

Office of Navajo and Hopi Indian Relocation – Agency Equity Action Plan

11/30/2021

Executive Summary

The mission of the Office of Navajo and Hopi Indian Relocation is to provide quality services to eligible households and others impacted by the Relocation Act in such a way that our clients have the opportunity to re-establish their lives in a positive and productive manner.

The ONHIR Action Plan implementation strategy is to promote and foster a workplace that will embrace diversity, equity and inclusion to sustain a diverse workforce that is supported by equal employment opportunities, diversity and equitable access to achieve the mission of the agency.

The agency equity plan will implement a diverse workplace that provides equitable access to the agency program and services within the context of the relocation program.

Summary of Early Accomplishments

Equity related achievements have been to review and promote our policies and processes to ensure that diversity and equity is inclusive in agency policies and practices and will generate equitable outcomes whenever possible and find new innovative solutions to equity challenges.

Equity Action Plan Actions that Agency plans to undertake for implementation:

1. Leaders to build and foster an inclusive workplace and promote equitable standards to advance accessibility.

- A. Barrier to Equitable Outcome: As the agency is mandated to implement a relocation program, the opportunities for providing equity, within the context of the program, inclusion and accessibility are extended to those eligible for the program, most of which represent underrepresented groups.

Policy/Program: The context of the relocation program poses a barrier is that it is based upon the P.L. 93-531 program requirements to provide relocation services to those who are eligible for the program.

Populations Affected: Those underrepresented groups who are not subject to the Relocation program.

Evidence Barrier Impacts Full and Equal Participation: The language contained in Public Law 93-531 which applies only to those individuals who are impacted by the mandate who are exclusively the Hopi and Navajo Tribes.

- B. Action and Intended Impact on Barrier: Agency will take action to reduce the barrier to communicate with representatives of those groups and communities impacted by the Relocation Program to ensure equity, inclusion and accessibility to the program within the context of the Relocation Act. Actions will be prioritized through meetings and communications with representatives of both groups and communities of both underrepresented groups referenced above. We expect that communication and working with representatives will help to reduce barrier to equitable outcomes.

- C. Tracking Progress: Factors used to determine agency action has reduced the barrier is to maintain data on improvements in services and inclusivity in the program within the context of the Relocation Program.
 - D. Accountability: The agency will hold itself accountable through the process of obtaining feedback and input from underrepresented communities and groups impacted by the Relocation program. Will assess accessibility and equitable standards within the context of the Relocation program.
2. Build and strengthen a culture of inclusion by increasing contractor diversity representation of underrepresented groups.
- A. Barrier to Equitable Outcome: Limited number of contractors available to contract with for agency program services that represent underrepresented groups.

Policy/Program: Limited staff available to conduct outreach actions and research resources to increase contractor diversity. Federal regulations on contractor requirements which limit availability of federal contractors to perform federal contracts.

Populations Affected: Some of the underrepresented groups that are not within the location or demographics of the agency.

Evidence Barrier Impacts Full and Equal Participation: There are a limited number of contractors from underrepresented groups that are available to contract with the agency.
 - B. Action and Intended Impact on Barrier: The agency will reduce barrier by striving to increase representation of underserved groups through increase contractor diversity. Impact will be significant as the agency utilizes contractors for implementing various services.
 - C. Tracking Progress: Agency data will be maintained on vendors and contractor diversity to track increases in contractor diversity for contracted work on program services.
 - D. Accountability: Accountability will be maintained through agency procedures that ensure emphasis and priority is considered for maintaining and increasing contractor diversity and increase representation of underrepresented groups.
3. Evaluate decision making and policies to find solutions to equity challenges to promote internal culture to attract and retain employees.
- A. Barrier to Equitable Outcome: Decision making and policies are reviewed and addressed when necessary to ensure equitable outcomes are provided to attract or retain employees. Barriers consist of limited staff with qualifications to promote into higher positions, and to promote an inclusive culture there is limited availability of agency opportunities for increasing diversity and accessibility.

Action and Intended Impact on Barrier: The agency will reduce barriers by striving to increase representation of diversity and inclusion through promotional opportunities or providing incentives when available to retain employees in underrepresented groups when possible and by providing training and education incentives to employees to increase those opportunities for equity and diversity. Impact will be minor due to limited

opportunities to increase representation of underrepresented groups to promote internal culture and retain or attract employees.

- B. Action and Intended Impact on Barrier: The agency will reduce barriers by striving to increase representation of diversity and inclusion through promotional opportunities when they become available, by providing training and education incentives to employees to attract and retain employees. Decision making and policies are reviewed and addressed when necessary to ensure equitable outcomes.
- C. Tracking Progress: Progress will be tracked through various report data including the FEVS survey and EEOC MD 715 reports and other personnel data maintained by the agency.
- D. Accountability: Accountability is maintained by agency training and policies and procedures that ensure emphasis on promoting an inclusive culture to increase diversity and accessibility to increase representation and attract or retain employees. Decision making and policies are reviewed and addressed to ensure equitable outcomes are available to all employees.

partnerships with community-based organizations and provide services to underrepresented populations in the district.

They align your employees with your business goals, so your success is their success. Equity plans can be an invaluable part of your recruitment, retention and reward strategy.

The values that guide this work include access and opportunity, equity and inclusion,

promotes an inclusive culture that supports and celebrates the unique attributes and perspectives of its individual members, allowing each and every person to make their fullest contribution to the industry.

fully embrace diversity, equity and inclusion as essential to the overall mission and strategy of the organization. Our goal is to create a workplace that values unique contributions to build greater understanding of our people, communities, and riders that enables us to achieve our mission.”

Build and strengthen a culture of inclusion Increase contractor diversity Increase representation of underrepresented groups

Grows and sustains a diverse workforce, fosters an inclusive culture and builds organizational capacity. • Ensures equal employment opportunity and equitable access to our programs, services and regional transit system.

a roadmap for making real and meaningful improvements that address barriers to ensuring that all who live, study and work at Brown can fulfill their potential

1. Establish a research team to evaluate existing diversity policies and programs.
2. Define diversity efforts that include both curricular and non-curricular programs.
3. Collect diversity data on campus.
4. Organize and analyze the diversity data.
5. Develop a visual map with data analysis findings

promotes diversity to make employees feel valued, respected as their unique selves and supported in their work.

Advancing accessibility for our customers and providing a welcoming, inclusive and safe environment throughout our service options.

We do this by:

- Building inclusive leaders
- Transforming internal culture to better attract and retain employees

- Evaluating agency patterns to find new innovative solutions to equity challenges
- Influencing agency policies that will generate more equitable outcomes
- Fostering an inclusive transit climate for all - Partnering with regional leaders to enhance shared mobility and improve transit accessibility
- Connecting with customers to understand external needs
- Our Equity and Inclusion framework outlines how equity and inclusion is influenced by issues related to gender, safety and access, among other things.
- **Equitable Access**
- **Equitable Access**
- Ensuring all customers have access to the same standard of transportation regardless of community.
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- **Equitable Funding**
- Evaluating our decision making and funding supports and benefits our communities.

Equitable Environment

Creating a safe and inclusive environment for our customers.

[Anti-harassment](#) This initiative launched in April 2019 targeted street harassment against women and nonbinary customers. Built around Respect, Kindness and Inclusivity, it educated customers about creating a harassment-free environment where everyone feels comfortable and safe on transit.