



Heather Stafford Smith

Director of Administrative Services

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Equal Opportunity Employer

Why?

Equal Opportunity Employer

Our commitment and prohibited discrimination can found in agency Rule 301:

Intercity Transit will recruit, train, and promote into all job levels without regard to race, color, religion, gender, marital status, familial status, national origin, age, mental or physical disability, the use of a trained dog guide or service animal, sexual orientation, gender identity, genetic information or veteran status.

Equal Employment Opportunity Plan

Under Federal Transit Laws, FTA is responsible for ensuring that its recipients do not engage in employment discrimination:

A person may not be excluded from participating in, denied a benefit of, or discriminated against under, a project, program, or activity receiving financial assistance under this chapter because of race, color, religion, national origin, sex, disability, or age.

FTA requires an EEO Program to contain the following seven elements:

1. Statement of Policy
2. Plan for dissemination both internally and externally
3. Designation of appropriate personnel responsible for carrying out the EEO Program, including the designation of an EEO Officer
4. **Utilization analysis**
5. Goals and timetables to correct identified areas of underutilization or concentration
6. Assessment of an agency's employment practices
7. Plan for monitoring and reporting on the EEO Program

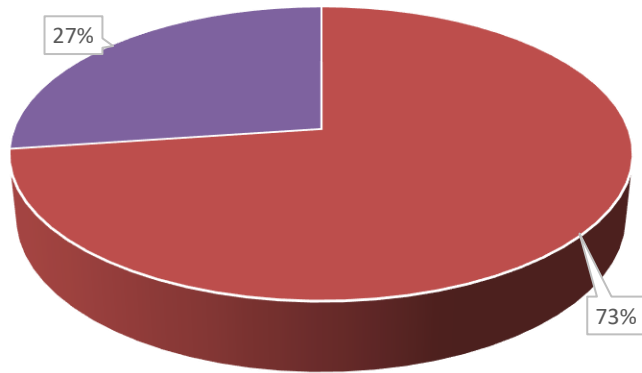
In addition to preparing a new EEO Program every four years, our EEO program and utilization reports are included in the Triennial audit.

Utilization Analysis

FTA requires transit agencies to compare their internal demographics to county availability.

