

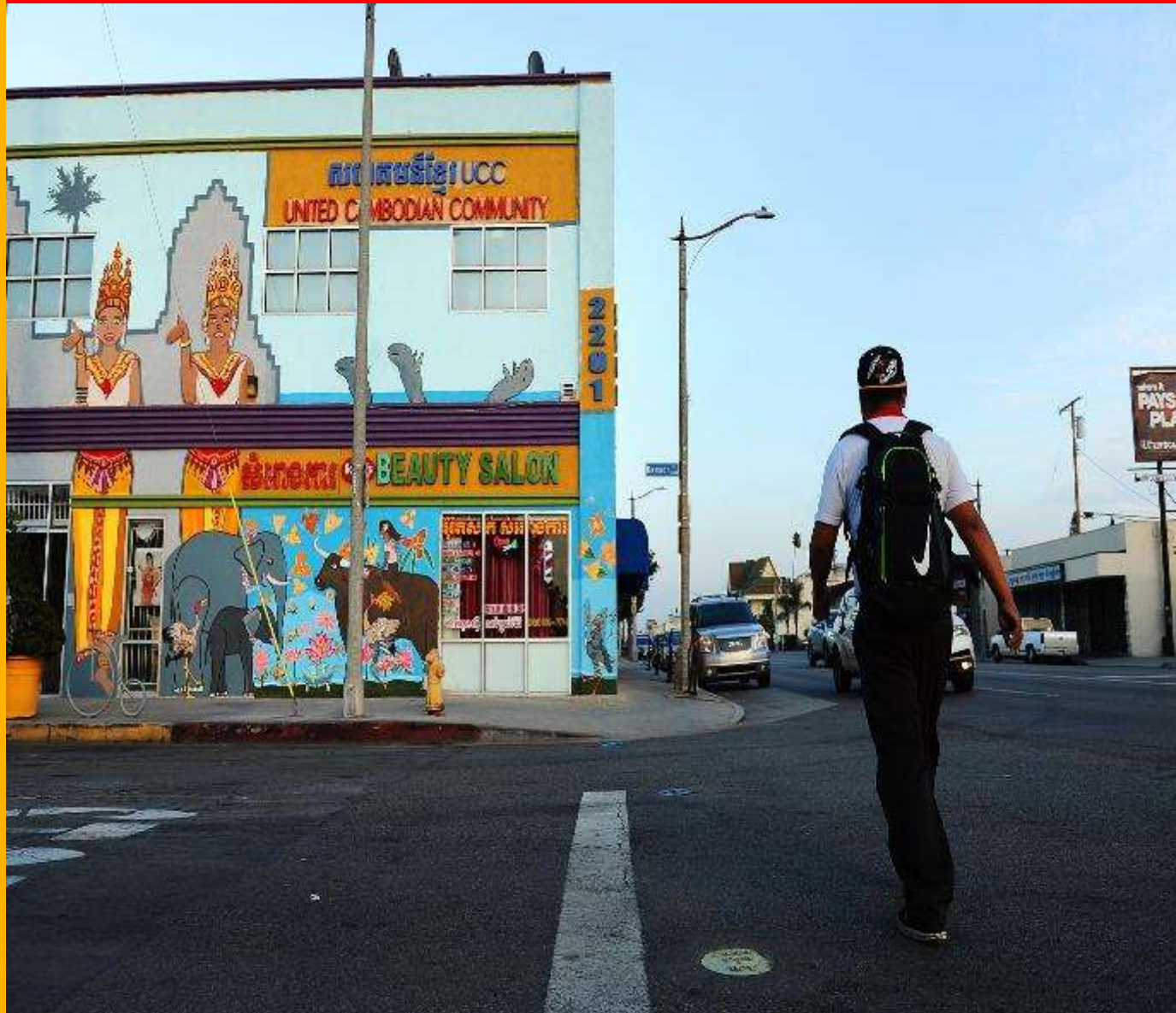
A group of approximately 15 people are posing for a photo on a parade float. The float is decorated with large, colorful balloons in shades of red, orange, yellow, and blue. The people are dressed in festive, colorful clothing, including rainbow-themed hats, sunglasses, and leis. Some are wearing t-shirts with logos, including one with a 'W' and another with 'MIND'. The background shows more of the float and other people in the parade.

