



**RESOLUTION NO. 2020-09-16-057**

**ADOPTION OF LANE TRANSIT DISTRICT'S REVISED  
DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY**

**WHEREAS**, LTD's Board of Directors adopted a Diversity Policy in 2007;

**WHEREAS**, in June 2020 LTD's General Manager requested that the Diversity Council review the Diversity Policy and its associated Plan and Goals;

**WHEREAS**, the Diversity Council has recommended revision of the Diversity Policy more fully address diversity and representation, systemic equity issues, and promotion of inclusion activities that span both internal and external areas of operations; and

**WHEREAS**, LTD has revised the Diversity Policy to reflect this expanded scope. The revised Diversity Policy reflecting this change is set forth in Exhibit A – Diversity, Equity and Inclusion Policy.

**NOW, THEREFORE, BE IT RESOLVED**, LTD hereby adopts the Diversity, Equity and Inclusion Policy as set forth in Exhibit A, which is attached hereto and is incorporated herein by this reference.

ADOPTED BY THE LANE TRANSIT DISTRICT BOARD OF DIRECTORS ON THIS 16<sup>th</sup> DAY OF SEPTEMBER, 2020.

  
[Carl Yeh \(Sep 25, 2020 09:59 PDT\)](#)

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Board President, Carl Yeh



## EXHIBIT A DIVERSITY, EQUITY AND INCLUSION POLICY

LTD recognizes the importance of Diversity, Equity and Inclusion in both its internal and external operations. The District defines these terms as following<sup>1</sup>:

**Diversity** is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. It also includes populations that have been and remain underrepresented among practitioners in the field and marginalized in the broader society.

**Equity** is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

**Inclusion** is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. Inclusion relates to the degree to which diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.

With these definitions in mind, LTD shall:

- Demonstrate its commitment to diversity, equity and inclusion principles within both internal (staff focused) and external (community focused) activities of the District.
  - Examples of internally focused activities could include but are not limited to:
    - recruiting/hiring/promoting activities
    - writing/reviewing job descriptions and expectations
    - monitoring working conditions
    - providing ongoing staff education, development and training opportunities
    - reviewing internal policies and norms
    - internal communications
  - Examples of externally focused activities could include but are not limited to:
    - All external-facing communications,
    - Project planning and implementation
    - Information accessibility and transparency
    - Selecting, hiring and working with external vendors
    - Maintaining all community infrastructure (buses, stops/stations, facilities, etc.)
    - Working with partner jurisdictions
    - Working within the transportation and public transit industry
- Develop a Diversity, Equity and Inclusion (DEI) Plan that will outline specific and measurable goals to ensure continuous improvement in addressing diversity, equity and inclusion principles and outcomes. Goals will focus on both internal and external activities of the District.

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<sup>1</sup> Definitions of Diversity, Equity and Inclusion come from The Cooperative Extension, in partnership with Tuskegee University: <https://dei.extension.org/>

# 27-Resolution - DEI Policy Revision

Final Audit Report

2020-09-25

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