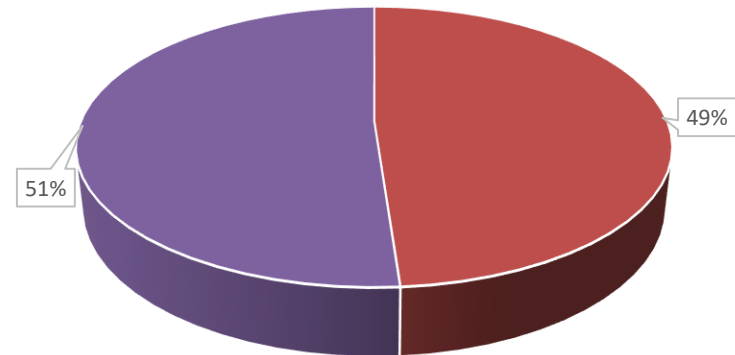
By Gender

Intercity Transit
As of 6/26/2020



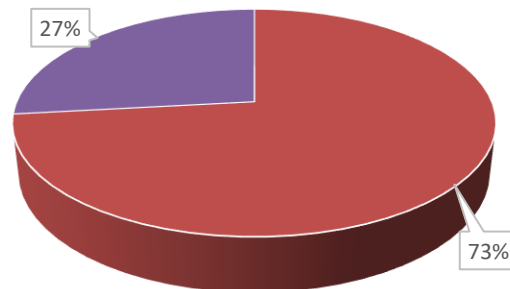
■ Male- 303 ■ Female- 113

Thurston County, 2019



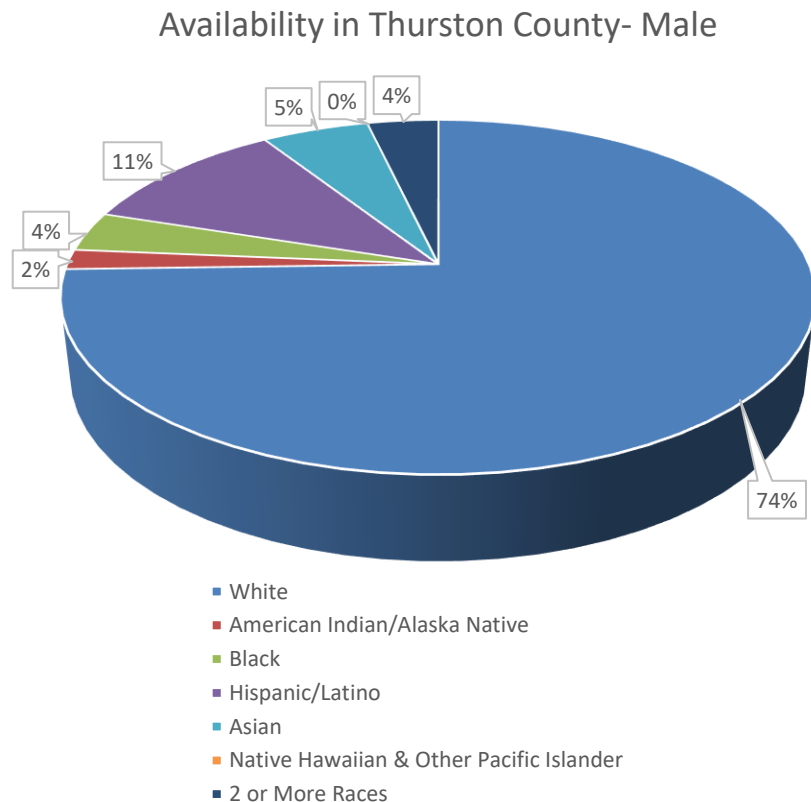
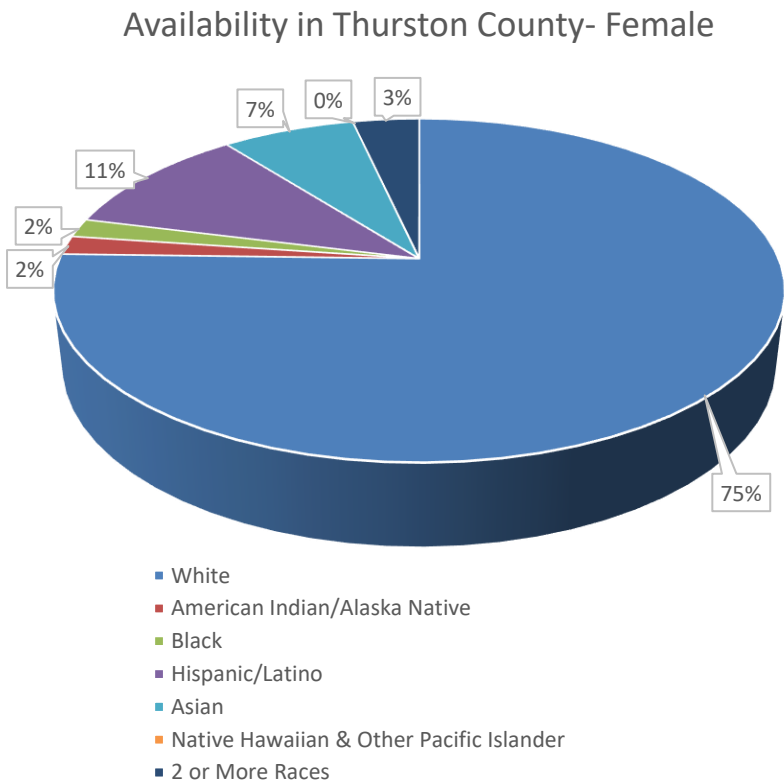
■ Male ■ Female

