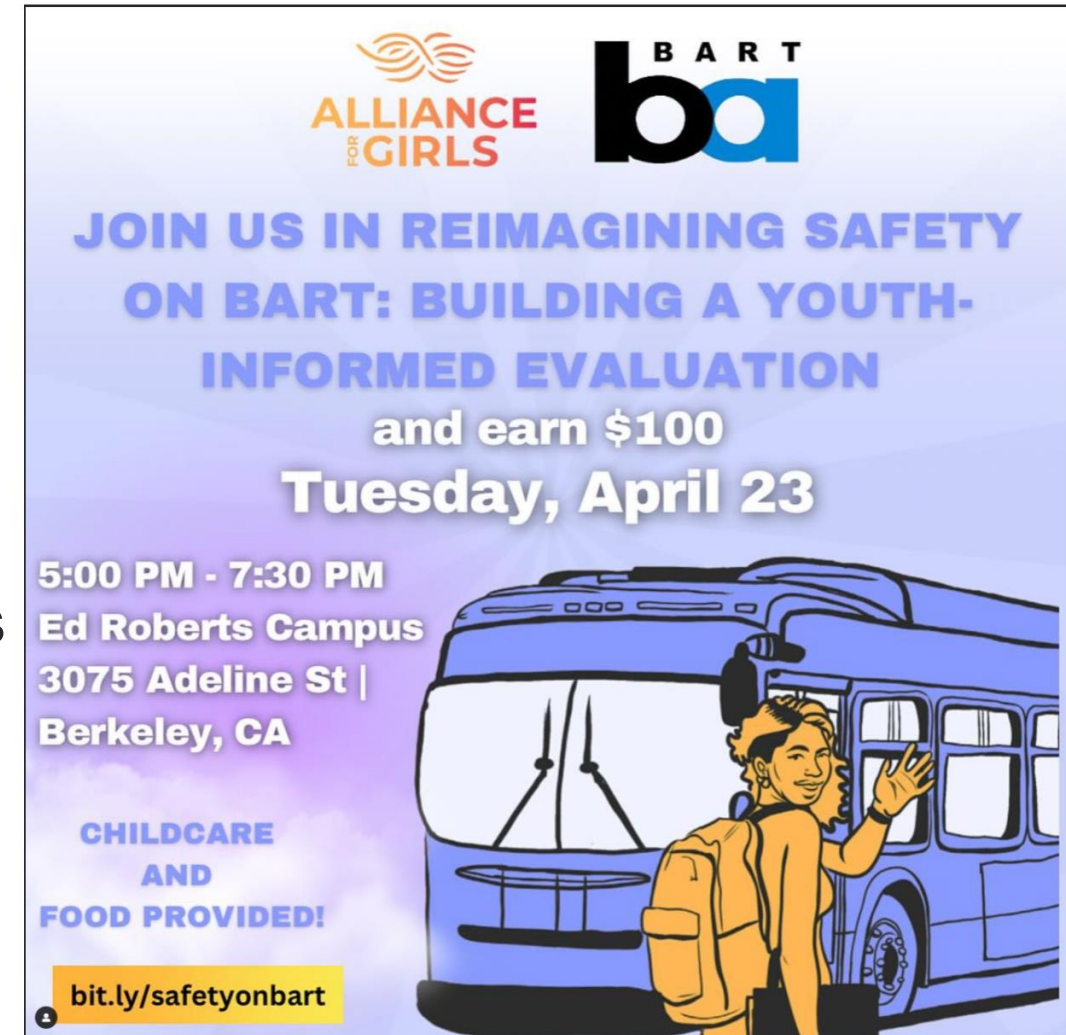
# Participation Recruitment

## Recruitment for participation

- Youth and Transitional Aged Youth (13-26)
- Girls and gender-expansive youth
- Current and previous BART riders
- Non-riders
- Parents/guardians
- Girl and gender-expansive youth-serving organizations
- Not One More Girl Phase I and II participants

## 86 participants

- 65 girls, gender-expansive youth, or transitional age youth
- 21 adults
- 80% identified as people of color



The poster features the Alliance for Girls logo (orange and red) and the BART logo (black and blue) at the top. The main text is in blue and white, announcing a safety evaluation event. Below the text is an illustration of a blue BART bus with a person in a yellow jacket and backpack waving. A yellow box at the bottom left contains the URL bit.ly/safetyonbart.