YOU ARE IMPORTANT

Lisa Patton

Executive Director & Vice-President, Finance & Budget
Long Beach Transit

Cambodia Town



Long Beach Convention & Entertainment Center

300 E Ocean Blvd, Long Beach, CA 90802

Walk

▼ About 6 min , 0.2 mi

First & Shelter B N

46 46 Anaheim St to PCH

▼ 20 min (15 stops) · Stop ID: 4002

Anaheim & Cherry SE

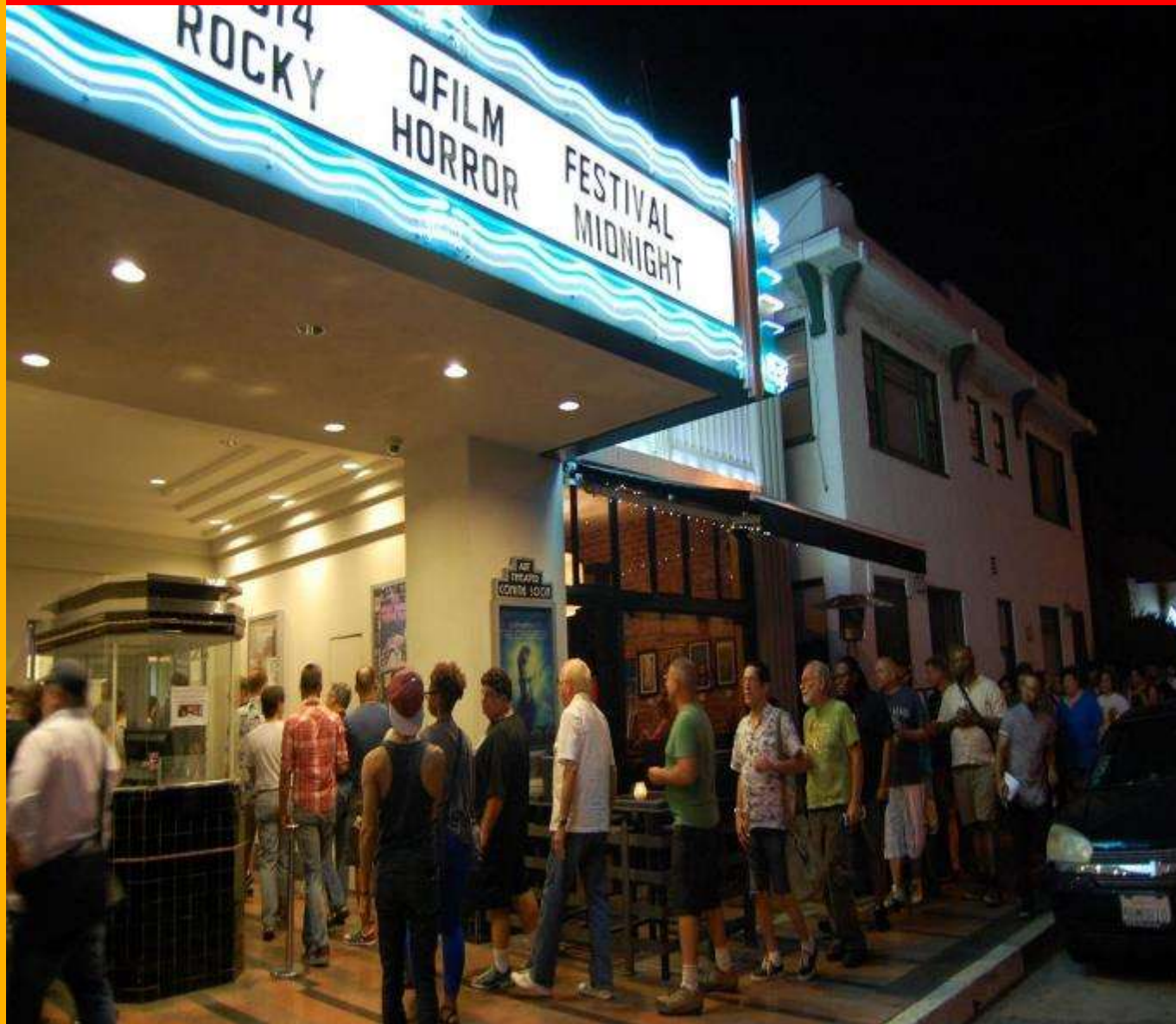
Walk

▼ About 1 min , 226 ft

Cambodia Town

Long Beach, CA

4th Street Retro Row



Long Beach Convention & Entertainment Center
300 E Ocean Blvd, Long Beach, CA 90802

