



Diversity, Equity, and Inclusion Program

Call for Proposals - November 13, 2023 through December 12, 2023

Purpose:

To consult on and facilitate development of a Diversity, Equity, and Inclusion program with RTA.

About Us:

The Regional Transit Authority of Southeast Michigan (RTA) believes the people and communities of Southeast Michigan deserve a more equitable, reliable, and effective public transit system. An accessible transit system is critical public infrastructure that is necessary to foster a livable, climate-resilient, and thriving region. A champion for everyone, the RTA envisions Southeast Michigan as a welcoming place where all people can enjoy access to opportunity, recreation, and community through connected transit.

Vision

RTA envisions a region with sufficient and stable funding to support improved public transit options that will advance equity by increasing accessibility; satisfy the integrated mobility needs of Southeast Michigan communities; and promote livable, healthy, and sustainable growth.

Mission

Our mission is to manage and secure transportation resources that significantly enhance mobility options, to improve quality of life for the residents and to increase economic viability for the region.

RTA develops regional transit plans, coordinates a complex network of local service providers, accelerates pilot projects and programs, and distributes public transportation funds regionally. RTA has a 10-member Board of Directors appointed by the Governor of Michigan, the Mayor of Detroit, the Washtenaw County Board of Commissioners Chair, and Executives of Macomb, Oakland, and Wayne Counties. Serving a unique role in the region, RTA pools resources and generates ideas to solve decades-long public transit challenges in Southeast Michigan and tackles difficult shared problems that riders have identified as deficiencies in the regional network. By plugging these gaps, RTA advances transit as a more equitable, reliable, and inviting mode of transportation for all people in the region and paves the way for future shared mobility developments.



Guiding Principles:

Guiding Principles are the pillars on which RTA assesses all internal business decisions to advance the Vision. Each Guiding Principle is driven by prompts to judge whether a decision or initiative best meets the needs of the region and supports transit providers.

Equitable

Does the decision advance equity by improving service for marginalized populations or for riders in regionally defined equity communities?

Does the decision advance equity within the RTA as an organization?

Regional

Does the decision advance the Mission and Vision of the agency and the Goals of the Regional Transit Master Plan?

Is it within the Core Business Functions of the RTA?

Coordinated

Does the decision advance the priorities of regional transit providers as defined in their planning documents?

Does the decision build or deepen partnerships?

Innovative

Does the decision introduce or accelerate the implementation of a new or innovative concept, technology, or service type for the region that might benefit riders?

Sustainable

Is the decision sustainable within existing funding sources, or does it lay the groundwork for future funding?

Program:

Our aim is to create and sustain an evolving initiative for ongoing Diversity, Equity, and Inclusion (DEI) actions, which thread co-liberation and belonging throughout RTAs leadership and service, as its top priority for regional transit improvements and programming. Additional expertise and support resources are needed for this effort to proceed within a \$15,000 budget.



Element 1: DEI Objectives Workshop

Design and lead a workshop with the RTA team involving 8 staff members to develop Diversity, Equity, and Inclusion (DEI) Objectives that align our organizational Vision, Mission, and Guiding Principles with attached Goals and Strategies for [Regional Transit Master Plan](#) annual updates.

Element 2: Agency and Community Engagement DEI Roadmap

Document recommendations based on workshop DEI findings for the intersection with RTA's prospective Board of Directors Retreat agenda as well as our [Coordinated Human Services and Public Transportation Plan](#) and [Title VI Plan](#) future outline in 2024 to help identify opportunities for incorporation. Particular interest centers around addressing engagement with communities of color, people with disabilities, lower-incomes, limited English proficiency, varied ages, different genders, identities, and orientations, or all under-represented groups throughout this region, both for urban and rural communities within a social equity lens.

Element 3: DEI Next Steps Ideation

Compose a summary of suggested actionable items for RTA in furthering DEI beyond the scope of our initial program development from observations and lessons learned during Elements 1 and 2. An example could be building on the [Detroit Workforce Mobility Equity Gap Analysis](#) for proposed investments in implementation of further studies and adaptations of key learnings, or RTA working toward a [Transportation Equity Framework](#) over upcoming years by committing to specific, measurable and qualitative DEI targets for moving the region forward.

Proposals:

RTA expects to review proposals, interview proposers, and notify of award in December 2023.

Experience

Describe your related background, perspective, and work with DEI consulting, justice-focused workshop facilitation, and transformational program development collaborations.

Approach

Share a brief overview and proposed timeline of how you would address each DEI Element 1-3.

Budget

Provide a cost estimate table with pricing of proposed line items including anticipated materials and hours, for all three Elements individually and totaled together with an average hourly rate.