



Metro

Los Angeles County
Metropolitan Transportation
Authority
One Gateway Plaza
3rd Floor Board Room
Los Angeles, CA

Board Report

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EXECUTIVE MANAGEMENT COMMITTEE JUNE 18, 2015

RECEIVE **oral report on Civil Rights.**

DISCUSSION

The presentation will cover recent developments in Civil Rights at Metro which includes the areas of accessibility and Equal Employment Opportunity. The highlights of the presentation include:

- Department of Transportation published new rule on Reasonable Modification
- MTS from San Diego completed a Peer Review of Metro ADA Compliance
- Affirmative Action Plan submitted to FTA and found no underutilization of minorities but significant underutilization of females at Metro
- ADA Complaints from passengers have dropped by about 40% as the operator enhanced ADA training has been rolled out
- Ridership on Rancho shuttle continuing to grow

ATTACHMENTS

Attachment A - Civil Rights Programs Compliance Update

Prepared by: Dan Levy, Executive Officer, Civil Rights Programs Compliance, (213) 922-8891

Reviewed by: Stephanie Wiggins, Interim Deputy Chief Executive Officer, (213) 922-1023

Civil Right Programs Compliance

Executive Management Committee

June 2015

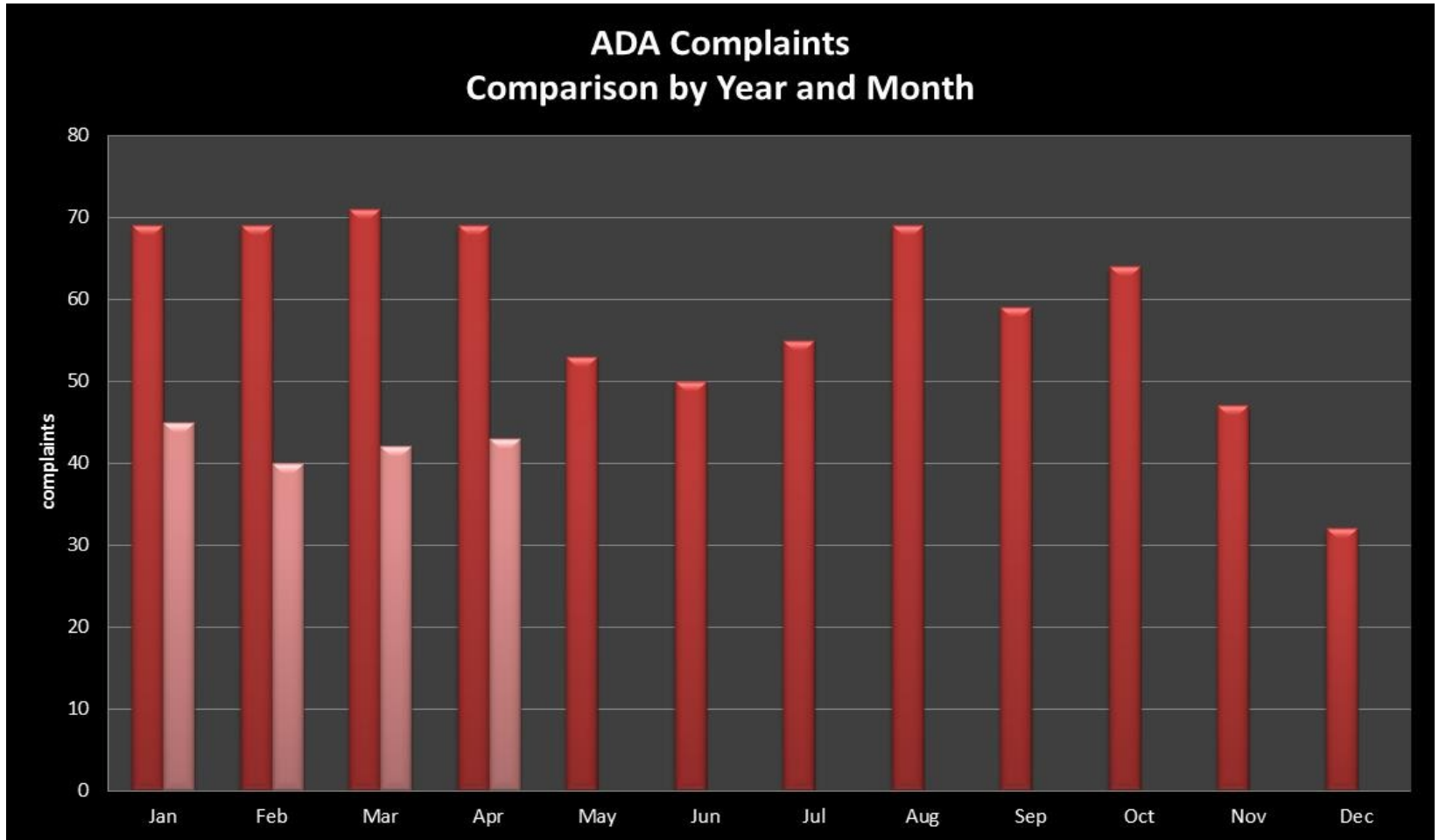
Reasonable Modification

- **DOT Published new regulation requiring transit agencies to offer Reasonable Modification to individuals with disabilities**
 - Effective July 13, 2015

Peer Review

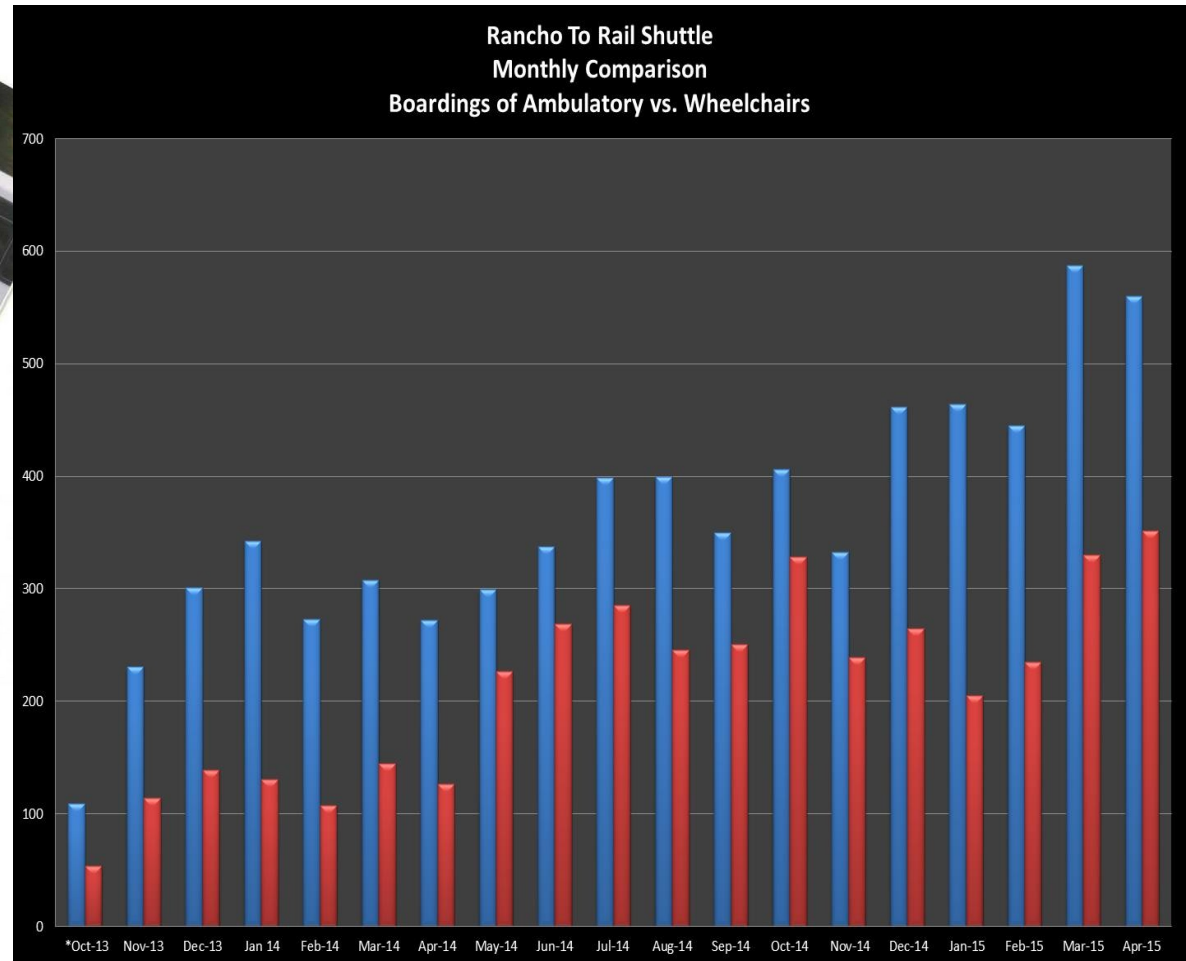
- **Staff from San Diego MTS conducted a peer review of Metro ADA compliance and found that Metro is in full compliance with regulations and is going above and beyond the minimum requirements**