**ALLIANCE FOR GIRLS** **BART**  
**ba**

**JOIN US IN REIMAGINING SAFETY ON BART: BUILDING A YOUTH-INFORMED EVALUATION**  
and earn \$100  
**Tuesday, April 23**

**5:00 PM - 7:30 PM**  
**Ed Roberts Campus**  
**3075 Adeline St |**  
**Berkeley, CA**

**CHILDCARE AND FOOD PROVIDED!**

[bit.ly/safetyonbart](https://bit.ly/safetyonbart)

# Three Community Learning Exchanges (January-March 2024)

In-depth conversations focusing on:

- Exploring and imagining preventative and interventional safety on BART
- Hearing and documenting the lived experiences, feedback, and ideas on how participants define and feel safe on public transit



# Findings and Key Themes from the Community Learning Exchanges



## PHYSICAL AND ENVIRONMENTAL SAFETY

### A reimagined BART environment:

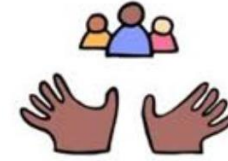
- multi-use and community-centered
- clean
- bright colors and lights
- plants and landscaping
- accessible - clear signage, language support, interactive displays
- easy to navigate
- music
- art and murals



## EMOTIONAL AND MENTAL SAFETY

### Want safety to be something they don't have to think about:

- want to feel confident and at ease when riding BART
- know that someone "has my back"
- welcoming BART staff
- limited police presence
- individual control over their own safety
- removing the mental process of having to plan around safety before they leave their home



## SAFETY FOR OTHERS

### Safety is a collective experience:

- parents and adults often thinking about safety of their children or parents in addition to themselves
- want to feel that the BART environment is safe for all ages
- more support in bystander intervention
- intergenerational safety definition leads to safety for all

# Community Meaning Making Session (April 2024)

Brought together 40 participants, including student groups, parents, girls and gender-expansive youth, youth-serving organizations, and members of the community, in order to:

- Reflect on the themes of emotional and mental safety, physical safety, and the safety of others that came out of the Community Learning Exchange workshops
- Begin to identify ways that BART can better measure safety for some of its most vulnerable riders, including girls and gender-expansive youth of color.



