

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

MEMORANDUM

TO: Board of Directors

FROM: Robert Powers, General Manager

SUBJECT: GARE Cohort and BART Equity Strategy

DATE: February 5, 2021

In 2019, the Board was informed of the formation of a cross functional cohort of staff at BART that would be participating in a yearlong training program from the Government Alliance on Race & Equity (GARE). The goal of this cohort was to provide a core level of training to staff in support of identifying, analyzing, and planning actions to advance racial equity.

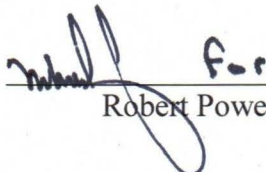
This cohort has completed its training and the Office of Civil Rights (OCR) will be incorporating this group of Racial Equity Champions (RECs) and their work over the past year into the ongoing development of an Equity Strategy at BART. The GARE cohort's RECs will support, operationalize and advance the core values of diversity, equity & inclusion here at the District.

Beginning with racial equity but growing to encompass all elements of equity here at the District, which includes but is not limited to gender equity and equity for our LGBTQ+ community, this group will advise and assist OCR with the development and implementation of our Equity Strategy throughout each of your Board Appointed Officer's business units.

It is anticipated that the effort to incorporate the GARE cohort into this process and the release of the District's overall Equity Strategy, supporting business processes, goals and objectives will be completed in 2021.

This effort will be accomplished in partnership between OCR and the Office of the Independent Police Auditor (OIPA) who will work in collaboration to ensure that the District's Equity Strategy and subsequent executive office and Board Appointed Officer involvement produces tangible change and advances the cause of equity at the District.

If you would like more information, please contact Maceo Wiggins, Director, OCR at (510) 464-7194 or mwiggin@bart.gov.


Robert Powers

cc: Board Appointed Officers
Deputy General Manager
Executive Staff