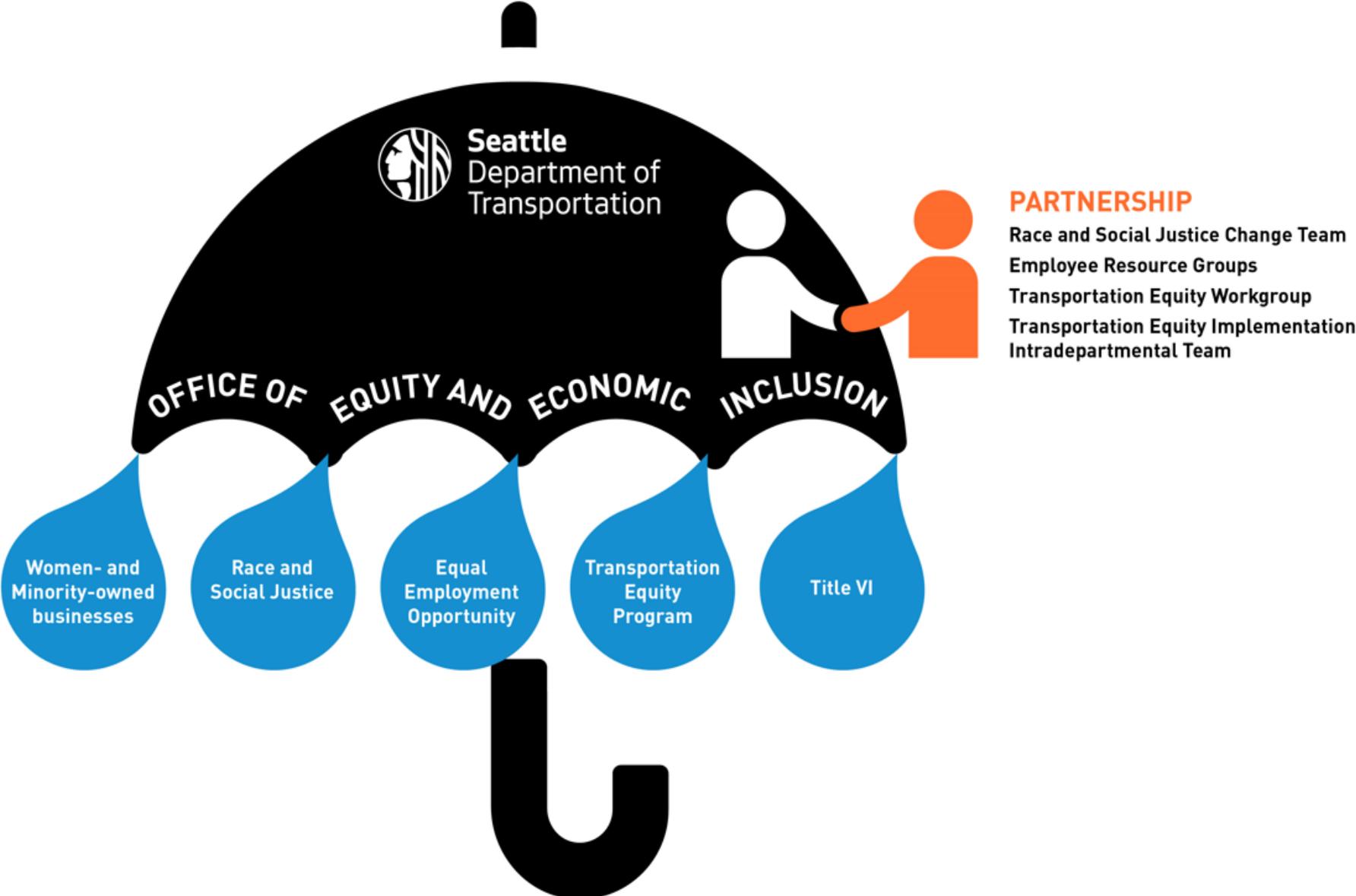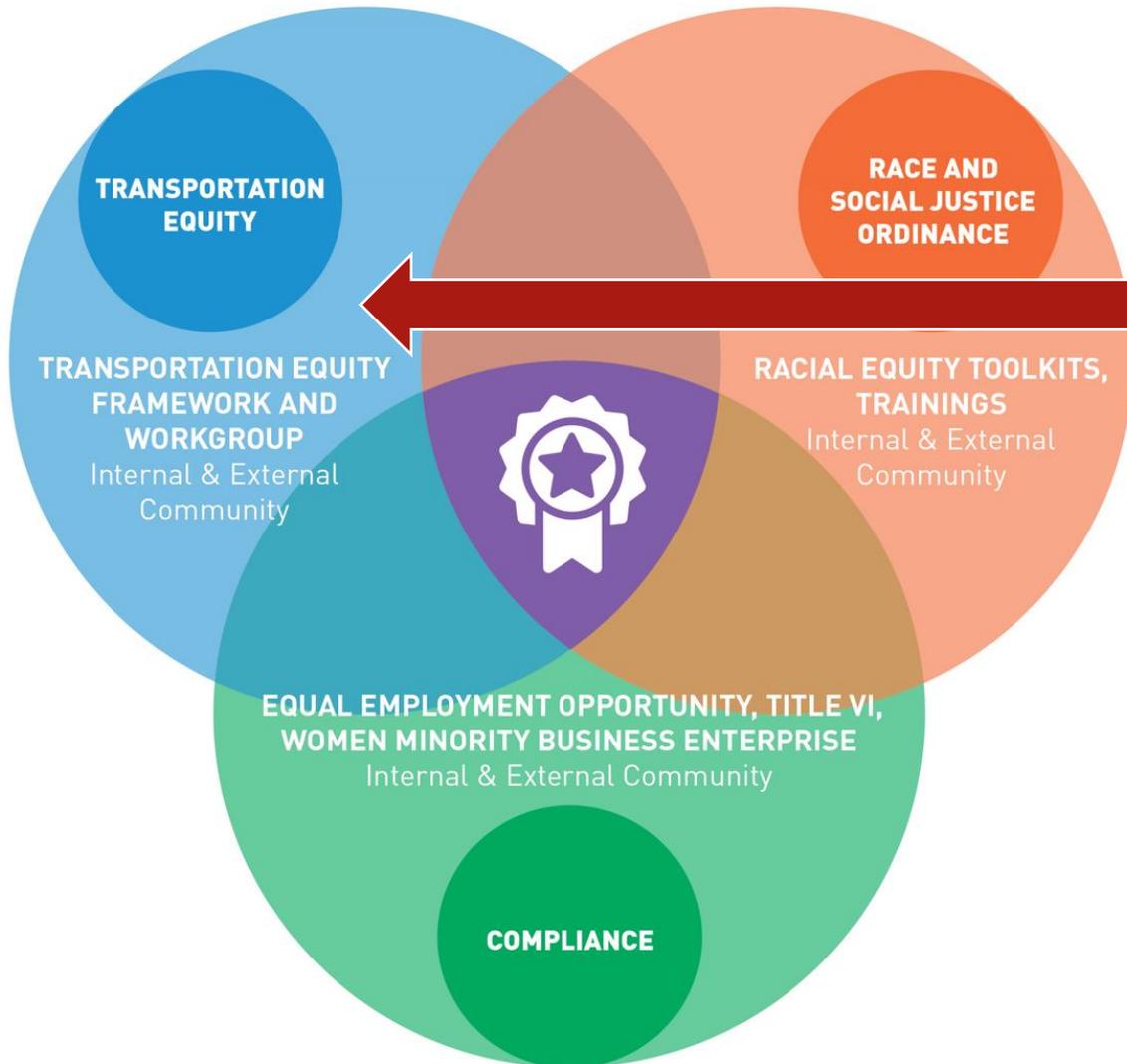# Presentation purpose

