

Diversity, Equity, and Inclusion (DE&I) Strategic Plan Transportation Research Board

Background

TRB's Diversity, Equity, and Inclusion Initiative's mission of creating and fostering an inclusive environment that leads to increased diversity and equitable outcomes for all participants is a top priority for TRB. The TRB DE&I Strategic Plan provides a roadmap for building such an environment at all levels of the organization. Successful implementation of the strategies and actions in the plan requires coordination across the entire organization, including volunteers, contractors, and staff. TRB management will hone each strategy, identify priorities, and assign action items to appropriate staff and committee/panels. TRB's Special Committee on Diversity, Equity, and Inclusion will monitor progress on the plan's strategies and report to the TRB Division Committee and the Executive Committee.

In fall 2020, the Special Committee recommended that "equity" be added to its name and to several of the strategies in the plan to better respond to calls for social justice throughout the country. The committee wants to reflect that we, as transportation professionals, must attend to equity issues in order to identify and eliminate barriers to full and active participation in TRB, and development of volunteer leaders from underrepresented groups.

Working Definitions

To guide its work, the committee agreed on the following definitions:

Diversity is defined as the variety of experiences, cultures, and physical attributes that influence interactions within a community including, but not limited to, race, language, sexual orientation, age, culture, socioeconomic status, gender, religion, perspective, ability, and experience.

Inclusion means that all individuals and groups are welcomed, valued, respected, and supported equally as they contribute to the mission and success of a community.

Equity is the process of ensuring that individuals, especially those from traditionally marginalized groups, have equal access to opportunities to advance, contribute, and develop in a group, organization, or function. Achieving equity involves dismantling the barriers that have prevented equality of access to opportunity, participation, and outcomes for members of disadvantaged groups.

Strategies

The following are the seven strategies that guide actions that are planned and underway at TRB:

Strategy 1

Identify practices and develop primers for committee and panel chairs, and TRB staff that ensure equitable opportunities for all, and highlight strategies and resources used to recruit, welcome and actively involve a more diverse committee and panel membership.

Strategy 2

Engage with transportation-related organizations and other appropriate organizations that serve women and members of minority groups that are underrepresented in TRB to increase their members' awareness of and participation in TRB.

Strategy 3

Find new ways for Annual Meeting and specialty conference attendees to engage in a way that creates openings for everyone to have equal opportunities to make connections and feel included, welcomed, and able to participate.

Strategy 4

Identify practices/and develop primers for TRB staff and the contracting office to identify and minimize barriers to achieving greater diversity among TRB contractors and their lead staff, whether they are suppliers or research consultants.

Strategy 5

Identify and minimize barriers to achieving greater TRB staff diversity.

Strategy 6

Ensure that technical activities and research projects address diversity, equity, and inclusion.

Strategy 7

Improve existing data, information, and communication mechanisms to support all strategies.

