OakDOT's RET 2020

Year in Review



City of

Department of Oakland Transportation

RET Celebration of Love | Feb 13, 2020

Context

- 2.5 years since the beginning of the RET, 2 years since the charter was signed
- Black Lives Matter
- Pandemic/SIP



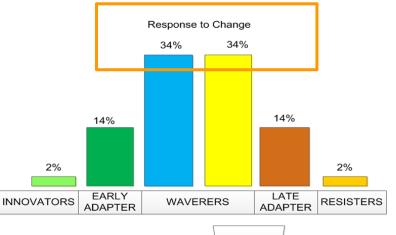
The vision for the RET team is to end systemic causes of racial disparity through changing and rebuilding our policies, programs, and practices at OakDOT.

"I feel that if we don't take seriously the ways in which racism is embedded in structures of institutions, if we assume that there must be an identifiable racist who is the perpetrator, then we won't ever succeed in eradicating racism."

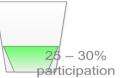
- Angela Y. Davis, Freedom Is a Constant Struggle

We're getting trained up

- In 2020, **24** DOT staff members took **77** AREA training modules
- In total, 68 DOT staff members have taken 220 AREA training modules and 39 current DOT staff members have taken all 4 modules
- 11 out of 60 supervisors have taken all 4 modules and 19 out of 60 supervisors have taken at least 1 module.



System tip over point – the time when the system begins to react to change



We grew! & We're Organized



We gained many more members including more engineers and staff working out of Edgewater than ever before and are building relationships with OPW to do so

who's and how they are participating via the Capacity Building Committee's Membership Tracker: <u>https://docs.google.com/spreadsheets/d/1CHroDsCZ_8gOxpLdZT-</u> <u>5QRWU_0r434hb1a4ebeMXuc/edit#gid=0</u> Thanks, Jessie!

Engaged Staff Across DOT

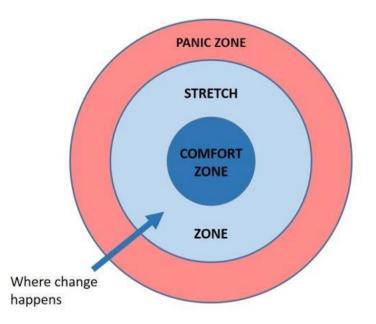


Collaborated with staff at Edgewater and OPW RET to engage staff working out of Edgewater and on the Parking Control Technician team with the RET and AREA trainings. Started biweekly RET meetings at Edgewater

Deep Dive for Managers

Staff initiated/facilitated four-part Study and Action sessions on unpacking White fragility in the workplace for managers and supervisors with great attendance. Thank you, Josie!

"The arc of the moral universe may bend toward justice, but it does not bend on its own." -Barack Obama



Committee Work



"Sometimes we have to do the work even though we don't yet see a glimmer on the horizon that it's actually going to be possible."

– Angela Y. Davis

Capacity Building

The Capacity Building Subcommittee works to build OakDOT's organizational capacity for racial equity. Through events, trainings, and resources (podcasts, articles), we support staff in having everything they need to further racial equity in their work. We understand that staff must have shared language around individual, institutional, and structural racism to do racial equity work. We support staff wherever they are and hold OakDOT accountable for creating a work environment that supports staff learning about racism and living through racism.

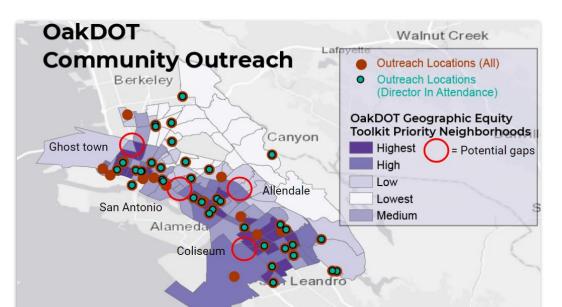
- Created membership tracking spreadsheet
- New funding code
- IP: RET survey and performance plan equity updates

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Member Name 📼	AREA Trainings Completed 👳					2020 General Meetings		
		Sub-Committee	Ŧ	Status	Ŧ	10/1/2020 =	11/12/2020 =	
Anh Nguyen	4		٠			x		
Ankitha Doddanari	Intern Training	Data Analytics	*	active	*	×	×	
Ariel Espiritu - Santo	4	Capacity Building	*	active	*	×	×	
Audrey Harris	4	Capacity Building	•	active		x	x	
Azucena Castro	Intern Training	Data Analytics	+					
Bilal El-Halabi	4	Data Analytics	+		*	x		
Charlie Ream	4	Community Engagement	+	active	*	x		
Charlotte Niles	4	Recruitment & Retention	*	active	Ŧ	x	x	
Clara De Martel	Intern Training	Data Analytics	*	active	Ŧ	x		
Craig Raphael	4	Traffic Enforcement/Traffic Safety	*		•	x	x	
Daniel Chagnon	4	Digital Services	*	active	*	x	x	
David Lok	#N/A		*		•	x	x	
David Pene	4		-		•		x	
Dean Hsiao	#N/A		~		~		x	
Emily Ehlers	4	Recruitment & Retention	~		~	x		
Enayat Katouli	3						x	
Hank Phan	4	Digital Services	~	active	~	x		
.lasmine Zamora	2	Traffic Enforcement/Traffic Safety	-		-	×	×	

Community Engagement

The mission of the Community Engagement Subcommittee is to increase our department's commitment to and investment in robust public engagement that prioritizes Oakland's most underserved communities. By establishing transparent and equitable standards, working with our leadership and staff to provide the necessary resources to meet those standards, and holding our leadership accountable for sustained commitment to this work.

