

Equity & ITE

Session 2B: ITE Leadership Town Hall



Title VI of the Civil Rights Act of 1964



No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

Executive Order 12898



- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations
- Environmental justice is about identifying and addressing disproportionately high and adverse effects of proposed decisions on low-income populations and minority populations.

Equity - Equality



Equity

VS

Equality

“the quality of being fair and impartial”

“the state of being equal”

Equity is concerned with the ***fair and impartial allocation of resources based on the needs of the population***, not just the equal sharing of resources across the population.

Providing opportunities based on need

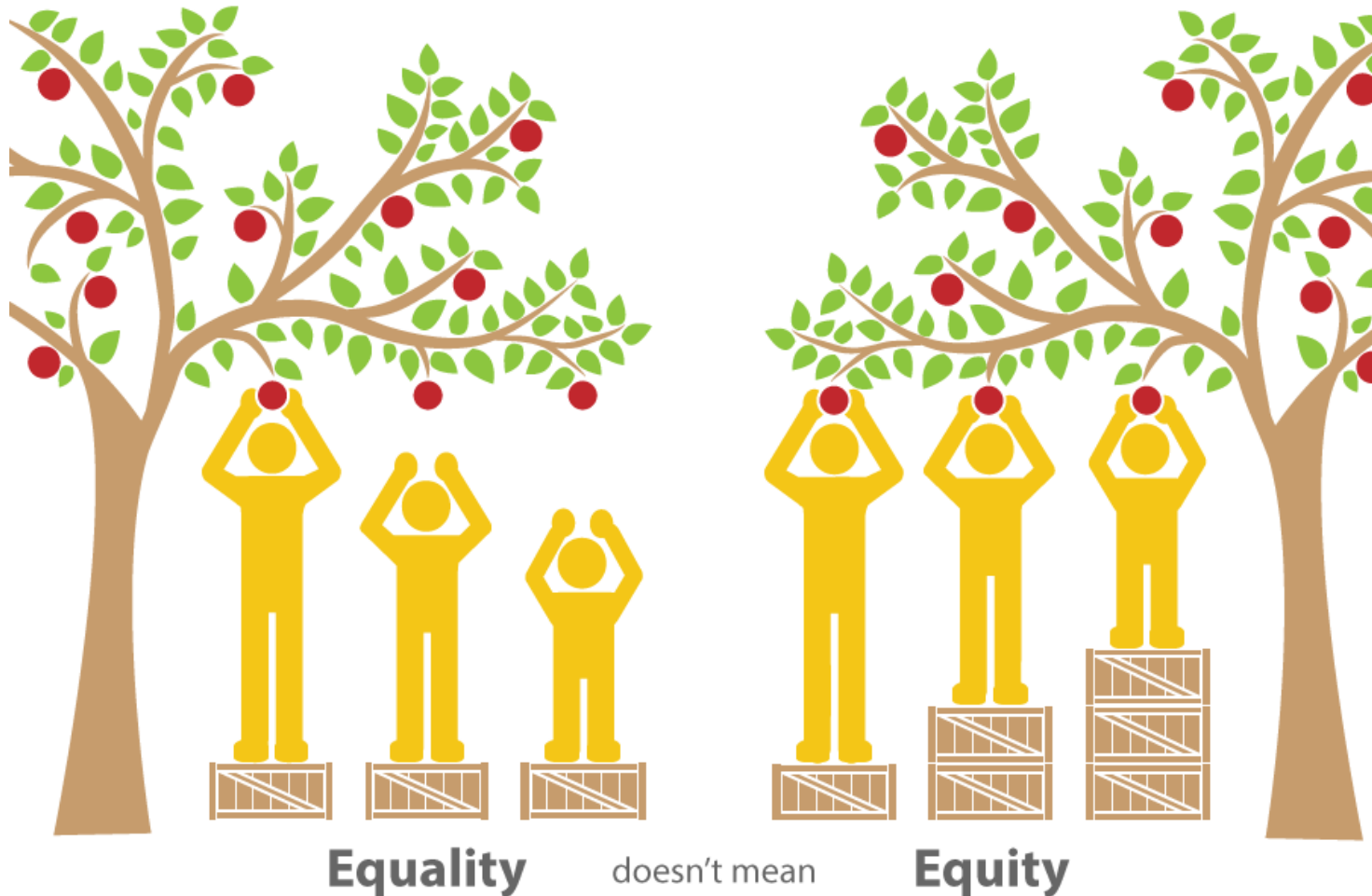
Equality



Equity



Ensuring access to healthy environments for all



Distributing resources according to what is needed to prosper



Acknowledging systemic barriers that may be holding groups and individuals back

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

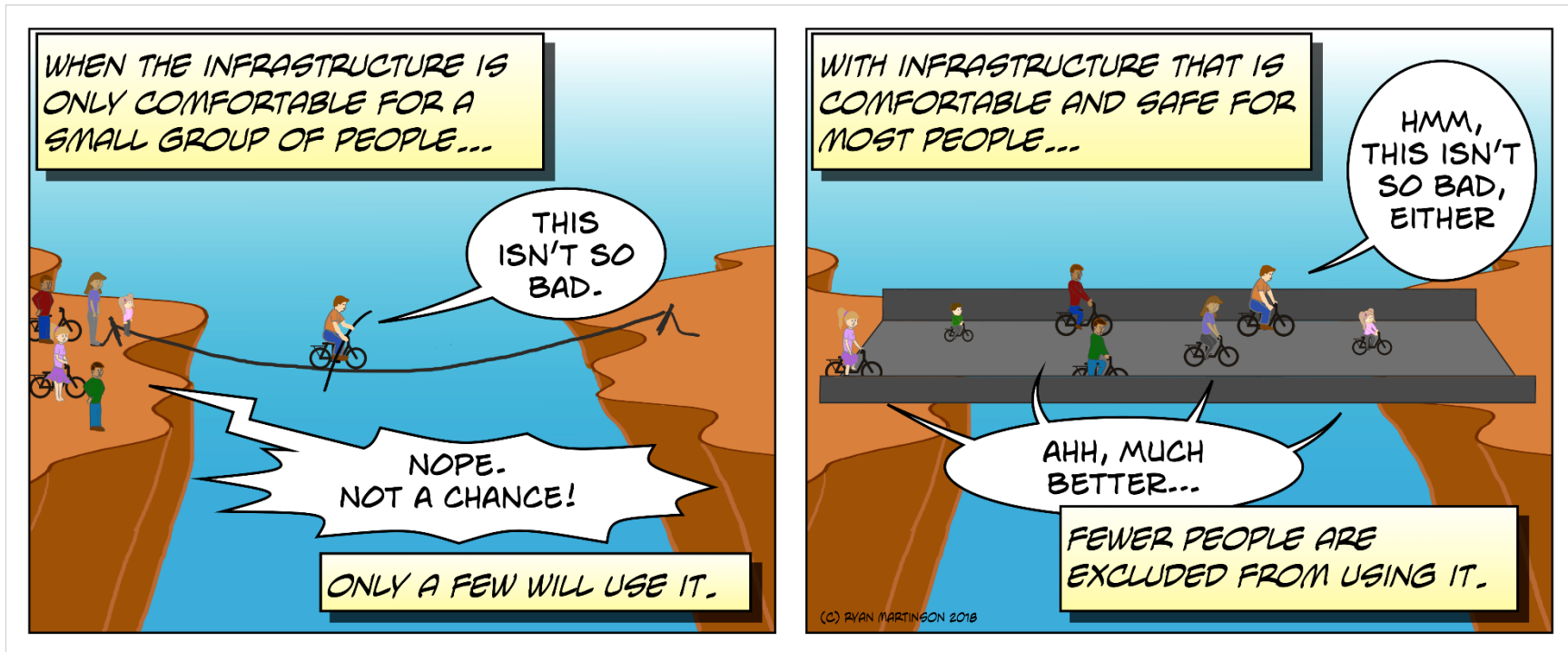


In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

The design of infrastructure also influences who will feel comfortable enough to use the transportation system



Examples of actions to improve equity outcomes

Individual	Profession
<ul style="list-style-type: none">• Empathy exercises (spend a day in a wheelchair, experience sight loss or hearing loss through sensitivity training)• Understand and implement best practice design that is based on current research and design thinking	<ul style="list-style-type: none">• Continue to adopt design practices that have been proven to increase the comfort and safety of the design user.• Take action to remove systemic barriers that may exist which limit certain groups of people from participating in the profession
Agency	Public
