

EQUITY-FOCUSED KEY PERFORMANCE INDICATORS

DRAFT January 2023

Draft KPI	Timeline for Measurement
Mobility & Accessibility	
Increase in number of jobs accessible via transit for equity-priority communities (# and %)	Planning & Design
Increase in number of jobs accessible by driving for equity-priority communities (# and %)	Planning & Design
Number of new marked pedestrian crossings	Planning & Design
Accessible sidewalks newly constructed or improved	Planning & Design
Multiuse pathways constructed	Planning & Design
Community Benefits	
Percentage of excess property repurposed for community amenities, such as parks, affordable housing, etc.	Post-construction
Community Benefits Agreement established and total \$ value thereof	Pre-construction, Post-construction
Workforce Equity & Economic Opportunity	
Percentage of workforce who are members of equity-priority communities (disaggregated by community) and women	Construction
Tribal employment rates (TERO) compared to requirements	Construction
Retention rates for equity-priority communities and women	Construction
Percentage of contract dollars and number of contracts awarded to businesses owned by people of color, people with disabilities, and women	Construction

Draft KPI	Timeline for Measurement
Number of DBEs/MWESBs trained to enable project participation	Pre-construction, Construction
Workforce training program(s) developed and number of persons trained	Pre-construction, Construction
Dollars invested in resources for workforce participation (wraparound services, childcare, transportation, etc.)	Construction
Percentage of apprentices that journey out	Construction, Post-construction
Decision-making Processes	
Number of engagement activities directed towards equity priority communities	Throughout
Number of equity-priority community members engaged	Throughout
Community-guided bridge naming process	Post-construction
Inclusive process to develop a Community Benefits Agreement	Pre-construction
Avoid Further Harm	
Reduction in injuries and fatalities in the corridor over time	Long term (after life of project)
Tribal resources preserved	Planning & Design, Construction
Number of residents and businesses displaced by the project	Planning & Design
Change in air quality in the corridor over time	Long term (after life of project)

Draft KPI	Timeline for Measurement
Physical Design	
Multiple features paying tribute to tribal and community history throughout project area	Post-construction
Percentage of public art budget awarded to artists from equity-priority communities	Construction