



TRANSPORTATION EQUITY WORKGROUP

Application Guide

DECEMBER 2020



Seattle
Department of
Transportation

Overview

The Seattle Department of Transportation (SDOT) Transportation Equity Program (TEP) provides safe, environmentally sustainable, accessible, and affordable transportation options that support Black, Indigenous and People of Color (BIPOC) and vulnerable populations to thrive in vibrant and healthy communities, and mitigate racial disparities and the effects of displacement.

In April 2019, SDOT created the Transportation Equity Workgroup (TEW), a group of ten compensated community members with personal and professional affiliations with BIPOC communities and communities underinvested by government.

Goals for the TEW include the following:

- Build community trust and partnerships through transparency and accountability between SDOT and communities underinvested by government.
- Develop leadership capacity and a deeper understanding of SDOT and transportation systems.
- Learn and share understanding of transportation equity values and priorities.

For the 2019-2020 term, the TEW worked collaboratively to create community-guided equity recommendations to include in SDOT's first-ever Transportation Equity Agenda, a framework for transportation equity goals and priorities for the department. **The TEW is focusing on the following charge for the 2021 term:**

- Co-development of the Implementation Plan for SDOT Transportation Equity Agenda
- Creating a permanent structure for the Transportation Equity Workgroup



SDOT Transportation Equity Workgroup (TEW) currently has open seats for the 2021 term and seeking community members to apply. Terms will be 1-year from January 2021 to January 2022 with a potential option to renew, pending decision on permanent structure for the TEW. We invite community members to share in your application your self-described racial and/or ethnic background, as well as professional, volunteer and lived experiences.

Benefits of Workgroup Participation

- Learn more about SDOT's structure, operations, programs, and projects
- Leadership development and civic engagement opportunity
- Gain first-hand experience in policy and implementation planning within government

Support of Workgroup Members

TEW members' compensation for the 2021 term is at an hourly rate of \$75/hour. TEW members can bill up to \$7,500 for the year – amount shall not exceed beyond that. All TEW members will sign an MOA with SDOT.





Desired Qualifications of TEW members

- Community members must be affiliated with Seattle-King County based community-based organizations, coalitions or networks interested in serving on the Transportation Equity Workgroup (TEW) and be nominated by their affiliated organization to participate.
- Currently work, worship, play, learn or live in Seattle
- Have lived experiences and/or professional knowledge on transportation related challenges experienced by populations identified in Resolution 31773 (see below).
- Experience with and/or understanding of challenges, barriers to trust in government, and transportation inequities.
- Interest in working collaboratively in a team setting and with various community and government stakeholders.
- Have deep understanding on the impacts of institutionalized racism and race-based disparities experienced by BIPOC communities
- Community members do not need to have previous experience participating in workgroup; members who have not served on city-level workgroups before are encouraged to apply!

Populations of Interest

Under Resolution 31773¹, City Council identified populations who should benefit equitably from the City's transportation investments, mobility innovation and progress to create safe, environmentally sustainable, accessible, and affordable transportation options.

The Transportation Equity Workgroup members will be from the following identified communities, leading with BIPOC communities. Recognizing intersectionality, the multiple identities in which a person can simultaneously experience privilege and oppression², the workgroup will bring together a diverse group of individuals between the 8-10 members. Workgroup members will have personal and/or professional expertise, and be affiliated with agencies, coalitions and networks from/or serving the following communities:

- Black, Indigenous and People of Color (BIPOC) communities
- Low-income communities
- Immigrant and refugee populations
- People living with disabilities
- LGBTQIA+ people
- People experiencing homelessness or housing insecurity
- Women and female-identifying populations
- Youth
- Aging adults
- Individuals who were formerly incarcerated
- Displaced and/or high-risk displacement neighborhoods

Application & Selection Process

Applications will be accepted online, and we also request a nomination form be filled by your affiliated organization and included as part of your application. The nomination form also requests another person the organization designates as an alternative in the event the primary workgroup member is unable to finish their one-year term commitment.

If a written application in English or otherwise provides a barrier for the applicant, all efforts will be made by the Transportation Equity Manager to arrange alternative methods to submitting an applicant's information. Please email transportationequity@seattle.gov if you or someone you know needs accommodations to submit an application.

¹More information on Resolution 31773 available [here](#)

²Definition from the [Racial Equity Tools Glossary](#)

Applications will be reviewed by a selection committee comprised of current TEW members and SDOT staff. **Deadline to apply is Tuesday, December 15, 2020, 5:30 PM.**

TEW Member Participation Commitments

- One-year commitment, with a possibility of a second year.
- Attend mandatory onboarding meetings in January 2021.
- Participate in an average of **2-4 virtual meetings** per month, depending on how light and busy the TEW work is.
- Participate in an average of **8-9 hours/month** for TEW roles, with an estimated total of 100 hours for the year.
- Attend small work group meetings and larger monthly meetings.

- Expect to participate in some combined meetings with TEW and SDOT staff who are members of the department's Transportation Equity Intradepartmental (TE-IDT) and RSJI Change Team.
- To ensure we have fair and equal participation across the TEW, members cannot miss more than three TEW meetings annually.
- Review materials between meetings and provide comments via email, one-on-one meetings and tele-conferences as needed.
- Collaborate alongside TEW members, community facilitator and City of Seattle staff to accomplish TEW deliverables.

If an applicant requires language or special needs assistance to serve on the workgroup, accommodations will be available upon request and all efforts will be made to provide accommodations. Please email transportation.equity@seattle.gov or call (206) 316-6803.

