



**Inclusion
Diversity
Equity and
Access**
Committee

Work Plan

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Message from the President & CEO

Inclusion, Diversity, Equity and Accessibility have taken center stage in recent years. Sparked by a social justice movement and a changing landscape, more Americans are standing up for the idea that inclusion, diversity, equity, and accessibility matter.

As Virginia's largest public transportation provider, Hampton Roads Transit is committed to pursuing inclusion, diversity, equity, and accessibility across all our services, internally and externally. We are embracing the necessary changes to move forward with our mission of connecting Hampton Roads with transportation solutions that are reliable, safe, efficient, and sustainable.



Hampton Roads Transit has created an “Inclusion, Diversity, Equity and Accessibility Committee” or IDEA. The committee is made up of a diverse group of HRT employees and is tasked with developing and implementing the agency’s DEI strategic plan. The IDEA committee will help better connect HRT with the diverse communities it serves and to achieve a greater awareness of the needs of those communities. This includes identifying and correcting any potential deficiencies within the agency, as well as the services we provide.

At Hampton Roads Transit, our services aim to be accommodating to customers who may have special requirements under the Americans with Disabilities Act – including reasonable modifications to bus, light rail, paratransit, and ferry services. HRT’s goal is to make public transportation available to more people. As a recipient of federal funding, HRT operates under Title Six guidelines – which means no one is excluded from taking advantage of the services we offer no matter race, color, or national origin.

Hampton Roads Transit is also committed to Environmental Justice. HRT is the first transit agency in the Commonwealth to pilot an electric bus. Our program launched in 2020 and we currently have a fleet of six electric buses with plans to transition to an electric fleet.

Our vision promotes prosperity across the region through collaboration and teamwork. That vision begins right here in the building, where the IDEA of inclusion, diversity, equity, and accessibility extends to our employees. Hampton Roads Transit employs a workforce of about a thousand people from all walks of life. From our operator trainees to our most tenured employees – the team here at HRT is as diverse as the communities we serve.

Our Core Values encompass safety, customer service, workforce success, and fiscal responsibility. This begins with our commitment to inclusion, diversity, equity, and accessibility. It’s not just a good idea...it’s a great IDEA.

A stylized, handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end.

President and CEO, Hampton Roads Transit



Purpose Statement

HRT is committed to being a **diverse, equitable and inclusive agency.**

Promoting equity and celebrating diversity is core to HRT's values and who we are as a community.

HRT promotes an inclusive culture that supports and celebrates the unique attributes and perspectives of its employees, customers and stakeholders allowing each and every person to make their fullest contribution to transit in Hampton Roads.



Role of the I.D.E.A. Committee

The IDEA Committee provides an **advisory role** to improve diversity, equity, inclusion, and access within HRT. The committee's focus is to work towards identifying poor habits, establishing new habits, guiding leadership training and decisions through the lens of diversity, equity, inclusion, and access. Our committee includes a diversity of members to include management and employees at all levels and we aim to have adequate representation of underrepresented groups.



Guiding Principles

Improving inclusion, diversity, equity and access (IDEA) at Hampton Roads Transit requires intentional action across the region — action by both organizations and individuals. HRT is committed to increasing DEI in the provision of regional public transportation.

Strong, equitable communities are places of connection where residents can access the essential ingredients to live healthy and productive lives in their own neighborhoods, reach opportunities located throughout the region via transportation, and interact with other diverse residents.

Regions are equitable when all residents — regardless of their race, ethnicity & nativity, gender, or neighborhood of residence — are fully able to participate in the region's economic vitality, contribute to the region's readiness for the future, and connect to the region's assets and resources.

I.D.E.A. Committee Goals

I.D.E.A. Committee Goal	Action Item(s)	Measure of Success	Timing
<p>Establish a sense of belonging.</p> <p>MERGE Celebration of heritage/ identity as an action item under this goal and measure by number of events and level of employee participation.</p>	<ol style="list-style-type: none"> 1. Compile surveys for administrative employees. 2. Solicit input from operations staff via special events and electronically via IDEA Committee email. 3. Recognize and celebrate Heritage & Identity months through special events & educational campaigns. 	<ol style="list-style-type: none"> 1. Number of staff participating & responses. 2. Number of events & employee participation rates. 	Ongoing
<p>Promote an inclusive environment – remove divisions between administrative and operational staff.</p>	<ol style="list-style-type: none"> 1. Recruit union staff for membership on IDEA Committee. 2. Initiate communication with union leadership. 	<ol style="list-style-type: none"> 1. Number of union members on the committee. 2. Instances of communications with union leadership. 	Ongoing
<p>Meet and exceed FTA employment diversity goals – gender and race.</p>	<ol style="list-style-type: none"> 1. Maintain and report key hiring statistics. 2. Increase expanse of external recruitment network by advertising positions with diverse groups. 	<ol style="list-style-type: none"> 1. Completion of hiring statistics report. 2. Determination of the agency meeting FTA goals 	Annually
<p>Conduct diversity training at all levels: Set Team, LEAD program, online training courses, in-person training courses, guest speakers</p>	<p>Complete DEI training:</p> <ul style="list-style-type: none"> • New Bus Operators Class • Operator Refresher Class • LEAD program • EEO Training 	<p>Measure training numbers & participation and completion rates.</p>	Ongoing
<p>Assist in the planning and execution of diversity procurement fair.</p>	<p>Participating on planning committee and at the event itself.</p>	<p>Membership on the committee.</p>	Bi-annually
<p>Participate in APTA Diversity Council</p>	<p>Continue participation in monthly and special meetings.</p>	<p>Participation in APTA Diversity Council meetings.</p>	Ongoing
<p>Complete IDEA Committee Performance Report</p>			Summer 2024 and annually thereafter.

IDEA Committee Members

Jamica Baker

Claudette Boneparte

Sherri Dixon

Jennifer Dove

Frederick Hamilton

Danielle Hill

Cheri Jordan

Peter Katranides

Christina Malcolm

Tracy Moore

Chandler Motley

Noelle Pinkard

Liliana Scott

Paula Studebaker



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