



TRANSIT EQUITY ADVISORY COMMITTEE MEETING

Tuesday / January 8 / 2019 / 4:30 p.m.-6:30 p.m.

TriMet – Columbia Conference Room, 1800 SW 1st Ave, Suite 300 Portland, OR 97201

TEAC:

Ozzie Gonzalez, Albert Lee, Tristan Isaac, Ray Atkinson, Brent Balog, Nellie Salvador, Coi Vu, Emily Nelson, Enrique Zegarra, Gaby Phan, Anneliese Koehler, Jackie Yerby

Staff:

John Gardner, Jodi Miller, Tia York, Martin Martinez, Nathan Jones, Mariya Klimenko

Absent:

Wendy Serrano, Mariam Admasu, Jonath Colon, Stephen Butler, Jose Juan Cruz, Kevin Sheehan, Richa Poudyal

Welcome & Intros

Anneliese Koehler opened the meeting at 4:30 pm. **John Gardner** introduced TriMet's new Outreach Coordinator, **Mariya Klimenko**, to the group.

Language Assistance Plan Update: Nathan Jones, Coordinator, Outreach Programs & Events

Martin Gonzalez: insight/overview/context into the LAP that was developed back in 2009/2010. TriMet received a Federal Grant in 2006 and was tasked with developing a model program that could be used at other agencies. It included identifying the major languages that were spoken and what the priorities were language-wise. Language line was put into place, signage, notifications for Title VI and other services. Right now TriMet is in the process of updating this process. Focus groups have been created. **Nathan Jones:** We are in the process of updating Title VI and that is why we are looking at the Language Access Plan program. Title VI update is due later this year. First step is the guidelines piece and TriMet staff has gone through an internal process of reviewing guidelines that had been created and giving feedback. Now looking at the next couple of months and getting public feedback. After seeking public feedback, we'll move into the finalizing of the guidelines. We will look at how we operationalize and/or revitalize. Federally there are 13 languages that meet the threshold. We recognize the whole service area is not the same everywhere.

Questions:

Anneliese? Coi? How did we identify the 5 languages most spoken? Census data

Ray: Is sign language for the deaf included in this LAP program? No – falls more within ADA/Accessibility

Ray: Are these county-wide or in-service area only?

Ray: Focus groups better than on-line because they're in person and helps with any language barriers. On-line surveys don't generally work well

Coi: What is the size of the focus groups you're looking at?

Ray: Consider holding focus groups somewhere other than Government facilities – like using a church

Nellie: Smaller focus groups are better and more personal

Jackie: How much user-experience design is there? How much are people engaging with the TriMet material?

AI: Offered an agency – Korean American Coalition

Brent: HINT (Hispanic Inter-Agency Networking Team)

AI: PCC Rock Creek (ASPCC – student association)

Brent: North Clackamas OHP Collaborative

Jackie: Latino Network

Jackie: OR Latino Health Coalition

?: Muslim Educational Trust

Jackie: El Programo Hispano (Catholic Charities)

Safety & Security Sub-Committee Update: John Gardner

John Gardner: Do we have the right set of representation to inform the sub-committees work? Who else should we invite to participate in the process? We need to add more WA County representatives to the committee. We do struggle with getting people from WA County to come to these meetings. We do need to add more to the committees/sub-committees.

Questions:

Ray: Are there any Clackamas County reps – I don't see any listed?

Coi: Can we add Momentum Alliance?

Anneliese: Is there a WA County oriented group on the list of folks to work with? I'm not familiar with all of the organizations. SS looks different depending on where you live.....

Ray: How does Vision Zero relate to the SS Dashboard or does it? Is it included on the SS dashboard?

Equity Lens Development Plan: John Gardner

John: A lot of what we are trying to do in TEAC is to generally apply an Equity Lens on general practices and procedures, contracting, training, Title VI, LEP, service provision, etc. Instead of just forming additional sub-committees to cover this, it is something that can go well beyond just the TEAC table. Internal and external issues could be a focus for the Equity Lens (John shared a presentation with the group)

Questions:

Coi ? : Why is it State of Oregon Education and not just State of Oregon?

