

CEO BRIEF | EVERY VOICE COUNTS

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Chief Executive Officer

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Committed to Inclusion and Diversity at Metro

As we proceed with our action plan to address the outcome of last year's Employee Survey, one of my goals is to create and maintain a world-class workforce that is diverse and inclusive. One of the items revealed through the Employee Survey is that just over half of our employees who responded were favorable to the statement "Everyone here is treated fairly regardless of race, gender, age, ethnic background, disability, sexual orientation or other differences." We need to do better. One of the ways to do so is to celebrate the diversity of our employees. As part of the Diversity and Inclusion Action Plan recommendation from the Women & Girls Governing Council, Metro is taking this opportunity to help foster awareness, respect and inclusion through the recognition of diversity and cultural months.

To start, I am proud to announce that Metro will officially celebrate a number of diversity and awareness months beginning this month with National Hispanic Heritage Month, recognized from Saturday, September 15 through Monday October 15, 2018. Since 1968, Americans all over the nation have observed National Hispanic Heritage Month by celebrating the vast histories, cultures and contributions of Americans whose ancestors came from Spain, Mexico, the Caribbean and Central and South America. Metro will celebrate diversity and cultural months that mirror our current workforce as we move forward.

This initiative is a chance to celebrate the diversity of our workforce. Diversity of ideas, experiences and cultures allows us to achieve more thoughtful and successful outcomes in our work, and I am committed to creating a workplace where all employees feel included and empowered to make a difference in our success.

We are kicking-off this celebration with a special Metro Art Tour along the Expo Line on Sunday, September 23, recognizing hispanic artists and their contribution to our Metro stations. Full details on this event can be found on [The Source](#) and on the Metro Art [Facebook](#) page. Be on the lookout for announcements on more events to celebrate Hispanic Heritage Month at Metro.



Metro and Climate Safe Infrastructure

Metro has been implementing climate change impact reducing strategies since 2003 and has formally been in the forefront of climate change management for about a decade. With a required Sustainability Plan in every capital project, multiple examples of these strategies may be seen throughout our system.

Dr. Cris B. Liban, Executive Officer, Environmental Compliance and Sustainability, was appointed last year by CA Department of Natural Resources Secretary John Laird to the AB 2800 (Quirk) Climate Safe Infrastructure Working Group (CSIWG). The CSIWG brings together scientific experts, engineers and architects from multiple disciplines to examine how climate change impacts can be included in infrastructure planning, design, and implementation processes. Our best practices in the ground have been prominently highlighted in the CSIWG report released at the beginning of September entitled *[Paying It Forward: The Path toward Climate-Safe Infrastructure in California](#)*. Our staff is examining the implications of this report to our agency and being proactive in the implementation of the recommendations in our projects.

Last week, Cris also participated as a delegate to the Global Climate Action Summit (GCAS) organized by Governor Jerry Brown, NY City Mayor Michael Bloomberg, and the United Nations. The global dialogue included exchange of the root cause of issues and identification of practical solutions to reduce climate change impacts. Transportation-related solutions comprise some of the biggest opportunities that can be implemented. Our invitation to GCAS allowed Metro to showcase our best practices on sustainability finance, technological and equity innovations, and visionary projects on sustainability and resiliency. Los Angeles Mayor Eric Garcetti was also featured as one of the GCAS plenary speakers specifically on the Clean Transportation Revolution. More on the summit can be viewed [here](#).

Joining Congresswoman Napolitano for Family Day at Sunburst Youth Academy

On Saturday, I joined Congresswoman Grace Napolitano for a “Family Day” event at the Sunburst Youth Academy on the Joint Forces Base in Los Alamitos, CA.

The Sunburst Youth Academy National Guard Youth Challenge is a program to intervene in, and reclaim the lives of, 16-18 year old high school dropouts (boys and girls) to produce program graduates with the values, life skills, education, and self-discipline to succeed as productive citizens. The program is 5 months, with 255 cadets participating. At 10 weeks, a Family Day is scheduled for families to visit and see

the progress cadets make in this structured environment. Cadets get in shape with physical training and significantly improve their grade point averages in the classrooms.

The Congresswoman and I spoke to four Academy platoons on the importance of staying focused, studying hard and showing up for their drills. The students were reminded that with the successful completion of their program, the skills they are learning will help them with more choices in the job market, especially at Metro, or with their continued studies, college or military careers.

Following drills and a brief ceremony, families enjoyed a large potluck to celebrate the student's advancements. The Congresswoman and I took the opportunity to visit with the families and students to hear about the direct impacts the Sunburst Youth Academy has had on their lives.

I want to thank Congresswoman Napolitano for inviting me to visit with these young men and women striving to reach their greatest potential. I look forward to returning to the Sunburst Academy with some of the Metro Senior Leadership Team to meet with program coordinators to discuss a possible partnership with Metro.



Go Little Tokyo Partnership Awarded by American Planning Association California Chapter

In June, Go Little Tokyo, the Marketing & Advertising Campaign that invites business patronage and presents the cultural allure of this Gold Line destination, won an APA (American Planning Association) Los Angeles 2018 award. The award for excellence in Economic Planning & Development was made to the partnership of the Little Tokyo Community Council (LTCC), Community Arts Resources (CARS) and Metro.

