

**CapMetro**

**Diversity, Equity, and  
Inclusion  
Semi-Annual Update**

July 22, 2024

# Why DEI at CapMetro?

- We care about the impact we have on the community, customers, and our employees
  - We **are** diverse, like our customers and it makes us better
  - Equity in our services and in our workplaces gives everyone a chance to succeed and thrive
  - Inclusion leads to better solutions and supports respect for differences
- It's part of our vision: CapMetro is integral to the region and its communities, providing connectivity, fostering economic activity and ensuring safe, environmentally sustainable and **equitable access** to opportunity.
- Reflected in our core values: Safety, **Equity**, Innovation, Transparency and Sustainability

# Agenda

Diversity, Equity, and Inclusion (DEI) Update

2024 Semi-Annual Accomplishments, Overview of Workforce & Supplier  
Diversity

Looking Ahead

## CapMetro Mission

To empower, enhance, and serve the region and its communities through the responsible delivery of high-quality public transportation.

## Board DEI Policy Statement

CapMetro is committed to diversity, equity and inclusion in the delivery of our programs, projects and services and to demonstrating our commitment through transparency and accountability.



# CapMetro DEI Defined



## Diversity

The range of human differences, including but not limited to, race, ethnicity, gender identity, sexual orientation, age, social class, physical or mental disability or attributes, religion, national origin and political beliefs.

## Equity

Fairness in process, distribution or resources, opportunity and provision of varying levels of support based upon need, to achieve greater fairness.

## Inclusion

Involvement and empowerment, where everyone feels welcomed, respected, supported and valued.

# Diversity, Equity, and Inclusion Strategic Objectives

- ✓ Demonstrate Leadership Commitment
  - ✓ Engage Employees, Community Partners and Stakeholders
- ✓ Continue to Build Employee Understanding and Commitment
- ✓ Consider Equity in Service Decisions and Delivery
- ✓ Maintain and enhance workforce diversity at all levels
- ✓ Become a leader in Contract/Vendor Diversity
- ✓ Build Accountability

# 2024 Semi-Annual Report Accomplishments by Objective

## Leadership Commitment

- Equity identified as core value in Strategic Plan

## Engage workforce, partners and stakeholders

- External Sponsorship and Community Events - Collaboration with partners (Keolis, MTM, and Herzog)

## Employee Understanding & Commitment

- DEI recognized as a topic of interest throughout the agency – Fundamentals of the Week


CapMetro Central

A<sup>®</sup> Immersive reader

### Leads Inclusively

Published 6/17/2024


Executive Sponsor

 Skabowski, Andrew  
EVP, Chief Operating Officer

This week's Fundamental is: **LEADS INCLUSIVELY.**

As much as we desire walking through the building doors into an inclusive culture each morning, it is up to us to ensure we are part of creating one through our daily actions.

How do we do that? How do we build an organization where everyone feels welcomed and valued with a sense of belonging?

  
Leads Inclusively

I've invited my leadership team to collaboratively co-sponsor this Leadership Capability and answer these questions.

*Read the full message from this week's Co-Sponsors below.*

# 2024 Semi-Annual Report Accomplishments by Objective

## Leader in Supplier Diversity

### Implementation of Recommended DBE Availability Study Programs

IC<sup>2</sup>



**VISIT OUR WEBSITE**



smallbiztr8.com

**QUESTIONS?**

Contact James E. Jarrett, Program Lead  
jj@c2.utexas.edu

**PROGRAM SPONSORS**

- Travis County Purchasing Office (primary sponsor)
- Capital Metro
- City of Austin Small and Minority Business Resources Department
- IC<sup>2</sup> Institute at The University of Texas

**ABOUT IC<sup>2</sup>**

Since its creation in 1977, the IC<sup>2</sup> Institute has demonstrated wealth creation through numerous incubation successes and training programs locally and internationally.



Readiness Training Program for Historically Underutilized Businesses



Grow Your Business with Government Contracts!



**HUB-M/WBE-DBE SMALL BUSINESS TRAINING**

- ✓ **FREE** online training led by industry experts.
- ✓ **BUILD** your capacity for securing government contracts.
- ✓ **NETWORK** with your peers.

