



"FORMERLY THE BICYCLE TRANSPORTATION ALLIANCE"

The Street Trust Racial Equity Policy Statement

The purpose of this document is to establish a foundation for The Street Trust's work that helps guide the work and leadership of the organization. It is our intention that this statement serves as a statement of intention and to establish lines of accountability. However, it is not meant as a contract with future employees or partners, but a statement of philosophy what we hope we can achieve. At the same time, this is the start of a long process and this document is not the end, just the beginning.

Vision

We envision a community where everyone from all racial backgrounds has access to safe, healthy, and affordable transportation options in the neighborhoods where they live, work, learn, pray, and play. We want all residents to equally share in the prosperity created by investments in active transportation regardless of race, income and socio-economic status.

History of Disparities

Transportation burdens and benefits have been distributed unequally, and communities of color have been disproportionately affected by these decisions. Large tracts of Portland's historically African American neighborhoods on the inner East side were decimated by large-scale investments. People of color predominantly live in neighborhoods that lack a complete active transportation network. High crash corridors disproportionately claim the lives of people of color, and communities of color experience health inequities such as disproportionate rates of diabetes, asthma.

Communities such as East Portland and Gresham are home to higher percentages of more vulnerable populations than the rest of Multnomah County in the following demographic categories: Native American, Asian Pacific Islander, Latino, and Lower Median Family Income. They are also home to a growing number of immigrants and refugees. These two areas represent overweight and obesity rates between 45-55% at the same time that they represent two of the three lowest ranking urbanized parts of Multnomah County on the scale of access to active transportation infrastructure.ⁱ

In Washington County, 33% of Beaverton residents are people of color and more than 50% of Cornelius residents are Latino, but families in these communities lack access to the networks of safe places to walk and bike that can be found in many predominately white Portland neighborhoods. These disparities are unacceptable, and are directly at odds with our belief that everyone deserves safe and accessible active transportation options.

Further,

- We have not consistently stood with culturally and community-based organizations in countering displacement caused by gentrifying investments including bikeway improvements.
- Our organization and our movement have not done enough to listen to the concerns and priorities of communities of color.

- With more than 50% of youth in our schools being people of color, we cannot afford for these inequities to persist and for an increasingly smaller percentage of our community members to share in community prosperity.
- We know that diversity in cycling exists and the number of people of color biking continues to grow. People of color are leading the US biking boom.ⁱⁱ
- Metro’s Regional Active Transportation Plan found that “in the 4-county region, non-white householders make a greater percentage of their trips by walking, bicycling and transit than white householders.”ⁱⁱⁱ

Our Commitment

- The Street Trust is committed to listening to and standing in partnership with communities of color as we work to reduce racial disparities through our focus on our transportation network.
- We will focus internal resources on recruitment, hiring and professional development processes that support racial diversity in our organization on all levels, from organizers working in the field to our staff and board leadership. And promoting equitable practices within our organization.
- We will support capacity building among communities of color, striving to expand leadership on active transportation issues in our community.
- We will focus staff resources on building partnerships in and advocating for investments in areas of historic under-investment.
- The Street Trust is committed to aligning resources to transform our internal leadership, support community partners, and do the work to address transportation inequities that disproportionately impact people of color.
- We will align organizational policies and practices with the intent of this policy and build a racially equitable organization.

Next Steps and Accountability

The Street Trust recently completed the Coalition of the Communities of Color’s “tool for organizational self assessment related to racial equity”^{iv}. We will develop an action plan with clear accountability and metrics, including prioritizing budget allocations and staffing, which will result in measurable results on a yearly basis towards achieving action plan goals. The Board will hold the Executive Director, and in turn the leadership team accountable for making measurable progress in meeting these goals on equity.

Leadership staff will present an update on the equity plan to the board, identifying gains, barriers and recommended next steps annually. Board will then review, modify or endorse the plan for the coming year.

ⁱ Multnomah County Health Department published a *Built Environment Atlas* mapping concentration of access to physical recreation and active transportation along with demographics that are often indicators of health disparities such as race and income.

ⁱⁱ <http://www.peopleforbikes.org/blog/entry/assumption-busters-surprising-facts-about-ethnicity-race-income-bicycles>

ⁱⁱⁱ Non-white householders make 20.5% of all their trips by walking and bicycling and transit, while white householders make 15% of all their trips by walking and bicycling and transit.” This is true when broken down into bike mode share. Non-white in the four-county region covered by Metro had a 3.3% bike mode share compared to white at a rate of 2.7%.

^{iv} <http://www.racc.org/sites/default/files/buildingblocks/foundation/CCC%20-%20Tool%20for%20Organizational%20Self-Assessment%20Related%20to%20Racial%20Equity.pdf>