



CONNECT NORTHERN CALIFORNIA

Equity Vision Statement and Draft Equity Commitment

November 9, 2022



Revision Record

REVISION	DATE	APPROVER	DESCRIPTION
1	11/19/2020	Kimberly Sims/ Kyle Morales	Minor edits per BART's Office of Civil Rights (OCR)
2	1/13/2022	Peter Gertler/ Sadie Graham	Updated to separate into a distinct vision, commitment, and brief public-facing description. The vision is intentionally broader and idealistic, and the commitment has more concrete, process-oriented items. Slide 3 is intended to be used as a quick equity slide for presentations (located in the master slide library). These revisions are based on community input received through Co-creation Round 2.
3	4/4/2022	Peter Gertler/ Sadie Graham	Updated to reflect the differentiation between marginalized communities and priority populations.
4	11/09/2022	Peter Gertler/ Sadie Graham	Minor text updates to improve readability and changed the description of "reflect" to better match the Equity Blueprint



Equity Vision Statement

An equitable Link21 Program (Link21) acknowledges the ongoing effects on access to mobility and opportunity that past infrastructure projects have had on impacted communities. It shows an understanding of how past projects have failed to adequately consider the needs of communities that have been marginalized, and it evaluates what barriers to rail access exist for low-income residents and people of color, as well as people with disabilities, women, LGBTQIA+, and other historically underserved identities.

A fair and just Link21 partners with communities that have been marginalized, including priority populations,* to develop much needed transit benefits via co-creation, a process used to integrate the knowledge and expertise community members bring from their own lived experience directly into program decisions. This allows the program to stay flexible and responsive to emerging and changing needs over time.

Equitable transportation will give everyone the ability to travel safely, affordably, and reliably to work, school, healthcare and government services, family and friends, and other important places in their lives. It should be fast, clean, efficient, welcoming, and accessible for anyone. By following a more equitable process, Link21 will help advance more equitable transportation outcomes throughout the Northern California Megaregion (Megaregion).



*Link21 defines priority populations as the geographic areas where people are most impacted by negative economic, mobility, community, health, and safety outcomes. These outcomes are often correlated with race, ethnicity, gender, income level, and other historically underserved identities in the Megaregion.



Draft Equity Commitment

- Implement processes that advance equity through all aspects of Link21.
- Invest in accessible and accountable community engagement.
- Partner with community members most impacted by past transportation projects to identify and avoid, mitigate, or minimize impacts while maximizing benefits to these communities that have been marginalized, including priority populations.
- Continue to review the process and our commitments to ensure they reflect the emerging needs of communities that have been marginalized.
- Ensure that disadvantaged and small businesses are key participants in Link21's development.
- Uplift what we learn through co-creation by coordinating with external partners to integrate community input into parallel planning efforts for the long term.



Equity is at the Core of Link21

- **Reflect:** critically consider the process
- **Contextualize:** better understand community needs and history
- **Co-create:** partner with communities for more equitable solutions