**Testimonials**

"I learned about partnering with a prime contractor to do some subcontracting. This was well organized, comprehensive training. It was exactly what I needed for this stage of my business. Thank you for providing this HUB training program."  
-- HUB female CEO, IT

"Far exceeded my expectations ... I didn't know what to expect. What I did get is the tools and motivation to work on public and government projects."  
-- HUB female CEO, HVAC

The workshops were the best. Met and interacted with some awesome people. My business advisor was the most supportive and her interaction was the highlight."  
-- HUB male CEO, IT consulting

I wasn't sure what to expect but it helped me in every facet of my company ... For those of us with years in HUB you provided a path that didn't exist when we started ... This should be required to get certification because it will help all hubs to be more successful.  
-- HUB female CEO, commercial lighting

## Equity in Service Decisions & Delivery

- Updated the Language Assistance Program
- Updated the Title VI Program
- Reviewed and monitored transit services for equity and compliance



# CapMetro Participation in University of Texas IC<sup>2</sup> Program

- Organizations participating in the IC<sup>2</sup> Institute's Readiness Training Program include:
  - CapMetro,
  - Travis County HUB Program,
  - Austin Independent School District,
  - Austin Transit Partnership,
  - City of Austin, and
  - University of Texas at Austin
- CapMetro Participation in IC<sup>2</sup> Trainings:
  - 34 DBEs and SBEs were at the CapMetro presentation on November 11, 2023
  - 37 DBEs and SBEs were at the CapMetro presentation on May 24, 2024
- Participation in IC<sup>2</sup> impacted DEI's initiative to conduct 1x1 sessions with small businesses held throughout the year.
  - 63 1x1s with small businesses have been held in FY24

# Semi-Annual 2024 Accomplishments by Objective

## Workforce Diversity

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- Recruitment Partnerships with our Service Providers Keolis and MTM
- Maintenance Technician Apprenticeship Program Progress

## Accountability

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- Completed the updated EEO Program Plan
- Updated the EEO training in collaboration with P&C



# Workforce & Supplier Diversity

# Workforce Diversity Summary

New Hires/Promotions	FY 2023 (Annual)	2024 (Semi-Annual)
New Hires (CapMetro)	62% <b>New Hires</b> Minority	61% <b>New Hires</b> Minority
	42% <b>New Hires</b> Female	45.8% <b>New Hires</b> Female
Promotions (CapMetro)	61% <b>Promotions</b> Minority	69% <b>Promotions</b> Minority
	58% <b>Promotions</b> Female	38% <b>Promotions</b> Female
	<i>*Total # of 57 Promotions</i>	<i>*Total # of promotions 13</i>

# Contractor/Vendor Diversity Goal Attainment

## Disadvantaged Business Enterprise (DBE)

### FY 2022 (Annual)

Goal	DBE Attainment	Total Dollars Award	Total DBE Commitment
22.5%	23.5%	\$50,759,731	\$11,913,650

### FY 2023 (Annual)

Goal	DBE Attainment	Total Dollars Awarded	Total DBE Commitment
22.5%	14.9%	\$45,821,068	\$6,838,209

### FY 2024 (Semi-Annual)

Goal	DBE Attainment	Total Dollars Award	Total DBE Commitment
22.5%	53.3%	\$14,261,673	\$7,602,273

## Small Business Enterprise (SBE)

### FY 2022 (Annual)

Goal	SBE Attainment	Total Dollars Awarded	Total SBE Commitment
22.5%	7.3%	\$80,212,733	\$5,829,198