- Intro to Office of Equity & Economic Inclusion
- Socialize LOC members on SDOT Transportation Equity Framework (TEF)
- Share the new TEF external monitoring tool
- Answer questions

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Office of Equity & Economic Inclusion (OEEI)

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OFFICE OF EQUITY AND ECONOMIC INCLUSION

PARTNERSHIP
Race and Social Justice Change Team
Employee Resource Groups
Transportation Equity Workgroup
Transportation Equity Implementation
Intradepartmental Team

Women- and Minority-owned businesses

Race and Social Justice

Equal Employment Opportunity

Transportation Equity Program

Title VI

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EQUITY IS EVERYONE'S WORK

Focus of today

Seattle Department of Transportation

Transportation Equity Program
SDOT Office of Equity & Economic Inclusion (OEEI)

What:

Provide department and citywide strategic advisement, support and guidance on alignment and implementation of SDOT's TEF

Core Programming:

- Transportation Equity Workgroup (TEW)
- SDOT Transportation Equity Framework (TEF)
- Tracking and monitoring progress of TEF

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Transportation Equity Workgroup (TEW)

- 8 members with lived experience / expertise with vulnerable communities and communities of color

- Connected with local Seattle-King County organizations

- Co-developed SDOT's TEF

- Charge:
  - Community stewards of the TEF
  - Provide SDOT with equity policy and strategic advisement guidance

