Civil Right Programs Compliance
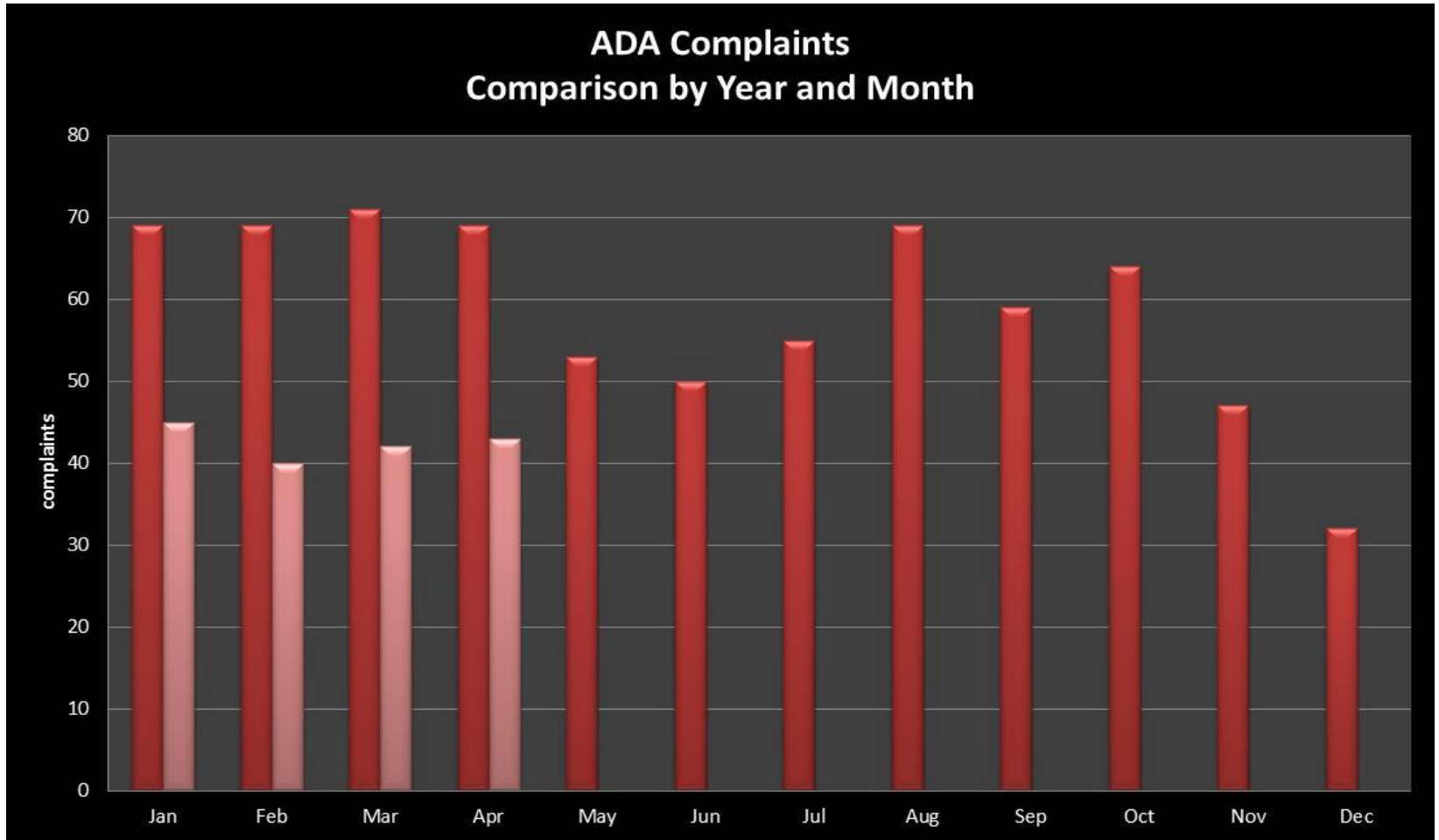
Executive Management Committee