?: What is the training/education involve when building an equity tool kit?

?: What are the investments TriMet is making to ensure all employees have the same resources and lens moving forward?

Jackie: Will staff be involved in the EL discussion? Consultant?

Jackie: What is the high-level thing that gets people engaged?

Coi: Does TriMet staff leadership and Board reflect the community?

Anneliese: How diverse is the leadership team now? How many on the leadership team?

Al: How do we transform the culture of the organization to be more inclusive? How do you implement within all 11 divisions? Barring leadership change, if we start something now, are we (TEAC) going to be able to see something to fruition?

Emily: Has TriMet done an equity assessment ever - an organizational assessment.....

Ray: Is there a deadline as to when we need to have a decision as to whether we move forward with an Equity Lens (TEAC)?

Ideas for questions that could be included in an EL tool (breakout sessions feedback):

1. What groups experiencing disparities are affected by the policy/practice/decision under review and are they at the table (Emily's group)
2. How might the policy/practice affect that group and how it is perceived by that group
3. Is service project accessible without using a smart phone (Ray's group)
4. Does TriMet management represent diversity of riders
5. During phase projects is project started in wealthy or low income communities
6. Is multi-modal connection (peds, etc.) considered in the project
7. Does bus or light rail resolve geographic equity issues better
8. How does leadership support the Equity Lens/if they do (Coi's group)
9. How are decisions being made
10. Are other groups most impacted a part of the decision making process
11. Do they have access to go to these meetings
12. Are non-dominant culture voices represented in a larger fashion in the meetings
13. Are there any voices missing and whose voices do we want to intentionally invite into these spaces
14. What data is available to help inform decision making process and how will it be used (Brent's group)
15. How will the impact of decision be measured and how will the effects on affected communities be affected
16. Who benefits and who is burdened (Jackie's group)

17. What is the history of interaction TriMet has had with these communities
18. What is the history of interaction of communities with public agencies in general
19. Shift of power – what is the role of power in decision making and is there a shift of power between the dominant culture and the traditionally burdened/marginalized community
20. What is TriMet doing to dismantle White Supremacy culture
21. Building and supporting capacity of the marginalized communities to engage in this work
22. Building some kind of technical capacity so that people aren't just passive recipients of information
23. How to change the internal culture so that people can thrive – goes beyond access

Why should TriMet pursue an Equity Lens?:

1. Serves a wide and varied population (Al's group)
2. Because of transit police (??)
3. TriMet trained conductor (??)
4. Is service being provided only for commuters or fully transit dependent people
5. Are areas that are within TriMet funding getting a good amount of service for the contribution they are making from payroll taxes

6. TriMet should do this because we feel there is potential for staff opportunities (John)
7. TriMet serves a lot of people with varying degree of privilege – needs to balance out so the voices that are underrepresented are being heard and given the service they need
8. Being the leader in creating a platform in a safe space where everyone feels equal and valued is a great start for the nation and the world
9. It's always good to be first to do something
10. People should have equal access for services
11. When TriMet expands routes it will affect communities living in that area
12. Accessible transit is an equity issue
13. Displacement happens and knowing this history TriMet should work harder to make sure equity is considered in future transportation development
14. This is a value our community partners want to see

John Gardner: All we are doing tonight is gathering feedback. It feels like TEAC is in support that TriMet pursue an Equity Lens in its' Title VI program update. Set up a workgroup date to work on all the language. Hopefully by our March TEAC meeting we will have a draft template to look over. The TEAC members are not the only group in the discussion. Step one is making a tool we are proud of and step two is implementation of the tool.

Ozzie: the buy-in will be fed and nourished by the belief in why we do this is important. What I'd love to be able to get behind and see implemented is a tool that, by in large the agency sees as a practical thing that makes them more successful. What does the window look like outside of the Title VI update? Will there be another opportunity?

Sub-Committee Update, John Gardner:

John: We are forming a Language Advisory Council now. We will be moving forward with a Youth Committee. We have the Safety & Security Sub-Committee.

Meeting adjourned.