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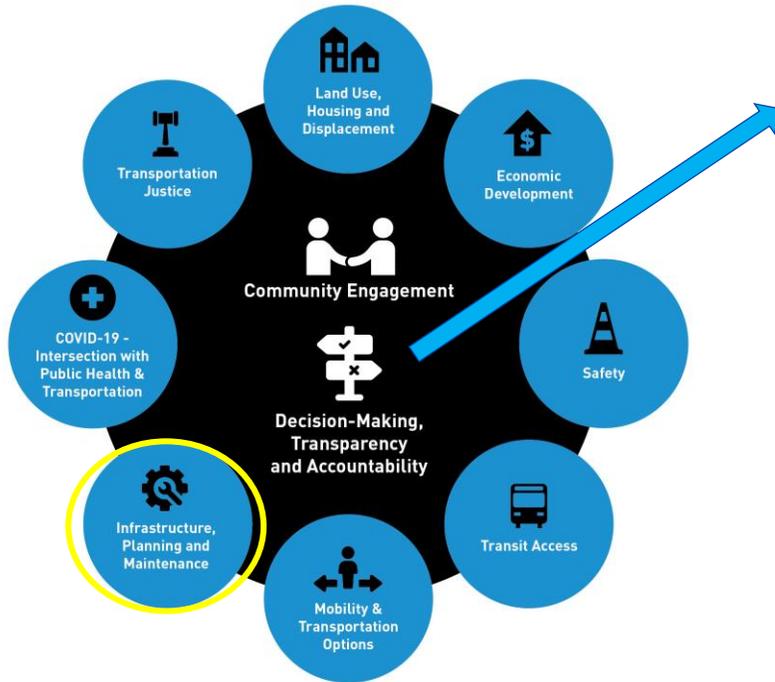Transportation

Transportation Equity Framework (TEF)

- A roadmap for decision-makers, employees, stakeholders, partners, and the greater community to collaboratively create an equitable transportation system

- Document with 2 parts: Framework & Implementation Plan

- Co-developed with community members in the TEW from 2019 to 2022

- Includes 10 TEF values and over 220 tactics

- Implementation timeline: 2022 to 2028

Public Resources on TEF & Public Dashboard:
Seattle's Transportation Equity Framework -Transportation | seattle.gov

Understanding the TEF

TRANSPORTATION EQUITY STRATEGIES
2 Fundamental Equity Strategy Elements
8 Equity Strategy Drivers

- Land Use, Housing and Displacement
- Economic Development
- Safety
- Transit Access
- Mobility & Transportation Options
- Infrastructure, Planning and Maintenance
- COVID-19 – Intersection with Public Health & Transportation
- Transportation Justice
- Community Engagement
- Decision-Making, Transparency and Accountability

10 TEF values

| Introduction | Community Engagement | COVID-19 | Decision-Making, Transparency & Accountability | Economic Development | Infrastructure, Planning and Maintenance | Land Use, Housing and Displacement | Mobility and Transportation Options | Safety | Transit Access | Transportation Justice |

Infrastructure, Planning and Maintenance

We believe solutions to infrastructure, planning and maintenance should be driven by quantitative and qualitative data that has been collected equitably, and solutions should come from public and private sector dialogue.

Strategy
- ○ Community-centered Public Space
- ○ COVID-19 Services
- ○ Data Transparency
- ○ Engagement
- ◉ Equitable Infrastructure
- ○ Participatory Budgeting
- ○ Reducing Air Pollution
- ○ Short/Mid/Long-Term Challenges

Tactic	Description	Tactic Category	Implementation Start
	maintenance needs of existing assets in high-risk displacement and BIPOC populated neighborhoods.		
19.4	Focus maintenance resources in communities and neighborhoods currently underserved by government that have significant maintenance needs; use findings from the racial equity assessment.	Policy	2024 Q1
19.5	Identify, pursue and implement new progressive funding policies that are equitable and includes values to address income inequality.	Policy	2022 Q1
19.6	Prioritize person-throughput as metric rather than vehicle throughput.	Data	2023 Q1

8

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TEF Implementation

- SDOT is in the third year of TEF implementation
  - Timeline: 2022 to 2028
  - 118 TEF tactics underway

- Over 200+ TEF tactics integrated into employee workplans and E3 goals

- Multi-divisional effort
  - Transportation Equity Implementation Intradepartmental Team (TEI-IDT)

- 2024 highlights of institutionalizing TEF
  - Seattle Transportation Plan (STP)
  - Transportation Levy Proposal

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How do we track progress?

- 2022-2023: developed and launched internal tool

- TEF SharePoint List & Monitoring Tool
  - Tracks who, what and when for accountability and progress
  - Provides ongoing documentation for cross-collaboration

- SDOT staff: TEI-IDT members
  - Support regularly updating the list
  - Socialize the tool with division and teams

