



Equity at DOT

SEMPRACT Workshop

September 20, 2024



Agenda

- Equity in Planning
- Project Prioritization
- Community Engagement
- Building Equity Effort



Hello!

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- Also: Transnational, Community Organizer, Urbanist, Mobility Advocate



Equity in Planning

- Equity is a process, not just an outcome

Gut-check questions:

Who benefits?
Who is harmed?
Who leads?
Who decides?

Project Prioritization

- 2021 NY Streets Plan codified Priority Investment Areas (PIAs)
- Equity lens to how we weigh projects
- Geography-based analysis



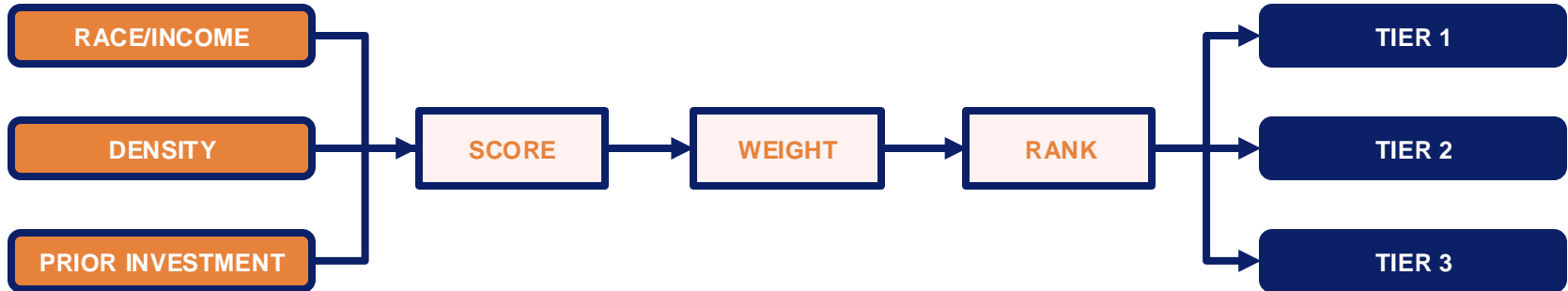
NYC Streets Plan

December 1, 2021



Focusing Our Investments using PIAs

- Priority investment areas (PIAs) help focus investment to where it can have the greatest impact
- PIAs are based on three inputs that are not specific to a particular transportation mode or DOT program: **race/income, density, and lack of prior investment**



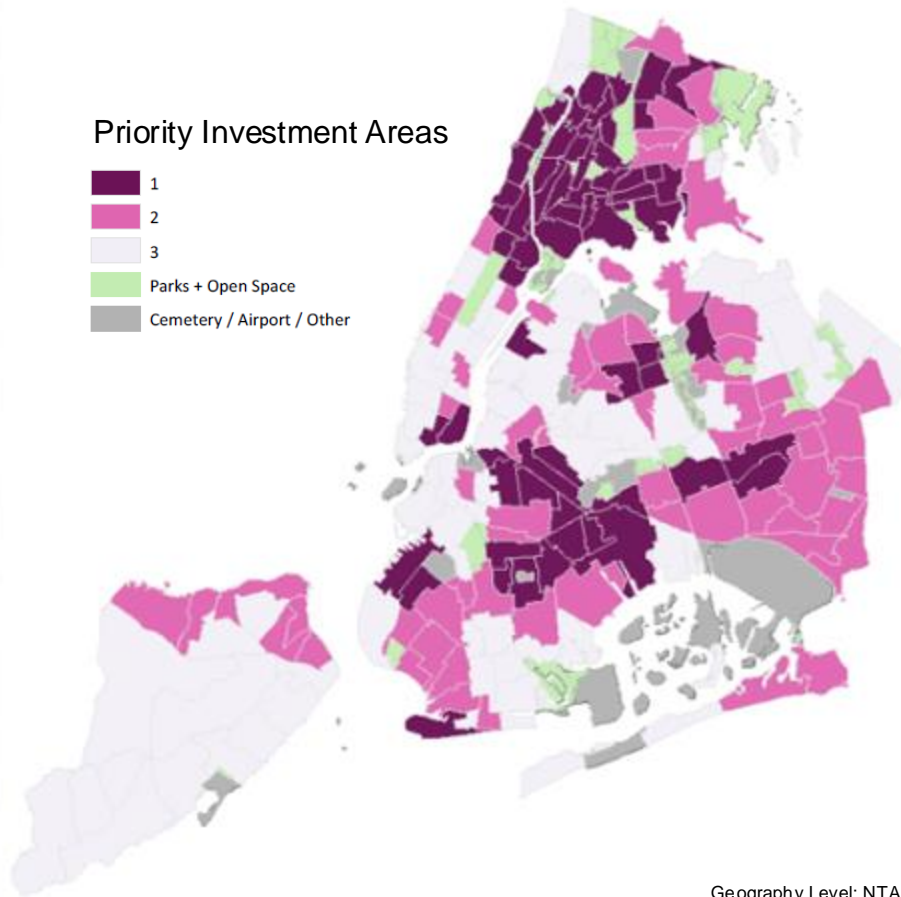
Three Priority Tiers

Weighting of Inputs

Higher Non-White Population %	25%
Higher Low-Income Population %	25%
Higher Job Density	10%
Higher Population Density	20%
Fewer Prior Capital Project Dollars	10%
Fewer Prior In-House Improvements	10%

