

Madison Metro Maintenance

Racial Equity and Inclusion Baseline Assessment Review Report December 2021

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Background and Executive Summary

In partnership with the nINA Collective (nINA), Madison Metro Maintenance is engaged in an organization-wide transformation towards equity and inclusion in the workplace.

Metro Maintenance's current *vision* is a world in which:

Madison Metro Maintenance will foster and support a truly diverse group of individuals in a department where employees feel valued, look forward to going to work, and employees are proud to say they work in the Maintenance department.

This environment will support employees in working together to provide the best service possible to Metro riders and users.

Madison Metro's current *mission* is:

It is the mission of Metro Transit (Metro), a division of the City of Madison, through the efforts of dedicated, well-trained employees, to provide safe, reliable, convenient, and efficient public transportation to the citizens and visitors of the Metro service area.

The city and Metro Transit have made a *statement with regard to civil rights* as follows:

The City of Madison and Metro Transit assure that no person shall on the grounds of race, color, or national origin, as provided by Title VI of the Civil Rights Act of 1964, and the Civil Rights Restoration Act of 1987 (P.L. 100-259) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity.

Furthermore, Madison General Ordinance (M.G.O.) Sec. 39.02(8) mandates the execution of this operational requirement. The City of Madison and Metro Transit further assure every effort will be made to ensure nondiscrimination in all of its federally funded program activities.

Recommendations:

The following are nINA's recommendations for Metro's continued work towards equity and inclusion are as follows:

- 1. Create a regular and reliable communication plan including meetings, notices and check-ins that ensures employees are informed and consulted.**
- 2. Co-create and follow an organization protocol for conflict transformation and resolution.**
- 3. Develop communication skills and plans to respond to concerns that a racial equity focus will create an unfair advantage for staff who identify as people of color.**
- 4. Clarify the hiring and onboarding process and increase transparency for all current and potential employees in Metro.**
- 5. Normalize conversations about race and equity.**
- 6. Create a process for targeted training for supervisors and managers with a focus on building and sustaining trust.**
 - a. consistency**
 - b. not enough resources for night or weekend crews**
 - c. seniority as it relates to scheduling (shift one, all white/shift two, AA/shift three, only latina)**
- 7. Work to develop and internalize equitable and inclusive practices before, and along with work toward diversity.**
- 8. Develop a practical plan to listen and critically consider staff input on issues of racial equity and inclusion in your work and in your organization.**