



# Motion 31.1 Response: ACA 5

*Executive Management Committee*



**Metro**

# Background

## Assembly Constitutional Amendment 5

- Proposition 209 (1996)
- Impact at Metro:
  - Contracting
  - Employment
  - Education (Community Engagement)
- Proposition 16 (2020)
  - November 3, 2020 Election

# Contracting

Consider new initiatives to inform advancement of equity and inclusion:

- Adjustment to certification size and Personal Networth thresholds for M/WBE and SBE programs
- Increase contract dollar threshold(s) for SB Prime
- Development of Local Business Enterprise incentive program
- Enhancement of capacity building initiatives

**Assessment Timeline: December 2020 – March 2021**

**Staff recommendation to Board – April 2021**

## Disparity Study Update

- Last Study completed in 2017
- Receive and filed on February 15, 2018
- Study will inform upcoming FF21 – FFY23 Overall DBE Goal
- New 5-year Study update planned in FY22 (Contract Award)
- Courts point to the U.S. Commission on Civil Rights position that disparity studies using data that is more than five years old is considered stale.

# Employment

- FTA requires that Metro's workforce is representative of the local community.
- Metro uses the Census EEO tabulation tables to determine availability of the five surrounding counties as the benchmark.
- To achieve goals, OCR currently reviews:
  - Job descriptions;
  - Posting period;
  - Recruitment plans (internal vs. external, sources, etc.);
  - Interview panel to ensure diversity;
  - Qualified applicant pool diversity; and
  - Concurs in the hiring and promotion process
- Prop 16 will allow Metro to be more flexible and consider race, gender or ethnicity in employment decisions whether or not there is underutilization based on labor market availability.
- If Prop 16 does not pass, OCR will continue to make effort to ensure Metro's demographic mix is the same as the local community per labor market availability.

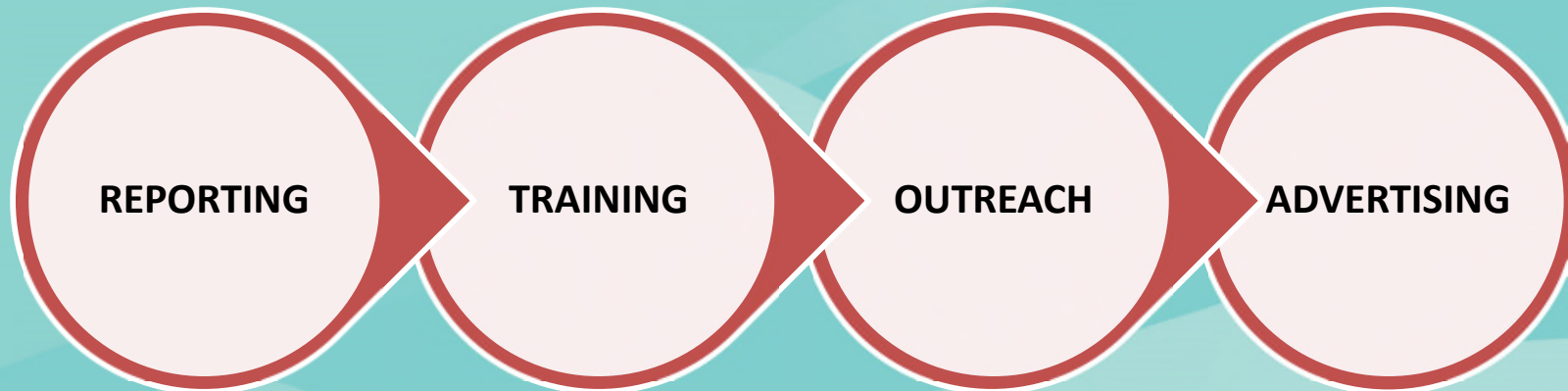


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# Employment

## Public Employment Practices

To improve the agencies racial and gender disparities, Human Capital & Development and the Office of Civil Rights and Inclusion are prepared to expand the following:



# Education (Community Engagement)

Two areas of focus:

- **Ease of Access** - Improve access to Metro policymakers, programs, projects, and initiatives by removing barriers to participation for all stakeholders.
  - Fully Implement the Community Based-Organization (CBO) Partnering Strategy
  - Promote and Advertise Oral Translation Services
  - Provide Childcare/Children's Activities at Metro Meetings and Events
- **Targeted Outreach and Engagement** - Metro can ensure more inclusive and representative engagement and outreach by targeting key stakeholders
  - Conduct surveys, focus groups, and listening sessions about community perceptions of equity and race at Metro
  - Establish baseline demographic information for targeted communities.

# Education (Community Engagement)

## Implementation Timeline

January 2020 – April 2021

- Finalize CBO-Strategy
- Research and analysis of childcare options
- Review of language resources
- Development of voluntary demographic surveys
- Develop surveys, and identify and schedule focus groups/listening sessions

May 2021 – June 2021

- Begin implementation of CBO Strategy
- Develop partnerships with key CBO's to implement community perceptions survey and engagement
- Initiate distribution and collection of voluntary demographic surveys

July 2021 – September 2021

- Complete first phase implementation of CBO Strategy
- Establish and review baseline demographic information
- Deploy surveys, focus groups, and listening sessions



**Metro**



Thank you

