

**Yesenia Soto-Mayboca,
Transit Police Officer**



Why is equity important to you?

Because everyone should have the resources they need to be successful at work and in their personal lives.

What do you hope the Everyday Equity Team can achieve together?

I hope we can help our fellow employees reach their goals by providing all the information and resource they need.

What are you most proud of?

My family and my career as a law enforcement officer.

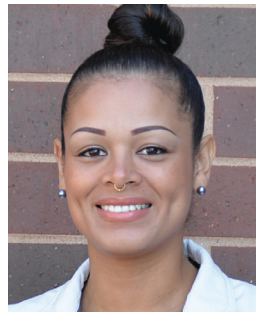
What is something that people may find surprising about you?

That I'm a full-time wife, mother and police officer.

Who is a person you admire?

My mother. She taught me great core values and principles. She raised me to be an honest, strong, hard worker and an independent woman just like her.

**Joanna Hubbard-Rivera,
Customer Advocate**



Why is equity important to you?

Because equity gives everyone a fair shot regardless of race, sexual orientation, economic background, etc.

What do you hope the Everyday Equity Team can achieve together?

I hope we will dig in and find solutions to tough issues that might typically be avoided as potentially controversial or sensitive.

What are you most proud of?

My accomplishments. I've come a long way from who I used to be and have overcome a lot of obstacles. God blessed me with a fighter's spirit.

What is something that people may find surprising about you?

I'm sensitive! I have a somewhat rough exterior but don't let that fool you, I have feelings.

Who is a person you admire?

My 8-year-old son. He is articulate and compassionate. My pride and admiration for him grows constantly.

**Shoeb Behlim,
Assistant Manager-Rail**



Why is equity important to you?

As an organization and as individuals, the decisions we make affect lives. It's important to consider the impact of those decisions on our customers and our organization's future.

What do you hope the Everyday Equity Team can achieve together?

I hope we can support a positive work environment by encouraging hiring from all backgrounds, recognizing potential leaders and guiding and coaching colleagues to become better individuals.

What are you most proud of?

That people look to me as good leader whom they can turn to for counsel.

What is something that people may find surprising about you?

I'm a train fanatic and have a huge collection of model trains.

Who is a person you admire?

My mom. She left a lasting, positive impression on everyone she met. I try to follow in her footsteps.

**Helena-Marie Lindsey,
Janitor**



Why is equity important to you?

I'm a firm believer that the possibility for change shines brightly over any negative belief in the status quo. As Winston Churchill said, "never give in except to convictions of honour and good sense...never yield to the apparently overwhelming might of the enemy." In other words, never give up! These words have and will forever inspire me.

What do you hope the Everyday Equity Team can achieve together?

I hope this team will be able to serve everyone and make a difference when change might have seemed impossible.

What are you most proud of?

My children and my mother. They have faced many challenges and yet remain positive, hopeful and strong. I am proud and blessed to be a part of their lives.

What is something that people may find surprising about you?

I'm pretty open, so I'm not sure if there is anything surprising about me. Get to know me and let me know what your answer is. We can both be surprised!

Who is a person you admire?

My mother. She loves with a blind, open heart and her strength is stronger than titanium. She is the absolute Rock of Gibraltar for my family and I.

Get to know your Everyday Equity Team



People face challenges every day. Getting a job. Getting to a job. Getting the kids to day care. Paying for rent. Affording tuition. Having time for friends and family.

And not everybody is starting in the same place. Due to many reasons, some face different challenges than others. For example, being a single parent, facing discrimination, having a disability or not owning a car can present barriers to opportunity.

Equity is "access to opportunity for all." Metro Transit already helps people to reach opportunities – but there is always more to do. Everyday Equity is a new initiative to enhance how we do business by removing barriers to opportunity, so everyone can "get where they want to go." Everyone at Metro Transit has a role to play in equity, every day.

To identify what these barriers are for employees, customers and community members, and to find solutions, Metro Transit has selected 12 employees for its Everyday Equity Team.

Through the end of 2016, this group will:

1. Listen to other Metro Transit employees through conversations about equity.
2. Test out ways we can enhance the way we do business.
3. Evaluate how we are doing as an organization on equity.
4. Share the story of how Metro Transit is helping to advance regional equity.
5. Recommend ways we can continue to integrate equity into the way we do business over the long term.

While team members will lead our equity efforts, all employees can make equity a part of their daily work and bring new ideas forward. To learn more and share your thoughts, contact team members you know or Everyday Equity Project Manager Allison Bell at 612-349-7672 or Allison.bell@metrotransit.org.

Share your ideas
on equity with one of
the Equity Everyday
team members!



EQUITY



Meet the Everyday Equity Team!

**Dakota C. Nyaribo, #67299,
Bus Operator/Instructor,
Heywood**



Why is equity important to you?

Equity is important to me because it's about bringing the people around me together to share ideas.

What do you hope the Everyday Equity Team can achieve together?

I hope we can improve communications with employees, management and the community.

What are you most proud of?

My accomplishments and children.

