



# VTA Equity Efforts 2020-2022

## Government Alliance on Race and Equity (GARE) Training

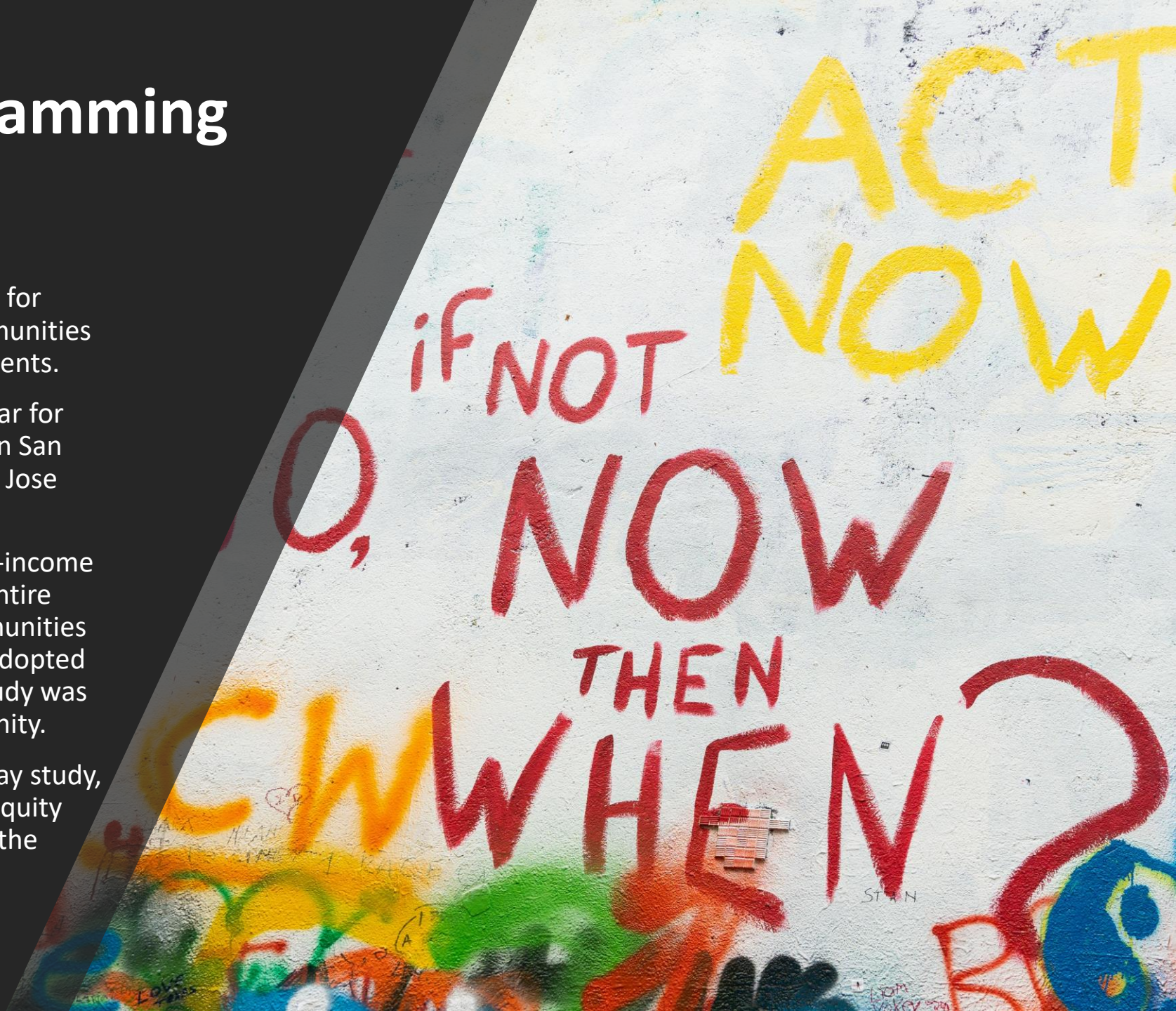
- A cohort of VTA employees participated in a one-year leadership training starting in early 2020 to begin to lead the agency-wide systems change needed to advance racial equity.
- GARE provided an opportunity for an initial cohort of VTA team members to engage in an action-oriented curriculum that will help to more specifically inform VTA about inequities and marginalization as well as the impact on productivity within the organization and our commitment and service to our larger communities.
- VTA will continue to strive to be a leader among its peers to build common understandings around race equity in the region and achieve systems change and transformation in this area.





