

Equity Platform Update

Executive Management Committee Meeting | February 16, 2023



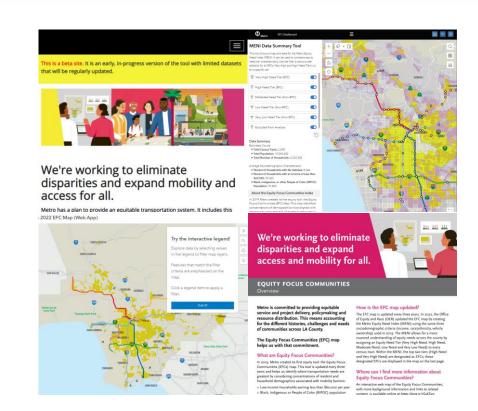
Define and Measure

Equity Information Hub (EIH)

- > Centralizes equity tools, data, and resources: https://equity-lametro.hub.arcgis.com/
- User testing with four core groups: Equity Liaisons, Representative Staff Sample, Advisory Bodies, Partner Agencies, and Accessibility Stakeholders

Equity Focus Communities Update and Tools

 Rollout of 2022 EFC Update includes new print and digital tools available on EIH: Overview Factsheet, Web Map, Dashboard





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



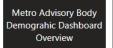
Listen and Learn

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



Response Rate by Committee Income

Age

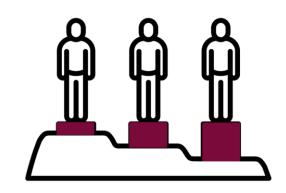
Gender

Race and Ethnicity

All Committees -Demographics Data Respondents -Demographic Data

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 Regional
 - Experience Stewardship
 - Community

> 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 trough December 2023



Stay Connected to OER



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