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| **TCRP  J-11/Task 35 [RFP]****Resource Guide for Improving Diversity and Inclusion Programs for the Public Transportation Industry****Posted Date: 5/17/2019**

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| **Project Data** |
| **Funds:** | $50,000 |
| **Contract Time:** | 14 months |
| **Authorization to Begin Work:** | 11/1/2019 -- estimated  |
| **Staff Responsibility:** | Dianne S. Schwager   Phone: 202-334-2969   Email: DSchwage@nas.edu |
| **RFP Close Date:** | 8/6/2019 |
| **Fiscal Year:** | 2019 |

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**BACKGROUND**

The public transportation industry is striving to be more diverse and inclusive and to foster diversity and inclusion programs that include effective policies, plans and practices. These programs seek to improve the public transportation workplace, reduce harassment and discrimination, foster better decision-making, increase innovation, and reduce key barriers that affect industry success.

Many entities within the public transportation industry are being intentional about creating a more inclusive culture; exploring many aspects of diversity, beyond race and gender, that make up their workforce; and reevaluating the kind of ally they can be in their community. However, there are realizations that (1) different organizations have different definitions for diversity and inclusion, (2) organizational diversity and inclusion goals are difficult to define, affirm, and measure, and (3) diversity and inclusion programs are challenging to develop and implement.

While many public transportation organizations are eager to both initiate and improve their diversity and inclusion programs, many need additional resources and a guide to help them learn from their peers and from best practices, both within and outside of the public transportation industry.

For purposes of this research, the public transportation industry includes (1) public transportation providers (i.e., transit agencies, local public providers, and state departments of transportation), (2) private transportation providers [e.g., Transportation Network Companies (TNCs), taxis, carshare and bikeshare providers], and (3) businesses and organizations that support transportation providers. These diverse organizations often lack the capacity and resources to develop, implement, evaluate, and improve effective diversity and inclusion programs.

**OBJECTIVE**

The objective of this research is to develop a resource guide to assist the public transportation industry in developing and improving diversity and inclusion programs, which include policies, plans, and practices.  The research should:

* Review and evaluate the state of the practice of diversity and inclusion programs applicable to the public transportation industry, identify characteristics and best practices, and develop a compendium.
* Identify important gaps in diversity and inclusion programs.
* Provide guidance to public transportation organizations on how to assess the current state of diversity and inclusion within their organizations.
* Discuss how an organization can develop a diversity and inclusion vision, set goals, and define objectives.
* Design a template and check list for diversity and inclusion programs for the public transportation industry.
* Provide examples of how diversity and inclusion policies, plans, and practices, relevant to the public transportation industry have been introduced, implemented, and sustained overtime.
* Consider how partnerships with technology platforms and new, shared mobility services impact diversity and inclusion in the public transportation industry.
* Identify appropriate means for measuring the effectiveness and documenting the successful outcomes of diversity and inclusion programs for the public transportation industry.
* Having developed the resource guide for diversity and inclusion programs, the research team should recommend a mechanism for on-going document and knowledge sharing by the public transportation industry as part of the technical memorandum required in Special Note E.