



Mike Joyce
Assistant Director,
Bus Maintenance

Why is equity important to you?

I believe that we are all connected and are part of something larger. This connectedness is at the very core of my value system. We must not harm others because we will be harming ourselves. If we don't offer the same opportunities to all, many of us will never reach fulfillment of one's talents and true potentials.

Why does Metro Transit need the Everyday Equity Team?

As a workforce educator, I have always been concerned for our employees and helping them improve their performance. As a cultural change agent, I believe I have the unique education, ability and perspective that sets me apart from my peers to make that happen.

What is a strength you bring to the Team?

I am considerate, caring and accepting. I'm certain of the unity of humankind, and I work to be a bridgebuilder for people of different cultures. I am creative, futuristic and strategic in my approaches to life.

Equity is "just and fair access to opportunity for all." Metro Transit already helps people to reach opportunities – but there is always more to do. Centuries of structural racism and other forms of discrimination have created inequities among our employees, customers and community members. These inequities can be barriers to opportunity for people of color, people with disabilities and others. Everyday Equity is an initiative to identify and remove these barriers so that we can all thrive.

To this end, Metro Transit has selected 16 employees to take part in the 2017 Everyday Equity Team. This team will build upon the strong foundation set by the 2015-2016 Everyday Equity Team. The 2017 team will focus their efforts in 4 areas:

- Employee engagement
- Community engagement
- Advising on policies and practices that affect customers
- Advising on policies and practices that affect employees

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 or Everyday Equity 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!



Get to know your Everyday Equity Team



Salah Ahmed
Police Sergeant

Why is equity important to you?

Because I believe everyone should have equal opportunities to thrive regardless of race, gender, disability, religion, and national origin.

Why does Metro Transit need the Everyday Equity Team?

I fully believe that the Everyday Equity Team can help Metro Transit identify organizational barriers and create equitable opportunities for employees and the community.

What is a strength you bring to the Team?

I am very passionate about helping others.



Shoeb Behlim
Assistant Rail Transportation Manager, Green Line

Why is equity important to you?

Equity is important to me because just like I was given opportunity, I believe everyone deserves fair treatment and opportunities. I believe Metro Transit can be better by having the Everyday Equity Team.

Why does Metro Transit need the Everyday Equity Team?

While Metro Transit is doing great things, Metro Transit still has persons who do not understand the employees they manage or the communities it serves. Metro Transit still is not transparent in its hiring process or any other decision making process. I wish Metro Transit would tell why it is doing something rather than secrecy.

What is a strength you bring to the Team?

I bring knowledge of some of the process, passion and dedication, and a caring attitude.



Ayantu Gameda
Customer Relations Specialist, FTH Office Building

Why is equity important to you?

Equity is important to me, because I am privileged enough to drink freely from a well that I did not help dig. However, I recognized that there are a lot of people who don't have anything to drink, and there's a lot more digging left to do.

Why does Metro Transit need the Everyday Equity Team?

Being a public service, Metro Transit must constantly assess its commitment to equity. The Everyday Equity Team works diligently to identify and mitigate inequity within all areas of our organization.

What is a strength you bring to the Team?

My unwavering tenacity in defense of those who are adversely, and disproportionately, affected by systemic inequity.



Joanna Hubbard-Rivera
Customer Advocate, FTH Office Building

Why is equity important to you?

I don't want to live in a world where merit and opportunity is given and taken away because of the color of one's skin. It is a glaring and undeniable reality that there are wide opportunity gaps and disparities right here where we live. Every single man, woman and child should be given the opportunity to thrive and become what they want to be if that is their wish.

Why does Metro Transit need the Everyday Equity Team?

Metro Transit is not above discrimination, organizational politics or institutional racism. An equity team is needed now, more than ever.

We at Metro Transit are in the service of providing transportation for PEOPLE—a beautiful and unique assortment of individuals with

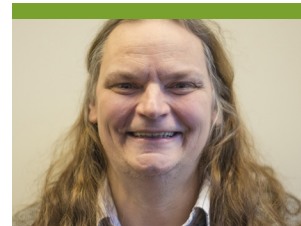


intricate and sophisticated identities. PEOPLE—whose backgrounds, religions, sexual orientations and economic status have a direct impact on their thoughts, struggles, perceptions and realities. We cannot aid or relate to our customers if we have one view, one standard solution.

What is a strength you bring to the Team?

Compassion - What drives me to speak up and speak out. I have an obligation to my fellow "man" to be compassionate and to listen openly.

Humility - Humble enough to know that with equity I am committing myself to lifelong learning to better understand the impact and implications of tyranny.



Jessica Kern
Bus Operator and Relief Instructor, Heywood Garage

Why is equity important to you?

I know how it is to be treated unfairly in the work environment. Being passed up because I am transgender due to them being uncomfortable. I am just as capable as the person promoted.

Why does Metro Transit need the Everyday Equity Team?

The Everyday Equity Team is a group of dedicated, diverse people from all areas of Metro Transit. Our goal is to identify and develop solutions where there is questions of fairness to the way people are treated.

What is a strength you bring to the Team?

Passion to help others.



Christine Kuennen
Assistant Director, Bus Administration

Why is equity important to you?