# Planning & Programming DEI Efforts

- The Community Based Transportation Plan for Morgan Hill centered on low-income communities and feedback for transportation improvements.
- Two complete streets studies in the last year for Tasman Dr. corridor: Story-Keys corridor in San Jose and another for Bascom between San Jose and Campbell.
- These corridor studies interacted with low-income and minority communities, although the entire length of those studies were various communities of different degrees. These studies were adopted by the Board last year. The Story-Keys study was almost entirely in a disadvantaged community.
- P&P recently completed the Central Bikeway study, which asked pointed questions regarding equity and ability. The study will be approved by the Board in the next couple of months.





# Housing Security and Wealth Generation for Low-Income, Rent-Burdened and Unhoused Households

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- VTA Transit-Oriented Development (TOD) Program partnered with the City of San Jose on the Anti-Displacement Study and Community/Tenant Option to Buy Policy
- Partnered with Santa Clara County to leverage Measure A funds on four VTA-owned sites to create 100% affordable housing developments
- Partnered with Cities of Mountain View and San Jose on safe parking locations on VTA-owned land
- Pipeline TOD project to create housing for purchase at designated affordable prices
- Researching capacity-building for BIPOC developers on TOD projects





## Equal Access for Underserved and Limited English and Non-English- Speaking Communities

- All TOD projects seek a local community-based facilitator to lead public engagement
- Interpretation and translation in any language with at least 1,000 speakers or 5% of the target population within a half-mile of a site
- Where there is a substantial non-English-speaking community, the TOD team leads engagement workshops and meetings in attendees' native language



# WE WELCOME

ALL RACES AND ETHNICITIES  
ALL RELIGIONS  
ALL COUNTRIES OF ORIGIN  
ALL GENDER IDENTITIES  
ALL SEXUAL ORIENTATIONS  
ALL ABILITIES AND DISABILITIES  
ALL SPOKEN LANGUAGES  
ALL AGES  
EVERYONE.

**WE STAND HERE WITH YOU  
YOU ARE SAFE HERE**

\* Content adapted from the original "We Welcome" sign created by IPAC members Lisa Mangum and Jason Leviñan.

## Community Education on the Housing Crisis and its Impacts on Low-Income and Rent-Burdened Households

- All TOD community meetings include Equity and Inclusion message to participants on history of racial and economic segregation in Santa Clara County and VTA commitment to counter segregation and promote inclusion on our projects
- Created a VTA land acknowledgement with guidance from Ramaytush Ohlone representative incorporated into community meetings and public-facing materials
- Gather demographic and other data to share community members' lived experience with developer
- TOD's Annual Affordable Housing Report describes changes in rent, income, and homelessness trends in Santa Clara County and VTA's efforts to produce affordable housing in the previous year

# Equity Capacity Building for VTA TOD Staff, Consultants, and Partners

- TOD team members and consultants are strongly encouraged to pursue training and capacity-building for equity work, including those hosted by the Government Alliance for Race and Equity (GARE)
- TOD staff are heavily involved in increasing awareness and accessibility of Diversity, Equity, and Inclusion initiatives and data within VTA
  - Redesigned the internal Office of Civil rights website to increase access to data and resources and spark discussion
  - Developed a dashboard to track hiring and promotions by gender and race/ethnicity and promote transparency of data
- Planning a 2022 Equity Audit of the existing TOD program

