

Equity Decision Tree

By addressing the barriers experienced by people of color, we will effectively also identify solutions and remove barriers for other disadvantaged groups.

This equity decision tree is intended to help guide the team updating **Metro's TSMO Strategy**. As TSMO leadership, stakeholders, and project management staff craft a vision statement, goals and policies, and a work plan, equity will be considered throughout.

This decision tree is not meant to be prescriptive, setting hard boundaries for inclusion of a particular policy or project. It is instead meant to foster a thorough examination through an equity lens. In 2016 Metro created their Strategic Plan to Advance Racial Equity, Diversity and Inclusion. The definitions and guiding ideas in this equity tree are meant to be consistent with and help implement the plan.

Definitions

- **Transportation Equity:** The removal of barriers to eliminate transportation-related disparities faced by and improve equitable outcomes for historically marginalized communities especially communities of color.
- **Racial Equity:** The removal of barriers with a specific focus on eliminating disparities faced by and improving outcomes for communities of color. Race can no longer be used to predict life outcomes and outcomes for all groups are improved.
- **People of Color and Communities of Color:** For the purposes of this plan, communities of color are Native Americans, African Americans, Asian Americans and Pacific Islanders, Latinos or Hispanics, and immigrants and refugees who do not speak English well, including African immigrants, Slavic and Russian speaking communities, and people from the Middle East.

Navigating the Tree



At the tree top, **evaluate and refine** actions, being accountable to the result



Continue through the Strategies level to **develop a solution step** to a problem



Follow the branches and leaves of the tree through the Plans level to **identify keys** to solving a problem



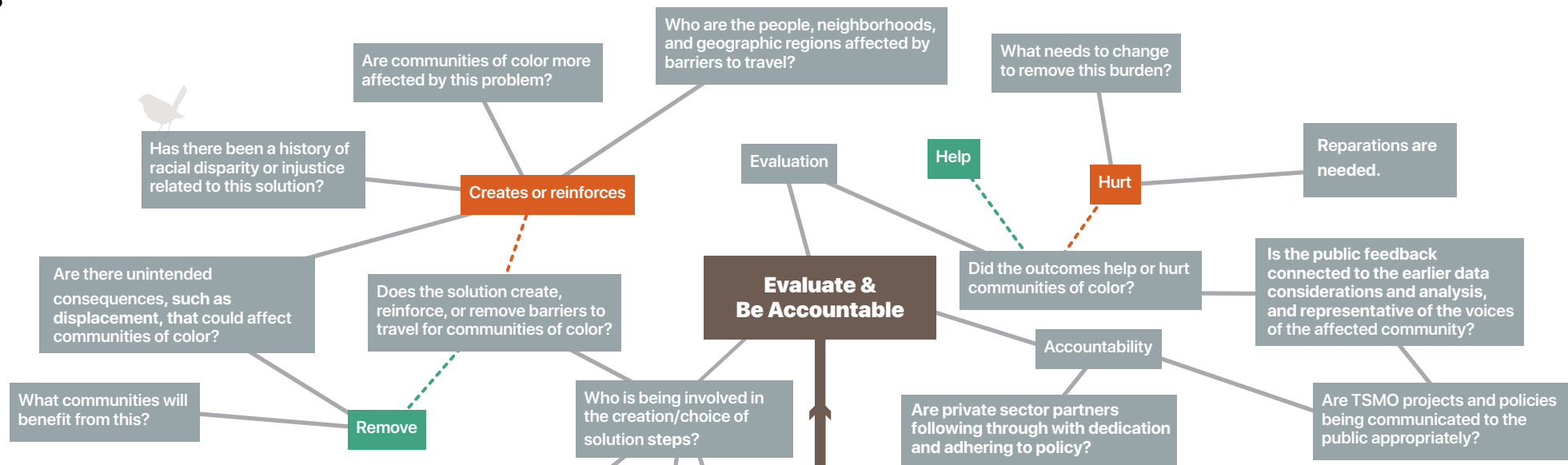
Start at the root and **define a problem**

Why Equity?

