

Racial Equity Analysis

Metro Transit
Jenifer Street Detour



To vote through an internet browser:

PollEv.com/annschroeder900

To vote through texting:

Text ANNSCHROEDER900 to 22333 to join

Poll Everywhere

Out of 3,000 city employees, how many have used their free bus pass this year?

Poll #1

What Are Equity Tools?

- A method to think critically about the consequences of a decision or action
- Explicitly focuses on identity
- Is a systematic examination of ways in which marginalized groups will likely be affected
- Both a *product* and a *process*

Why Use an Equity Tool?

- Identify root causes of existing inequities
- Understand and interrupt inequitable **impacts** of current policies and programs
- Identify and minimize **burdens and unintended consequences** of new policies and programs
- Ensure **inclusion** of those most affected

What is the decision at hand?

Jenifer Street construction required that buses detour for several months. Metro Transit needed to decide the detour the buses would use.

The goal was to continue the level of service and on-time performance with as little disruption as possible during the detour.

An initial staff recommendation was to use existing stops on East Washington Avenue.

**Which of the following is
NOT a Metro equity
concern?**

Poll #2



How did Metro decide to do a racial equity analysis?

Impact Analysis Tool

- <http://www.cityofmadison.com/employeenet/>

- A – Z forms

RACIAL EQUITY AND SOCIAL JUSTICE

Impact Analysis Tool - Comprehensive (MS Word)

Impact Analysis Tool - Fast-Track (MS Word)

Best Practices Guidance (PDF)

Equitable Hiring Tool (PDF)

Racial Equity and Social Justice Strategy Guide for Departments (PDF)

**How many hours did this
equity analysis take?**

Poll #3

What are the numbers?

- Total meetings – 5
- Total people - 10 + community feedback
 - 7 Metro staff (admin, planning, CS, RESJ, ops)
 - 2 RESJ team members
 - 1 Alder
- Total scheduled meeting time: 7.5 hours

What

Initial **staff recommendation** was to detour from Jenifer Street to East Washington Avenue.

Initial **feedback** was a desire to detour from Jenifer street to Williamson Street.

- access concerns
- safety concerns

Available Data

- On-time performance
- 2015 onboard survey demographics
- Distribution demographic data
- Police calls for service – TP and RR corridor
- Demographics for ride times
- Current bus speeds on Williamson Street
- Potential travel time on Williamson Street
- Statistics on actual crime rates by category

Unavailable Data

- Direct input from riders outside Jenifer Street neighborhood
- Riders using Routes 3, 4 and 7 who transfer
- Identification of social service agencies along those routes/peripheral routes requiring transfer

Who benefits/who is burdened?

Primary groups potentially impacted:

- Transit dependent riders
- Riders usually boarding on Jenifer Street
- Businesses/residents on Williamson Street

Potential disproportionate impacts on communities of color/low-income communities

- Increased travel times
- Missed connections
- Lengthy delays

| Levels of Engagement | | | | |
|--|--|--|--|--|
| City Informs City of Madison initiates an effort, coordinates with departments and uses a variety of channels to inform community to take action | City Consults City of Madison gathers information from the community to inform city-led projects | City engages in dialogue City of Madison engages community members to shape city priorities and plans | City and community work together Community and City of Madison share in decision-making to co-create solutions together | Community directs action Community initiates and directs strategy and action with participation and technical assistance from the City of Madison |
| Characteristics of Engagement | | | | |
| <ul style="list-style-type: none"> Primarily one-way channel of communication One interaction Term-limited to event Addresses immediate need of City and community | <ul style="list-style-type: none"> Primarily one-way channel of communication One to multiple interactions Short to medium-term Shapes and informs city projects | <ul style="list-style-type: none"> Two-way channel of communication Multiple interactions Medium to long-term Advancement of solutions to complex problems | <ul style="list-style-type: none"> Two-way channel of communication Multiple interactions Medium to long-term Advancement of solutions to complex problems | <ul style="list-style-type: none"> Two-way channel of communication Multiple interactions Medium to long-term Advancement of solutions to complex problems |
| Strategies | | | | |
| Media releases, brochures, pamphlets, outreach to vulnerable populations, ethnic media contacts, translated information, staff outreach to residents, new and social media | Focus groups, interviews, community surveys | Forums, advisory boards, stakeholder involvement, coalitions, policy development and advocacy, including legislative briefings and testimony, workshops, community-wide events | Co-led community meetings, advisory boards, coalitions and partnerships, policy development and advocacy, including legislative briefings and testimony | Community-led planning efforts, community-hosted forums, collaborative partnerships, coalitions, policy development and advocacy, including legislative briefings and testimony |

PAUSE

Detour onto Williamson Street.

Have bus stops every other block.

Remove parking to accommodate.

**Final
Recommendation**

- Build trust/relationships with all parties
 - Communities of color
 - Businesses – for profit/not for profit
 - Community leaders
- Ask questions/seek information from all those affected
- Communication

Equity

Questions?

Metro Transit
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