

EQUITY SUBJECT BRIEF



FLORIDA DEPARTMENT
OF TRANSPORTATION

What is Equity?

The U.S. Department of Transportation defines equity as the consistent and systematic fair, just, and impartial treatment of all individuals. It includes people who belong to underserved communities that have been denied such treatment as well as persons with disabilities, persons who live in rural areas, and persons otherwise adversely affected by persistent poverty or inequality.

Why is Transportation Equity Important?

Transportation equity supports and enhances access to jobs, health care, education, and other important resources. Working to provide equal access to opportunity addresses the systemic barriers that may exist because of a person's race, ethnicity, creed, gender, age, physical ability, income, location, or other factors.

What is FDOT's Role in Equity?

The state's long range transportation plan, the Florida Transportation Plan (FTP), establishes the goal of Transportation Choices that Improve Equity and Accessibility. Providing better and more affordable access to jobs, health care, education, and other services starts with recognizing the value of access for all residents and acknowledging that better access for one group often offers systemwide benefits. FDOT's role is to facilitate community conversations about mobility challenges and opportunities, prioritize investments, and be a partner to deliver accessibility to opportunities and essential services.

Trends to Consider

BY 2030, **MINORITIES** WILL ACCOUNT FOR

23% OF FLORIDA'S
POPULATION



Source: Bureau of Economic and Business Research



26%
OF ADULTS HAVE A
DISABILITY



Source: Center for Disease Control

THERE WERE

16M TRIPS

FOR TRANSPORTATION

DISADVANTAGED PASSENGERS IN 2020

Source: Florida Commission for the Transportation Disadvantaged



IN FLORIDA, MORE THAN

383,000 JOBS

ARE ACCESSIBLE WITHIN A
30-MINUTE AUTOMOBILE TRIP



7,400 JOBS

ARE ACCESSIBLE WITHIN A
30-MINUTE TRANSIT TRIP



NEARLY

**1 IN 4
FLORIDIANS**

WILL BE **65 OR OLDER**
BY 2030

Source: Bureau of Economic and Business Research



IN 2020,

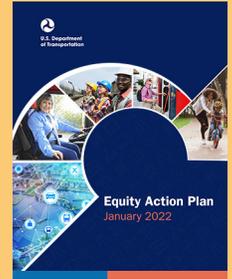
33% OF HOUSEHOLDS
IN FLORIDA
ARE CONSIDERED **ASSET LIMITED,
INCOME CONSTRAINED, WHILE
EMPLOYED (ALICE)**

Source: United Way of Florida



USDOT Equity Action Plan

The Equity Action Plan highlights actions USDOT will undertake to expand access and opportunity to all communities. The plan considers equity from all viewpoints, with a specific focus on communities that were underserved, overburdened, and/or disadvantaged by past transportation choices. It initially focuses on four areas including wealth creation, power of community, interventions, and expanding access. This “living document” will be updated regularly to document the evolving landscape in addressing equity in transportation. In addition, the plan will address environmental justice efforts as part of the Justice40 initiative, which aims to deliver 40 percent of the overall benefits of relevant federal investments to disadvantaged communities.



How Does FDOT Promote Equity?

FDOT has a long-standing commitment to equity and promotes it at multiple levels. The mission of FDOT includes the provision of a transportation system that preserves the quality of our environment and communities, which is in concert with the FTP strategy to further access to opportunity for those who need it most. The FTP also identifies priority actions to promote equity including strengthening partnerships to reduce disparities; increasing awareness of and removing barriers to transportation; and enhancing transportation and community design. In addition, FDOT has been a leader for tools and practices used to promote equity including trailblazing public engagement practices, developing the Efficient Transportation Decision Making (ETDM) process which considers affected communities in transportation decisions, and evaluating sociocultural effects of transportation projects on communities and community resources. For example, the FDOT Public Involvement Handbook provides a framework for ensuring equitable outcomes through meaningful and strategic community engagement.

In addition, FDOT is committed to its Equal Employment Opportunity and Affirmative Action (EEO/AA) programs like On-the-Job Training (OJT). FDOT works to improve construction staffing, establish key partnerships, and develop a qualified, adaptable, and safe workforce in areas of high unemployment and with high minority or low-income communities.

Finally, FDOT's procurement and contracting policies recognize the importance of diversity, with practices in place to attract and select small and minority-owned businesses to provide services. FDOT's 2021-2022 commitment to Small Business and Disadvantaged Business Enterprise (DBE) exceeds targets:

SMALL BUSINESSES UTILIZATION STATEWIDE

13.42%

FOR CONSTRUCTION & MAINTENANCE

14.85%

FOR PROFESSIONAL SERVICES

DBE PARTICIPATION

12.76%

(EXCEEDING FDOT
TARGET OF 10.65%)

DBE PARTICIPATION

11.24%

OF FEDERAL AND
STATE-FUNDED CONTRACTS

Where Can I Learn More?

FEDERAL

Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

U.S. DOT Equity Action Plan

U.S. DOT Justice40 Initiative

U.S. EPA EJSCREEN: Environmental Justice Screening and Mapping Tool

FHWA: Pursuing Equity in Pedestrian and Bicycle Planning

Governors Highway Safety Association: An Analysis of Traffic Fatalities by Race and Ethnicity

STATE

FDOT Public Involvement Handbook

FDOT Public Engagement Resource Guide

FDOT Sociocultural Effects Evaluation Process

FDOT Limited English Proficiency Guidance

FDOT Equal Opportunity Office DBE and Small Business Development Programs



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