

**(PACE Charter)**



## **King County**

Department of Transportation  
Metro Transit Division  
General Manager's Office  
201 S. Jackson Street  
KSC-TR-0415  
Seattle, WA 98104-3856



**Amalgamated Transit Union  
Local 587**  
2815 Second Avenue  
Suite 230  
Seattle, WA 98121

## **Partnership to Achieve Comprehensive Equity in Metro**

### **PURPOSE**

King County Metro Transit (Metro) and the Amalgamated Transit Union Local 587 (ATU) are mutually committed to building and enhancing the processes, tools and standards to make advances on issues of diversity and equal opportunity for all within the agency. By partnering together, Metro and ATU will create an environment for positive change, improved communication among all employees, and a workforce that reflects respects and embraces diversity as a shared core value of our service to the public.

### **CRITICAL INTERESTS**

The parties to this charter recognize and fully commit to the following common interests:

- Developing a welcoming and inclusive working environment that both attracts and retains a diverse community of employees at all levels of the organization ;
- Elevating diversity and equal opportunity to a strategic priority for the strength and health of the organization;
- Improving communication by listening to and engaging with employees to identify and address problems or issues;
- Creating meaningful, durable changes throughout the organization that produce measureable results; and
- Demonstrating accountability of both management and labor, regardless of changes in leadership, through continuous evaluation of our progress and modification of our approach as needed.

## **DIVERSITY DEFINED**

ATU and Metro understand workplace diversity fundamentally as a people issue. The term is used broadly to include dimensions beyond those specified in non-discrimination policies and statements. Diversity includes those things which influence the identities and perspectives that people bring to the workplace. In addition, diversity involves policies and practices that encourage learning from others and captures the advantage of a wide array of perspectives by providing equal opportunity.

As a concept, diversity is:

- Considered to be inclusive of everyone;
- About learning from others who are different than ourselves;
- About dignity and respect for all; and
- About creating welcoming workplace environments.

## **EXECUTIVE SPONSORS**

This Charter is sponsored by the President of ATU and the General Manager of Metro. Together with the King County Human Resources Division (HRD) Director, the executive sponsors are responsible for directing efforts to fulfill the purpose and realize the interests stated in this charter. In addition, the General Manager and Human Resources Director are accountable to achieve meaningful progress and assure that the organization's work is aligned with the County's overall efforts to make advances on issues of diversity, equal opportunity, and equity and social justice.

## **WORKING GROUP OVERSIGHT, STRUCTURE AND RESPONSIBILITY**

To assure that meaningful work is accomplished in pursuit of the purpose and interests identified above, a working partnership will be formed. The PARTNERSHIP is responsible for developing annual goals and objectives along with a comprehensive plan to complete a defined amount of work in a given year. The work plan will be implemented by use of subcommittees guided and coordinated by the PARTNERSHIP. The PARTNERSHIP will set quality standards and timelines for each defined task, provide necessary and reasonable resources, and review and approve the work of the subcommittees. The ATU and Metro co-leads are responsible for reporting progress and presenting work products to the Executive Sponsors and others as requested.

## **MEMBERSHIP**

Membership of the working PARTNERSHIP and subcommittees will be drawn from sections across the agency and include members of both management (various classifications) and labor (various unions and bargaining units). Subject matter expertise from other areas of the County will be used to provide knowledge and support to further the overall purpose.

The PARTNERSHIP will be comprised of members appointed separately by ATU and Metro. The Professional and Technical Employees (PTE) Local 17 union will also appoint one (1) representative to the PARTNERSHIP. The Executive Sponsors will be standing members of the PARTNERSHIP (3), as will the managers of the Operations, Vehicle Maintenance and Rail sections (3). ATU will appoint six (6) members of the PARTNERSHIP and attempt to balance representation across the different sections. In addition, Metro will appoint three (3) at-large members. The PARTNERSHIP will have a total of sixteen (16) members.

Subcommittees will be comprised of employees from the various sections and will either report to or be chaired by a member of the PARTNERSHIP. The PARTNERSHIP will determine size of the subcommittees as well as the means and methods by which subcommittee members will be selected and assigned. As determined by the PARTNERSHIP, certain subcommittees will have ongoing standing while others may be formed on an ad hoc basis to address specific or emerging issues or concerns. Each subcommittee will develop a detailed work plan and schedule. Subject matter experts will be brought in on an as-needed basis to supplement subcommittee work when appropriate.

## **MEETINGS**

The PARTNERSHIP shall meet a minimum four (4) times per year. Subcommittees may meet as often as necessary.

## **DURATION**

This charter will be placed in effect September 24, 2013 and will stand as an affirmative and enduring statement of the commitment between Metro and ATU to fulfill the purpose and realize the interests stated above.

For the Amalgamated Transit Union Local 587:

Paul J. Bachtel  
President and Business Representative

For Metro Transit:

Kevin Desmond  
General Manager

For King County:

Nancy Buonanno Grennan  
Director, Human Resources Division