### FY 2023 (Annual)

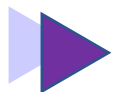
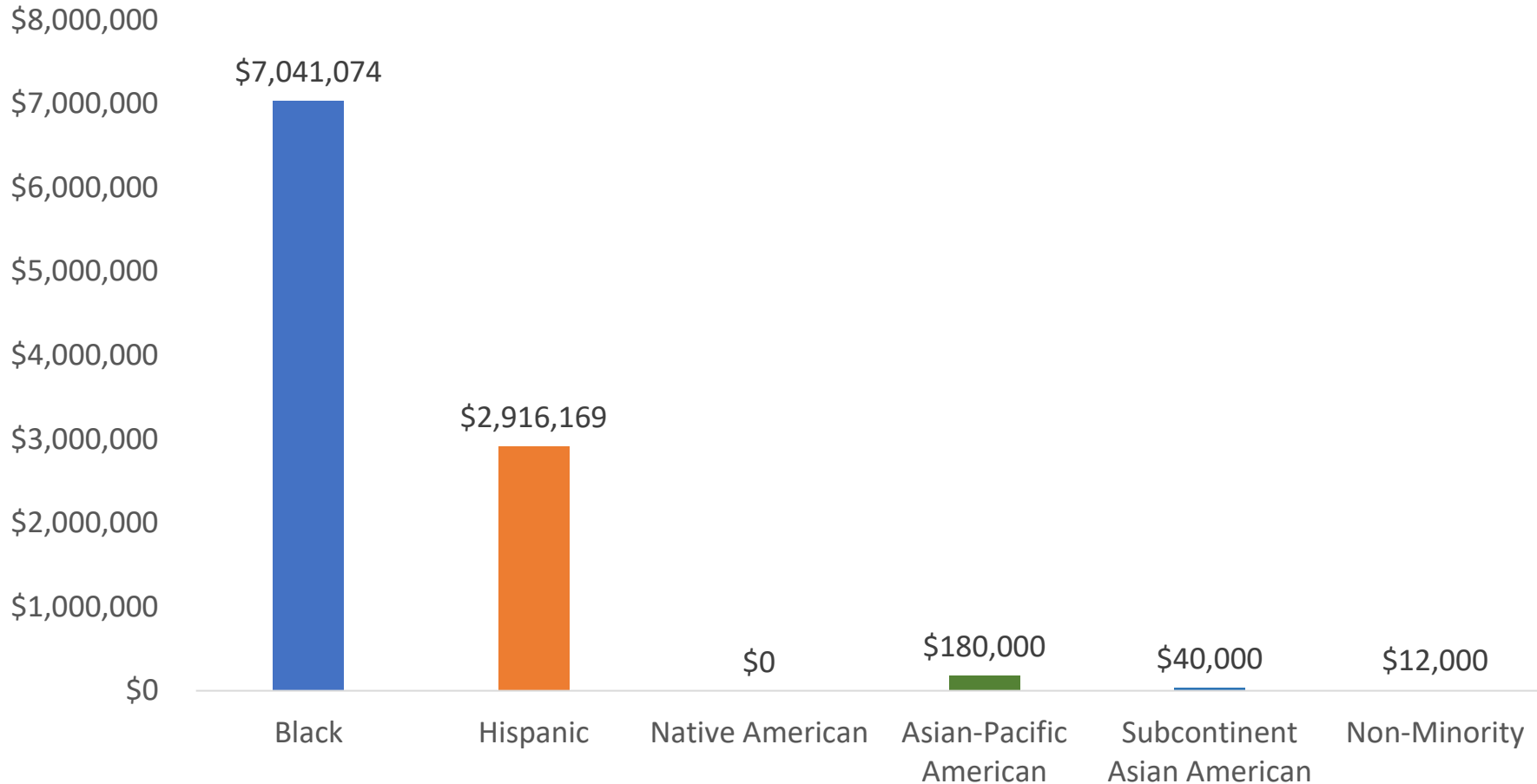
Goal	SBE Attainment	Total Dollars Awarded	Total SBE Commitment
22.5%	14.5%	\$31,477,675	\$4,578,542

### FY 2024 (Semi-Annual)

Goal	SBE Attainment	Total Dollars Awarded	Total SBE Commitment
22.5%	7.4%	\$35,142,352	\$2,586,968

