

**Resolution of the Western Association of State Highway and Transportation
Officials (WASHTO)
05-20
Addressing Systemic Racism**

WHEREAS, at the core of the American Dream is the promise of freedom, equality, and opportunity for prosperity for all people; and

WHEREAS, as the leaders of state departments of transportation that comprise the Western Association of State Highway and Transportation Officials (WASHTO), we believe in and are responsible for undertaking our responsibilities in ways that comply with law and advance equal opportunity, justice, equity, diversity, accessibility, and inclusion for individuals of every race, background, religion, gender, physical ability, and creed; and

WHEREAS, we acknowledge the actions of the past in designs, decisions, and construction projects which often disproportionately affected neighborhoods and communities of color negatively, and the legacy of those decisions persist in disparities today; and

WHEREAS, we acknowledge the symbolism of protests against systemic racism that occur throughout the West on our state roads, bridges, and highways; and

WHEREAS, as employers and leaders, we acknowledge that efforts to combat racism must continue and be strengthened until they succeed, including efforts in state departments of transportation to advance diversity, equity, and inclusion, including that our workforces reflect the communities we serve; and

WHEREAS, it is our role as leaders in transportation to serve as stewards of a multimodal transportation system that achieves economic, environmental, and social goals set by the representatives of the people we serve, including under-served populations; and

WHEREAS, members of our workforce, the communities we serve, and society are hurting, and as policy makers and leaders, we are committed to listen, learn, and take action to combat institutional and systemic racism and advance diversity, equity, and inclusion in our workforces, planning processes, community engagement, transportation agencies, and our broader community.

NOW, THEREFORE BE IT RESOLVED, that we, the Board of Directors of the Western Association of State Highway Transportation Officials, hold ourselves accountable for engaging in the daily work of combatting systemic racism as individuals and as an institution.

BE IT FURTHER RESOLVED, that we pledge to approach these efforts with humility and respect, mindful of the importance of listening to and learning from those of us most affected by systemic racism. We understand that these measures depend on collaboration with all the relevant stakeholders, including government, transportation partners, and the communities we serve. We pledge to continue to collaborate closely with national, state, and regional organizations focused on these issues.

BE IT FURTHER RESOLVED that our efforts to address racial inequity will include, but are not limited to:

(1) Renewing our commitment to the values acclaimed in the Civil Rights Act of 1964 and associated statutes, seeking to protect all people from discrimination based on race, color, and national origin, disability, age and sex, and seeking to advance those goals in the delivery of our services or benefits, working with our business partners.

(2) Enhancing decision-making processes focused on broadening inclusion, better advancing compliance with relevant requirements, whether concerning employment, such as DBE, environmental justice, or in other areas, and by increasing efforts to advance social equity in all of our agencies' policies and programs, and through more effective public engagement processes, especially in historically underserved communities.

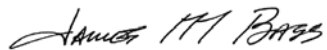
(3) Educating staff and creating accountability within our organizations to take action to end systemic racism and inequality.

(4) Creating additional strategies to improve recruitment, hiring, promotion, and retention of and support for a workforce at all levels of management that reflects the communities we serve, through efforts including more robust outreach to education systems attended by traditionally underserved communities.

BE IT FURTHER RESOLVED, that this resolution be forwarded to the American Association of State Highway and Transportation Officials (AASHTO) with the hope that the AASHTO Board of Directors will adopt a similar resolution.

BE IT FURTHER RESOLVED, that this resolution be preserved in the records and minutes of the WASHTO and prominently displayed on the WASHTO website.

Adopted by the WASHTO Board of Directors on September 8, 2020.



James M. Bass
WASHTO President

Date: September 8, 2020