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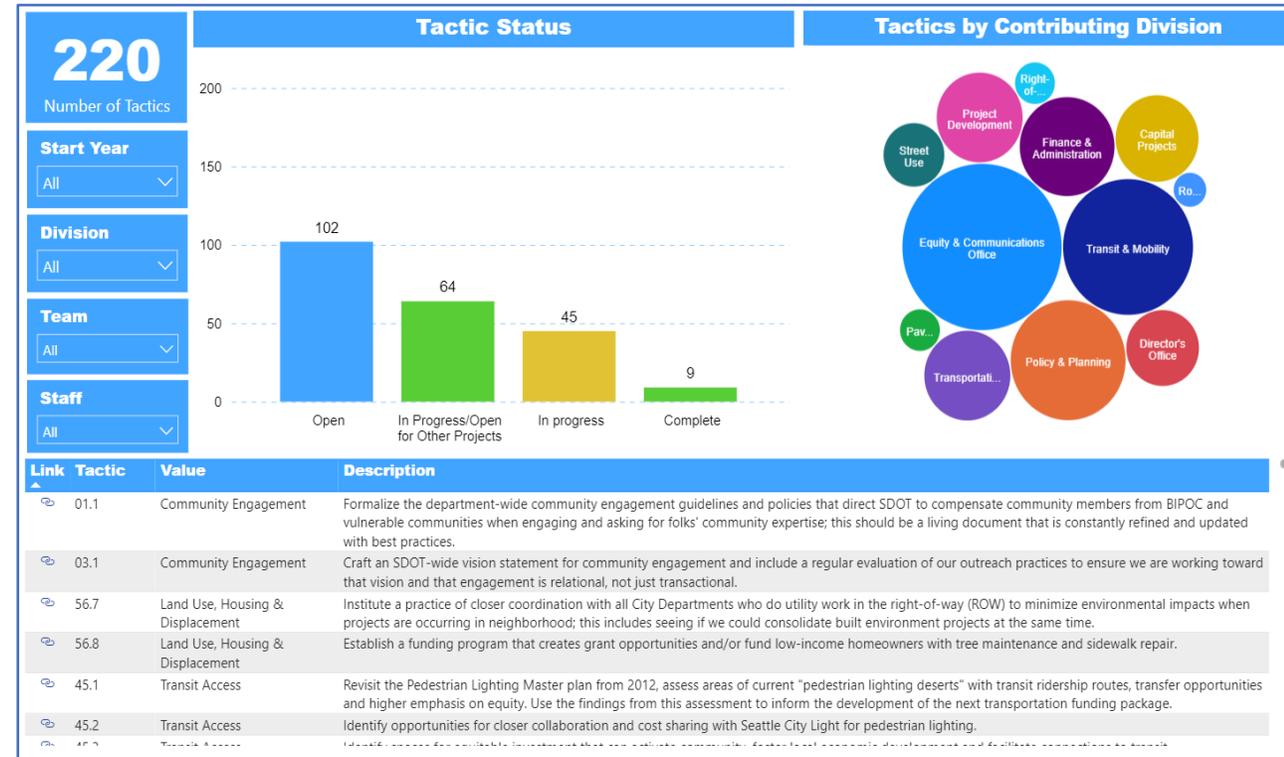
Community-Facing TEF Monitor

- Tactic 25.1: *Develop, monitor, and create a community-facing monitoring and visual tool for the TEF implementation plan, such as a dashboard*

- TEF Monitor (community-facing) goals:

  - **Level-setting**: What is equity, why it matters, why SDOT cares
  - **Context**: What's the TEF, how was it formed, what it looks like
  - **Content**: Our progress and how it influences our work
  - **Feedback**: Engaging the public

- Incorporates TEW, ELT, the TEI-IDT input + others across department and Mayor's Office

Ideation	Drafting & Feedback	Internal Monitor	Drafting & Feedback	TEF Monitor	Review
2022	Q4 2022 – Q1 2023	Q1 2023	Q2 2023 – Q1 2024	Q1 2024	Q2 - Q3 2024

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TEF Tactic Spotlight

Completed TEF Tactic Overview

Tactic 46.1
Evaluate the Recovery ORCA Card pilot.

Summary
All Recovery Card Program participants are asked to provide their phone number and email address at the point of registration so SDOT could contact participants for future surveys. Participants were notified of the program extension (through August 31, 2023) and invited to fill out our survey through text and email. Messages and the survey were sent out in one of the nine available languages that the participant indicated they preferred at the point of registration (English, Spanish, simplified Chinese, traditional Chinese, Vietnamese, Oromo, Amharic, Tigrinya, or Somali); if no language was selected, or if their preferred language was not offered, the message and survey link was sent in English. The survey was administered online through SurveyMonkey. TAP staff then analyzed the responses and compiled the data into a final report.

Teams/Groups Involved
SDOT Subject Matter Experts (SME) Subcommittee

Location (if applicable)
To conduct the survey, we sent a survey link to all program participants. Participants must work at an eligible business in Chinatown-International District, Pioneer Square, Othello, or Rainier Beach. We asked respondents to provide the zip code of their home address in the survey. The top four zip codes represented in the survey responses were 98118, 98108, 98104, and 98144.

- Kudos to the SDOT Transit Service & Strategy, Transportation Access Program!

- Funded by Seattle Transit Measure (STM)

- Pilot supported essential workers and small businesses as they recovered from the pandemic to receive temporary fully funded subsidized ORCA cards

- Food service and grocery workers of small businesses
  - Pioneer Square and Chinatown International District
  - Othello and Rainier Beach businesses

Our Next Steps

- Continue regular process and practice improvements on TEF tracking
- Socialize TEF external monitoring tool internally and externally
- Developing translation plan

Call to Action:

Explore the <u>TEF webpage & monitoring tool</u> and consider how you can integrate the TEF as you close out your roles as LOC members.

