

TC/TPPB Challenges with Equity, Diversity and Inclusion - Draft

9/22/2020

- Transportation issues before the TC/TPPB are often not a top priority for communities of color and/or low income communities. Other needs such as childcare, safety, financial security, immigration status, becoming integrated in a new community, can take a more prominent role. Consequently communities of color and/or low income communities may not:
 - Be aware of infrastructure projects being considered within their community.
 - Advocate for transportation improvements within their community.
 - Provide input regarding transportation improvements within their community.
- Transportation Commissions and Boards require a considerable time investment. Only individuals with a time “margin” volunteer to serve on these committees. Many residents of color or under-resourced residents often do not have this time margin available. And when they do, they may not wish to spend it serving on a committee. Consequently our committees are under represented by persons of color and low income individuals; and their opinions may not be brought forward in the decision making process.
- People of color or low income individuals on committees frequently are a minority within the group. Consequently, their voice often can be unintentionally overshadowed by other committee members.
- Without members of color or low income individuals represented, committees may seek to deliberate with an equity lens. Yet in doing so they may assume their values and priorities are the same as the underserved or under represented community. An instance of this relates to mode choice. The City and policy makers value active transportation and transit. However these values may not be equally shared by some communities of color or by communities of low income individuals.
- Related to the above challenge is the ability of our committees to hear and incorporate input given by communities of color or low income individuals into the decision making discussion. Sometimes testimony given by persons of color or low income individuals does not enter into subsequent deliberations.
- Neighborhoods whose residents have more resources (in time, in wealth, education, or technology, etc.) have better access to the city system. Consequently they advocate for improvements within their neighborhood. This can result in well-resourced neighborhoods having more infrastructure investments than under-resourced neighborhoods.
- Community outreach does not always reach potentially impacted communities of color or of low income individuals, so they are not informed about the transportation issues under consideration.
- Currently the TC and TPPB membership does not appear to be well represented with individuals knowledgeable of issues facing people with disabilities. Also, certain of the other points above may apply to people with disabilities as well.