June 2015

Reasonable Modification

- **DOT Published new regulation requiring transit agencies to offer Reasonable Modification to individuals with disabilities**
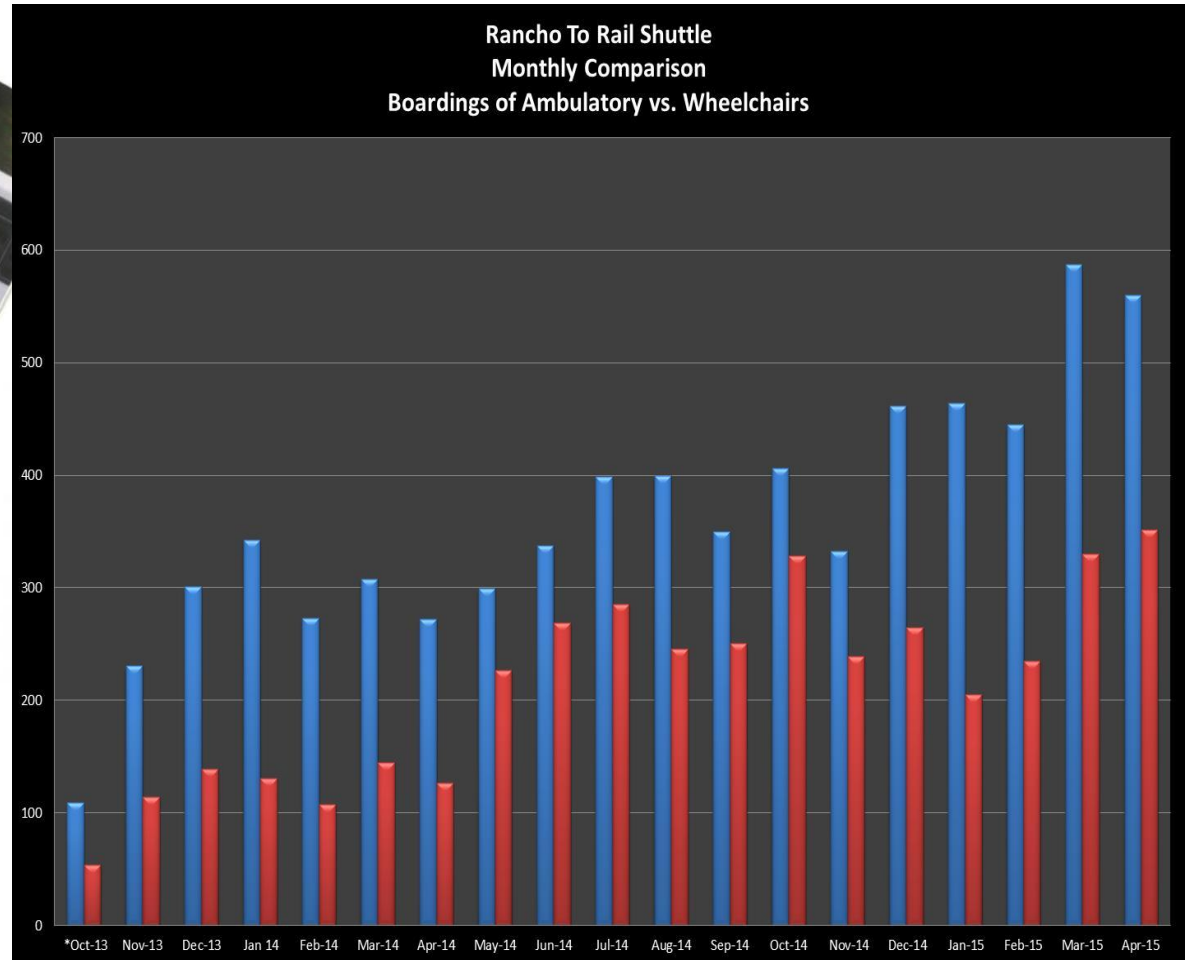 - **Effective July 13, 2015**