Reflective Question: In what ways can the TEF support your roles as LOC members in your equity practice?

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Resources (links)

- SDOT Transportation Equity Website

- TEF Tactics Dashboard

- TEF Monitor

- Meet the Transportation Equity Workgroup (TEW)

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Questions?

✉ george.every@seattle.gov | annya.pintak@seattle.gov

📞 206. 615.0512 | 206.316.6803

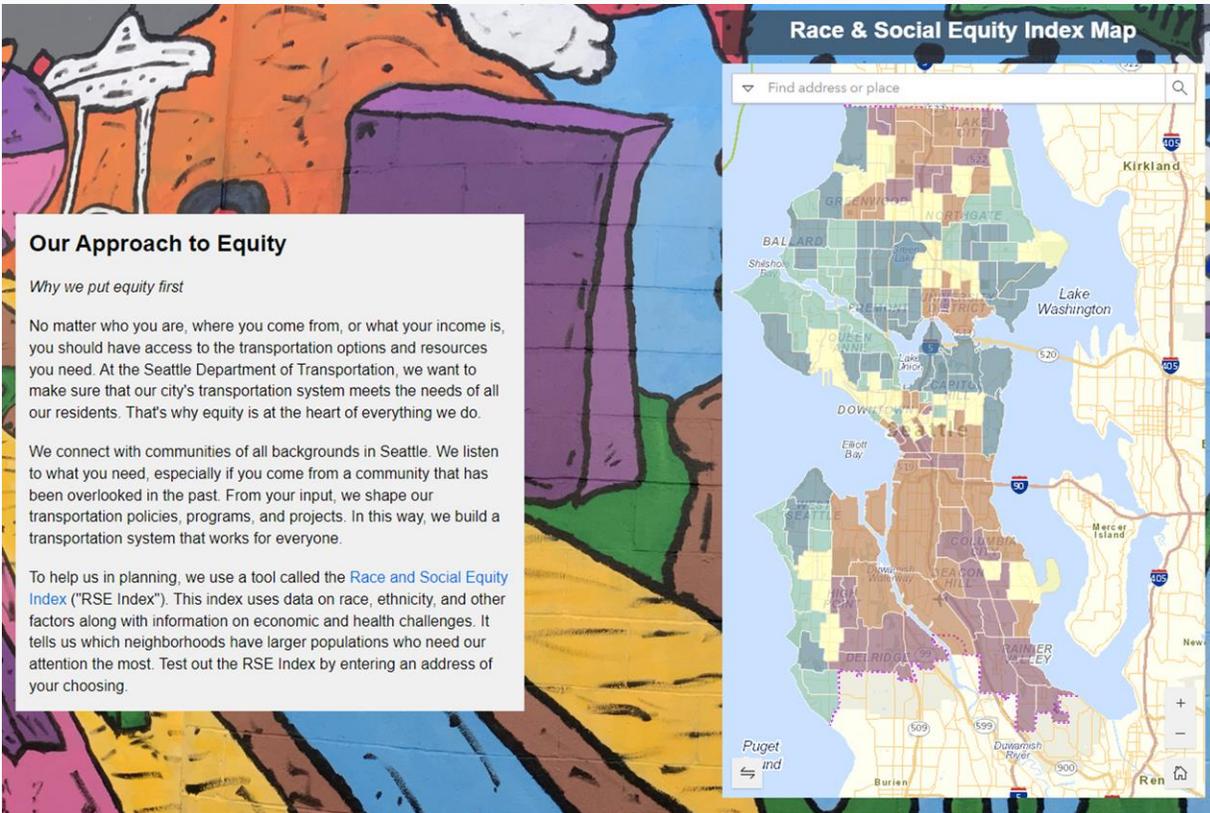🌐 https://seattlegov.sharepoint.com/sites/DOT_OEEI_GRP

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Thank you!