# Contractor/Vendor Diversity: FY24 Semi-Annual Awards/Commitments to DBE/SBE Contractors by Ethnicity

October 1, 2023 – March 31, 2024



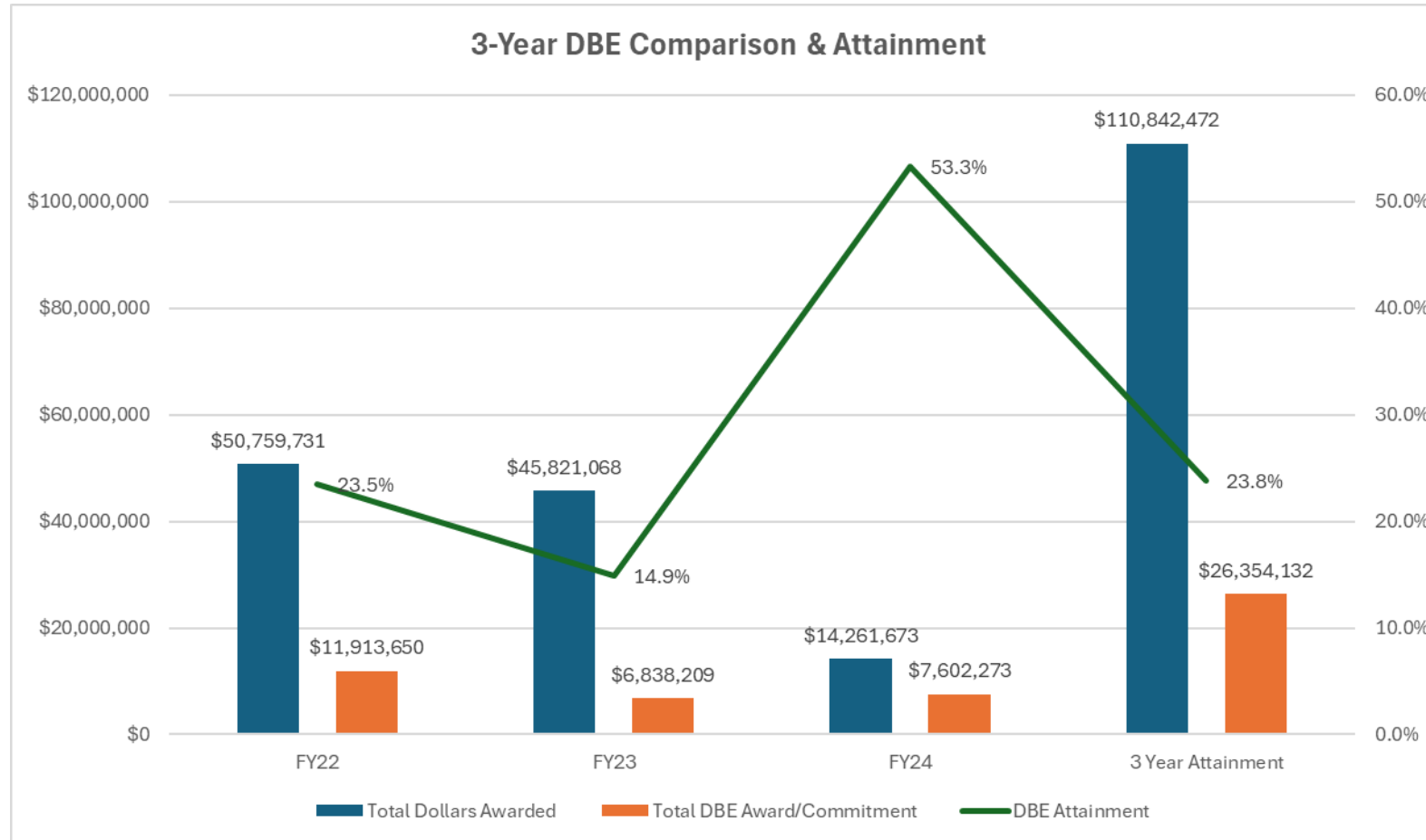
\$10.1M in economic contribution to DBE/SBE contractors in the semi-annual FY 2024 reporting period.  
“Non-Minority” – Certified Caucasian Female/Male

## Contractor/Vendor Diversity: FY22-FY24 Payments to DBE/SBE Contractors by Ethnicity

Ethnicity	FY22	FY23	FY24 (Semi-Annual)
<b>Black American</b>	\$5,171,455	\$8,916,804	\$5,592,394
<b>Hispanic American</b>	\$4,484,440	\$2,843,030	\$1,831,658
<b>Native American</b>	\$46,433	\$2,602,886	\$0
<b>Asian American</b>	\$1,334,439	\$1,526,178	\$395,578
<b>Non-Minority</b>	\$15,316,993	\$6,555,684	\$2,115,760
	<b>\$26,353,760</b>	<b>\$22,444,581</b>	<b>\$9,935,391</b>

FY24 Data October 1, 2023 – March 31, 2024  
 “Non-Minority” – Certified Caucasian Female/Male

