

WASHINGTON METROPOLITAN AREA TRANSIT AUTHORITY
Chief Diversity, Equity, and Inclusion Officer



The Washington Metropolitan Area Transit Authority (Metro/Wmata) was created by an interstate compact in 1967 to plan, develop, build, finance, and operate a balanced regional transportation system in the national capital area. Metro began building its rail system in 1969, acquired four regional bus systems in 1973, and began operating the first phase of Metrorail in 1976. Today, Metrorail serves 91 stations and has 117 miles of track. Metrobus serves the nation's capital 24 hours a day, seven days a week with 1,500 buses. Metrorail and Metrobus serve a population of approximately 4 million within a 1,500-square mile jurisdiction. Metro began its paratransit service, MetroAccess, in 1994; it provides about 2.3 million trips per year.

The Washington Metropolitan Area Transit Authority is seeking an exceptional and dynamic senior leader to join our Internal Business Operations department. We are excited about finding an individual that will bring their talents and skills to the WMATA Team in the position of **Chief Diversity, Equity, and Inclusion Officer**.

WMATA is committed to providing safe, reliable, and affordable access to public transportation for all customers within its service area. WMATA recognizes that it is a reflection of the community it serves. As such, WMATA believes in the importance of promoting, championing, and achieving diversity, equity, and inclusion (DEI) across the full lifecycle of its operations, spanning both workforce equity (within WMATA) and transit equity (for WMATA customers).

The Chief Diversity, Equity, and Inclusion Officer leads the development and implementation of proactive workforce and transit DEI initiatives and programs across the full lifecycle of WMATA operations. This role's primary responsibility is to provide leadership and drive results across the following areas:

1. Development and implementation of proactive diversity, equity, and inclusion policies, strategies, and initiatives to create a work environment where all employees have an opportunity to succeed
2. Oversight of the development of Metro's Strategic Transit Equity Roadmap & coordination with internal and external stakeholders
3. Ensure that all Metro plans, programs, and investments consider equity from the perspective of access to opportunities for the Washington region's most vulnerable populations and communities

The Chief Diversity, Equity, and Inclusion Officer is a senior management-level position reporting directly to the Executive Vice President, Internal Business Operations (EVP/IBOP). The Chief Diversity, Equity, and Inclusion Officer will head the full scope of WMATA efforts to develop a strategic vision and implement a plan that

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systemically advances a culture of equity, diversity, and inclusion as part of the Authority's core mission and values. This role is responsible for actively engaging employees at all levels to build partnerships and relationships that further behaviors, attitudes, and policies that support diversity, equity, and inclusion. The Chief Diversity, Equity and Inclusion Officer will develop and lead innovative initiatives that are designed to attract, on-board and retain a diverse workforce and collaborate with relevant stakeholders to assess critical needs. This position is also responsible for recommending training initiatives on cultural competency, demographic differences in a workplace setting (race, ethnic, gender, age, sexual orientation, etc.), disability, and other topics designed to increase awareness and support of equity and inclusion values and maintaining compliance with applicable laws.

MINIMUM QUALIFICATIONS:

- Bachelor's degree in public policy, law, transportation policy, sociology, public administration, human capital management or a related field
- Ten (10) years of diversified senior level management experience advancing diversity, equity, and inclusion in a large-scale, complex organization
- At least five (5) years of total experience in developing, implementing, and leading Diversity, Equity & Inclusion (DEI) programs, with demonstrable outcomes, and experience leading change in a complex organization.
- Demonstrated experience designing community engagement strategies that expand access and inclusion and achieve equitable outcomes
- Experience in identifying and addressing equity concerns related to public projects or policies

Preferred qualifications:

- Master's degree in public policy, law, transportation policy, sociology, public administration, human capital management or a related field
- Experience in public sector transportation and/or transit organization preferred, not required

TO APPLY:

WMATA has engaged Krauthamer & Associates ("K&A"), a retained executive search firm, to assist with the recruitment of the Chief Diversity, Equity, and Inclusion Officer. Interested parties should contact Gregg Moser, Principal at K&A, via email at gmoser@kapartners.com to obtain more information or to apply for the position with an attached cover letter and resume.

WMATA is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, status as a protected veteran, or any other status protected by applicable federal law.