Fewer ADA Complaints

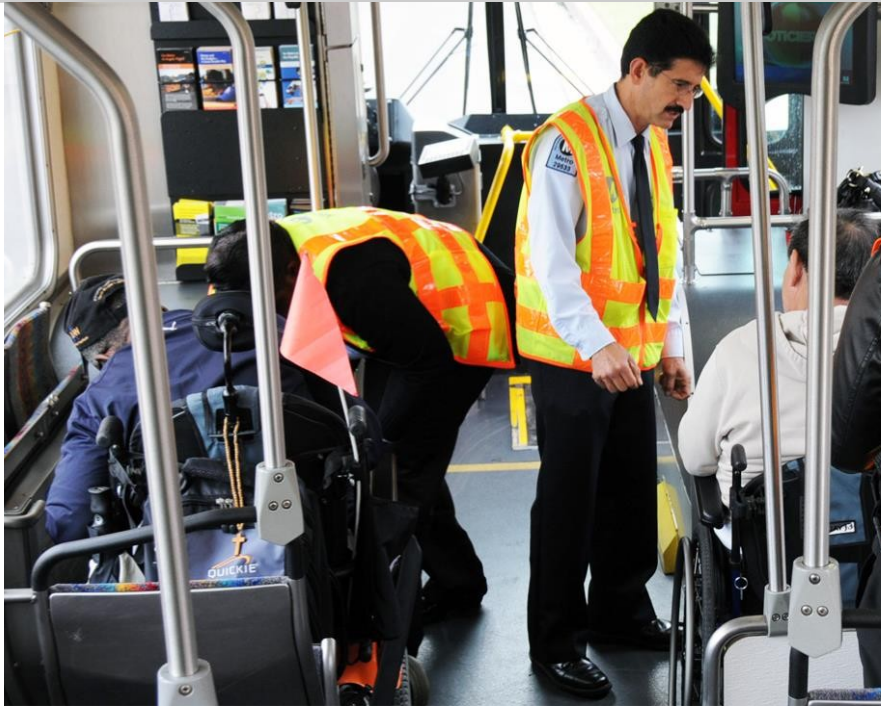


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Rancho Hospital Shuttle



Rancho Hospital Orientation



Sexual Harassment Prevention Training

- **300+ managers have received Metro provided State mandated SHP Training in last 6 months**
- **500+ new operators have received Metro provided SHP in last 6 months**
- **New online SHT training is being implemented for all non managers.**

Affirmative Action Plan

- The 2014-2017 AAP submitted to FTA
- Metro is racially very diverse agency and racially in every job category exceeds availability
 - In FY 2016 will begin looking at diversity within departments
- In 6 of 8 job categories Metro is underutilized for female workers
 - Goal is to reduce and eliminate underutilization



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Affirmative Action Plan

EEO Job Category	Current Period					Availability from Census for 5 County Area %		% of Under-Utilization	
	All Employee	Minority		Female		Minority	Female	Minority	Female
	Total	#	%	#	%				
Officials & Administrators	506	277	54.7%	162	32.0%	46.4%	36.4%	8.4%	-4.4%
Professionals	667	436	65.4%	323	48.4%	51.4%	46.7%	14.0%	1.7%
Technicians	606	520	85.8%	201	33.2%	50.8%	39.1%	35.0%	-5.9%
Protective Services	77	70	90.9%	8	10.4%	63.0%	19.5%	27.9%	-9.1%
Administrative Support	113	99	87.6%	86	76.1%	53.1%	53.6%	34.5%	22.5%
Paraprofessionals	954	810	84.9%	511	53.6%	55.5%	70.6%	29.4%	-17.1%
Skilled Craft	1,886	1,493	79.2%	38	2.0%	59.6%	6.0%	19.6%	-3.9%
Service Maintenance	5,818	5,454	93.7%	1,821	31.3%	69.2%	42.7%	24.6%	-11.4%
	10,627	9,159	86.2%	3,150	29.6%				



Questions?