Walk

✓ About 3 min , 0.2 mi

Ocean & Hart Pl SE

22 22 Downey Av to Lakewood
Green Line Stat

✓ 10 min (11 stops) - Stop ID: 0170

Cherry & Fourth NE

Walk

✓ About 1 min , 299 ft

Art Theatre of Long Beach
2025 E 4th St, Long Beach, CA 90814

Naples Long Beach



Long Beach Convention & Entertainment Center

300 E Ocean Blvd, Long Beach, CA 90802

Walk

▼ About 4 min, 0.2 mi

Ocean & Hart Pl SE

121 121 Belmont Shore to PCH at Clark Via

▼ 22 min (22 stops) · Stop ID: 0170

Second & Ravenna SE

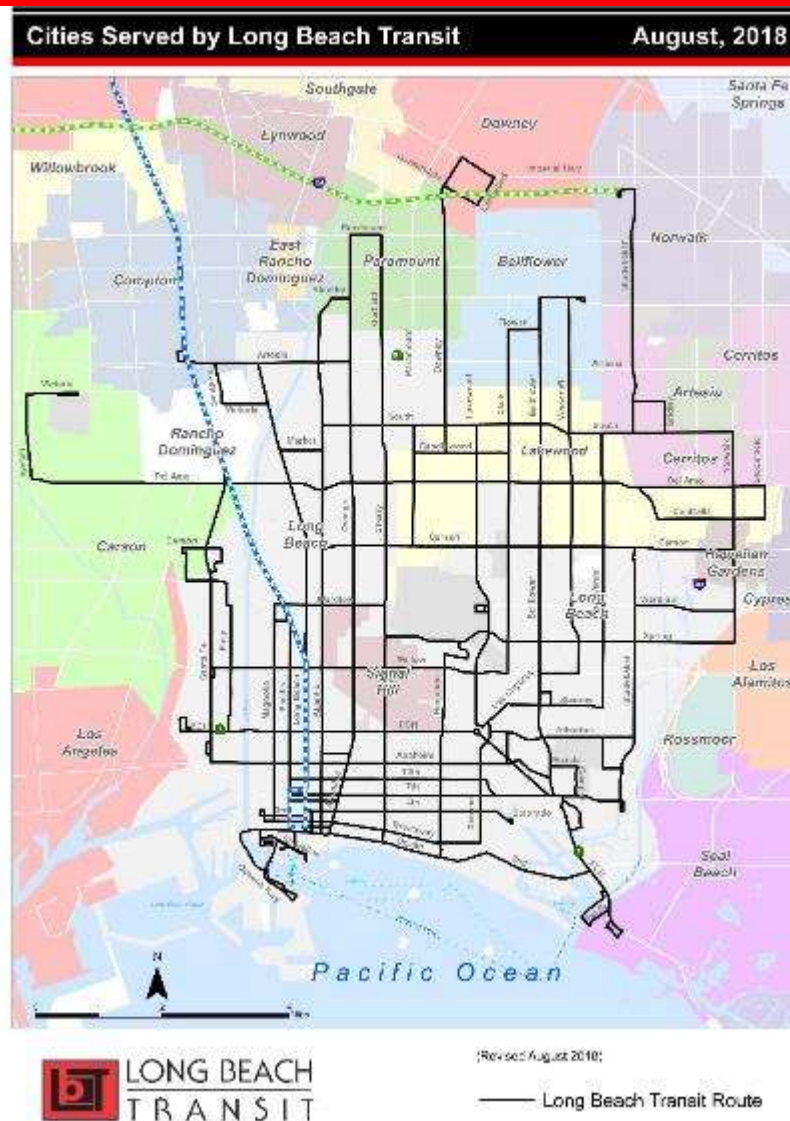
Walk

About 1 min, 33 ft

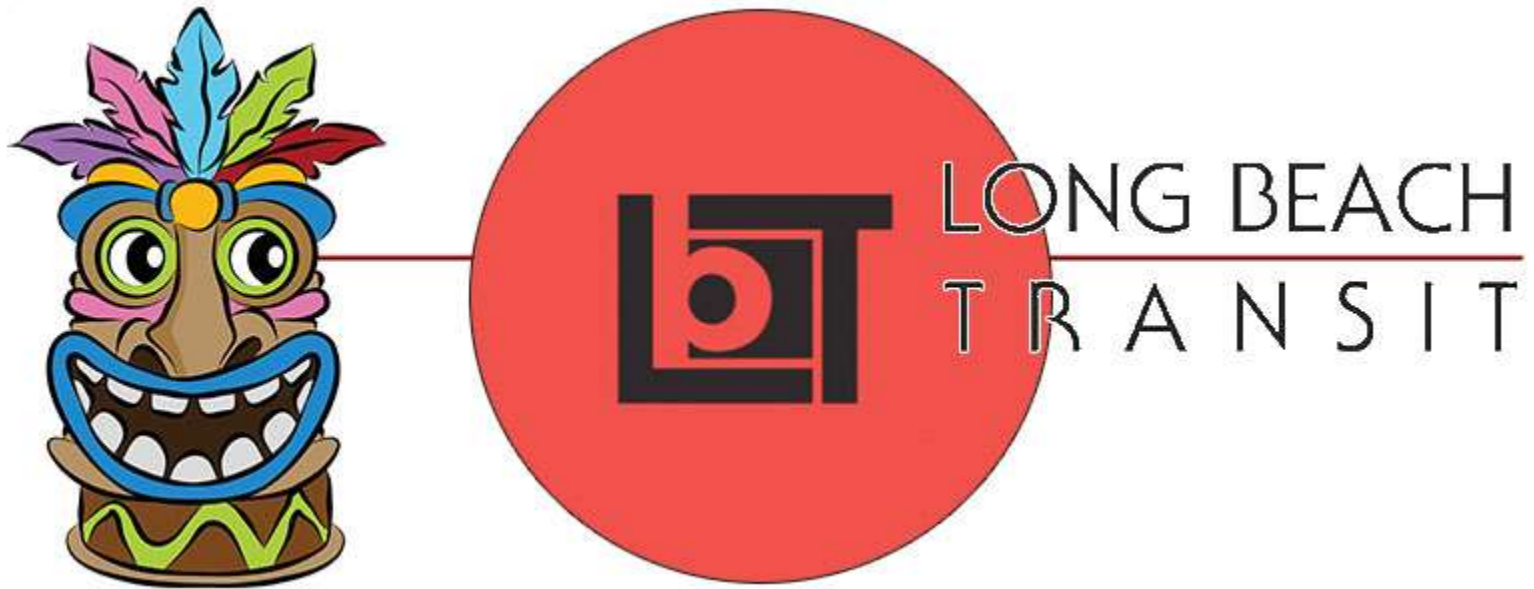
Naples

Long Beach, CA 90803

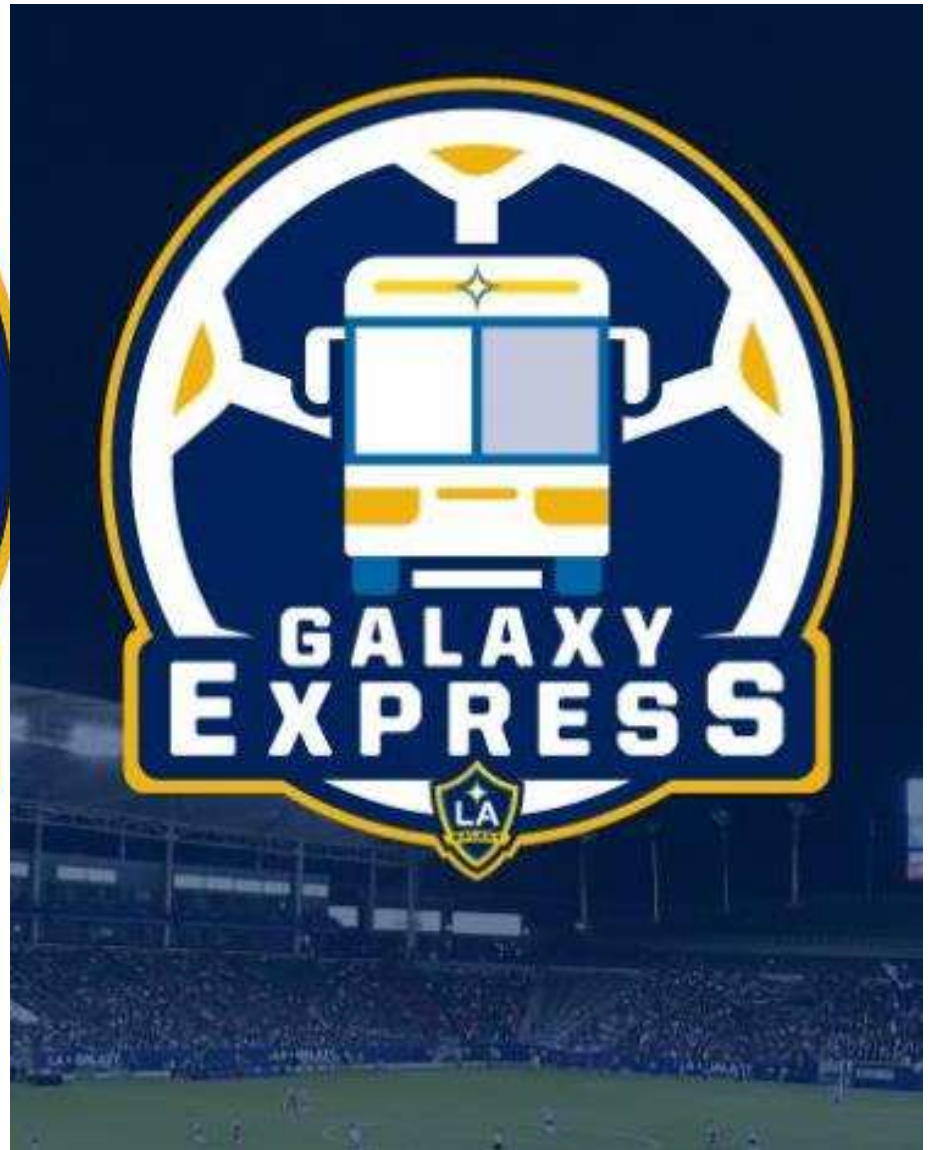
At – A - Glance



Museum Express



Chargers Express



$$f(x) = a_0 + \sum_{n=1}^{\infty} \left(a_n \cos \frac{n\pi x}{L} + b_n \sin \frac{n\pi x}{L} \right)$$

