

Office of Social Equity Update

Nikotris Perkins – Assistant Director of Social Equity

August 2021

Equity acknowledges that not all people, or all communities, are starting from the same place due to historic and current systems of oppression.

Equity is the effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes.

Equity actionably empowers communities most impacted by systemic oppression and requires the redistribution of resources, power, and opportunity to those communities.

The Office of Social Equity is ensuring social equity is embedded into the systems of the Oregon Department of Transportation as we work to fulfill our mission and honor our values.

We're committed to:

- Building a diverse workforce, supported by equitable operations and policies, and establishing an informed culture that delivers authentic inclusivity.
- Promoting economic opportunity for Oregonians through transportation investments, including working with businesses owned by Black, Indigenous, People of Color (BIPOC), women, and others who have been historically and/or are currently marginalized.
- Utilizing the viewpoints of those who reside in the communities ODOT serves and who are likely to be affected by the decisions ODOT makes.
- Investing in the protection of marginalized communities from environmental hazards.

ODOT will prioritize diversity, equity, and inclusion by identifying and addressing systemic barriers by 2030 to ensure all Oregonians benefit from transportation services and investments.



ODOT follows policies, processes and procedures that promote a diverse workforce.



ODOT has a strong partnership with businesses owned by Black, Indigenous, People of Color (BIPOC), women, and others who have been historically and/ or are currently marginalized.



All ODOT projects and programs prioritize social equity in their planning and risk assessments.



All voices, regardless of social identity or social demographics, in the communities that ODOT serves are heard and their viewpoints influence agency decisions.

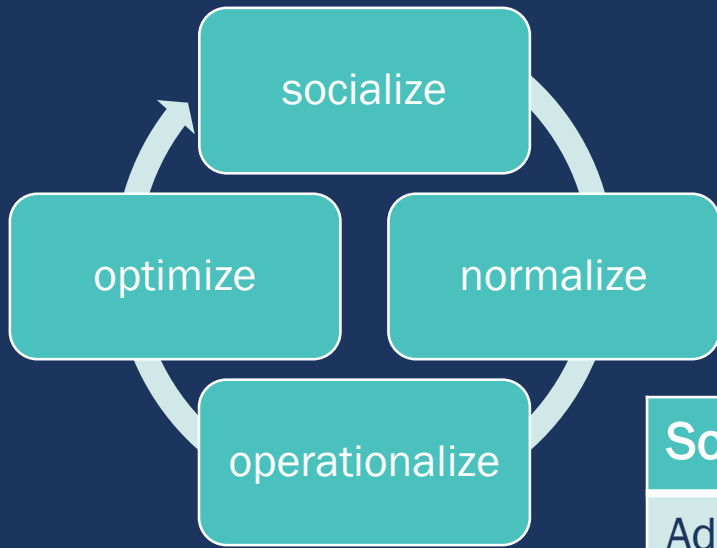


Transportation investments benefit neighborhoods and communities that have experienced systematic harm in the past.



Industry and program partners are held accountable to outcomes aligned with ODOT's commitment to social equity.



