

RAC Membership and Recruitment Process Refresh

3/10/22

Proposal

The proposal for the Rail Advisory Committee (RAC) membership recruitment refresh project is to:

- Propose, pursuant to the Oregon Transportation Commission's 2005 explicit authorization, the following permanent seats (11 seats)
 - Class 1s (BNSF and UP) (2), [currently 2]
 - Shortlines (3) (determine if geographic diversity is relevant)
 - Passenger railroads (Amtrak) (1) [currently 1]
 - Rail passenger representation (1), [currently a shortline member also represents AORTA]
 - Ports and industries with strong rail connections or use (2) [currently 3]
 - Rail labor union (1) [currently 2]
 - Local government (1) [currently none]
- Propose that 9 additional seats to be open and chosen per the new recruitment and selection process:
 - Review current membership to determine what other constituents/stakeholders should have representation on the RAC.
 - Review current membership composition to assess level of representation of historically excluded groups while preserving the minimum community of interest required by OTC.
 - Develop protocols to ensure RAC membership represents groups who have been historically excluded, especially on the basis of race or ethnicity per HB 2985, ODOT Strategic Action Plan, ODOT equitable engagement values, and best practices.
 - Determine how best to reach out to potential candidates, including historically excluded groups, to garner applications.
- Determine term limits for certain positions.
- Determine how the RAC effectively communicates messages, meetings, and vital information to all stakeholders, particularly those who have been historically excluded and/or underrepresented.
- Clarify circumstances under which members may receive stipends for participation on the RAC.
- Update charter to include recruitment, appointment and removal processes.

Timeline

- March 2022: Submit proposed membership restructure to RAC for review and comment.
- April/May 2022: Edit RAC charter to align with new membership configuration.
- June 2022: Submit revised charter with new membership guidelines to RAC for adoption.
- After June 2022 – New members recruited based on new guidelines.

Background Information

[ODOT Strategic Action Plan – 2021-2023 Strategic Outcomes](#)

- Increase our workforce diversity
- Implement a social equity engagement framework
- Reduce our carbon footprint
- Electrify Oregon's transportation system
- Improve access to active and public transportation
- Reduce congestion in the Portland region
- More dollars to black, indigenous, people of color, and women-owned businesses
- Implement transformative technologies
- Implement a large-scale road usage charging
- Achieve sufficient funding

ODOT Equity Policy

- ODOT is committed to serving all Oregonians equitably. The voices of our customers matter and influence the work we do.
- A focus on equity ensures we look beyond merely improving the system to improving the quality of life of every Oregonian.
- We must be mindful of the benefits and burdens created by our work and ensure they are distributed equitably.
- ODOT's Equity Goal: Prioritize diversity, equity and inclusion by identifying and addressing systemic barriers to ensure all Oregonians benefit from transportation services and investments.
- Our framework on membership, inclusion and equity must look at the individual, the institutions that are in place and current levels of racism.
- In addition, one must not forget the history and how they impact specific groups of individuals.
- We must never forget that in and of itself the subject of race or inequity can keep groups from working together in an effective manner.
- Looking past the differences to the commonalities will help build the bridge or clear the lens to reach some level of consensus.

[HB 2985](#)

- Advisory committees reflect the racial and ethnic and ability composition of this state as determined by the most recent American Community Survey from the United States Census Bureau.
- HB 2985 provides a means to break down barriers that impact public input into matters of public trust.