- Ridership – 24 M
- FY19 Operating Budget - \$98 M
- Capital Program - \$110 M



GRATITUDE

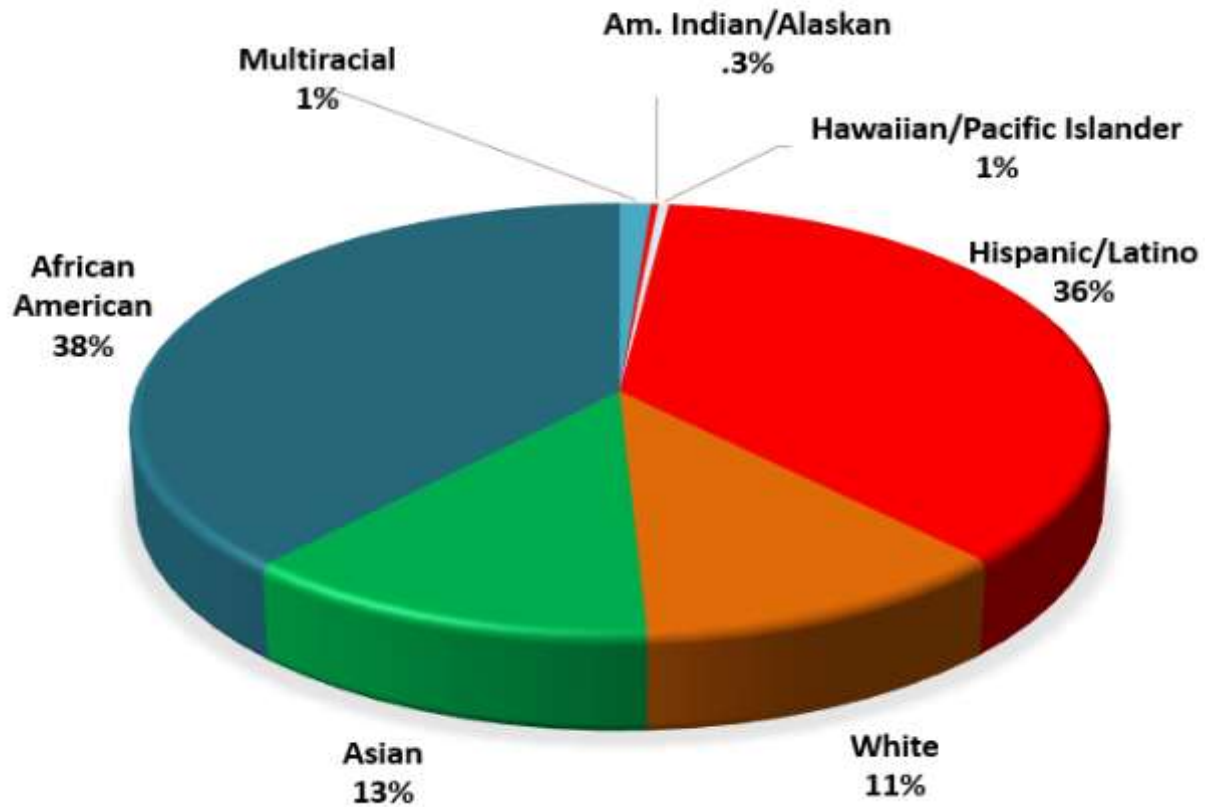


TEAM AWESOME



11/1/2018

LBT Diversity



LBT Diversity

Race/ Ethnicity	Male	Female
Hispanic/ Latino	27%	9%
African American	19%	19%
Asian	10%	3%
White	8%	3%
Multiracial	.8%	.4%
Am. Indian/ Alaskan	.3%	.0%
Hawaiian/ Pacific Islander	.26%	.13%



