



RESOLUTION NO. 2021-04-21-019

ADOPTION OF A COMMITMENT TO RACIAL EQUITY

WHEREAS, the Lane Transit District's Board of Directors acknowledges that race is a social construct with no scientific basis¹ and long-standing institutional and structural bias have resulted in racial inequities that impact individual and population health, as well as other social, economic and educational outcomes; and

WHEREAS, the Lane Transit District's Board of Directors acknowledges that the policies, planning, funding, and design of the United States' transportation industry has played a significant role in creating and reinforcing social and economic inequities for marginalized communities through "misguided investments and missed opportunities for federal transportation policies..."²; and

WHEREAS, the Lane Transit District's Board of Directors is committed to continuing to: use racial equity, social and mobility justice tools to assess new policies, procedures and projects; partner with racial equity education organizations; review hiring practices with a racial equity lens; and include community voices, especially those within underserved communities, in the District's planning process as our commitment to undoing institutional and structural racism.

NOW, THEREFORE, BE IT RESOLVED that the LTD Board of Directors passes a Resolution as follows:

1. That the Lane Transit District's Board of Directors affirms its commitment to racial equity and mobility justice by directing the General Manager to
 - a. Ensure that all LTD services, programs, and activities are sensitive to and responsive to cultural differences; demonstrating a commitment to workplace diversity through recruitment, hiring, and promotions; and maintaining a respectful environment free from all forms of harassment, hostility, and violence.
 - b. Keep racial equity and mobility justice as a top priority in the budget development process.
 - c. Prioritize anti-racism in the evaluation of new policies and programs, as well as the sustained and comprehensive transformation of existing services.
 - d. Offer the necessary training, technical support and resources to employees to develop practices, policies and programs that support racial and mobility justice and equity.
 - e. Measure, recognize and annually report the District's progress on racial equity and mobility justice.

ADOPTED BY THE LANE TRANSIT DISTRICT BOARD OF DIRECTORS ON THIS 21st DAY OF APRIL, 2021.

Caitlin Vargas

[Caitlin Vargas \(May 4, 2021 16:00 PDT\)](#)

Board President, Caitlin Vargas

¹ García JJ, Sharif MZ. Black Lives Matter: A Commentary on Race and Racism. AmJ Public Health. 2015;105: e27–e30. doi:10.2105/AJPH.2015.302706

² U.S. Secretary of Transportation, Pete Buttigieg, during his Town Hall Address on February 23, 2020.