

Equity, Diversity, and Inclusion in the Transportation Sector

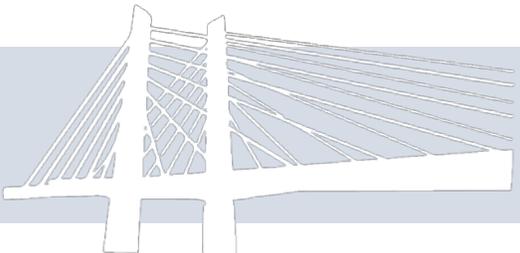
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Equity, Diversity, and Inclusion in the Transportation Sector

- Annya Pintak, Seattle DOT
Increasing Diversity
- Maria Sipin, Oregon DOT
Building Inclusion
- Monique López, Pueblo Planning
Community Engagement
- Marisa Trujillo DeMull, Alta Planning
Designing for Equity
- Jesse Cohn, Fehr & Peers DC
Measuring Equity

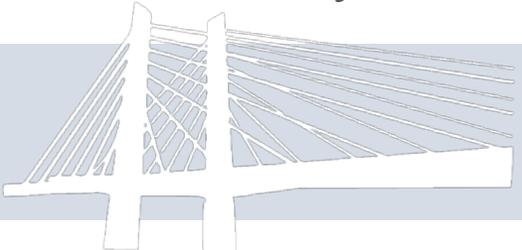


Key Definitions

Diversity: The variance or difference among people. This variance includes race, ethnicity, gender, age, religion, nationality, language preference, socioeconomic status, disability, sexual orientation, gender identity and others.

Inclusion: The degree to which diverse individuals are able to participate fully in the decision-making process within an organization or group.

While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive.”



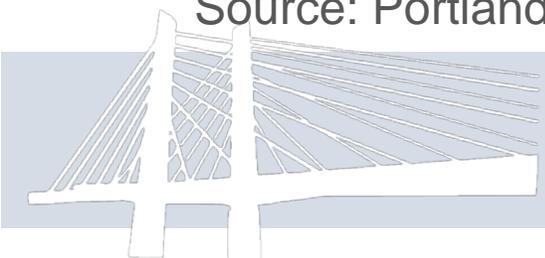
Source: Oregon Metro Strategic Plan to Advance Racial Equity, Diversity, and Inclusion

Key Definitions

Equity: When one's identity cannot predict the outcome.

Equity Lens: is a critical thinking approach to undoing institutional and structural racism, which evaluates burdens, benefits, and outcomes to underserved communities.

Source: Portland Office of Equity and Human Rights



Community Expectations

Unequal systems exist. We are not here to argue the existence of white privilege, racism, patriarchy, classism, and other forms of oppression. We are focused on undoing these systems and not replicating nor reinforcing norms and actions that reinforce the very systems we are trying to undo.

Assume positive intent and challenge your own assumptions.