Women at LBT

- 50% Executive Leadership Team
- 44% Management Team
- 34% Female Overall

Internships

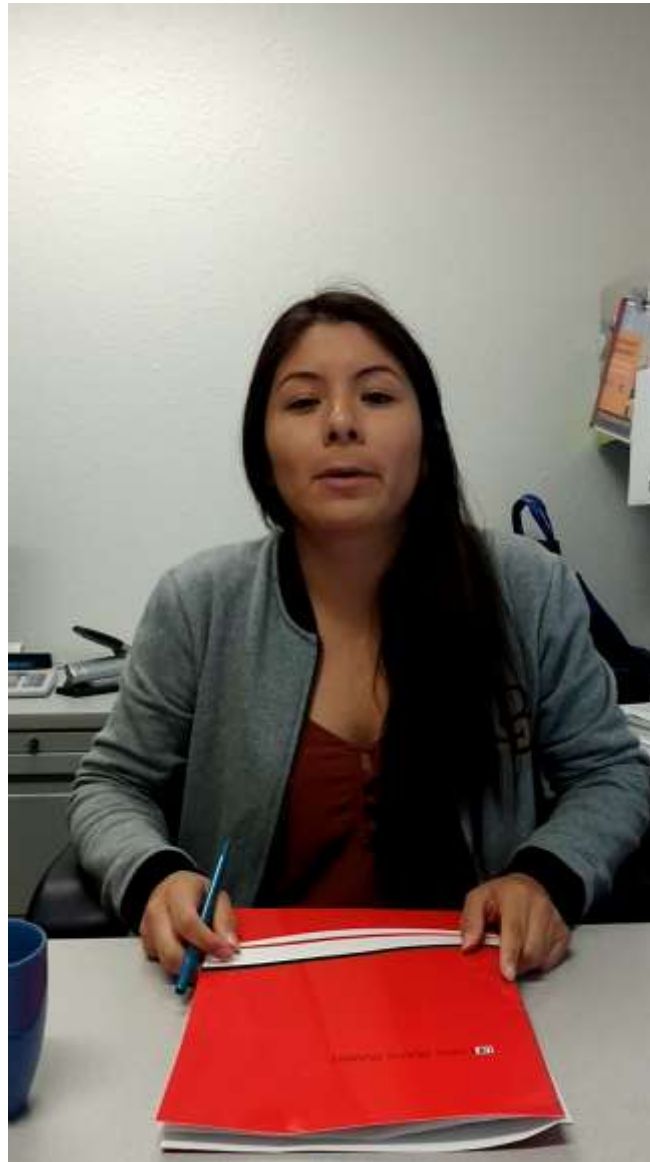


Mission Connection

Majed Albokaei



Elizabeth Ramirez



Ronald Serb



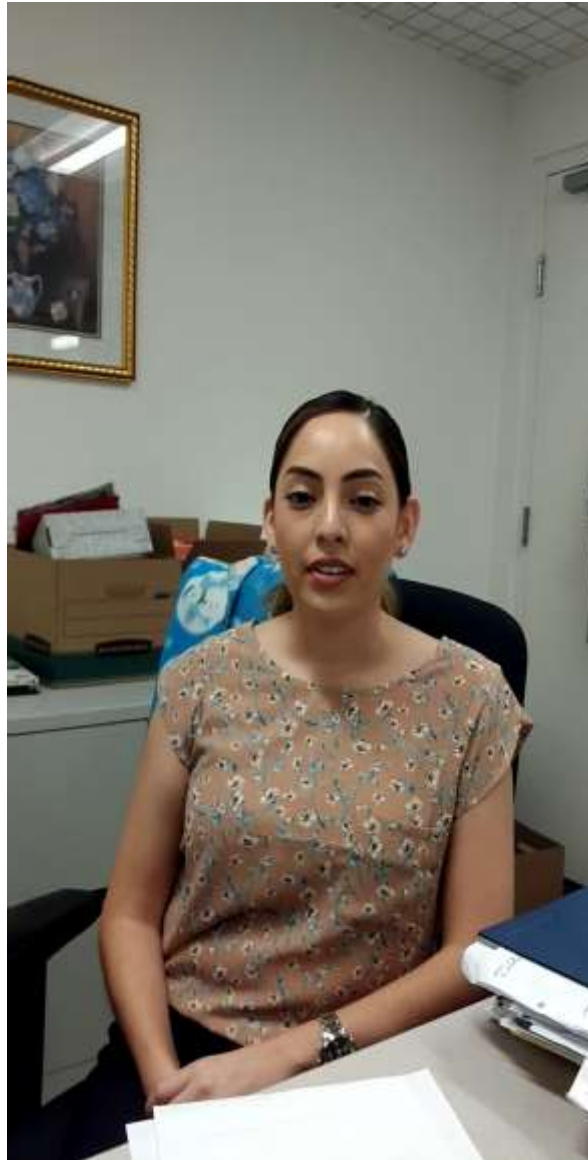
Joseph Cheadle



Lamiya Hoque



Araceli Castaneda



Aziz Ariouat



Universe Paguirigan



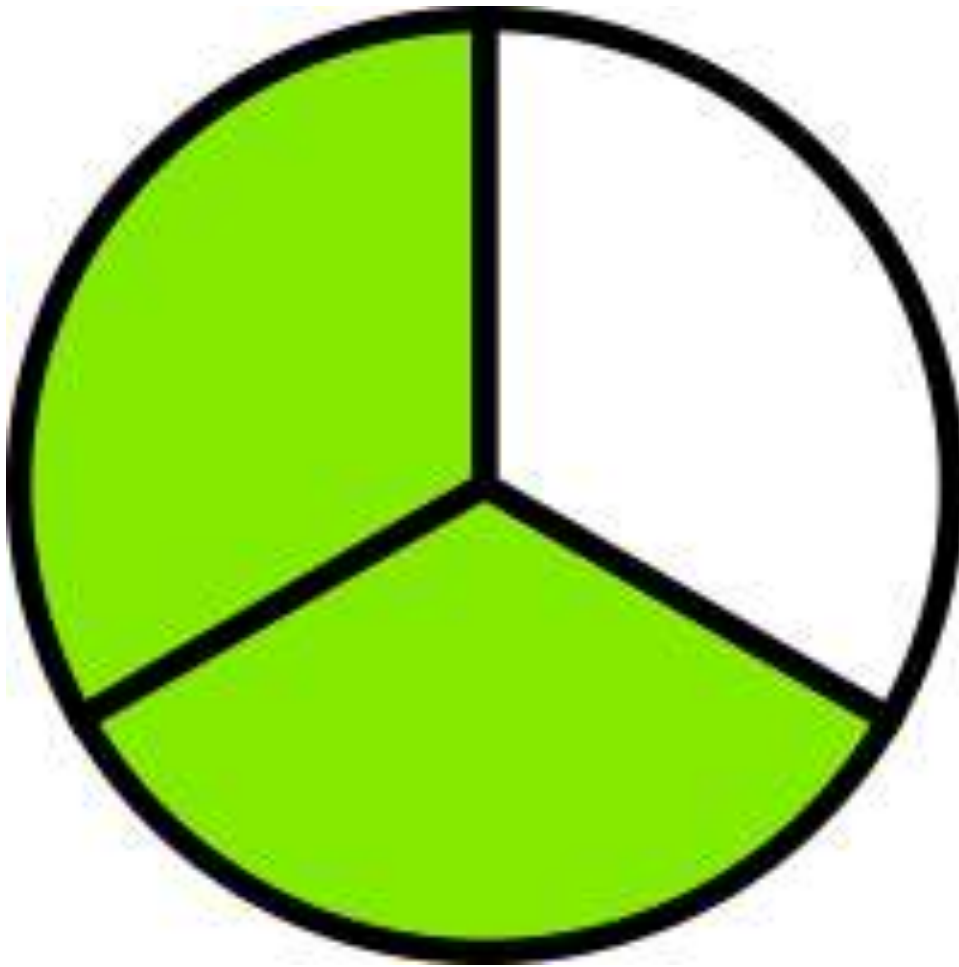
Erlin Martinez



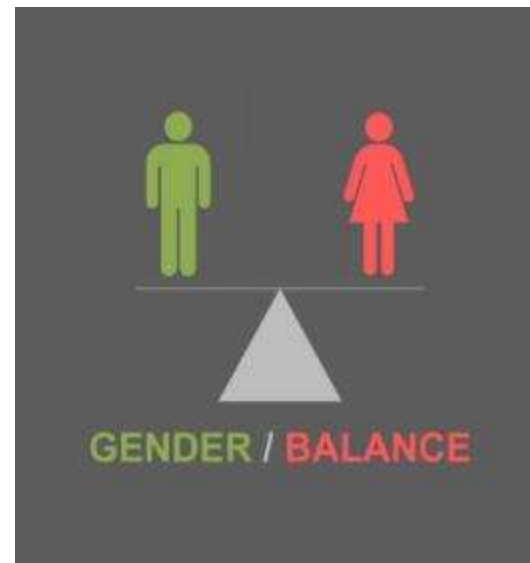
Monica Martinez



Results



Gender Balanced Workforce



Program Elements

- Goal



- Strategy





IMPACT. EMPOWER. ADVANCE.

Women + Girls

GOVERNING COUNCIL

Executive Management Committee
April 12, 2018



WGGC Goals

IMPACT. EMPOWER. ADVANCE.

