



Board Report

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**EXECUTIVE MANAGEMENT COMMITTEE
JUNE 18, 2015**

RECEIVE oral report on Civil Rights.

DISCUSSION

The presentation will cover recent developments in Civil Rights at Metro which includes the areas of accessibility and Equal Employment Opportunity. The highlights of the presentation include:

- Department of Transportation published new rule on Reasonable Modification
- MTS from San Diego completed a Peer Review of Metro ADA Compliance
- Affirmative Action Plan submitted to FTA and found no underutilization of minorities but significant underutilization of females at Metro
- ADA Complaints from passengers have dropped by about 40% as the operator enhanced ADA training has been rolled out
- Ridership on Rancho shuttle continuing to grow

ATTACHMENTS

Attachment A - Civil Rights Programs Compliance Update

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Civil Right Programs Compliance

Executive Management Committee

June 2015



Metro

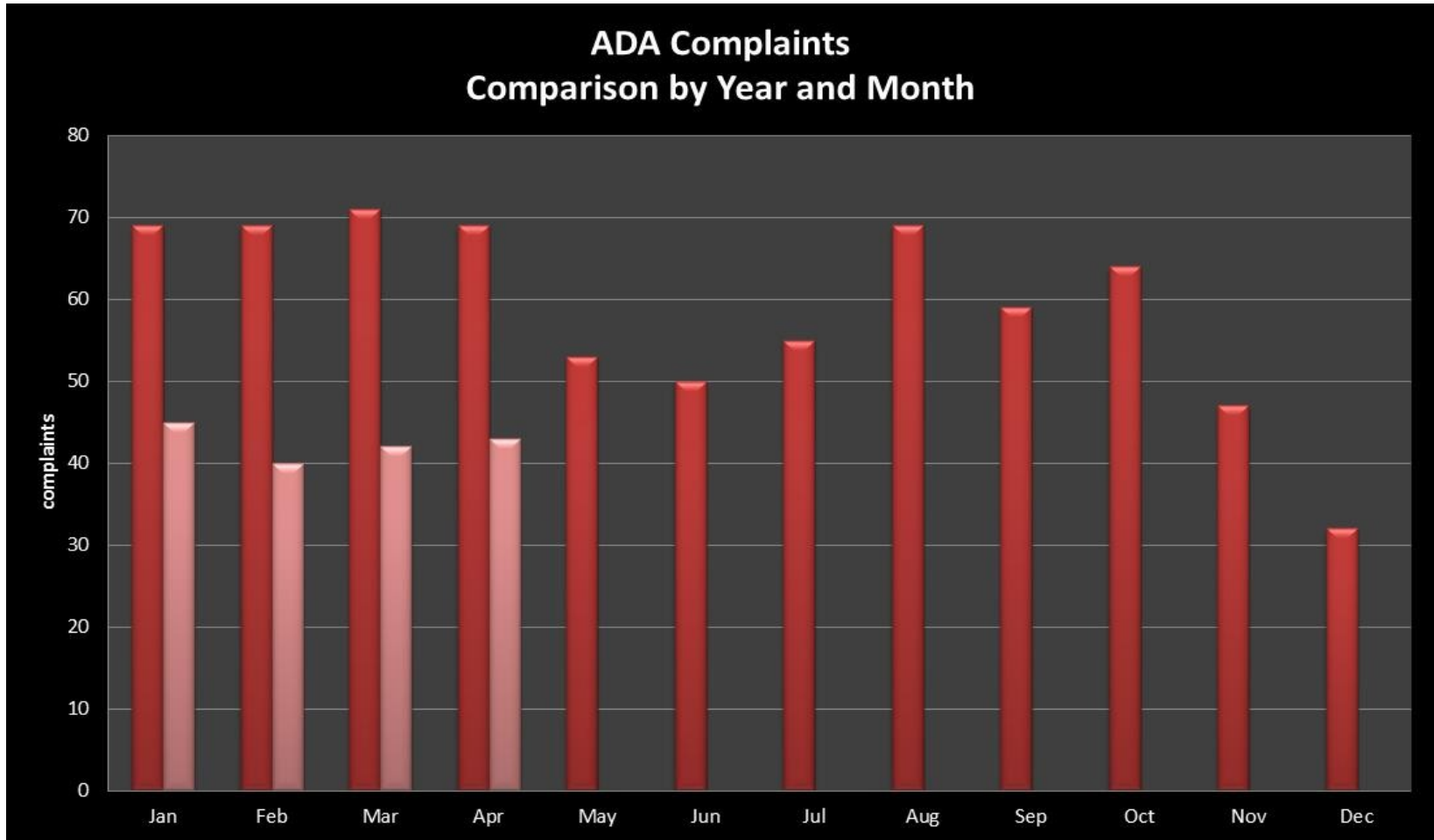
Reasonable Modification

- **DOT Published new regulation requiring transit agencies to offer Reasonable Modification to individuals with disabilities**
 - Effective July 13, 2015

