



Diversity, Equity, and Inclusion at Forth

As adopted by the Forth board of directors 11/2017, updated 04/2020

Our Commitment

Forth's mission is to accelerate the use of smart transportation to move people and goods in a more efficient, equitable, and cleaner way.

This means that as we advocate for the adoption of transportation electrification, we prioritize eliminating barriers of entry and adoption for historically underserved communities **and** work to recognize and correct injustices, such as redlining, that transportation policies and investments have created and reinforced in communities of color.

As a nonprofit trade association working with a diverse range of partners, Forth is positioned to play a unique and central role in advancing equity in the smart transportation sector. We are committed to leveraging our role as a convener by challenging both ourselves and our partners to consider diversity, equity and inclusion in all decision-making, internally and externally.

Smart transportation can transform lives and communities for the better by making it cheaper, cleaner, and easier to get around. However, as with most new technologies, they tend to appear first in communities that have been given more resources, more opportunities, and better access to information. It is critical to demonstrate how clean and smart transportation can make life better for historically underserved communities, for at least three reasons:

- Historically underserved communities are most in need of affordable transportation options. The cost of transportation, and the lack of options in these communities, are huge barriers to economic opportunity such as employment and education.
- Transportation is a major source of air pollution in historically underserved communities, thus the environmental, climate, and public health benefits of transitioning to clean transportation are greater for underserved communities than more affluent communities.
- We need to change the narrative. If policy makers and the general public believe these technologies represent "privileged mobility" for the wealthy, they will not support them – or the public policies and programs that will help bring transportation options to the community.

In short, clean and smart transportation will prosper only if historically underserved communities prosper. Forth has a responsibility to challenge and disrupt institutional racism and other systems that deprive people of access to clean affordable mobility. We are committed to continuously growing our understanding of diversity, equity and inclusion both in our operations and our work and we recognize the learning we will have to do along the way. We know we can only be successful in advancing smart transportation if we're successful in advancing

equity and this shared sense of purpose is what will continue to drive our work.