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# Interstate Bridge Replacement Program Session

March 6, 2024

# Overview of IBR Equity Efforts

Johnell Bell, IBR Principal Equity Officer

Program Equity Definition  
*(What does 'equity' mean in the context of IBR?)*

Equity Objectives  
*(What do we want to achieve?)*

Equity Framework

Measures of Success  
*(What do we want to measure, how will we measure it?)*

Put into action  
*(Community engagement, design, construction specifications, etc.)*

# Equity as Defined by the IBR Program

- ▶ Together, **Process Equity** and **Outcome Equity** contribute to addressing the impacts of and removing long standing injustices experienced by these communities.
  - **Process Equity** means that the program prioritizes access, influence, and decision-making power for historically underserved communities throughout the program in establishing objectives, design, implementation, and evaluation of success.
  - **Outcome Equity** is the result of successful **Process Equity** and is demonstrated by tangible transportation and economic benefits for equity-priority communities.
- ▶ **Equity priority communities** are defined as those who experience and/or have experienced discrimination and exclusion based on identity or status, such as:
  - BIPOC (Black, Indigenous, and People of Color)
  - People with disabilities
  - Communities with limited English proficiency (LEP)
  - Persons with lower income
  - Houseless individuals and families
  - Immigrants and refugees
  - Young people
  - Older adults

# Equity Objectives



## MOBILITY & ACCESSIBILITY

Improve mobility, accessibility, and connectivity, especially for lower income travelers, people with disabilities, and historically underserved communities who experience transportation barriers.



## PHYSICAL DESIGN

Integrate equity, area history, and culture into the physical design elements of the program, including bridge aesthetics, artwork, amenities, and impacts on adjacent land uses.



## COMMUNITY BENEFITS

Work with local agency partners to find opportunities for and implement local community improvements, in addition to required mitigations.



## WORKFORCE EQUITY & ECONOMIC OPPORTUNITY

Ensure that economic opportunities generated by the program benefit minority and women owned firms, BIPOC workers, workers with disabilities, and young people.



## DECISION-MAKING PROCESSES

Prioritize access, influence, and decision-making power for underserved communities throughout the program in establishing objectives, design, implementation, and evaluation of success.

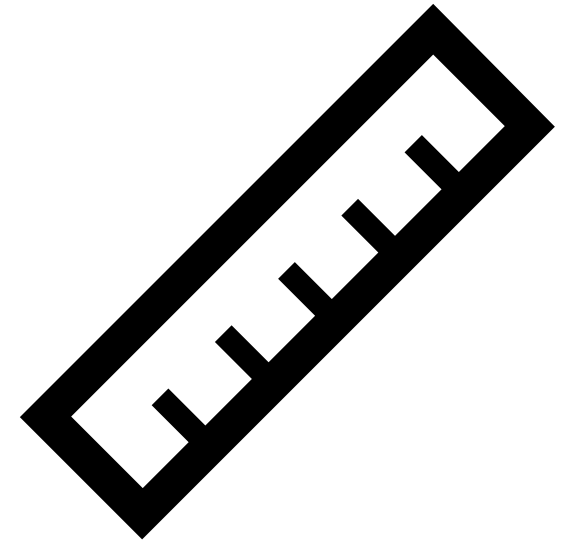


## AVOIDING FURTHER HARM

Actively seek out options with a harm-reduction priority, rather than simply mitigate disproportionate impacts on historically impacted and underserved communities and populations.