Prioritization Tier	Tier 1 (33%)	Tier 2 (33%)	Tier 3 (33%)
Total Population	3.15M	2.70M	2.56M
Total Jobs	740k	825k	2,500k
Avg. % Non-White	90%	74%	38%
Avg. % Low Income	27%	14%	10%

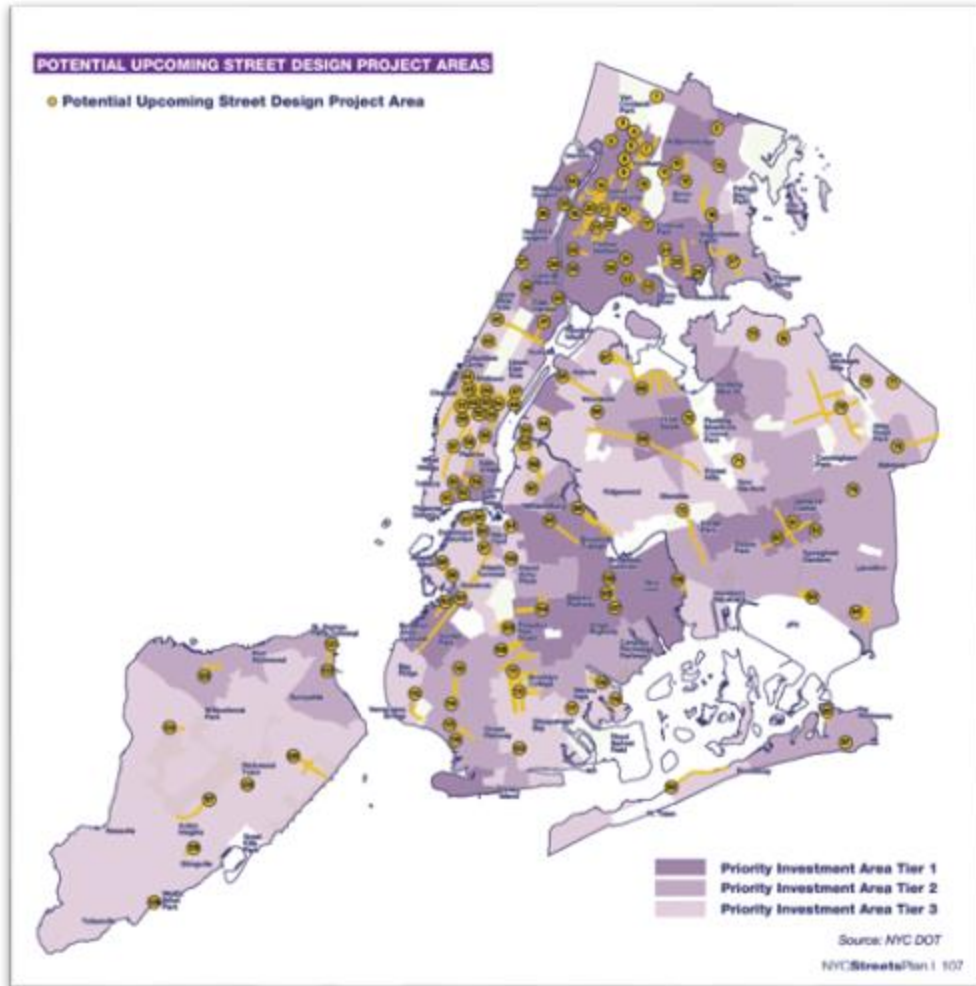
Priority Investment Areas



Geography Level: NTA

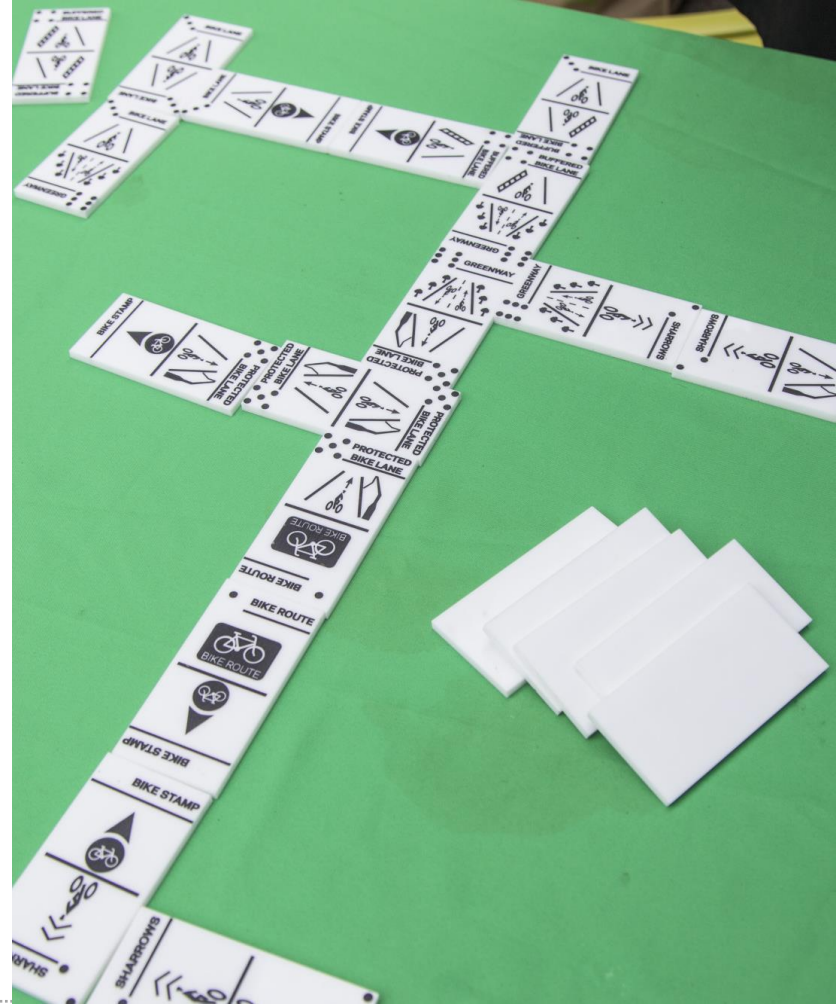
PIAs in Action

- NYC DOT uses PIAs to help develop priorities.
- Examples include:
 - Bus stop shelter locations
 - Car share parking space locations
 - Greenway corridor planning
 - Bike rack siting
 - Benches siting
- PIAs are also explicitly factored into Street Design Project Prioritization



Equitable Engagement Toolkit

- Outreach process different by unit and team
- Be pro-active about reaching underserved populations
- Overcome barriers to meaningful engagement with hard-to-reach populations
- Equity is also one of the 10 goals of the Streets Plan, along with public participation



Toolkit Elements

Past Engagement

Demographics & Other
Considerations

Stakeholder Identification and
analysis

Outreach Goals

Timeline and Transparency

Diversified and Accessible Outreach

Documenting Feedback

- Provides context & links to resources
- Functions as a workbook
- Asks probing questions
- Offers strategies not steps (non-linear) for greater flexibility

Building a Broader Equity Effort

- 2022, New Yorkers approved three equity-related ballot measures
- Racial Equity Plans for NYC and every city agency
- The Mayor's Office of Equity and Racial Justice (MOERJ) is leading the effort to condense and integrate agency REPs into a citywide REP