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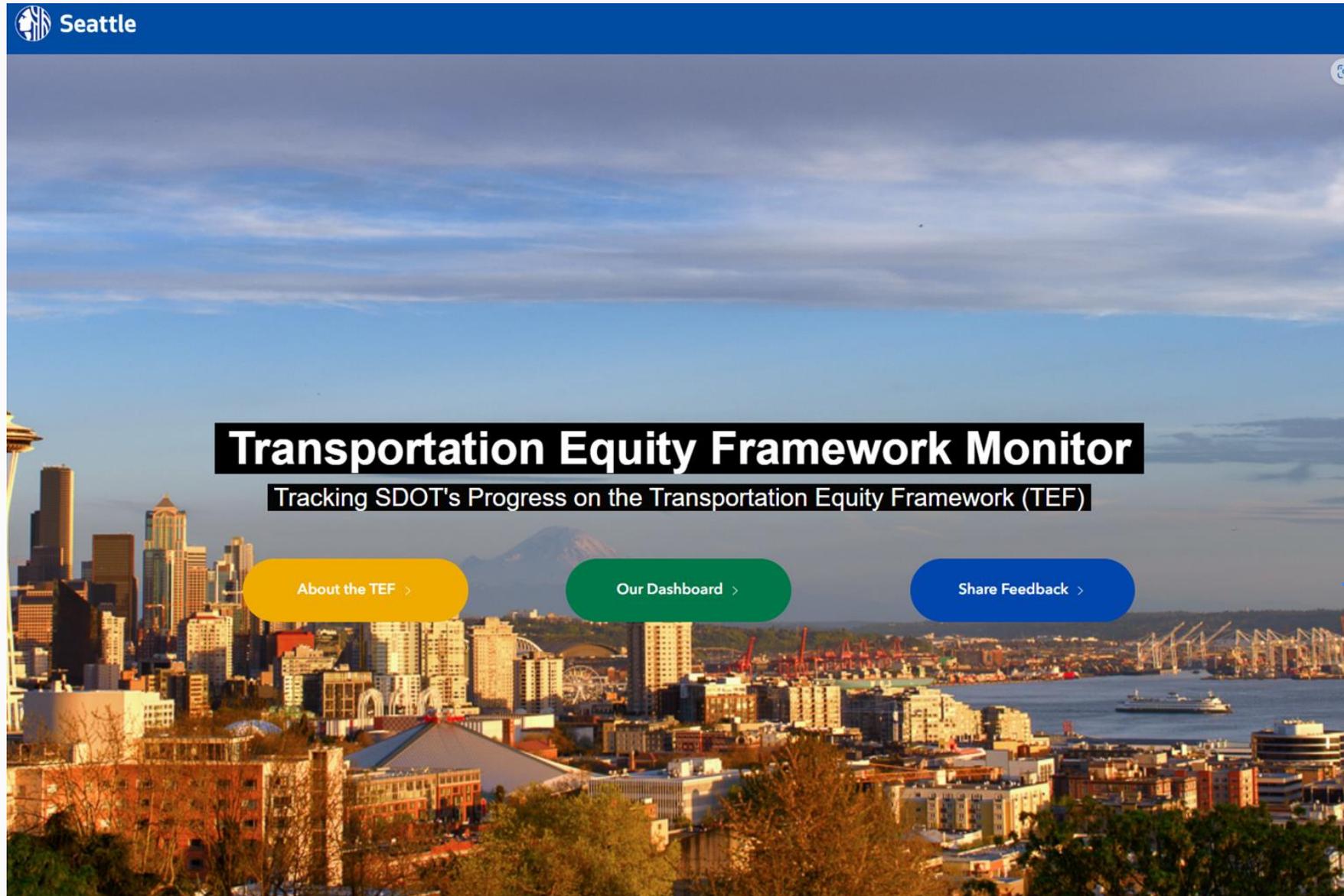
Buttons to jump to specific parts of site

RSE Index is Interactive

ALL ABOUT OUR TRANSPORTATION EQUITY FRAMEWORK

Video: TEW & TEF Introduction

Transportation Equity Workgroup and Framework Introduction

Share

In 2017, the Seattle Department of Transportation formed the **Transportation Equity Workgroup (TEW)**

MORE VIDEOS

0:02 / 4:09 • Intro

YouTube
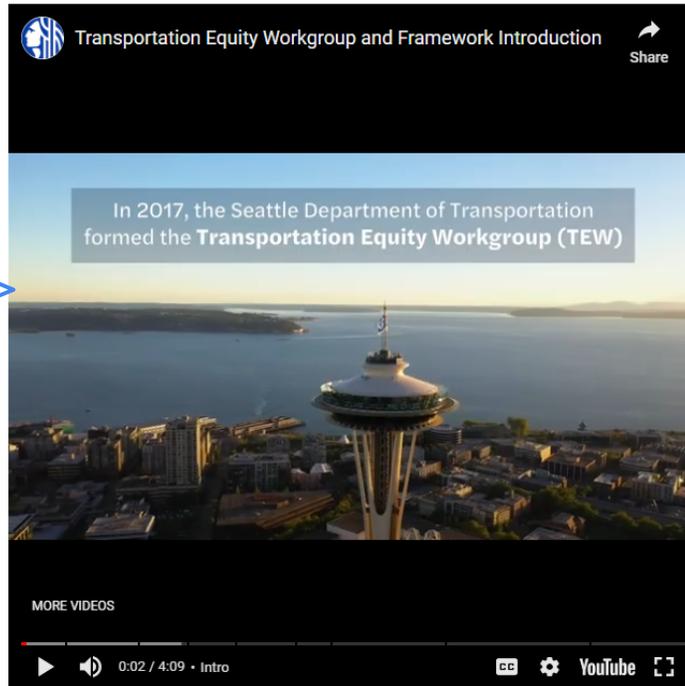
Together with our Communities

The Transportation Equity Workgroup (TEW) started in 2017. It includes a wide and diverse group of community members. It focuses on people of color and communities who need the most help. Every member of TEW is linked to local groups in the Seattle-King County area. They use their own experiences and knowledge to find ways to solve transportation problems. They gave us ideas for the values and strategies of the Transportation Equity Framework (TEF). These will guide the actions of Seattle Department of Transportation (SDOT) team members in the future.

