

# Our Commitment to Diversity, Equity and Inclusion

The High-Speed Rail Authority (Authority) is committed to delivering the high-speed rail system to all Californians and achieving its mission in a way that reflects the Authority's highest values.



## DIVERSITY, EQUITY AND INCLUSION

AS OF FEBRUARY 28, 2022

**699**

Certified Small Businesses working on the high-speed rail program statewide

**225**

Certified Disadvantaged Business Enterprises

**79**

Certified Disabled Veteran Business Enterprises

- 5 Native American Owned Firms
- 31 Asian Pacific Owned Firms
- 35 African American Owned Firms
- 18 Asian Subcontinent Owned Firms
- 65 Hispanic Owned Firms
- 105 Woman Owned Firms

### DIVERSITY AND INCLUSION

Diversity is one of the six overarching goals that guide our holistic, integrated approach to bringing high-speed rail to California. We believe strongly in equal opportunity for all and strength in diversity, and we are committed to ensuring that no person is excluded from participating in any program or activity associated with the design, construction and operation of the California high-speed rail system.

For example, we ensure that small businesses and minority-owned businesses play an active role in building the high-speed rail system. We use our Small Business Program to meet our 30% small business participation goal. We work to include Disadvantaged Business Enterprises (DBE), Disabled Veteran Business Enterprises (DVBE) and Micro-Businesses (MB). The latest information on these numbers can be found on our Small Business dashboard at [hsr.ca.gov/business-opportunities/small-business-program](https://hsr.ca.gov/business-opportunities/small-business-program).

Our Community Benefits Policy focuses on programs designed to promote and advance construction employment and training opportunities for all individuals, especially those residing in extremely economically disadvantaged areas.

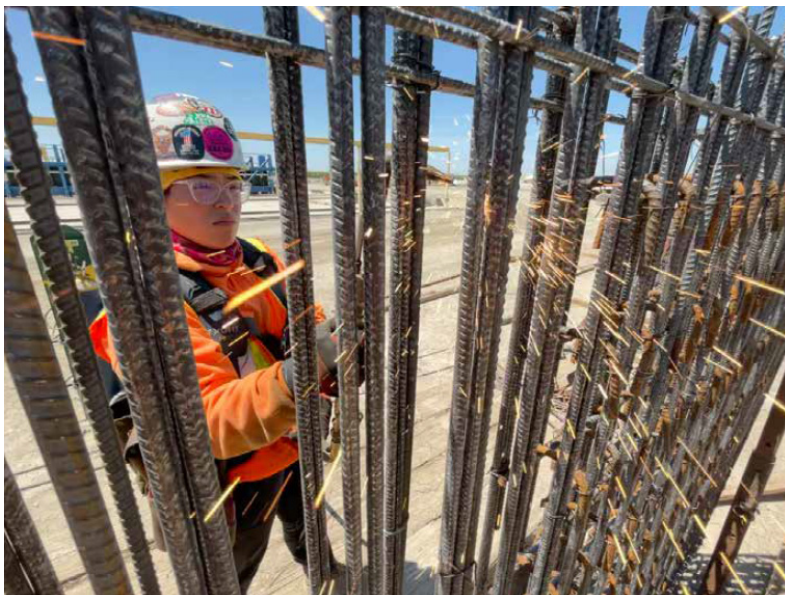
Our Community Benefits Agreement (CBA) focuses on engaging disadvantaged communities and achieving employment targets for individuals who reside in disadvantaged areas and those individuals designated as "Disadvantaged Workers," including veterans.

**EQUITY**

Our commitment to equity is delivering positive results. We continue to focus on creating jobs, expanding economic opportunities and benefits, and ensuring transparency and accountability as we deliver the system.

For example, in FY 2019-2020, 64% of the investment in the system occurred in designated disadvantaged communities throughout California, spurring economic activity in these areas. Additionally, more than half (56%) of the total program investment from July 2006 to June 2021 occurred in designated disadvantaged communities.

It is our goal to deliver benefits to all Californians regardless of socioeconomic status through how we build the system and how we design our stations and trains so that they are accessible and address environmental justice considerations.



**CREATING OPPORTUNITIES FOR DISADVANTAGED WORKERS AND FOSTERING DIVERSITY**



Notes: 1. Through April 2022, and as defined in Title VI of the Civil Rights Act of 1964.  
 2. Through June 2021, and as defined in Title VI of the Civil Rights Act of 1964.  
 3. Through January 2022, and as defined by CalEnviroScreen.



**DEVELOPING LIFELONG SKILLS**

In April 2020, the Authority partnered with the City of Selma to announce the launch of the Central Valley Training Center. The center welcomed its first group of 30 students in October 2020, who then graduated in January 2021.

In coordination with the Federal Railroad Administration, the Authority established the training center to address impacts to minority and low-income populations and maximize employment opportunities on high-speed rail and other projects in the future. The training center's programs serve veterans, at-risk young adults, minority and low-income populations within Fresno, Kings, Tulare, Kern, Madera and Merced counties with a comprehensive and innovative look into careers in more than 10 different construction trades.

Students receive pre-apprenticeship and hands-on construction training from professional carpenters, cement masons, electricians and other specialists. After completing the program, graduates receive job-placement assistance from the high-speed rail program and its contractors.

Hundreds of Central Valley residents have applied to take part in the program since its opening. The center continues to recruit more residents for its latest rounds of classes.

