



# Equity Platform Update

Executive Management Committee Meeting | February 16, 2023



# Define and Measure

## FY24 Budget Equity

### EFC Assessments

- > **FY23 EFC Baseline**
  - 67.3% Targeted + Indirect Benefits
  - 26.1% Targeted Benefits
  - Use for FY24 budget planning
- > **FY24 EFC Assessment**
  - Calculate after FY24 budget development
  - Compare with FY23 Baseline (%)

### FY24 MBEAT

- > **Capital Projects**
  - Collaborative MBEATs
  - Project-focused questions
- > **Operating Expenses**
  - Includes work performed
  - Program-focused questions



# Listen and Learn

## Advisory Body Compensation (ABC) Policy

- > New PowerBI Dashboard developed to share demographic data for Metro Advisory Bodies

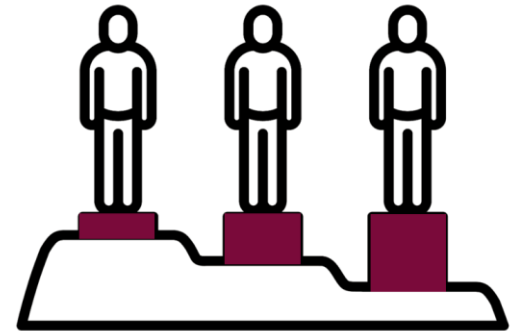


## 17 Advisory Bodies

*leveraging ABC Policy at Metro*

## CBO Partnering Strategy

- > Metro will launch Phase I of the CBO database by the Summer of 2023
- > OER staff training and tools in development to help build internal/external capacity around the CBO Partnering Strategy and database



# Focus and Deliver

## > Measure M 5-Year Assessment and Equity Report

- Evaluate the 5-year performance of Measure M program through Equity framework
- Key assessment themes
  - Mobility
  - Experience
  - Community
  - Regional
  - Stewardship

## > Equity Planning and Evaluation Tool Pilot

- East LA to Long Beach Corridor Task Force
- Active Transportation Strategic Plan
- VMT Mitigation Program



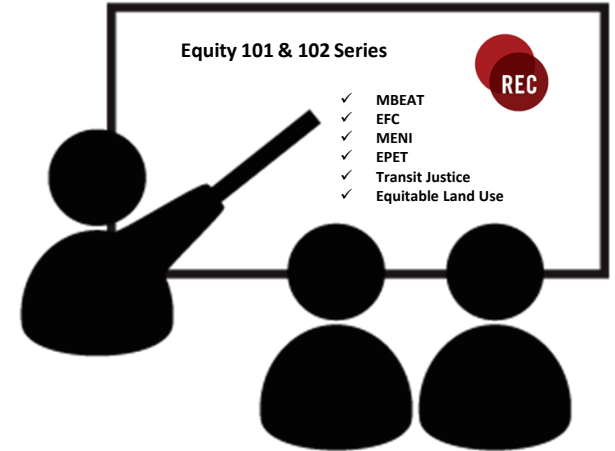
# Train and Grow

## Equity 101 and 102 Training Series Launching April 2023

- > Two goals: (1) Increase equity fluency for Metro staff and (2) Improve the collective application of equity concepts and principles to different components of Metro's work
- > Equity 101 series will be a **mandatory recorded training module for all Metro employees**
- > Equity 102 series will focus on unpacking existing disparities and applying Metro's equity tools to projects

## Equity Liaison Working Group

- > First cohort of 18 staff completed their term May 2022
- > Second cohort of 30 staff commenced their term May 2022 and will continue to meet through December 2023



# Stay Connected to OER



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