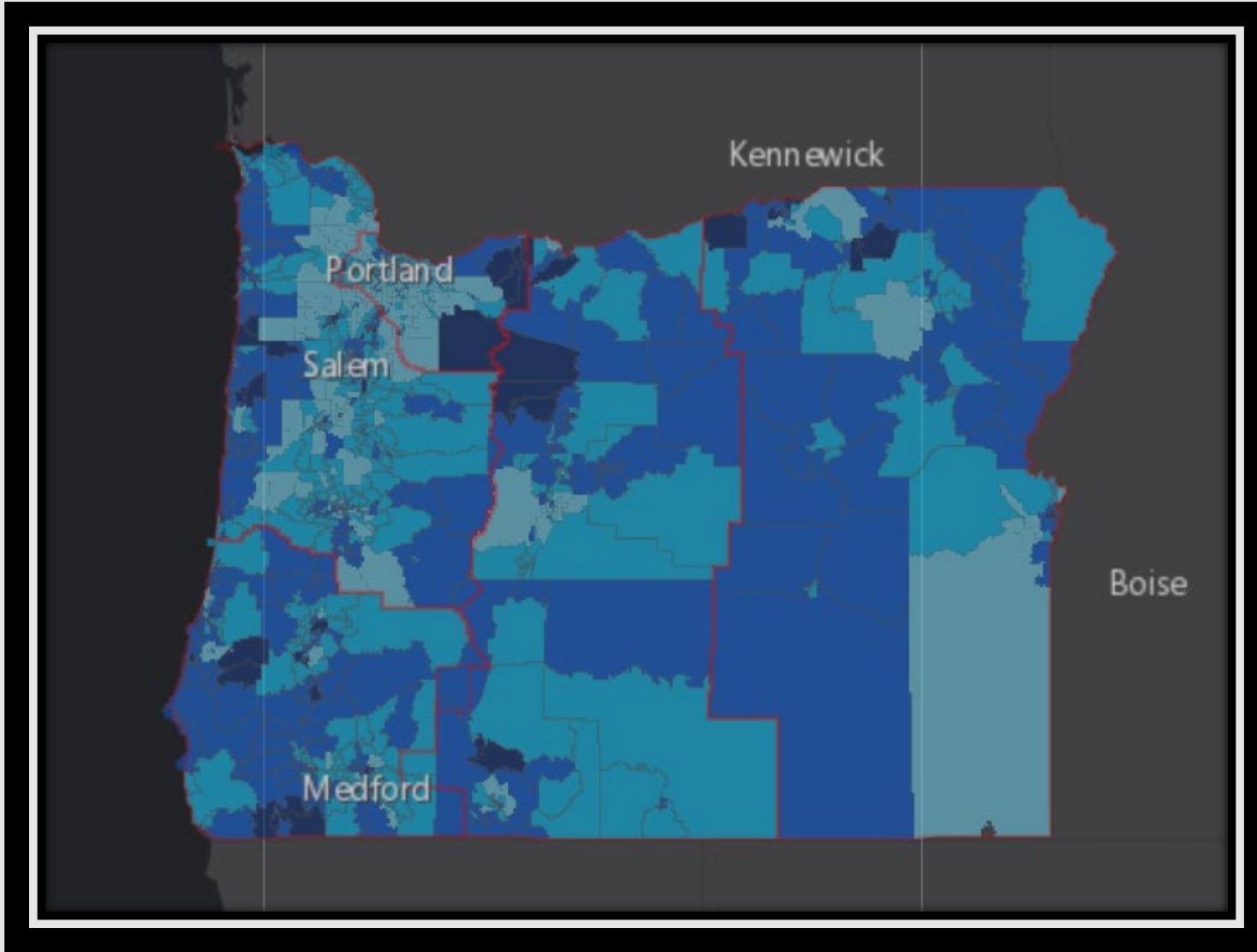


Socialize (20 – 21)	Normalize (21 – 22)	Operationalize (22-23)
Advisory Boards	Engagement Framework	Contract Accountability
Diversity Action Teams	Social Equity Blueprint	Industry Collaboration and Standard
DEI Lab	Hiring Practices	Policy Alignment
Equity Lens	Internships	Racetrack and BUD integration
Living Glossary	Incentives and Stipends	RFP Accountability
Social Equity Partners	Performance Management Integration	Statewide StoryMap
Social Equity Series	Social Equity Index	
Surveys	Theory of Change	
	Partnership Framework	

As an agency that serves all of Oregon, the following are high level Social Equity Lens questions to think about how our work takes those that have been marginalized by our programs, projects, and policies into consideration.

1. How have or will historically excluded communities be informed, consulted, or involved?* What methods or tools were used for this engagement, be specific?
2. In what ways does this address the needs expressed by historically excluded communities? What are the benefits and burdens to those communities?
3. Does this affect a high social equity index area? If so, is there an opportunity to address economic or health disparities this community experiences.
4. Is there an opportunity in your work to increase safety and/or access the historically excluded that does not directly address the purpose of the project? If so, what is the cost or risk to ODOT? How do we mitigate the cost and/or risk?





Using the American Community Survey Block Groups to understand the vulnerability and therefore impact on cross sections of Oregonians that experience our investments and decisions.

Low: .30 to .70
Low/Med: .70 to .94
Med/high: .94 to 1.22
High: 1.22 to 1.94

Check it out here:

[Statewide Equity Layer - Gradient \(arcgis.com\)](https://arcgis.com)

Next Steps

Social Equity
Blueprint

- A document that connects transportation to social equity for all of our teams and provides a lens, index, and resource plan.

Training Resources

- Social Equity Foundations ,that providing training, tools and resources that can be used without the direction of Office of Social Equity
- "Under Fives,"a series videos that are five minutes or less that inform, train, and encourage conversations

Workforce,
Partners &
Advisors

- Culture
- Accountability
- Diversity

Strategic
Recommendations

- Recommendations to use tools and resources to embed social equity into team processes.



HB 2985 and DAS Guidance

- “Department of Transportation to ensure that membership of advisory committees reflects racial and ethnic and ability composition of Oregon.”
- Engage and center diverse community stakeholders and local leaders across the state to be an essential part of the data-informed decision-making process.
- Build on and collaborate with the trusted network of community-based organizational partners to lead in policymaking and ensure that we proactively address policy gaps.
- Ensure policymaking bodies such as boards and commissions represent the voices of communities of color, Tribal communities, and communities representing people with disabilities.
- Engage and empower community partners and communities of color to inform policy, resource allocation and budget decisions.