

NADTC's Multipronged Transportation DEI Initiative

Module 1: The Value of
Being Intentional



Diversity, Equity, Inclusion & Accessibility

Presence of differences



DIVERSITY

Fair access, opportunity, and support



EQUITY

Genuine sense of belonging and value



INCLUSION

 **WordStream**
by LOCALIS

Why a Transportation Diversity, Equity and Inclusion Initiative?

- NADTC poll findings that African Americans, Hispanic and whites differ in the ways they use transportation.
- Historical and current inequities resulting in disparities in service availability and accessibility.
- By 2050, the U.S. will not have one group that the majority.
- Current Administration's priority



NADTC's DEI Initiative

DEI Advisory Committee

- 2021 National Survey
- Focus Groups
- Stakeholder & National Meetings
- Equity and Accessibility Grants
- DEI Lunch and Learn Webinars

Scan QR Code to access DEI resources!



View resources here: www.nadtc.org/diversity-equity-inclusion-initiative/

Focus Groups – Three Key Issues Emerged

1. **Access** – extended hours, accessible vehicles, crossing jurisdictions, scheduling
2. **Cost** – impacts frequency and destination, long distance not available or too expensive, don't like relying on family/friends due to price of gas
3. **Treatment** – some felt discrimination, some praised drivers, treatment in relation to disability was shared more freely

How Stakeholders are Addressing DEI in Transportation

- Expanding use of listening sessions and offering virtual options
- Preparing for language barriers
- Sharing info with community-based groups serving diverse populations
- Building unique community relationships in rural areas - churches, county periodicals, farmer's market, libraries
- Travel training includes using apps and other technologies

Lessons Learned

- Not everyone has the same understanding of transportation DEI.
- Some struggle to recognize diversity in their communities.
- Stakeholders are looking for ways to work on transportation DEI.
- People are less comfortable talking about barriers related to how race, ethnicity or culture impacts transportation access.

Data Collection

National DEI Committee Video



The video thumbnail features a background image of a person sitting in a wheelchair inside a vehicle. At the top left is the nadtc logo (National Aging and Disability Transportation Center). To its right are the logos for easterseals and USAging. On the far right is the Department of Transportation United States of America logo. The main title in the center reads "National Transportation Diversity, Equity & Inclusion Survey" with a green underline. Below the title is the subtitle "of Older Adults, People with Disabilities and Caregivers".

nadtc
NATIONAL AGING AND DISABILITY
TRANSPORTATION CENTER

easterseals USAging

DEPARTMENT OF TRANSPORTATION
UNITED STATES OF AMERICA

National Transportation Diversity, Equity & Inclusion Survey

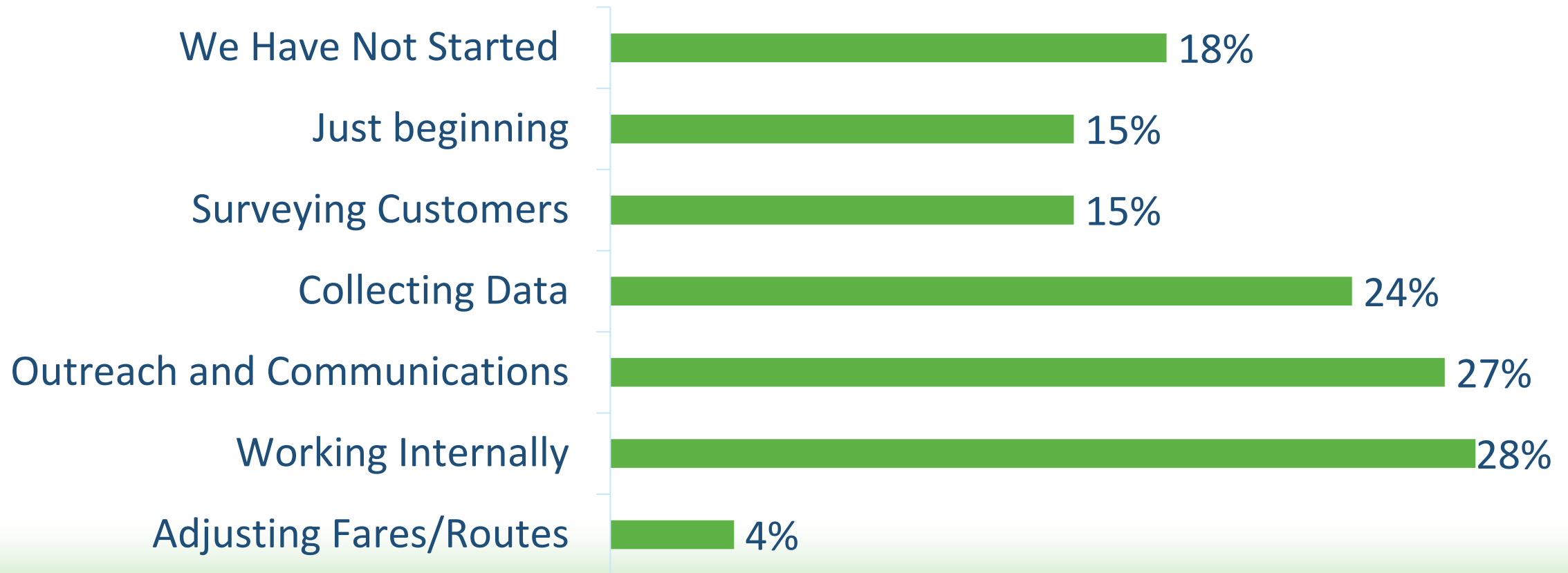
of Older Adults, People with Disabilities and Caregivers

What is your organization's involvement in work on transportation DEI?

- Not started work in DEI
- Only beginning to discuss the topic of DEI
- Working internally (e.g., hiring, company culture)
- Working on our outreach and communications
- Surveying our customers and community
- Collecting data about who we serve
- Adjusting fare structures to accommodate people with low incomes
- Changing routes to serve historically marginalized and underserved populations

Results from NADTC Feedback Survey 2022

Involvement in Transportation DEI



NADTC's DEI Initiative - 2023

- Course – Why Serving Everyone Doesn't Serve Everyone
- Synthesis Paper and Equity Briefs
- National Symposium – stakeholder meetings
- National DEI Survey of Transit and Human Services Providers
- DEI Forums
- DEI&A Lunch and Learn Webinars – quarterly

Resources

Resources

[NADTC Website – DEI Initiative](#)

[Diversity and Inclusion Terms/Language](#)

[National RTAP Best Practice Spotlight-DEI in Public Transit](#)

[HIRTA Blog post about DEI](#)

[Diversity, Equity, and Inclusion \(DEI\) in the Nonprofit Sector](#)

[Getting Ahead of the Curve with Diversity, Inclusion, and Equity – Video Training Free](#)



Thank you!