Peer Review

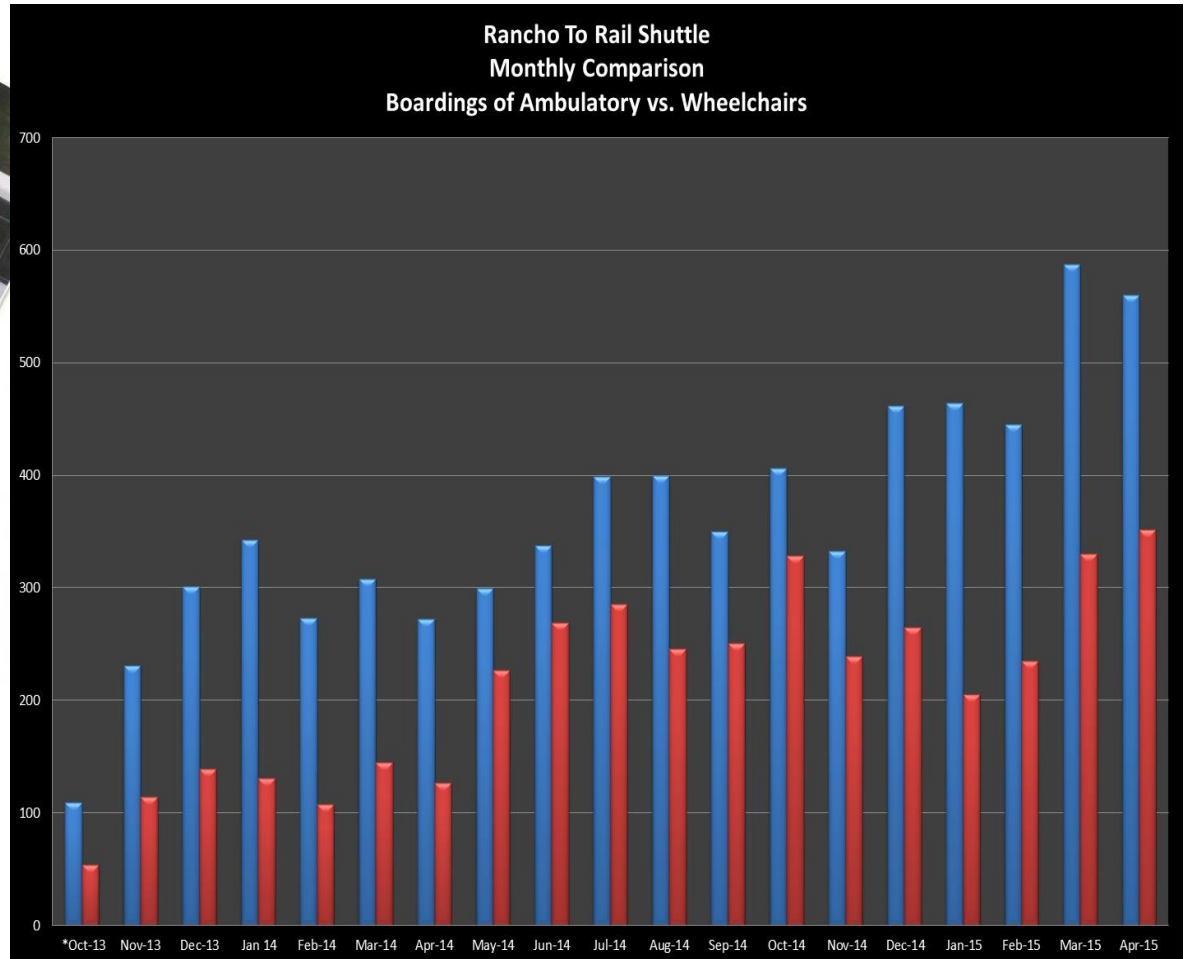
- **Staff from San Diego MTS conducted a peer review of Metro ADA compliance and found that Metro is in full compliance with regulations and is going above and beyond the minimum requirements**

Fewer ADA Complaints



Metro

Rancho Hospital Shuttle



Rancho Hospital Orientation



Sexual Harassment Prevention Training

- **300+ managers have received Metro provided State mandated SHP Training in last 6 months**
- **500+ new operators have received Metro provided SHP in last 6 months**
- **New online SHT training is being implemented for all non managers.**

Affirmative Action Plan

- **The 2014-2017 AAP submitted to FTA**
- **Metro is racially very diverse agency and racially in every job category exceeds availability**
 - **In FY 2016 will begin looking at diversity within departments**
- **In 6 of 8 job categories Metro is underutilized for female workers**
 - **Goal is to reduce and eliminate underutilization**



Affirmative Action Plan

EEO Job Category	Current Period					Availability from Census for 5 County Area %		% of Under-Utilization	
	All Employee	Minority		Female		Minority	Female	Minority	Female
	Total	#	%	#	%				
Officials & Administrators	506	277	54.7%	162	32.0%	46.4%	36.4%	8.4%	-4.4%
Professionals	667	436	65.4%	323	48.4%	51.4%	46.7%	14.0%	1.7%
Technicians	606	520	85.8%	201	33.2%	50.8%	39.1%	35.0%	-5.9%
Protective Services	77	70	90.9%	8	10.4%	63.0%	19.5%	27.9%	-9.1%
Administrative Support	113	99	87.6%	86	76.1%	53.1%	53.6%	34.5%	22.5%
Paraprofessionals	954	810	84.9%	511	53.6%	55.5%	70.6%	29.4%	-17.1%
Skilled Craft	1,886	1,493	79.2%	38	2.0%	59.6%	6.0%	19.6%	-3.9%
Service Maintenance	5,818	5,454	93.7%	1,821	31.3%	69.2%	42.7%	24.6%	-11.4%
	10,627	9,159	86.2%	3,150	29.6%				



Underutilized Job Categories

Questions?