

2023-2024 Equity Work Plan

Introduction

The enactment of the Bipartisan Infrastructure Law (BIL) has increased emphasis on equity in the transportation planning process. Federal discretionary programs in the BIL have reinforced this priority by adding equity as a foundational program principle or as a project selection criterion. The Biden Administration and Federal Highway Administration have made reconnecting communities and ensuring the inclusion of historically and economically disadvantaged groups in the planning, project selection and design process a priority. The need for CDTC, as the Metropolitan Planning Organization (MPO) for the Capital Region, to consider equity in its operations and planning process has never been greater.

An equitable region is a region in which all residents – regardless of race, ethnicity, nativity, neighborhood, age, ability, gender, income, or other circumstances – can fully participate in the region’s economic vitality, contribute to its readiness for the future, and connect to its assets and resources. Members of racial minorities in particular tend to be geographically concentrated in neighborhoods within the Capital Region, and those residents tend to experience higher rates of disability, lower incomes, and an inequitable access to the region’s assets and resources, including transportation¹. CDTC is proud of its record addressing the transportation impacts and limitations experienced by low-income residents, seniors, and disabled people² through its operations and planning process, and intends to continue those efforts.

The proposed work plan for the 2023-2024 fiscal year is intended to help inform CDTC’s planning work, refine policies and programs, and identify appropriate equity policies for CDTC to consider for future adoption. This work will enable us to more comprehensively work towards the New Visions 2050 aspiration to “... address all needs fairly and equally... in a manner that increases access to transportation or does not disproportionately impact people with disabilities, and minority or low-income populations.”³

¹ Job Access in New York’s Capital Region, pp 16 & 22, accessed 12/27/2022.

https://www.cdtcmo.org/images/advisorycommittees/ej_titleVI/JobAccessReport.08.08.22.pdf

² See Coordinated Plan, accessed 12/27/2022. <https://www.cdtcmo.org/what-we-do/coordinated-public-transit-human-services>

³ * New Visions 2050 Executive Summary, pp 26, accessed 12/5/22.

https://www.cdtcmo.org/images/new_visions/NewVisions2050_Final_ForWeb_09_08.pdf

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- Propose goals for measuring progress toward equity in CDTC’s planning work.
- Evaluate and propose ways to “make room at the table” for new people so that CDTC boards, committees and staff better reflect regional demographics, including by race and ethnicity.
- Conduct a longer-term Environmental Justice and Title VI analysis to evaluate the past and current capital program, public engagement, and other policies and programs.
- Redefine the role of and provide additional support to CDTC’s Equity Advisory Committee.
- Review and amend, if necessary, CDTC’s existing Disadvantaged Business Enterprise (DBE) goal.
- Commit to listen to people who are historically disadvantaged to more fully understand how inequities are reflected in and can be ameliorated by the transportation system.
- Commit to on-going staff training.

Regional Demographics in the CDTC Planning Area

Population	Percent
Income below Poverty Level	10.0%
White	81.0%
Black or African American	8.0%
Asian	4.7%
American Indian & Alaska Native	0.16%
Two or More Races	4.5%
Some Other Race	1.6%
Hispanic or Latino	5.5%
Minority	21.8%
Limited English	3.4%
Disability	12.0%
Female	51.1%

Source: American Community Survey 5-Year Estimates, 2016-2020