



Austin Transit Partnership Board of Directors Resolution

Meeting Date: 07/21/2021

ATP-2021-021

Adoption of Diversity, Equity, and Inclusion Policy

SUBJECT: Approval of the Austin Transit Partnership's Diversity, Equity, and Inclusion Policy.

FISCAL IMPACT: No Fiscal Impact.

BUSINESS CASE: Does not apply.

EXECUTIVE SUMMARY: This resolution is for the adoption of a Diversity, Equity, and Inclusion Policy for the Austin Transit Partnership.

RESPONSIBLE DEPARTMENT: Legal.

PROCUREMENT SUMMARY: Does not apply.

**RESOLUTION
OF THE
AUSTIN TRANSIT PARTNERSHIP
BOARD OF DIRECTORS**

STATE OF TEXAS

Resolution ID: ATP-2021-021

COUNTY OF TRAVIS

Adoption of Diversity, Equity, and Inclusion Policy

WHEREAS, the Austin Transit Partnership (“ATP”) Board of Directors desires to establish a policy to ensure its commitment to diversity, equity, and inclusion in all aspects of Project Connect, including its impact on the surrounding community; and

WHEREAS, the Board of Directors desires to acknowledge the role that transportation systems and infrastructure play in perpetuating racial discrimination and civil rights, social, and economic inequities across the United States; and

WHEREAS, it is the intent of the Board to promote transparency, accountability, and consistent organizational behavior through the adoption of equitable policies, procedures, and practices;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of ATP that the Diversity, Equity, and Inclusion Policy attached as Exhibit A to this resolution is hereby adopted.



**Casey Burack
Secretary of the Board**

Date: 7/22/2021





*Austin Transit Partnership Board of Directors
Resolution Meeting Date: 07/21/2021
ATP-2021-021
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Exhibit A

AUSTIN TRANSIT PARTNERSHIP
DIVERSITY, EQUITY, AND INCLUSION POLICY STATEMENT

The Austin Transit Partnership (ATP) is committed to diversity, equity, and inclusion in the delivery of the Project Connect program by the ATP organization, and to demonstrating such commitment with transparency and accountability. Further, we are committed to developing strategies and tools to demonstrate such transparency and accountability based upon the commitments set forth in this Policy Statement and measurable outcomes, including as part of ATP's accountability dashboard. It is the responsibility of all ATP board members, officers, committee members, and employees to act in accordance with this diversity, equity, and inclusion policy, and a violation of its terms may result in disciplinary action.

ATP defines diversity, equity, and inclusion as follows:

- *Diversity.* The range of human differences, including but not limited to, race, ethnicity, gender identity and expression, sexual orientation, age, social class, physical ability or attributes, religion, national origin, language, and political beliefs.
- *Equity.* Fairness in process, distribution of resources, opportunity, and provision of varying levels of support upon need to achieve greater fairness of outcomes.
- *Racial equity.* Acknowledgement of historical and current inequity based on race, where race no longer determines one's socioeconomic outcomes and when everyone has what they need to thrive.
- *Inclusion.* Involvement and empowerment, where everyone feels welcomed, respected, supported, and valued.

We acknowledge the role transportation systems and infrastructure play in perpetuating racial discrimination and civil rights, social, and economic inequities across the United States. In the delivery of the Project Connect Program, we affirm our commitment to do the following:

- (1) Identify, develop, apply, and continually assess best practices, processes, and tools that demonstrably make a positive difference for employees, stakeholders, riders, and the community to reduce prevalent and persistent systemic inequity and outcome gaps.
- (2) Consider equity implications in the Project Connect program throughout all stages of development and operation, including but not limited to, centering impacted communities throughout the planning processes and use of capital funds.
- (3) To ensure equitable access to the Project Connect system.
- (4) Allocate financial, capital, and human resources equitably.

We recognize that the delivery of Project Connect will impact diverse and complex communities with varying views and perspectives. ATP commits to creating educational and engaging community dialogues inclusive of all races, cultures, and identities—ensuring fair access for traditionally under-resourced and under-engaged communities. We commit to furthering this work by implementing specific and consistent community engagement practices to ensure inclusion and equitable engagement of low income and communities of color who historically have been excluded in traditional processes.

We recognize the opportunity to build an organization that actively adopts equitable policies, structures, and practices. In developing the ATP organization, we affirm our commitment to:

- (1) Building an organization-wide culture of inclusion.
- (2) Integrating equity and inclusion into all our policies, programs, operations, and practices.
- (3) Applying a racial equity lens to our decision-making.
- (4) Employing a diverse workforce at all levels.