Metro

Peer Review

- **Staff from San Diego MTS conducted a peer review of Metro ADA compliance and found that Metro is in full compliance with regulations and is going above and beyond the minimum requirements**

Metro

Fewer ADA Complaints
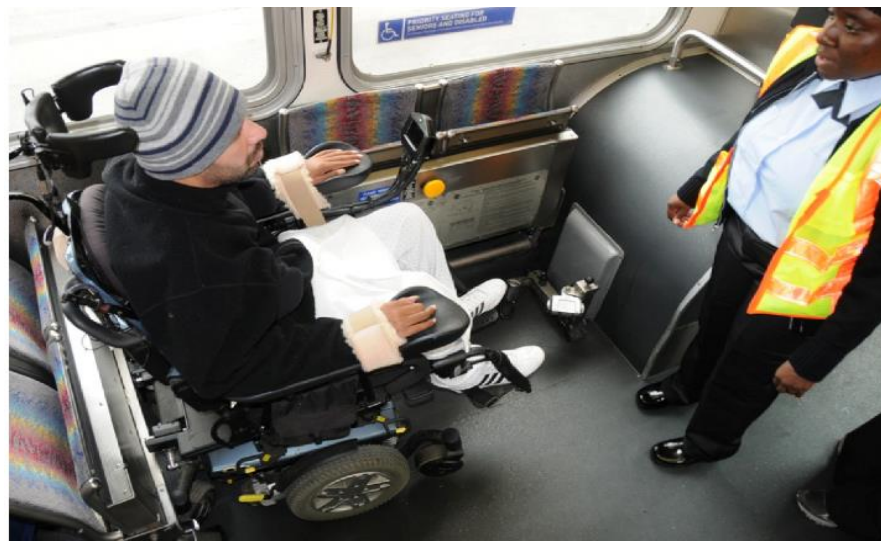

ADA Complaints
Comparison by Year and Month

Rancho Hospital Shuttle

Rancho Hospital Orientation

Sexual Harassment Prevention Training

- **300+ managers have received Metro provided State mandated SHP Training in last 6 months**

- **500+ new operators have received Metro provided SHP in last 6 months**

- **New online SHT training is being implemented for all non managers.**

Ⓜ Metro

Affirmative Action Plan

- **The 2014-2017 AAP submitted to FTA**
- **Metro is racially very diverse agency and racially in every job category exceeds availability**
  - **In FY 2016 will begin looking at diversity within departments**
- **In 6 of 8 job categories Metro is underutilized for female workers**
  - **Goal is to reduce and eliminate underutilization**

Metro

Affirmative Action Plan

EEO Job Category	Current Period					Availability from Census for 5 County Area %		% of Under-Utilization	
	All Employee	Minority		Female					
	Total	#	%	#	%	Minority	Female	Minority	Female
Officials & Administrators	506	277	54.7%	162	32.0%	46.4%	36.4%	8.4%	**-4.4%**
Professionals	667	436	65.4%	323	48.4%	51.4%	46.7%	14.0%	1.7%
Technicians	606	520	85.8%	201	33.2%	50.8%	39.1%	35.0%	**-5.9%**
Protective Services	77	70	90.9%	8	10.4%	63.0%	19.5%	27.9%	**-9.1%**
Administrative Support	113	99	87.6%	86	76.1%	53.1%	53.6%	34.5%	22.5%
Paraprofessionals	954	810	84.9%	511	53.6%	55.5%	70.6%	29.4%	**-17.1%**
Skilled Craft	1,886	1,493	79.2%	38	2.0%	59.6%	6.0%	19.6%	**-3.9%**
Service Maintenance	5,818	5,454	93.7%	1,821	31.3%	69.2%	42.7%	24.6%	**-11.4%**
	10,627	9,159	86.2%	3,150	29.6%				

Metro

☐ **Underutilized Job Categories**

Questions?