Operators
As of 6/26/2020



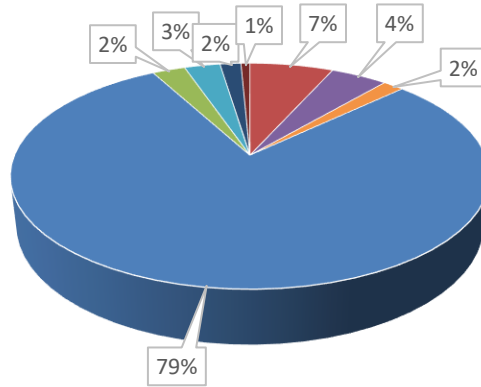
■ Male- 189 ■ Female- 69

Availability in Thurston County



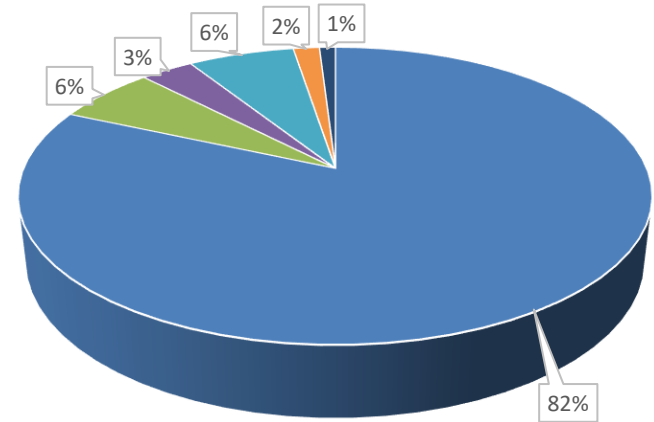
By Race

Intercity Transit
As of 6/26/2020



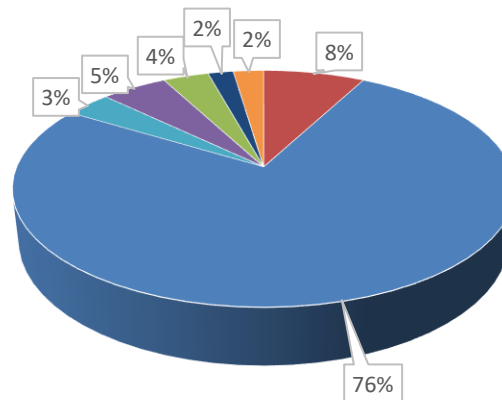
- Hispanic or Latino- 28
- American Indian or Alaska Native- 7
- Two or More Races- 11
- Native Hawaiian or Other Pacific Islander- 7
- Black or African American- 19
- White- 329
- Asian- 12
- Unknown- 3

Thurston County, 2019



- White
- Two or More Races
- Black or African American
- Asian
- American Indian or Alaska Native
- Native Hawaiian or Other Pacific Islander

Operators
As of 6/26/2020



- Hispanic or Latino- 20
- Asian- 9
- Two or More Races- 9
- American Indian or Alaska Native- 6
- Black or African American- 13
- Native Hawaiian or Other Pacific Islander- 5
- White- 195

Traditional and Non-Traditional Outreach

CDS Driving School

Lacey Spring Fun Fair

Nisqually Valley BBQ Rally

South Sound BBQ Festival

Lacey Veterans Resource Hub

Partnered with Yelm Rotary to deliver food to low income families in IT re-useable bags with information about how to apply for employment opportunities at IT

Find Work Fridays at Work Source

Economic Investment Initiative Job Fair (veterans, spouses, public at SPSCC)

Kaiser Permanente presentation to community resources group

Hawks Career Center Career Fair

Mason County Career Expo

Warriors and Spouses to the Workforce (Hire a GI)

National Armory Career Fair

JBLM job fairs

Call anyone with an incomplete application to offer help/assistance

Provide in-person assistance to complete job application

Send personalized emails and call individuals who signed in at our booth/table

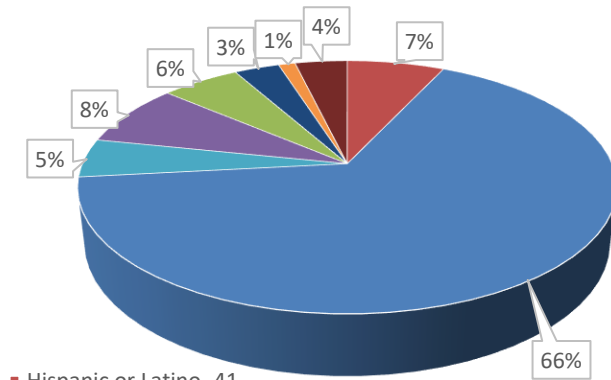
Employee referrals! Always recruiting – pass out our cards at restaurants, etc., employee connections at other events (Chamber events, events VP or others attend)

Recruitment Process

- Skills assessment that is customer service focused
- Interview
- Practical fit evaluation
- Criminal background and driving history check
- Reference checks with prior employers
- Pre-employment drug screen

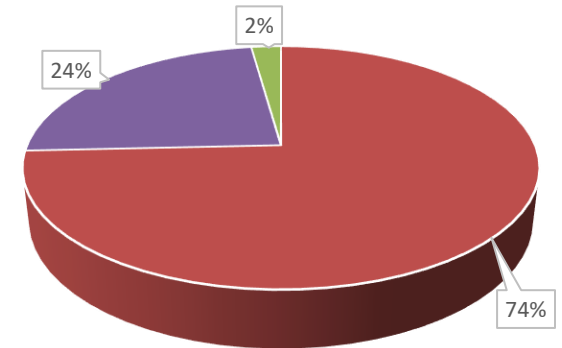
2019 Coach Operator Applicants

Operator Applicants, by Race



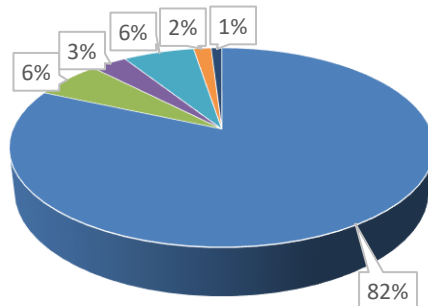
- Hispanic or Latino- 41
- White (Not Hispanic or Latino)- 390
- Asian (Not Hispanic or Latino)- 29
- Black or African American- 47
- Two or More Races- 33
- Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)- 19
- American Indian or Alaska Native (Not Hispanic or Latino)- 7
- Opt Out- 22