- The TEF is a guide for SDOT decision-makers, team-members, stakeholders, partners, and everyone in the community. Together, we can build an equitable transportation system.
- The TEF is built on the City of Seattle's Race and Social Justice Initiative (RSJI). It helps to fix the unfairness in our transportation systems that happened because of institutional racism.

The TEF was made with community input and approved by SDOT leaders:

"I believe the Transportation Equity Framework (TEF) offers a variety of tools and techniques to guide investment, prioritize projects and lift up the voices of communities who previously may not have had a seat at the table. I've reviewed the framework's recommendations carefully; some are widely recognized best practices, and others are emerging techniques with great promise. Rather than bringing a whole new approach, I intend to empower SDOT staff to fully realize the potential of the framework." - Greg Spotts, Director of SDOT

10 Values
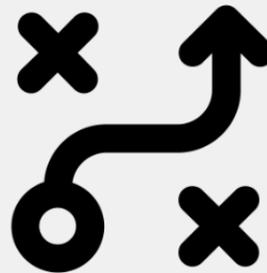
57 Strategies

220 Tactics

Like steps on a ladder, our TEF tactics lead us towards our goals. Each tactic has its own goal and timeline. The 220 TEF tactics are divided into 10 value categories and guided by 57 strategies. You can dive into our TEF tactics on the TEF webpage or in the "Our Progress on Transportation Equity" Section below.

Hover over cards for more information

[APPENDIX] TEF External Monitor: Content

OUR PROGRESS ON TRANSPORTATION EQUITY

Measured Progress

An important part of our Transportation Equity Framework is being accountable to the people who live, work, and visit Seattle. We've created this page to show you how we're doing.

Get to know our dashboard

We have a tool called a "dashboard." This dashboard tells us how we're doing and what we're working on. It's easy to use! here's how:

- The dashboard will change each time you use a filter. The graphs and data table will show different things.
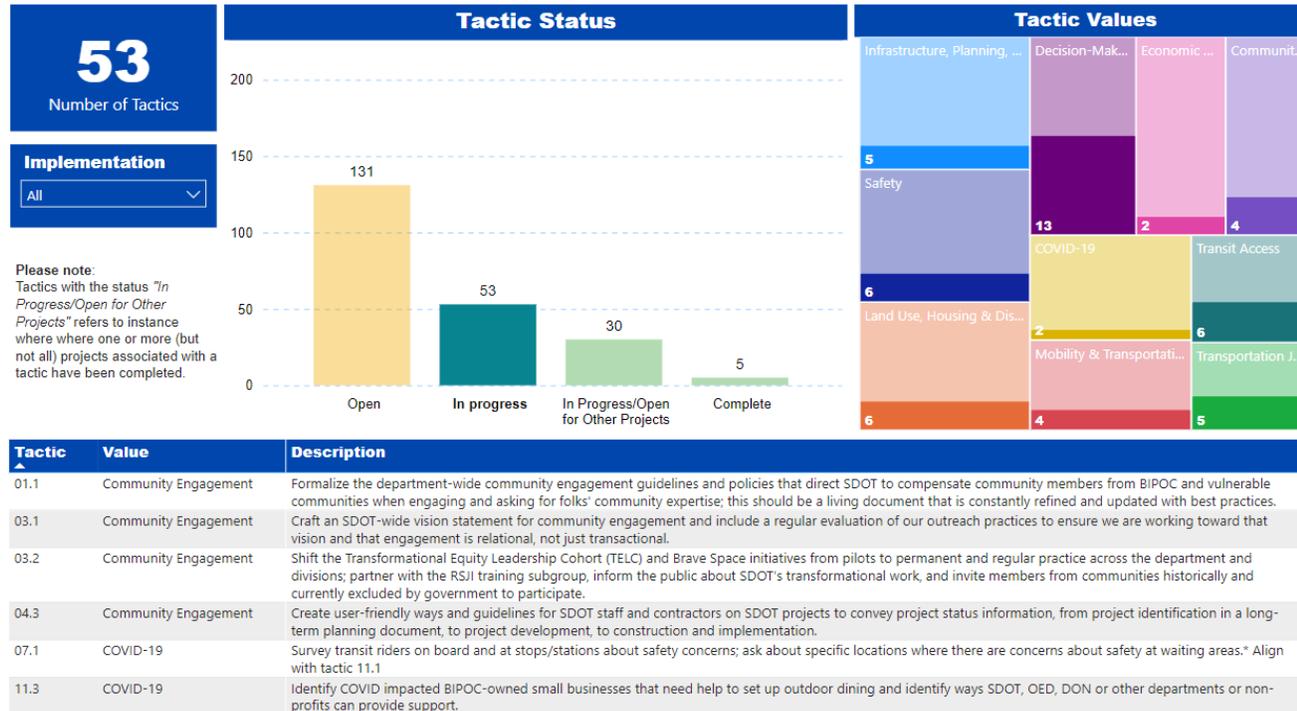- On the left, there's a filter for "Implementation." Click it to see the tactics by their implementation year.
- You can also choose to see our work [...] see finished tactics.
- To see specific kinds of work, click o[...]
- If you want, you can make the dashb[...]m left.

