

Date: January 25, 2023  
Referred By: Commission

ABSTRACT

Resolution No. 4559

This resolution defines equity as “inclusion into a Bay Area where everyone can participate, prosper and reach their full potential.” The agency strives to advance equity through carefully considered investments and policies directed at historically underserved and systemically marginalized groups, including people with low incomes and communities of color.

Further discussion of this subject is contained in the Metropolitan Transportation Commission Summary Sheet dated January 25, 2023.

Date: January 25, 2023  
Referred By: Commission

RE: Adoption of MTC's Equity Platform

METROPOLITAN TRANSPORTATION COMMISSION  
RESOLUTION NO. 4559

WHEREAS, the San Francisco Bay Area is an economic engine of California and the nation; an area of enviable natural beauty; and home to rich and vibrantly diverse communities; and

WHEREAS, the Bay Area's past and present are marred by the reality that these gifts are not attainable for all the region's people, too many of whom cannot achieve opportunities due to systemic racism, entrenched gender biases, and imbedded discrimination against persons with disabilities through public sector policies and practices that hold back marginalized communities; and

WHEREAS, MTC's and ABAG's Executive Director Therese W. McMillan in October 2019 introduced the Equity Platform as a framework to address such disparities; and

WHEREAS, the Equity Platform is built on four key pillars further outlined in Attachment A: 1) Listen and Learn; 2) Define and Measure; 3) Focus and Deliver; and 4) Train and Grow; and

WHEREAS, the Bay Area's vast planning, community engagement and resource investments in transportation, housing, the environment and the economy must intentionally bring equity to the forefront of these efforts, and be accountable to positive change; and

WHEREAS, the Equity Platform is not a discrete project or program, but a comprehensive paradigm in which equity is a forefront consideration across all lines of internal and external MTC and ABAG business and operations; now therefore be it

RESOLVED, that MTC and ABAG [or "MTC and its sister agency ABAG", and vice versa if doing two separate resolutions], adopt the Equity Platform as a core commitment to develop an inclusive Bay Area where everyone can participate, prosper and reach their full potential; and be it further

RESOLVED, that in adopting the Equity Platform, the Commission recognizes Therese McMillan's contribution as its architect and "first champion," and honors her belief that public leadership is not a torch to be claimed, but a light to be passed hand to hand, guiding a shared path.

METROPOLITAN TRANSPORTATION COMMISSION

A handwritten signature in black ink, consisting of the letters 'AP' followed by a long horizontal stroke extending to the right.

---

Alfredo Pedroza, Chair

The above resolution was entered into by the Metropolitan Transportation Commission at a duly called and noticed meeting held in San Francisco, California and at other remote locations, on January 25, 2023.

Date: January 25, 2022  
Referred by: Commission

Attachment A  
Resolution No. 4559  
Page 1 of 2

## **Principles of the Equity Platform**

At the Metropolitan Transportation Commission and the Association of Bay Area Governments, equity means “inclusion into a Bay Area where everyone can participate, prosper and reach their full potential.” The agency strives to advance equity through carefully considered investments and policies directed at historically underserved and systemically marginalized groups, including people with low incomes and communities of color.

By setting policies and delivering programs, holding ourselves accountable to data-backed results, and taking real actions, MTC and ABAG aim to contribute to creating a Bay Area where everyone can thrive.

The Equity Platform is meant to address equity challenges and inform how MTC and ABAG approach complex systems and environments. The Equity Platform is a process and practice to:

- Create designs and solutions that focus on affected communities
- Increase opportunity for those people most affected by exclusion
- Shift decision-making power to the people who are affected by policies
- Invest in training and education to advance goals for fairness and inclusion.

The Equity Platform, at its core, is grounded by a set of Equity Pillars:

- Listen & Learn — It is essential to seek out, understand and collaborate directly with those members of the Bay Area community who have been most harmed by racism, gender biases, disability discrimination and other inequitable outcomes resulting from public policies and practices, intentional or not.
- Define and Measure— Change is difficult without clear goals, and a way to measure success. A shared equity agenda emerging from listening and learning must be grounded in specific objectives and quantitative and qualitative data to ensure accountable progress.
- Focus & Deliver— Defining problems and solutions must be backed up with real investments on the ground; bringing new and/or redirected resources to bear in capital projects and operational services to those who most need it.

- Train and Grow— Equity is a job that is never done; committing to equity throughout the agency is a continuous evaluative process.

MTC and ABAG provide more detail and resources at:

<https://mtc.ca.gov/about-mtc/what-mtc/equity-platform>

<https://abag.ca.gov/about-abag/abag-mtc-equity-platform>