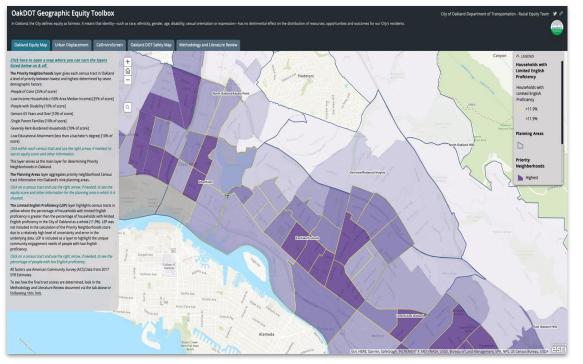
- Created the community engagement tracker
- Liaison to the Citywide Community Engagement Group
 - IP: Community Engagement Standard Operating Procedure (SOP) and repository of information on best practices for digital engagement during the pandemic



Data Analytics

The mission of the Data Analytics Subcommittee is to advance equity through data driven analysis. By providing tools for equity analysis, we will hold the Department of Transportation accountable to the equity goals of the Strategic Plan.

- Finished and released the <u>Geographic Equity Tool</u>
- Developed BLM & COVID Disparities Resource Documents



Digital Services

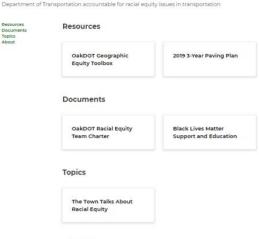
 Created a robust DOT RET webpage to show the public what we're about

The mission of the Digital Services Subcommittee is to apply our department's equity values to the processes by which OakDOT provides information and services with digital tools. We will **seek** to use digital communications tools to hold our leadership, our colleagues and ourselves accountable for our equity work and make that work accessible and clear for the Oakland community. We will consult, advise, and in some cases train and support our colleagues in the process of producing digital content. We will advocate for applying an equity lens to our department's progress to deliver more services and better services through digital tools. As the City of Oakland continues to expand an emphasis on digital services, we will work to establish OakDOT as a model for applying equity principles to that expansion.

OakDOT Racial Equity Team

Topics About

This team's objective is to share transparent transportation efforts and hold the



About

The City of Oakland Department of Transportation (OakDOT) Racial Equity Team (RET) supports the broad vision directly expressed in the OakDOT Strategic Plan for equitable outcomes in transportation for all of Oakland's diverse constituencies. The OakDOT RET will work to implement this vision in accordance with the OakDOT Strategic Plan, with the support of the Department Director through the adoption of the Racial Equity Charter (hereafter referred to as the Charter), and execution of the OakDOT Racial Equity Action Plan (hereafter referred to as the Action Plan). The overall mission of the RET is to end systemic causes of racial disparity through improving and developing policies, programs, and practices at OakDOT. This is a challenging and longterm effort that requires dedication and commitment from all levels of staff.

The OakDOT RET is guided by:

- 1. Oakland Municipal Code 2 29170 Department of Race and Equity
- 2. Department of Race & Equity
- 3. OakDOT Strategic Plan
- 4. OakDOT RET Racial Equity Charter

OakDOT RET has five (5) subcommittees

Capacity Building - The Capacity Building Subcommittee works to build OakDOT's organizational capacity for racial equity. Through events, trainings, and resources (podcasts, articles), we support staff in having everything hey need to further racial equity in their work. We understand that staff must have shared language aroun

Recruitment and Retention

- Developed and presented Equitable & Inclusive Hiring Practices Memo to Executive Management Team
- IP: Updating Hiring Analysis Tool and standardized equity questions for recruitments

The mission of the Recruitment and Retention Subcommittee is to adopt and adapt **equitable policies** that result in a **diverse staff reflective of the community we serve.** How impactful do you think each recommendation would be? 1 (most impact) 2 (medium impact) 3 (least impact) Require all staff involved in OakDOT hiring to complete all four Advancing \bigcirc Racial Equity Academy (AREA) trainings and antibias training Require all interview panelists to complete implicit bias training \bigcirc prior to beginning a new round of interviews Form an internal hiring oversight committee with dedicated funding to oversee all OakDOT hiring processes **Develop Standard Operating Procedure** (SOP) with guidance \cap on a standardized interview timeline. interview questions, and scoring criteria.

Traffic Safety/Enforcement Committee

 Started a new committee to be part of the larger conversation around traffic enforcement/traffic safety



"You have to act as if it were possible to radically transform the world. And you have to do it all the

time."

- Angela Davis