An announcement was made recently that the collaboration has now been selected by the American Planning Association California Chapter to receive the 2018 Economic Planning and Development Award of Merit at the State level. The awards ceremony will be in October.

The work performed by the Regional Connector staff each month, in concert with LTCC and CARS, is a Regional Connector Transit Project construction mitigation for Little Tokyo, 1 of 3 remaining Japantowns in the U.S. and a designated U.S. EPA, Environmental Justice Community. Congratulations to the Go Little Tokyo and Regional Connector project teams on this outstanding recognition.



Metro Supports 2nd Annual KJLH Empowerment Summit

Metro Veterans Program recently assisted in coordinating, in partnership with Radio-Free 102.3 FM KJLH, the 2nd Annual Men's Empowerment Summit. The summit is a call to action to empower men of color to take a proactive stance on issues affecting the quality of their lives individually and collectively. Partnerships with all the major Employers & Veteran Service Organizations (VSOs) within the LA area showcased their approach to provide the best for our local communities. Services included breakout sessions on Entrepreneurship, Veterans Services, Relationships, Mental Health, Mentorship, Building Generational Wealth, Getting Your Kids to College, and much more.

Metro provided support by educating attendees on employment opportunities, types of positions at Metro and hiring goals. Metro Veterans Program showcased the newly acquired Military Skills Translator (MST) a tool that will convert your military experience into civilian language that hiring managers can easily understand. This special occasion provided an opportunity for service-members and veterans of all branches of the military to come together to receive support and vital services to help improve their lives. The 2nd Annual KJLH Empowerment event hosted 50 vendors and 2,500+ attendees.

I want to thank Cal State University Dominguez Hills in partnership with Senator Steven Bradford, 35th Senate District for being there to upkeep these incredible efforts. Great acknowledgement goes to "Radio-Free 102.3 FM/ KJLH", Red-Cross, Los Angeles-Region, United States Army Reserve and many other partners and stakeholders that made this event possible. Lastly, thanks to Metro Senior Leadership, Human Capital and Development, Metro Veterans Programs in collaboration with Talent Acquisition Department, and every person that assisted in these efforts to ensure our organization was well represented on this day of resources and inspirational messages meant to invest, inspire, and enlighten the men and women in our community.

Bus Operator Hiring Event Occuring at Central Maintenance Facility

In order to meet our mission and vision of providing a world-class transportation system, we must recruit and retain a world-class workforce beginning with our frontline employees. Metro is hosting a one-day bus operator hiring event next Saturday, September 29 at the Central Maintenance Facility from 8:00 a.m. to 1:30 p.m.

This event is designed to create a one-day experience for potential candidates. The interested applicants will move through the application process, testing and interviewing in one-day. Metro has more than 300 bus operator positions available and this is one recruitment tool to help fill these positions. For more information and details on this event, see the flyer [here](#).

Join the Second Cohort of Women and Girls Governing Council

The Women and Girls Governing Council (WGGC) is an advisory group that meets once a month to examine policies, services and programs, to apply a gender lens in three focus areas: Metro as an employer, Metro as a service provider and Metro as a catalyst for economic development.

As a Councilmember of the WGGC, you will join a dynamic group that seeks to work together for effective, innovative and collaborative change. The council offers a way for women and men to strengthen and extend their roles as leaders, developing and providing recommendations to our CEO that will impact, empower and advance women and girls at Metro and throughout LA County.

To staff this council, the Office of the CEO seeks a diverse group of regular full time employees from every department – contract and non-contract, entry-level to executive, who are committed to creating positive change for women and girls. We invite you to make a difference in our second cohort.

Interested applicants can call (213) 922-6863 or email wggc@metro.net providing a full name, badge number, and department by Friday, September 12, 2018.

Council notifications will be made by October 8, 2018. Space is limited. This is a one-year council term. Learn more at metro.net/mymetro/wggc.



Procurement Postings

Safety Vest - Small Business Prime (IFB)

Metro will release an Invitation for Bids (IFB) to procure Safety Vest. **This solicitation is open to Metro Certified Small Businesses only.** The procurement process blackout period is expected to run from Monday, September 17, 2018 through Thursday, January 31, 2019.

This procurement is for the purchase of safety vests required to be worn by all employees who work in safety sensitive areas. Award of a contract will provide a commitment from the supplier to ensure availability at a fixed, competitive price.

Any inquiries concerning this procurement action during the blackout period must be directed to and may

only be answered by Tanya Allen, Procurement Planning Administrator at (213) 922-1018.

Construction Notices: Regional Connector, I-5

Regional Connector Transit Project: Weekend Closure of Flower St/6th St

Construction of the Regional Connector has reached the halfway mark, and crews can now start building the connection to the 7th St/Metro Center station in downtown L.A.'s Financial District. Beginning Saturday, July 7, a series of Flower St weekend closures will be in effect through October 22 in downtown LA's Financial District.

Caltrans Interstate 5: All Construction Updates [here](#).

"Don't let the hand you hold, hold you down."

~ Julia de Burgos

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