The Goals of the Women + Girls Council are:

- To have a Gender Balanced Workforce;
- To accelerate change because progress for women is progress for everyone; and
- To not seek just one solution, but a comprehensive strategy to address the complex and inter-related causes of gender inequity, mobility and economic challenges.



Metro as an Employer

IMPACT. EMPOWER. ADVANCE.

Breaking Down Barriers for the Service Attendant Position (Career Pathway for Mechanics)

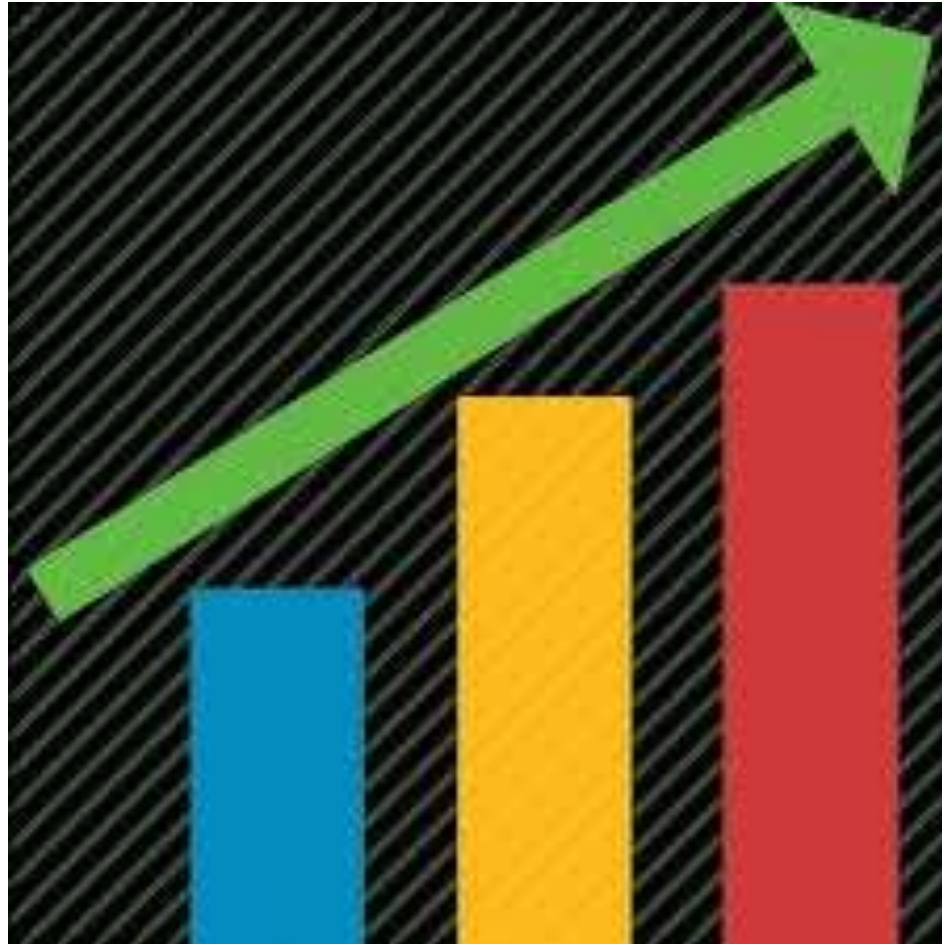
- a. Purpose: Identify entry level job classifications where women are underrepresented
- b. Goal: Eliminate gender bias for entry level position where today 103/563 staff are female

