

RESOLUTION NO. 2021-98

AMENDING SECTION 620.04 OF THE CODIFIED RULES AND REGULATIONS OF THE GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY

WHEREAS, pursuant to Resolution No. 1989-176, the Board of Trustees of the Authority codified the resolutions establishing its policies and procedures; and

WHEREAS, the Authority has conducted a review and determined that Section 620.04, Diversity and Inclusion Policy, should be updated to add language expressly including the concept of equity as well as introductory language acknowledging public transportation as an anchor for equal opportunity and social and economic equity.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Greater Cleveland Regional Transit Authority, Cuyahoga County, Ohio:

Section 1. That Section 620.04, Diversity, Equity and Inclusion is hereby enacted to read as specified in Attachment A hereto.

Section 2. That the Board of Trustees hereby waives the fourteen-day period provided for in Article XI, Section 2 of the Bylaws.

Section 3. That this resolution shall become effective immediately upon its adoption.

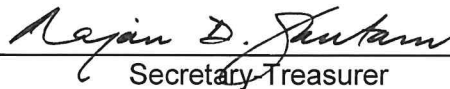
Attachment: A. Section 620.04, Diversity, Equity and Inclusion

Adopted: October 26, 2021



President

Attest: _____


Secretary-Treasurer

Attachment A to Resolution

620.04 DIVERSITY, EQUITY AND INCLUSION POLICY.

(a) The Board of Trustees (“Board”) of the Greater Cleveland Regional Transit Authority acknowledges public transportation as an anchor for equal opportunity as well as social and economic equity. The Board affirms the Authority’s commitment to diversity, equity and inclusion and its responsibility to provide first class public transportation services. The Board believes that to best understand and serve the needs of our customers and communities, the Authority must reflect diversity, equity and inclusion in its Board composition, employees, contractors and suppliers.

(b) The Board believes that diverse, equitable and inclusive organizations find more credibility and support with the public, and success in today's marketplace. Furthermore, the variety of viewpoints that comes from different life experiences, backgrounds and cultures enhances discussions and decisions, and can add a higher degree of accountability. A diverse, equitable and inclusive organization is able to capitalize on the unique skills and abilities of all employees, expand its supplier and customer base, and better support the communities it serves.

(c) This policy affirms the Board’s longstanding position that a commitment to diversity, equity and inclusion within the Authority are chief among its responsibilities, priorities, and concerns. The Board therefore seeks to promote equity and support diversity across the full range of operations of the Authority, including its management policies, employment practices, procurement goals, and its approach to services, investments, and community partnerships. The principles supporting this statement will help ensure the Authority is sustainable, innovative and is able to foster economic development and will provide the services that its customers need and want.

(Res. 2010-13. Passed 2-16-10. Res. 2021-XX. Passed XX-XX-21.)



TITLE/DESCRIPTION: AMENDING SECTION 620.04 OF THE CODIFIED RULES AND REGULATIONS OF THE GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY	Resolution No.: 2021-98
	Date: October 21, 2021
	Initiator: Admin & External Affairs
ACTION REQUEST: <input checked="" type="checkbox"/> Approval <input type="checkbox"/> Review/Comment <input type="checkbox"/> Information Only <input type="checkbox"/> Other _____	

- 1.0 PURPOSE/SCOPE: This resolution will amend Section 620.04, Diversity & Inclusion Policy of the Codified Rules and Regulations ("Code") of the Greater Cleveland Regional Transit Authority.
- 2.0 DESCRIPTION/JUSTIFICATION: The Policies and Procedures of the Board of Trustees were codified in 1989, pursuant to Resolution 1989-176. The Code Book is now undergoing a comprehensive review and update. The Authority has a strong existing Diversity & Inclusion policy. The proposed amendments will add language to expressly include the concept of equity as well as add introductory language acknowledging public transportation as an anchor for equal opportunity and social and economic equity.
- 3.0 PROCUREMENT BACKGROUND: Does not apply.
- 4.0 AFFIRMATIVE ACTION/DBE BACKGROUND: Does not apply.
- 5.0 POLICY IMPACT: Adoption of the resolution will bring the Diversity & Inclusion policy up to date, expressly including the concept of equity and the role of public transportation in achieving equal opportunity and social and economic equity.
- 6.0 ECONOMIC IMPACT: Does not apply.
- 7.0 ALTERNATIVES: Not adopting this resolution. Not adopting this resolution would result in a policy that does not reflect the current Diversity, Equity and Inclusion policy.
- 8.0 RECOMMENDATION: This resolution was discussed at the October 12, 2021 Committee of the Whole meeting and recommended for consideration by the full Board of Trustees. It is recommended that this resolution be adopted.
- 9.0 ATTACHMENT: A. Red-line of proposed amendments to Section 620.04

Recommended and certified as appropriate to the availability of funds, legal form and conformance with the Procurement requirements.

General Manager, Chief Executive Officer

Attachment A to Staff Summary

620.04 DIVERSITY, EQUITY AND INCLUSION POLICY.

(a) The Board of Trustees ("Board") of the Greater Cleveland Regional Transit Authority (~~the Authority~~) acknowledges public transportation as an anchor for equal opportunity as well as social and economic equity. The Board affirms the Authority's commitment to diversity, equity and inclusion and takes seriously its responsibility to provide first class public transportation services ~~to the residents of Cuyahoga County. In doing so, the~~The Board believes that to best understand and serve the needs of our customers and communities, the Authority must reflect diversity, equity and inclusion in its Board composition, employees, contractors and suppliers.

(b) The Board believes that diverse, equitable and inclusive organizations find more credibility and support with the public, and success in today's marketplace. Furthermore, the variety of viewpoints that comes from different life experiences, backgrounds, and cultures enhances discussions and decisions, and can add a higher degree of accountability. A diverse, equitable and inclusive organization is able to capitalize on the unique skills and abilities of all employees, expand its supplier and customer base, and better support the communities it serves.

(c) ~~The Board is adopting this~~This policy ~~to affirm its~~affirms the Board's longstanding position that a commitment to diversity, equity and inclusion within the Authority are chief among its responsibilities, priorities, and concerns. The Board therefore seeks to promote equity and support diversity across the full range of operations of the Authority, including its management policies, employment practices, procurement goals, and its approach to services, investments, and community partnerships. The principles supporting this statement will help ensure the Authority is sustainable, innovative and is able to foster economic development and will provide the services that its customers need and want.

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