

# EQUITY AND INCLUSION *Tips*

## PLAN WAYS FOR EVERYONE TO PARTICIPATE

Create opportunities to participate that include those who have a disability, may be homeless, or face cultural or environmental barriers to walking or biking to school. For example, create a walking route on school grounds during the day. Provide food, child care, and transit vouchers at events.

## MAKE IT ABOUT COMMUNITY

Work with local leaders and other residents as program ambassadors. Recognize the value of these ambassadors' time. Tailor programming to the needs of community members. Attend community-established events with staff or volunteers who speak relevant languages.

## BUILD A DIVERSE TEAM

Organize a representative team of volunteers and/or paid staff, so that students can see themselves reflected in program leadership. Provide team training on different types of discrimination and undoing structural racism.

## SHOW IT, DON'T SAY IT

Use pictures and other visuals that resonate with the community. Pictures and symbols are more effective than text, humor or sarcasm.

## PROVIDE ESSENTIAL LEARNING TOOLS

When teaching bike skills and safety classes, provide bicycles, helmets and other equipment for students, so everyone can participate.

## PROVIDE TRANSLATION & INTERPRETERS

Reach out to people in their primary language so they can trust their understanding of the information being shared.



### EQUITY IN SRTS PROGRAMS

means ensuring that all students, regardless of race, gender, sexual orientation, ability level, disability and social and economic status, have access to and can participate in all SRTS events and programs.

### FOR MORE INFORMATION, VISIT:

[kingcounty.gov/depts/transportation/metro/programs-projects/in-motion/esj-guide.aspx](http://kingcounty.gov/depts/transportation/metro/programs-projects/in-motion/esj-guide.aspx)