

**Policy Resolution PR-2-20**  
**Title: AASHTO Resolution Addressing Race, Equity, Diversity, and Inclusion**

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Whereas, At the core of the American dream is the promise of freedom, equality, and opportunity for prosperity for all people;

Whereas, As the leaders of state departments of transportation that comprise the American Association of State Highway and Transportation Officials (AASHTO), we are responsible for ensuring compliance with the law and advancing equal opportunity, racial justice, equity, diversity, and inclusion for individuals within our respective departments and to the public regardless of their membership in any protected class;

Whereas, We acknowledge the actions of the past, in programming, planning, design, construction, operations, and maintenance of state transportation systems, which often disproportionately negatively affected low income communities, minority neighborhoods, and people of color, and the legacy of those actions persist in disparities today;

Whereas, It is our role as transportation leaders to serve as stewards of an integrated, multimodal transportation system that achieves economic, environmental, and social goals set by the representatives of the people we serve;

Whereas, In our role as policy makers, we are compelled to listen, learn, and take action to dismantle racism that may be present within ourselves, our transportation agencies, and our broader community; and

Whereas, In our role as employers and leaders of state departments of transportation, we are committed to advance equity, diversity and inclusion within our agencies such that our respective workforce is representative of the communities we serve; now, therefore, be it

*Resolved*, That we, the Board of Directors of AASHTO, hold ourselves accountable for engaging in the vital work of advancing racial justice, equity, diversity, and inclusion as individuals and as an institution;

*Resolved*, That we pledge to approach these efforts with humility, introspection, and respect, being mindful of the importance of listening to and learning from those most adversely affected by past decisions. We understand that these measures depend on collaboration with all 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;

*Resolved*, That our efforts to address racial injustice will include, but are not limited to:

- 1) Strengthening 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, religion, sex, national origin, disability, or age, and seeking to advance those goals in the delivery of our programs and services, working with our business partners and community and faith based organizations.
- 2) Enhancing decision-making processes focused on advancing racial justice and incorporating equity, diversity, and inclusion in all aspects of transportation, including, but not limited to investment priorities, policy development, project and program delivery, environmental justice, or in other areas, through more effective public engagement processes, especially in historically underserved communities.

- 3) Improving contracting and procurement practices to remove barriers and create opportunities for Disadvantaged Business Enterprises and people of color so that they may participate in the economic benefits derived from transportation investments.
- 4) Creating additional strategies to improve recruitment, hiring, promotion, training, leadership development, and retention of and support for a workforce at all levels that reflects the communities we serve, through efforts including more robust outreach to educational institutions and community and faith based organizations traditionally serving people of color.
- 5) Ensuring staff are provided workforce development and other training opportunities to develop competencies and create accountability for promoting equity, diversity, and inclusion to address racism and inequality.
- 6) Fostering inclusive workplaces where discrimination and bias are not tolerated, where staff have redress for bias-related harms they experience or witness, and where staff at all levels are empowered to speak up against discrimination on behalf of themselves, their colleagues, and the communities we serve; and

*Resolved*, That this resolution be preserved in the records and minutes of AASHTO and prominently displayed on the AASHTO website.