Appendix: Projects in Progress, Anticipated Projects, and Newly-Funded Projects

Projects in Progress

- [ACRP 01-48](#) - Assessing Airport Programs for Travelers with Disabilities and Older Adults
- [ACRP 04-24](#) - Guidelines to Develop an Anti-Human Trafficking Action Plan for Airports
- [BTSCR P BTS-13](#) - Communicating Safe Behavior Practices to Vulnerable Road Users
- [BTSCR P BTS-15](#) - Highway Safety Behavioral Strategies for Rural Areas
- [NCHRP Synthesis 20-05/Topic 52-13](#) - Micromobility Policies, Permits, and Practices
- [NCHRP 20-65/Task 78](#) - Impact of Decline in Volunteerism on Rural Transit Systems
- [NCHRP 20-65/Task 81](#) - Best Practices in Rural Service Assessment
- [NCHRP 20-113F](#) - Topical White Papers for the TRB Forum on Automated Vehicles and Shared Mobility
- [NCHRP 08-125](#) - Attracting, Retaining, and Developing the Transportation Workforce: Transportation Planners
- [NCHRP 08-131](#) - Access to Jobs, Economic Opportunities, and Education in Rural Areas
- [NCHRP 20-121](#) - State DOT Contributions to the Study, Investigation, and Interdiction of Human Trafficking
- [NCHRP 20-122](#) - Rural Transportation Issues: Research Roadmap
- [TCRP A-45](#) - Measuring and Managing Fare Evasion
- [TCRP B-46](#) - Tactile Wayfinding in Transportation Settings for Travelers Who Are Blind or Visually Impaired
- [TCRP B-47](#) - Impact of Transformational Technologies on Underserved Populations
- [TCRP B-48](#) - The Provision of Alternative Services by Transit Agencies: The Intersection of Regulation and Program Objectives
- [TCRP Synthesis J-07/Topic SA-52](#) - Assessing Equity and Identifying Impacts Associated with Bus Network Redesigns
- [TCRP Synthesis J-07/Topic SB-32](#) - Use of Agency Trip Agreements in ADA Paratransit Service Delivery and Addressing Changing Demographics
- [TCRP Synthesis J-07/Topic SB-34](#) - Coordination of Public Transit Services and Investments with Affordable Housing Policies
- [TCRP Synthesis J-07/Topic SH-19](#) - Considering the Unbanked in Cashless Fare Payment at Point of Service for Bus/Demand Response Services
- [TCRP Synthesis J-07/Topic SH-21](#) - Transit Fare Capping: Balancing Revenue and Equity Impacts
- [Transit IDEA J-04/IDEA 91](#) - Comprehensive Wayfinding for All (CWall)

- [Transit IDEA J-04/IDEA 98](#) - Safety Assessment of the Interaction Between the Autonomous Shuttle Bus and Vulnerable Road Users
- [TCRP J-11/Task 41](#) - Pathways to Effective, Inclusive, and Equitable Virtual Public Engagement for Public Transportation
- [TCRP J-11/Task 35](#) - Resource Guide for Improving Diversity and Inclusion Programs in the Public Transportation Industry
- [TCRP J-11/Task 40](#) - Homelessness: A Guide for Public Transportation
- [TCRP J-11/Task 42](#) - Maintaining Transportation Services for People With Disabilities, Paratransit, and Other Service Needs During a Pandemic
- [TCRP J-05/Topic 20-03](#) - Policing and Public Transportation

Anticipated Projects

- [NCHRP 08-150](#) - Valuation of Transportation Equity in Active Transportation and Safety Investments
- [NCHRP 08-152](#) Strategies for Advancing Equity in Transportation Planning by Increasing Diversity, Equity, and Inclusiveness in The Transportation Planning Profession
- [NCHRP 08-155](#) - Researching and Responding to Racial Disparities in Construction
- [NCHRP 08-159](#) - Understand How Accessibility to Employment, Health Care, Education, and Other Vital Needs Vary for Different Population Groups in Different Settings, and Methods for Effectively Assessing Mobility and Accessibility Needs
- [NCHRP 08-160](#) - Understand the Role of Transportation Infrastructure Investment in Gentrification and Displacement and Identify Effective Policies and Strategies to Address These Effects
- [NCHRP 08-161](#) - Identify Emerging Approaches for Public Engagement to Meaningfully Involve Minorities, Low-Income, and Other Vulnerable Populations
- [NCHRP 08-162](#) - Identify Practices and Policies to Advance Social Justice and Equity into Transportation Decision-Making
- [NCHRP 20-102\(33\)](#) - Safety of Vulnerable Road Users in a C/AV Future
- [TCRP H-59](#) - Racial Equity, Black America and Public Transportation

Newly-Funded Projects

- [NCHRP 08-130](#) - Best Practices in Coordination of Public Transit and Ride Sharing
- [NCHRP 08-142](#) - Virtual Public Involvement: A Manual for Effective, Equitable, and Efficient Practices for Transportation Agency
- [NCHRP 08-147 / TCRP B-49](#) - Improving Public Transportation in Rural Areas and Tribal Communities
- [TCRP H-60](#) - Addressing Disproportionate Share of Health, Economic, and Transportation Impacts for Lower-Income Households and Communities of Color