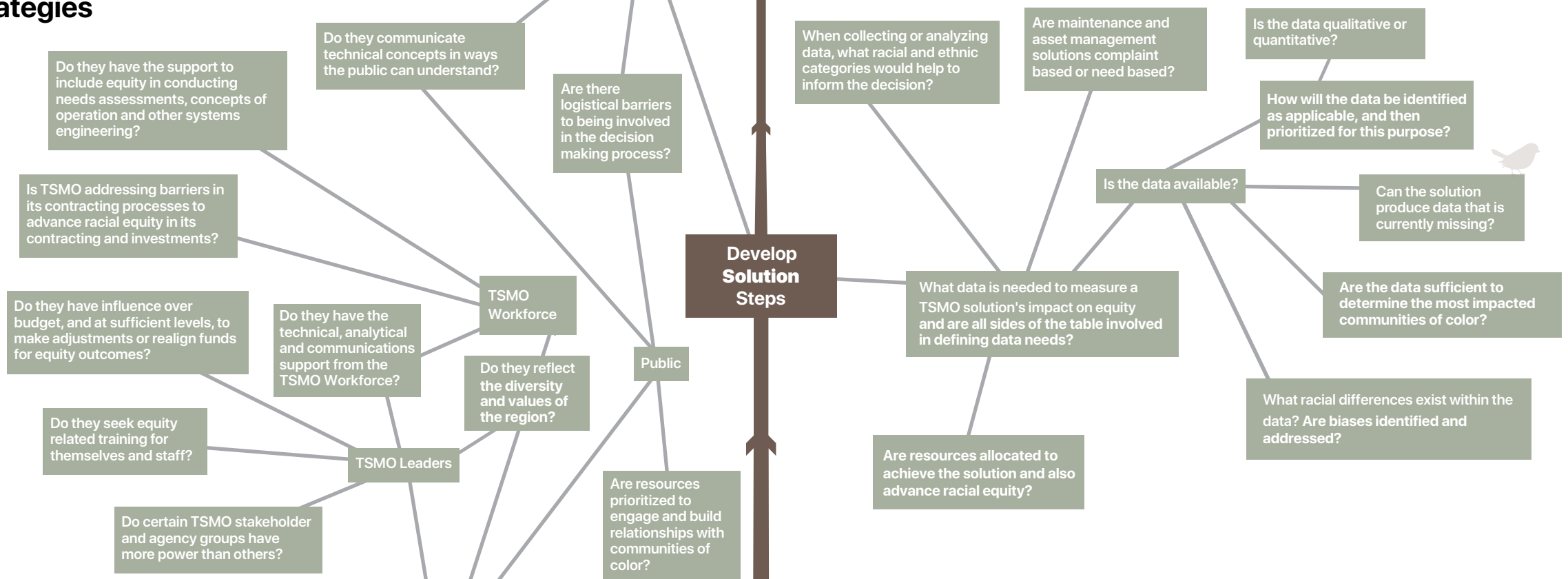
- Pedestrian fatality rates for African Americans are **60%** higher than for non-Hispanic whites, and **43%** higher for Hispanics than whites.
- More than **1 in 10** Americans has a mobility disability such as serious difficulty walking or climbing stairs.
- Nearly **24%** of African-American households, **17%** of Latino households, and **13%** of Asian households live without a car.
- People who are African American, Asian, Native American, Pacific Islander or Latino-origin are **4 times** more likely to rely on transit for their work commute than people who are White."
- Households in the bottom **90%** income bracket spend twice the amount on transportation that households in the top **10%** income bracket spend each year.

Source: Smart Growth America; Centers for Disease Control and Prevention; Census; Treasury

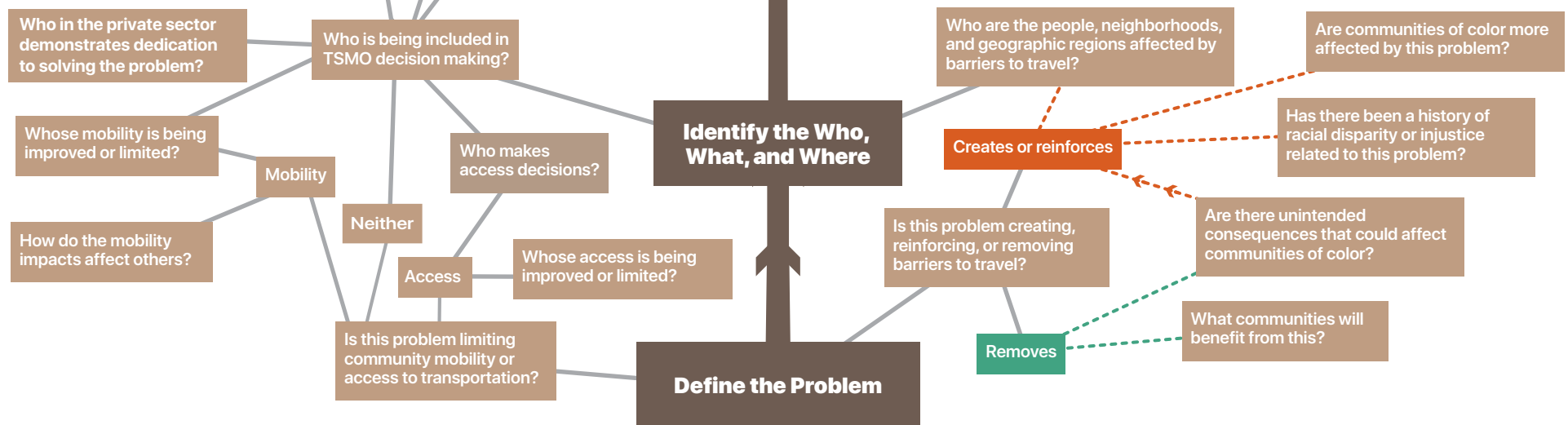
Actions



Strategies



Plans



Context

What are the transportation disparities or inequities that exist in the context of TSMO that affect quality of life?

Choices

How can TSMO affect transportation choices broadly and meet individual needs in historically marginalized communities, expanding access to economic, health and recreational opportunities?

Voices

Who is voicing a problem and related impacts? What steps follow regional efforts to build capacity to meaningfully participate, that include people without formal organization or influence?