Implementation Timeline:

April 2018- Service Attendant Recruitment will reflect the changes to the job description, minimum qualifications, test, and interview questions



Results



Breaking Down Barriers

- **Mission**: Identify entry level jobs
- **Goal**: Eliminate the gender bias
- **Timeline**: Do not force change but rather provide unbiased recruitments

Challenge Your Hiring

- Wide Net
- Possibility versus Accomplishments
- Balanced Panels



Women Changing Transportation

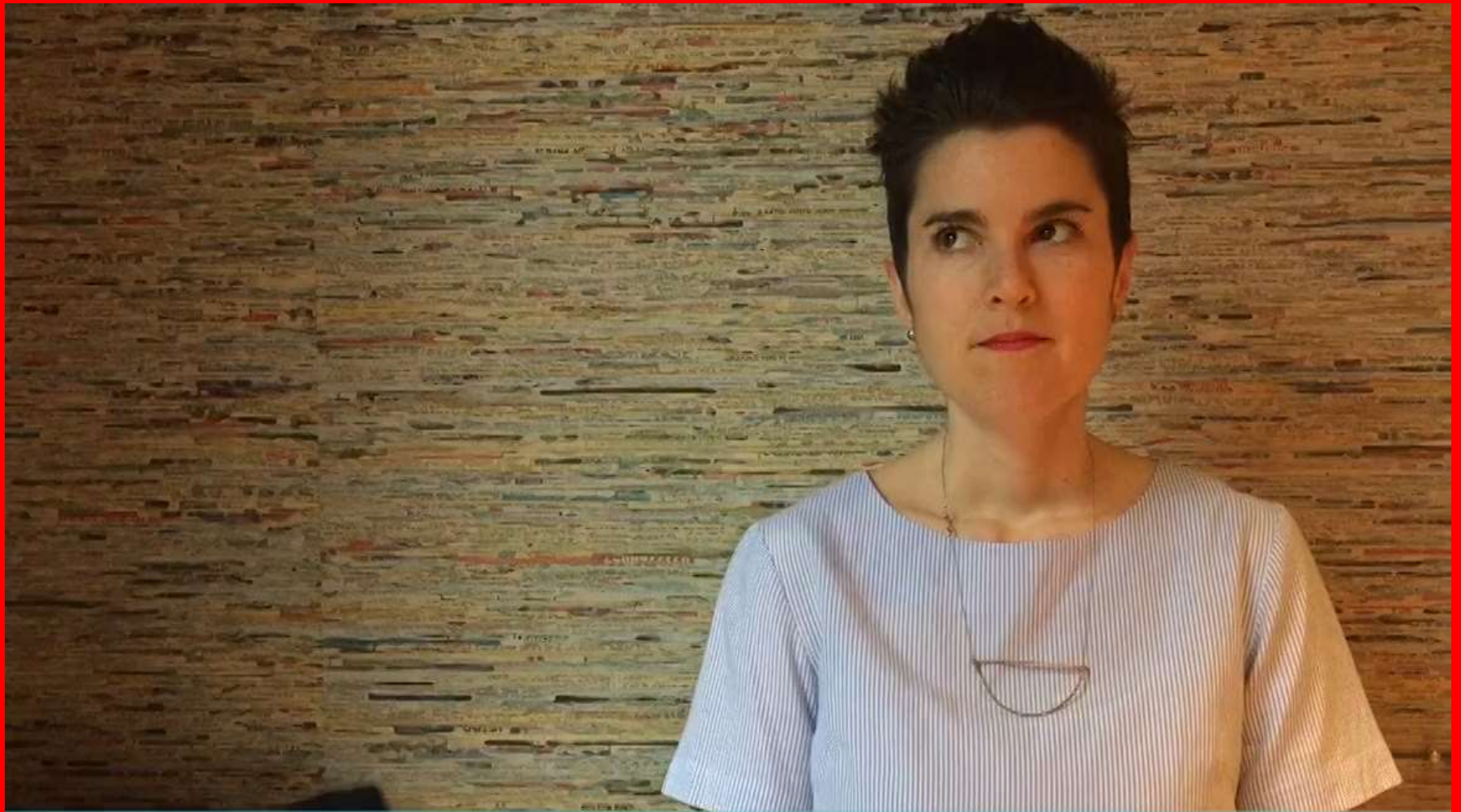


What are your strategies for combating gender bias in the workplace?

TransitCenter



Shefali Ranganathan, Executive Director
TRANSPORTATION CHOICES COALITION



Dani Simons, Director of Corporate Communications & External Affairs
MOTIVATE



Monica Tibbits-Nutt, Board Member
MassDOT & MBTA

So, what can men do differently?

TransitCenter



LONG BEACH TRANSIT









Inbar Kishoni, Deputy Director of Public Engagement
NYC DOT

Field Support



Supporting Inclusion and the Advancement of Women

- Value Inclusion
- Encourage Risk Taking
- Goal Setting – Stretch
- Attack Problems
- 1 Minute Mentor
- Bossy
- Continue the Conversation
- No One is Coming

Good News

