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April 27<sup>th</sup>, 2021

To: Johnell Bell, IBR Equity Officer  
Dr. Roberta Hunte, Equity Advisory Group facilitator

On behalf of the Interstate Bridge Replacement program, I would like to thank the Equity Advisory Group (EAG) for the effort that went into crafting an operable definition of equity for the program. This will provide an essential foundation as the program continues centering equity in processes and outcomes, and creates an important example regionally in both Washington and Oregon specifically related to transportation projects.

I find this to be an excellent example of collaboration and thoughtfulness. By defining both Process Equity and Outcome Equity, this work has created an actionable document that our program, partners, and the community can use to hold the program accountable. This definition will be critical to ensuring historically marginalized communities have a voice in the program's process to identify a bridge replacement solution and ensures these communities may access the program's economic and transportation benefits.

Please consider this letter my acceptance and approval of the Equity definition submitted by our program Equity Officer, our EAG, and our EAG facilitator.

Sincerely,

A handwritten signature in black ink, appearing to read "Greg Johnson". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Greg Johnson  
IBR Program Administrator

## **Interstate Bridge Replacement Program Definition of Equity**

The Interstate Bridge Replacement program defines equity in terms of both process and outcomes.

**Process Equity** means that the program prioritizes access, influence, and decision-making power for marginalized and underserved communities throughout the program in establishing objectives, design, implementation, and evaluation of success.

**Outcome Equity** is the result of successful Process Equity and is demonstrated by tangible transportation and economic benefits for marginalized and underserved communities.

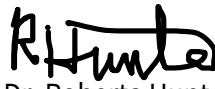
**Marginalized and underserved communities** are defined as those who experience and/or have experienced discrimination and exclusion based on identity, such as:

- BIPOC (Black, Indigenous, and People of Color)
- People with disabilities
- Communities with limited English proficiency (LEP)
- Persons with lower income
- Houseless individuals and families
- Immigrants and refugees
- Young people
- Older adults

Together, Process Equity and Outcome Equity contribute to addressing the impacts of and removing long standing injustices experienced by these communities.



Greg Johnson  
Program Administrator



Dr. Roberta Hunte  
Equity Advisory Group Facilitator

April 27, 2021

Greg Johnson, Program Administrator  
Interstate Bridge Replacement program

RE: Recommended definition of equity for the IBR program

Dear Mr. Johnson,

Within our region, “equity” is defined in myriad ways. For the IBR program to honor its commitment to center equity it must clearly articulate to the community what this commitment means, beginning by establishing a program-specific definition of equity.

The Equity Advisory Group (EAG) has worked over the past several months to craft an operable definition that will provide a foundation for the development of an overall Equity Framework for the program. At its April 19, 2021 meeting, the EAG reached consensus to recommend adopting the definition as attached.

We thank you for your consideration of this definition and look forward to working with you to operationalize it throughout the IBR program as we strive towards equitable processes and outcomes.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Hunte". The signature is stylized and cursive.

Dr. Roberta Hunte  
EAG Facilitator