



## MODOT: “3 in 6” Inclusion & Diversity actions (Version 1.0) (1/2)

1. As AASHTO President, I have been leading a facilitated national discussion with all DOT CEOs through the 4 regional associations. We are drafting an action plan for all DOTs through AASHTO culminating in a BOD discussion and consideration of a policy resolution (attached) first created by the western states. I am assigning leaders from the four regional associations to nationalize the policy resolution and I anticipate a formal vote at the national conference in November.
2. As part of the regional dialogue of MAASSTO states, a Race, Equity Diversity and Inclusion Committee was just formed and a task force has been created. MoDOT’s own Rudy Nickens and Elizabeth Reed are helping lead the effort by co-chairing sub-committees that have been formed to address the following:
  - a. An inventory of what each member state is doing beyond mandated Civil Rights Compliance. This will be a document, probably updated annually which collects the policies, practices and procedures currently being employed that address internal recruitment, retention, and training activities specifically aimed at diversity and inclusion, and also information about each state’s DBE program.
  - b. Develop a Resolution to Address Systemic Racism.
3. MoDOT has an Equal Opportunity and Diversity Division headed by Rudy Nickens – here are some of the most recent and planned activities to increase diversity and inclusion at MoDOT;
  - a. Monthly virtual HYPE (Helping Young Professionals Engage) Employee Resource Group meetings consisting of professional development topics and Q@A with MoDOT Executive and Senior Management Teams.
  - b. Monthly News You Can Use segments which are diversity, inclusion and equity topics presented in condensed format (roughly 15 minute sessions).
  - c. Continued promotion of Mentoring Program with virtual webinars and town hall style meetings with current participants.
  - d. Increased virtual Diversity Education webinars with topics varying from Unconscious Bias, Understanding Deaf Culture, Understanding Affirmative Action, Understanding Generational Differences, and so on. (This is something that is also tracked in our Division Tracker.)
  - e. A series of (10) sessions with our Professional Interns over the course of their summer employment to help them navigate the department, and foster an environment of inclusion.
  - f. Support district activities as requested.
  - g. A copy of the EODD Division Tracker for the 4<sup>th</sup> quarter of FY 2020 is attached