I believe empowering diversity of thought is not just organizational best practice, but also a moral obligation. We all benefit when everyone is included.

Why does Metro Transit need the Everyday Equity Team?

As a provider of critical public services, we have an obligation to identify and eliminate all barriers faced by those who rely on us.

What is a strength you bring to the Team?

In nearly 25 years of working at Metro Transit, I have seen firsthand how we all thrive when working together towards a common goal. I am optimistic for the future.



Helena Lindsey
Maintenance Clerk, Overhaul Base

Why is equity important to you?

Equity is important to me because I believe EVERYONE should have a fair chance at achieving their version of success.

Why does Metro Transit need the Everyday Equity Team?

Metro Transit needs the EET because we still have a lot of work in this area. Fair and equal access to opportunity for all is something that a lot of us believe in but there are too many folks out there that still... don't quite get it. What does it really mean for things to be equitable? It's not about checking off boxes. It's not about doing things for appearance sake. It's about truly driving a change in our status quo...a change in our current culture.

What is a strength you bring to the Team?

I am committed to making Metro Transit a safe, healthy, fair and productive environment where everyone can thrive. My bold commitment to do the next right thing is the strength that I bring to our Team.



Abel Mumbi
Manager of Warranty, Contracts & Analysis, Overhaul Base

Why is equity important to you?

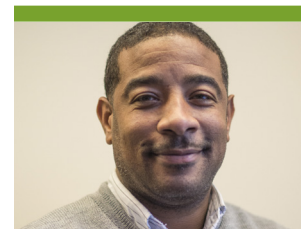
Equity is important because it promotes suitable access, and it compels us to go beyond just meeting minimum standards.

Why does Metro Transit need the Everyday Equity Team?

Everyday Equity enables Metro Transit to examine the way we do business, and reviews areas we can improve service to our customers.

What is a strength you bring to the Team?

Diverse work experience and cultural competence.



Trahern Pollard
Bus Operator, South Garage

Why is equity important to you?

Because God created all equal and we should be treated that way. Hard work should not only be recognized but also rewarded.

Why does Metro Transit need the Everyday Equity Team?

I feel as though it's essential that a company of this magnitude shows equity not only to its employees but community that they serve on a day to day basis.

What is a strength you bring to the Team?

Relationships, great ideas, hard work, commitment, dedication. I also bring an abundance of experience from all walks of life.



George Stewart
Supervisor, Transit Control Center

Why is equity important to you?

It builds value for multiple stakeholders. Improves the communities.

Why does Metro Transit need the Everyday Equity Team?

To help include everyone from bottom to top.

What is a strength you bring to the Team?

Determination, forward-thinking, and positive attitude.



Lanh Thao
PT Bus Operator, East Metro Garage

Why is equity important to you?

Equity is important to me because I believe that each of us is unique and hold a very special purpose in society. I want to ensure that all people have the opportunity to bring and do their very best every day in reaching equality to all people

Why does Metro Transit need the Everyday Equity Team?

Metro Transit needs the Everyday Equity Team because the team is a representation of Metro Transit community. The

team is a treasure to have; each member represents the heartbeat of a culture, belief and value. The Everyday Equity Team can give inputs to the council in decision-making concerning the well-being and the heartbeats of our communities. This team brings in a vast knowledge of Metro Transit community.

What is a strength you bring to the Team?

It has been said that if you want to go fast, go alone but if we want to go far let us go together. I bring my unique perspective to the team as a team member. I believe that each of us brings an intangible value to the team so that collectively we can better serve our communities.



Roberta Barreto
Cleaner, MJ Ruter Garage

Why is equity important to you?

Because it provides me with the right tools that I need to succeed in this company.

Why does Metro Transit need the Everyday Equity Team?

To learn about different needs that employees have and help them with the best way to succeed.

What is a strength you bring to the Team?

My point of view, my culture



Christina House
Supervisor, Rail Transit, Blue Line

Why is equity important to you?

I believe that everyone should have the same information to make fair and informed decisions. With that information individuals can decide their next step.

Why does Metro Transit need the Everyday Equity Team?

To ensure that important information is distributed to all.

What is a strength you bring to the Team?

I have an extremely positive personality and outlook on life. This is helpful when trying to discuss difficult issues with others. I try to help others see the rainbow..... :)



Peter Jackson
Bus Operator, East Metro Garage

Why is equity important to you?

It's important that we bring sense of fairness to the agency.

Why does Metro Transit need the Everyday Equity Team?

To help the agency discover its strengths and improve upon its weaknesses to benefit employees and customers.

What is a strength you bring to the Team?

I tend to dig deep and challenge conventional ways of things without being confrontational.



Alec Johnson
Bus Operator and Instructor, Nicollet Garage

Why is equity important to you?

No two problems have the same solution. Equity means utilizing collective creativity, recognizing the uniqueness of each situation and finding meaningful ways to address each one.

Why does Metro Transit need the Everyday Equity Team?

Transit agencies by default try to meet the needs of as many as possible. But simultaneously there must be intentional efforts to uplift those who face added barriers.

What is a strength you bring to the Team?

An unflinching faith that, with equitable access to information and opportunity, there is immense potential power in collective and democratic processes.

