

# EQUITY-FOCUSED KEY PERFORMANCE INDICATORS

**DRAFT November 2023**

Draft KPI	Timeline for Measurement
<b>Mobility &amp; Accessibility</b>	
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 (# and length)	Planning & Design
Multiuse pathways constructed (miles)	Planning & Design
<b>Community Benefits</b>	
Percentage of excess property repurposed for community amenities, such as parks, affordable housing, etc.	Post-construction
Total \$ value of community benefits	Pre-construction, Post-construction
<b>Workforce Equity &amp; Economic Opportunity</b>	
Percentage of construction workforce who are members of equity-priority communities (disaggregated by community) and women	Construction
Tribal member 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 provided supportive services (e.g., trained) to enable project participation	Pre-construction, Construction
Workforce training program(s) funded and/or 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
<b>Decision-making Processes</b>	
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 set of meaningful community benefits	Pre-construction
<b>Avoid Further Harm</b>	
Reduction in injuries and fatalities in the corridor over time	Long term (after life of project)
Percentage of tribal natural and cultural 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
<b>Physical Design</b>	
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

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