We update this dashboard every day for y[...]

Dashboard is interactive

Tactic Status

53
Number of Tactics

Implementation
All

Please note:
Tactics with the status *"In Progress/Open for Other Projects"* refers to instance where where one or more (but not all) projects associated with a tactic have been completed.

- Open: 131
- In progress: 53
- In Progress/Open for Other Projects: 30
- Complete: 5

Tactic Values

Infrastructure, Planning, ...
Decision-Mak...
Economic ...
Communit...

5
Safety

13
2
4

6
Land Use, Housing & Dis...
COVID-19
Transit Access
2
6
Mobility & Transportati...
Transportation J...
6
4
5

Tactic	Value	Description
01.1	Community Engagement	Formalize the department-wide community engagement guidelines and policies that direct SDOT to compensate community members from BIPOC and vulnerable communities when engaging and asking for folks' community expertise; this should be a living document that is constantly refined and updated with best practices.
03.1	Community Engagement	Craft an SDOT-wide vision statement for community engagement and include a regular evaluation of our outreach practices to ensure we are working toward that vision and that engagement is relational, not just transactional.
03.2	Community Engagement	Shift the Transformational Equity Leadership Cohort (TELC) and Brave Space initiatives from pilots to permanent and regular practice across the department and divisions; partner with the RSJI training subgroup, inform the public about SDOT's transformational work, and invite members from communities historically and currently excluded by government to participate.
04.3	Community Engagement	Create user-friendly ways and guidelines for SDOT staff and contractors on SDOT projects to convey project status information, from project identification in a long-term planning document, to project development, to construction and implementation.
07.1	COVID-19	Survey transit riders on board and at stops/stations about safety concerns; ask about specific locations where there are concerns about safety at waiting areas.* Align with tactic 11.1
11.3	COVID-19	Identify COVID impacted BIPOC-owned small businesses that need help to set up outdoor dining and identify ways SDOT, OED, DON or other departments or non-profits can provide support.

Shaping Our Culture

At SDOT, we understand that change starts from within. That's why we prioritize internal growth to drive external transformation. Our TEF is designed to strengthen our culture of equity and inclusion.

How the TEF impacts our culture

- We involve all divisions within the department to ensure equity is at the forefront of our planning for initiatives, programs, and practices.
- Some TEF tactics may require collaboration with other departments or organizations across the City. We have successfully completed certain tactics with the help of non-SDOT organizations or departments. This fosters collaboration and breaks down silos.

On the right-hand side, you'll find quotes from our staff in 2023, sharing how the TEF has influenced their work. These quotes come from diverse teams and leaders at all levels. They highlight how the TEF has guided our planning, practices, and conversations towards equity, shaping our culture.

"Having the TEF as a tool and guiding document for our work has been immeasurably valuable to establish clear priorities and keep staff accountable."

Carousel of quotes from SDOT staff

Explore Our Completed Tactics

Our Goal
Our aim is for all TEF tactics to be implemented by 2028.

Get to know our completed tactics
Below are a few "cards" highlighting some of our completed tactics.
• The icons correspond to the TEF value that the tactic is related to.
• Select the blue "Learn More" button on each card to see even more detail about the completed tactic.
• Select the expanding arrows at the top right of each card to have an enlarged view.
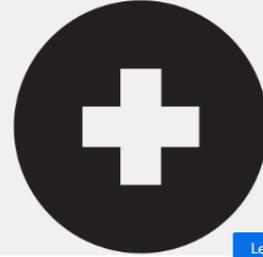
Icons correspond with TEF values

Learn More

Tactic 49.2

Evaluate impact of new taxes on low income and other income groups for long term funding proposals.

Learn More

Tactic 8.1

Identify COVID-19 transit-related practices that will continue as part of recovery and determine how SDOT can support, supplement, and or increase their value

Learn More

Tactic 13.2

Use the updated 2020 census neighborhood change data from the OPCD's Equitable Development Monitoring Program to conduct a study on where BIPOC communities have been

Learn More

Tactic 46.1

Evaluate the Recovery ORCA Card pilot.

Learn More

Tactic 32.1

Explore the feasibility of creating a "low income" account for use at curbside parking, such as through PayByPhone

Learn More

Tactic 25.1

Develop, monitor, and create a community-facing monitoring and visual tool for the TEF implementation plan, such as a dashboard

"Learn More" will open a PDF that summarizes TEF tactic work