What is something that people may find surprising about you?

My sense of humor.

Who is a person you admire?

My grandmother.

**Salah Ahmed,
Transit Police Officer**



Why is equity important to you?

Because I believe everyone should have equal access to opportunities.

What do you hope the Everyday Equity Team can achieve together?

I hope we can increase awareness about equity and address issues that affect the organization and the community.

What are you most proud of?

My commitment to public service and the community.

What is something that people may find surprising about you?

I love traveling and I have lived in five different countries.

Who is a person you admire?

My father. He raised 10 children with limited resources and he's a very open-minded and positive person.

**Linet Ogola,
Principal Financial Analyst**



Why is equity important to you?

Because it fosters an environment of fairness and inclusion in the workplace and in the community.

What do you hope the Everyday Equity Team can achieve together?

I hope we can provide a platform that enables employees to freely discuss equity-related issues within the organization. I also hope we can address those issues by recommending appropriate measures.

What are you most proud of?

Providing an opportunity for a young girl to complete her education. The young girl lives in Kenya and was an A student on the verge of dropping out of high school because her parents were not financially stable. Now she is a freshman in college hoping to become a doctor.

What is something that people may find surprising about you?

I have a passion for traveling and exploring new cultures in different parts of the world.

Who is a person you admire?

My parents. Their love and devotion to their children's success was admirable. Raising seven children with different personalities, abilities and talents was no easy feat. I credit all that I am today to my wonderful parents.

**Peter J. Jackson, #9167,
Bus Operator, East Metro**



Why is equity important to you?

Because everyone should have access to opportunities.

What do you hope the Everyday Equity Team can achieve together?

I hope we meet the goals we've set to achieve. It's feasible. We can do it.

What are you most proud of?

I ran my first marathon in 2013 after training by myself.

What is something that people may find surprising about you?

That I like pipe organs. I'm crazy about them and always listen to "Pipe Dreams" on Classical MPR.

Who is a person you admire?

My dad. He had a strong work ethic and was a great husband and father.

**Evette Perry, BSW, #2229
Bus Operator, East Metro**



Why is equity important to you?

Equity is important because it gives everyone a chance to improve their situation, explore their talents and experience dignity and self-worth.

What do you hope the Everyday Equity Team can achieve together?

I hope we can discuss life challenges that prevent people from achieving their goals and that we can educate, motivate and influence those who feel defeated by the system or themselves.

What are you most proud of?

My ability to bounce back in the face of tragedy, adversity and abuse.

What is something that people may find surprising about you?

My discipline and desire to monitor things around me carefully, despite my sense of humor.

Who is a person you admire?

Oprah Winfrey. In spite of all the barriers she encountered, she shares herself and promotes success within her culture and around the world. I also admire the fact that she's a researcher and a giver.

**Rachel Dungca,
Project Manager,
Strategic Initiatives**



Why is equity important to you?

Because I want to live in a neighborhood where we all have the opportunity to thrive. Equity is the essence of loving your neighbor.

What do you hope the Everyday Equity Team can achieve together?

I hope we can help everyone in our organization understand why they should think about equity and provide them a foundation to be able to act on their ideas.

What are you most proud of?

Saturday mornings with my family. After working hard all week, we take time to pause in our pajamas, laugh and eat pancakes.

What is something that people may find surprising about you?

I'm a homebody, which may be why I absolutely love home decorating and vehemently hate clothes shopping.

Who is a person you admire?

A lot of people! They are all courageous, resilient and generous.

**Mark Benedict, Director,
Rail Systems Maintenance**



Why is equity important to you?

Because enabling others who want to improve their lives benefits everyone.

What do you hope the Everyday Equity Team can achieve together?

I hope we will rally around a philosophy that empowers the team and those we influence so equity can be delivered where it is needed most.

What are you most proud of?

That I have been blessed with the ability to connect with people and that I have the good sense to leverage it in ways that lift others.

What is something that people may find surprising about you?

I'm a former federal special agent and for three years I was a bodyguard to the Supreme Allied Commander-Europe.

Who is a person you admire?

Retired Microsoft CEO Bill Gates. Not because he retired as a billionaire at age 52, but because he has worked as a philanthropist to give it all away.

**Alec Johnson, #66034,
Bus Operator/Instructor,
Nicollet Garage**



Why is equity important to you?

Because I believe when barriers are removed people are willing and able to rise to the occasion and do something to better themselves and the community around them.

What do you hope the Everyday Equity Team can achieve together?

I hope we really dig deep to identify Metro Transit's equity challenges internally and externally and not just make superficial changes.

What are you most proud of?

My two daughters (ages 5 and 7). Nothing fulfills me more than being a part of their ongoing development into strong, intelligent and compassionate individuals.

What is something that people may find surprising about you?

In my teens and 20s I played guitar and saxophone in several groups ranging from rock to blues to funk. I still play when I can.

Who is a person you admire?

My mom. She never stopped learning and growing in life or in her work as a nurse – all with the selfless motivation to make things better for everyone around her.