<ul style="list-style-type: none">• Plan and prioritize infrastructure and policies that are sensitive to disparities between various populations and the needs that may differ across the area• Design and construct infrastructure that will be comfortable and safe for the entire population• Be cognizant of the diversity within the agency and disparities that may exist in the ranks of the designers and the decision-makers	<ul style="list-style-type: none">• Demand we have equity as one of the pillars for how we plan, prioritize, design, and build the places we live, work, play, learn, and travel through.• Demand we have a human-centered design approach• Demand to be involved in the planning and design process. Every voice is important to be heard and considered by the people making decisions about priorities and designs

Discussion



Does the issue of equity resonate as an important issue for ITE members?

What actions could ITE take to advance equity outcomes at the various levels?



Does the issue of equity resonate...?



- The practice of traffic engineering needs to go beyond the urban areas
- Equity encompasses the different modes of transportation
- Equity among the organizations that ITE partners with such as the planning associations, WTS, COMTO, etc.
- Equity in transportation engineering is an economic and social concern with impacts, both positive and negative, on various communities.

What action could ITE take to advance equity...?



- More diversity is needed in order for the ITE to sustain its existence and membership.
- Diversity from all professions not just for engineers.
- Follow the model that ITE used for Vision Zero, partner with outside associations and organizations and work with educational institutions.
- The industry is attracting an international workforce, but has a challenge with the immigration process, i.e. Visa.

What action could ITE take to advance equity...? (cont.)



- Focus on keeping diverse talent in the industry by encouraging and promoting diversity in the workplace and stronger recruitment.
- Encourage members to participate in public meetings and events outside of the transportation engineering segment.
- Transportation is a multi-discipline problem that goes beyond traffic engineering.

Thank You

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