# **BART's Youth-Informed Radical Visions of Safety Evaluation Framework**

*Findings and Key Components*





# Radical Visions of Safety Theory of Change for BART

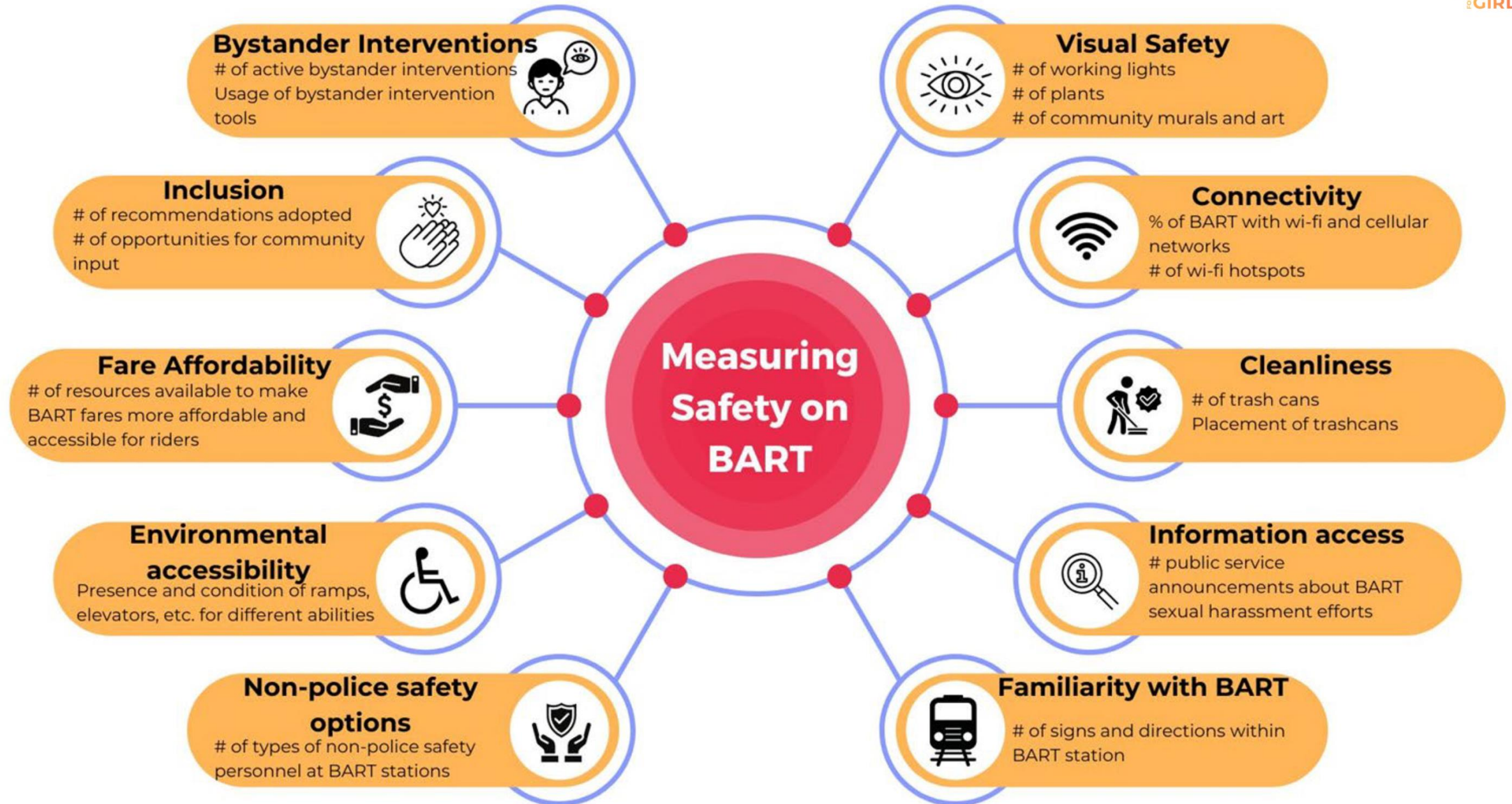


When BART creates a fabric of safety by and for the multiple identities of girls and gender expansive youth, aligned to their lived experiences, they will increase girls' and gender expansive youth's feelings of safety and community, which will contribute to increased ridership.

# Radical Visions of Safety Theory of Change for BART



# Sample Indicators for a BART Safety Audit



# Continuous Learning and Growth for BART



# Learning Questions for BART

<b>Key Topics</b>	<b>Sample Learning Questions</b>
<i>Perspective Shift</i>	How have all stakeholders' perspectives on safety changed over time?
<i>Support Effectiveness</i>	How well is BART supporting girls, gender-expansive youth, and community-based organizations?
<i>Safety Assumptions</i>	What assumptions about safety have changed or shifted for girls and gender-expansive youth?
<i>Practice and Systems Change</i>	What changes are we seeing in practices and systems over time?

# Learning Questions for BART

<b>Key Topics</b>	<b>Sample Learning Questions</b>
<i>Impact Initiatives</i>	How have specific initiatives or programs impacted the perceived and actual safety of girls and gender-expansive youth?
<i>Collaboration with CBOs</i>	How have partnerships with community-based organizations (CBOs) influenced the safety and engagement of girls and gender-expansive youth?
<i>Participation and Leadership</i>	How have girls and gender-expansive youth been able to take on leadership roles in shaping safety initiatives?
<i>Trust and Relationships</i>	How has trust between BART, girls, gender-expansive youth, and the community evolved over time?

# Alliance for Girl's Recommendations for Next Steps for BART

Begin the process for developing a youth-informed Five-Year Gender Equity Action Plan:

- **Establish a Gender Equity Working Group**  
Form an intergenerational Gender Equity Working Group made up of BART staff, local community-based organizations, girls, and gender-expansive youth. Provide youth with stipends.
- **Conduct a Baseline Safety Evaluation**  
Implement the youth-informed Radical Visions of Safety Evaluation Framework as outlined above and administer data collection in line with the domains and indicators outlined in the framework to assess a baseline look at safety for girls and gender-expansive youth of color.





# THANK YOU

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[@AFGBA](https://twitter.com/AFGBA)



[@alliance-for-girls](https://www.linkedin.com/company/alliance-for-girls)