



Office of the
**INDEPENDENT
POLICE AUDITOR**

BAY AREA RAPID TRANSIT DISTRICT

BART GARE Cohort, Equity and Next Steps

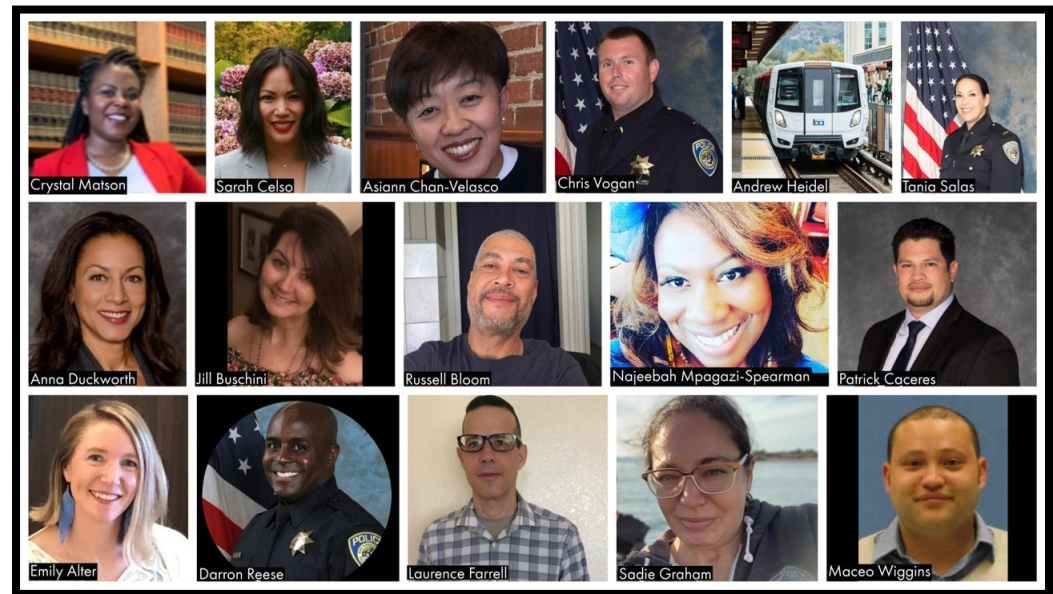
February 11, 2021

Office of the Independent Police Auditor
&
Office of Civil Rights



GARE Cohort

- Government Alliance on Race & Equity (GARE) cohort formed in 2019
 - Staff from every executive office at the District
- OCR committed to *meaningful* inclusion of the cohort in the future
- OIPA/OCR seek to leverage the cohort's experience to create Racial Equity Champions (RECs) throughout BART



What does 'meaningful' mean? Active participation and input on the District's overall Equity Strategy being developed by OCR.

What Did the Cohort Learn?

- The fundamental history of structural racism and racial inequity in the US
- A Theory of Change Model to create organizational change to advance racial equity
- Tools to assess an organization, develop a plan of action, and implement change across functions



Commencement



- Culminated in a final presentation meant to entertain, as well as educate, and show off the skills the cohort acquired over the past year
- This cohort is the *end of the beginning*. There is much more to do and learn to advance equity at BART
 - The cohort has been training and preparing for this work for months
 - The next iteration of the cohort will be ready in CY2021

How does this fit with OCR's work?



- OCR is developing an Equity Strategy for the District:
 - Finalize this strategy with community and internal input in 2021
 - Bring the strategy, including goals, objectives and an implementation plan to the Board
 - This strategy is being developed in parallel with Link21 program, which is tailoring BART's broader equity vision to the goals of the project
 - OCR will incorporate feedback from the program's engagement process to confirm the community's priorities around equity
- The Racial Equity Champions (RECs) are a critical element of both developing, operationalizing, enhancing and advancing equity at BART
 - RECs will provide analogous internal feedback on the District's priorities around equity

The End of the Beginning...



- The RECs will serve as an advisory body to:
 - Support our vision to create meaningful cultural change at BART by institutionalizing equity as a strategic initiative
 - This work begins with racial equity, with the goal to later incorporate other areas of equity
 - Assess BART by developing root cause analyses to support initially defined goals and ongoing efforts in 2021
 - These analyses may result in tailored action plans for each executive office to identify key strategies to advance equity
 - Provide feedback on the goals, objectives, and metrics for the District's Equity Strategy

Goal #1 - Create Meaningful Touch Points for RECs



- Create opportunities for change, in particular to our organizational culture, and how we view, engage with, and serve our workforce and our community
- Actively engage those who volunteer to be champions and challenge them with meaningful work
- Develop deeper relationships with our community through ongoing engagement

Goal #2 – Clear the Path for Meaningful Impact at BART



- OCR is the lead for the Strategic Plan “Equity” goal, but meaningful implementation will require a Districtwide commitment
- OCR can utilize BART’s internal structures and stakeholder groups to support the meaningful change generated by the RECs across BART
- OCR will include RECs in the development and implementation of BART’s Equity Strategy to operationalize this work within their respective executive office

Goal #3 - Create Pathways to Advocate for & Advance Equity



- OCR has made a commitment to emphasize racial equity as a foundational element of BART's Equity Strategy
 - This strategy must be informed, shaped and championed by the RECs
- OCR will incorporate RECs into other major OCR equity work, such as disparity studies

Major Deliverables - *Short Term*

- OCR and the OIPA have partnered to identify some early deliverables/wins to build momentum:

Deliverable #1: Develop executive office/Board Appointed Officers (BAO) commitments to racial equity. Implement, inform and integrate into overall Equity Strategy

Deliverable #2: Develop tailored racial equity action plans and incorporate into BART Equity Strategy. Formalize goals and objectives for both 2-year and 10-year racial Equity Strategies

Major Deliverables - *Medium Term*

Deliverable #1: Fully developed Equity Strategy with goals, objectives and measurable performance indicators that incorporates short-term deliverables

Deliverable #2: Time the launch of major District equity metrics to coincide with Link21 equity program development and showcase District commitment to equity on high visibility capital programs

Deliverable #3: Incorporate into performance management system/cycle to ensure continued improvement; change and growth will be constant for BART's equity efforts

Questions?