First DOT Racial Equity Plan

- Goals around 5 pillars:
 - Foundation for Equity
 - Transportation & Infrastructure
 - Workforce Diversity & Workplace Culture
 - Community Engagement
 - Budget & Contracting



Racial Equity Plan Agency-Wide Virtual Briefing
Join Commissioner Rodriguez to Learn About
NYC DOT's Racial Equity Plan!

Event Dates:
Thursday, September 26, 2024 | 12:00 PM - 2:00 PM
Tuesday, October 1, 2024 | 5:00 PM - 7:00 PM

NYC DOT is excited to announce the development of our first-ever Racial Equity Plan (REP), and we need your voice to ensure it's a success! This plan will guide our agency in creating more equitable outcomes for all New Yorkers by proposing specific changes to our operations, budgeting, and recruitment and retention efforts.

Accessibility:
ASL interpretation and closed captioning will be provided. For any additional accommodations, please contact Edmund Asiedu at edasiedu@dot.nyc.gov.

For More Information:
Please visit the [Racial Equity Plan website \(nyc.gov/racial-equity-plan\)](https://www.nyc.gov/racial-equity-plan) to learn more about the Racial Equity Plan.

For any questions related to the Racial Equity Plan, contact: RacialEquityPlan@dot.nyc.gov.

Register for Thursday, September 26

Register for Tuesday, October 1

The poster features a diverse group of NYC DOT employees in various work settings, including office workers and construction workers in safety gear. Two QR codes are provided for registration on a green background.

Thank You!

Questions?

Reach out: akrassner@dot.nyc.gov



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