Operator Applicants, by Gender



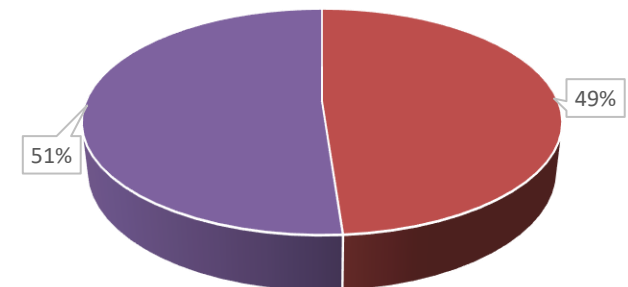
- Male- 436
- Female- 138
- Opt Out- 13

Thurston County by Race 2019



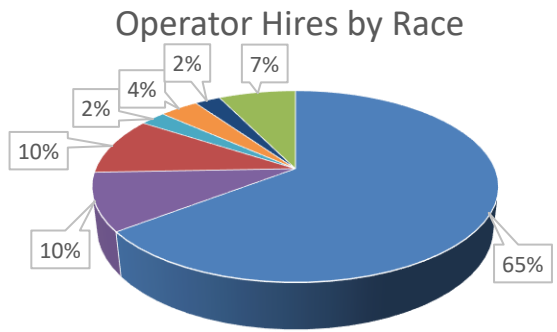
- White
- Black or African American
- Asian
- Two or More Races
- American Indian or Alaska Native
- Native Hawaiian or Other Pacific Islander

Thurston County by Gender, 2019



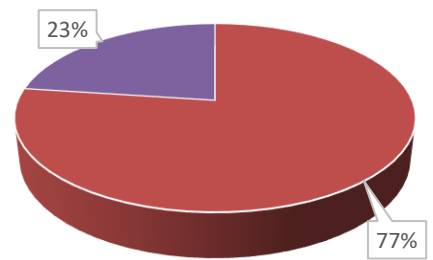
- Male
- Female

2019 Coach Operator Hires



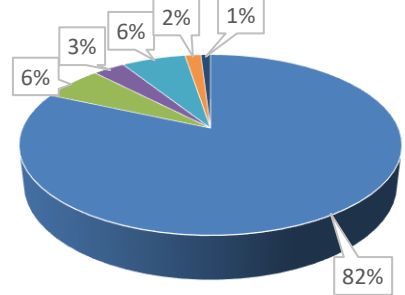
- White (Not Hispanic or Latino)- 53
- Black or African American - 8
- Hispanic or Latino - 8
- Asian - 2
- American Indian/ Alaskan Native - 3
- Native Hawaiian or Other Pacific Islander - 2
- Two or More Races - 6

Operator Hires by Gender



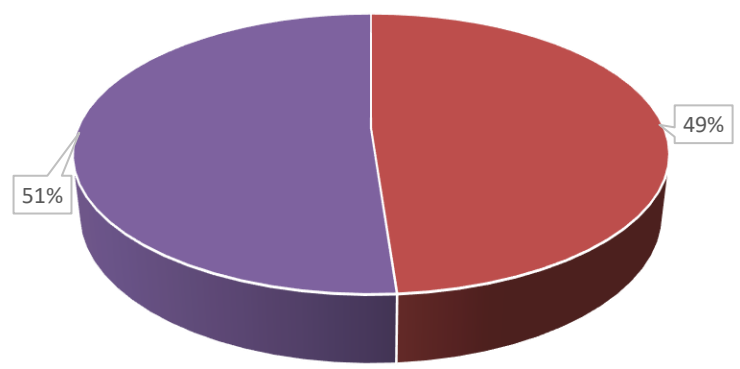
- Male
- Female

Thurston County by Race 2019



- White
- Black or African American
- American Indian or Alaska Native
- Two or More Races
- Asian
- Native Hawaiian or Other Pacific Islander

Thurston County by Gender, 2019



- Male
- Female

Conclusion

Our Goal:

- Everyone feels free to be different and free from discrimination,
- A place where everyone is valued as an individual, and
- All employees know their own beliefs and values are respected.

Questions?