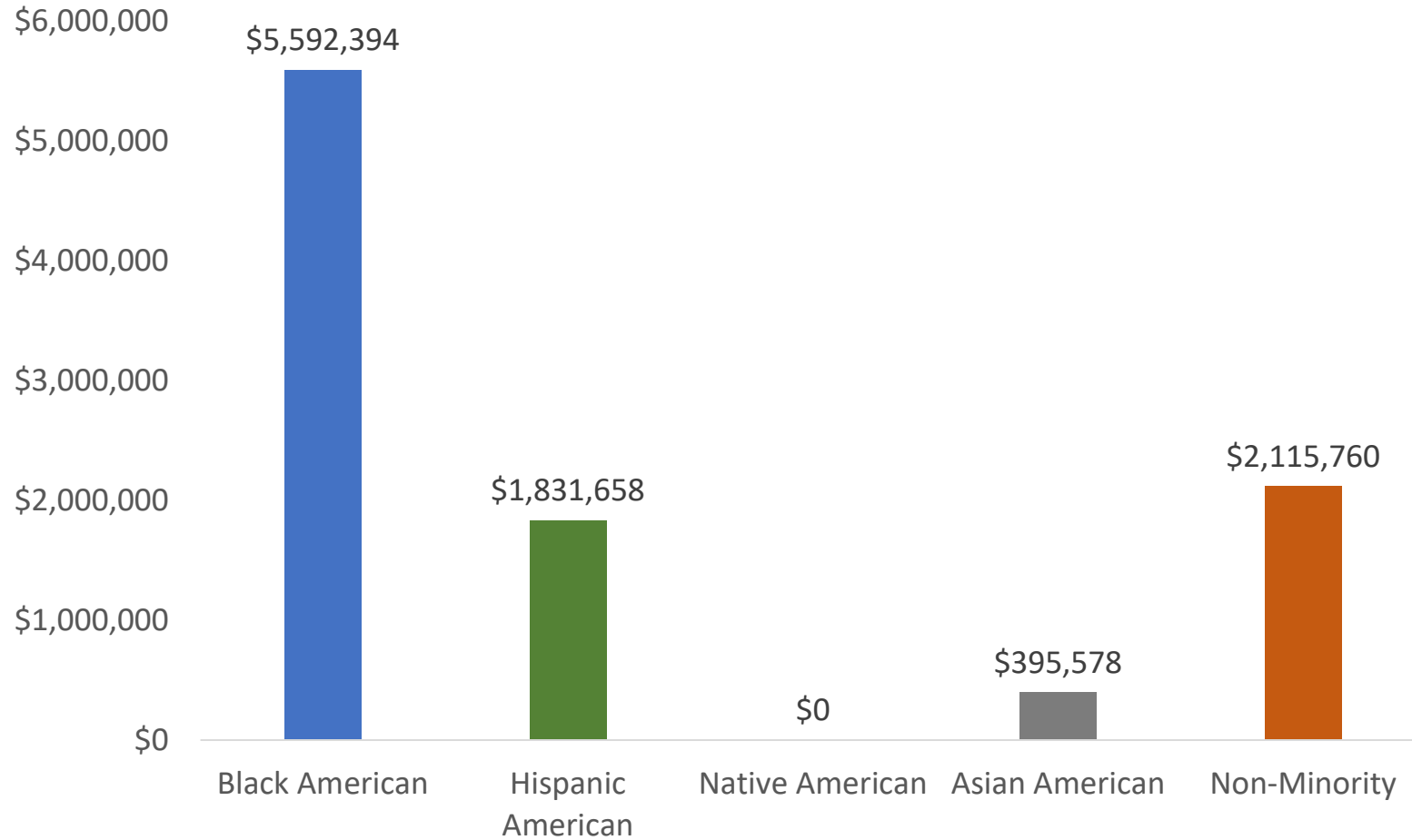
# 3 – YEAR DBE Comparison & Attainment





# Contractor/Vendor Diversity: FY24 Semi-Annual Payments to DBE/SBE Contractors by Ethnicity

October 1, 2023 – March 31, 2024



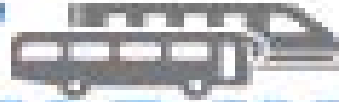
\$9.9M in total payments to DBE/SBE in FY 2024  
“Non-Minority” – Certified Caucasian Female/Male

# Looking Ahead



# TRANSIT INDUSTRY DAY

AUSTIN, TEXAS AUGUST 8, 2024



CREATING ECONOMIC  
OPPORTUNITY IN  
CENTRAL TEXAS



CapMetro

Thank you!