# Potential Key Performance Indicators

- ▶ Increase in number of jobs accessible within a 30/45/60 minute transit commute
- ▶ Percentage of workforce comprised of members of equity priority communities
- ▶ Number of businesses assisted with DBE certification





# Equity-Centered Community Engagement

- ▶ **More than 100,000 engagements with community members since 2021!**
  - Includes upwards of 40,000 direct engagements through meetings and events, survey respondents, public commenters, newsletter subscribers, and social media followers
  - The program has also had tens of thousands of visitors to our website, social media platforms, and virtual meeting recordings
- ▶ **Advisory groups created to ensure ongoing engagement with a broad range of community leaders/groups throughout the planning and design process**
- ▶ **Program community engagement efforts seek to provide minimize barriers to engagement by directly engaging equity priority communities. Equity-centered community engagement practices:**
  - Website translation tool and translation of key materials into 8 languages
  - Live closed captioning services in English, Spanish, and ASL
  - Affinity listening sessions and multilingual event options
  - Survey user testing with blind and low-vision communities
  - ADA remediation compatible with screen reader software
  - Production of 3D physical models to assist blind and low-vision community members
  - Partnerships with Community-Based Organizations serving equity-priority communities
  - Incentives for participation provided to equity-priority participants

# Equity Advisory Group (EAG)

- ▶ EAG makes recommendations to program leadership regarding processes, policies, and decisions that have the potential to affect equity priority communities.
- ▶ EAG work to date:
  - Established an operable definition of equity for the program in terms of both process and outcomes
  - Developed an Equity Framework, outlining the program’s approach to equity and the resources it will use to advance equity
  - Ongoing collaboration to support equitable community engagement strategies
  - Ensured application of the Equity Framework to the development of the Modified LPA



# Community Benefits Advisory Group (CBAG)

- ▶ CBAG's purpose is to identify opportunities to mitigate the impacts of construction on neighborhoods and businesses in a way that aligns infrastructure investments with the community's future vision.
- ▶ Community Benefits discussions are rooted in the historical treatment of equity priority communities and ensure efforts are aligned with the IBR program's equity principles.
- ▶ Within the scope of the IBR program the CBAG will:
  - Apply the Community Values & Priorities developed by CAG to the CBAG recommendation development process
  - Advise IBR on how to leverage the program's work and partnerships to achieve the greatest positive benefit to the communities in the program area and broader region from the program's work.
  - Explore community benefits that align with the program's equity objectives.
  - Advise IBR on the establishment of accountability mechanisms for commitments made in the CBAG process.

# Defining Community Benefits on IBR

- ▶ **Expectation that IBR Community Benefits WILL Be:**
  - Developed with extensive community involvement
  - Establishes a range of recommended potential benefits for the local community that reflect:
    - *IBR Equity Framework principles*
    - *Diverse needs and perspectives of community*
  - A key cornerstone of how the program is implementing its commitment to equity
  - Captured in contract specifications, environmental documents, or referred to in future Project Labor (PLA) and/or Community Workforce Agreements (CWA)
  - A cooperative commitment between program partners and other parties

# Components of Community Benefits

IBR Community Benefits may include the following categories:

**Plans and mitigations already included in the program**

Examples: local street improvements, construction mitigations, community connectors, etc.

**Program partner conditions**

Examples: climate goals and tracking, mitigations for pedestrians and bicycles, etc.

**Partner agency contributions**

Example: housing development dollars from City of Portland, City of Vancouver, and/or Metro.

**Additional benefits identified by Community Benefits Advisory Group and the community**

Examples: support for workforce (e.g., childcare) and DBEs, community centers, etc.

# Stay Connected & Get Involved

- ▶ Join us for IBR office hours, in person or virtually, and get your questions answered! Visit [interstatebridge.org/calendar](https://interstatebridge.org/calendar) to schedule an appointment, email [info@interstatebridge.org](mailto:info@interstatebridge.org) or call
- ▶ Sign-up for our monthly newsletter: [interstatebridge.org/news](https://interstatebridge.org/news)
- ▶ Attend a program meeting or community engagement event: [interstatebridge.org/calendar](https://interstatebridge.org/calendar)
- ▶ Comments? Questions? Email [info@interstatebridge.org](mailto:info@interstatebridge.org)
- ▶ Follow us on social media: @IBRprogram





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# Thank you!

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