



Parking and Transportation

POINT OF CONTACT

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Parking and Transportation
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PARTICIPATION AND REPORTING

- Attended SA Consultation Session
- Submitted a Progress Report

This unit has not yet reported their progress to the community.

1 2 3 4 5 6 7 8

SYSTEMIC ANALYSIS STEPS UTILIZED

PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

PROCESS

The Parking and Transportation Department has discussed the systemic analysis process and the unit is committed to the following process. This process is adaptable and may change as we further engage members of the Parking community.

- a. Meet with the Parking staff as a working group to discuss and listen once all return from furlough summer 2021.
- b. Review the parking management infrastructure, approaches, policies, and processes.
- c. Review the scope and content of Parking programs, activities, and work.
- d. Evaluate structural diversity of staff and populations served.
- e. Evaluate the values reflected in the Parking & Transportation's vision/mission statement.
- f. Identify training needs and opportunities to create learning discussions.
- g. Create a process for accountability and assessment of inclusive excellence.
- h. Discuss the systemic analysis process with the Parking Advisory Committee (which includes faculty, staff, and students) Fall 2021 and listen to members.

HIGHLIGHTS

Actions already in place:

LMU did a permanent add to base salary in 2013 to help offset the annual cost to park on campus. Faculty and staff earning less than \$35,000 per year received an increase equal to 50% of the annual parking fee; those earning \$35,000-\$69,999 received an increase equal to 25% of the annual parking fee. Since these amounts were additions to base salaries, they were increased by successive AMI and merit increases over the years.

Pell grant 50% fee waivers

Student recipient of Pell Grants are offered a 50% discount on campus parking permits.

Bilingual Office Assistance

Customer support and assistance is available at the parking office in both Spanish and English. Office and field operations managers are bilingual.

Carpool Permit Program

Students/Faculty/Staff are eligible to enroll in a carpool permit designed to allow drivers to split the cost of a parking permit.

LMU has partnered with the Los Angeles County Metropolitan Transportation Authority (LACMTA or METRO) to increase student access to public transportation services. The U-Pass program offers eligible students unlimited rides on Metro's rails and bus lines and is designed to streamline the process of purchasing college student discount fares.

The above mentioned are examples of the actions Parking is taking and will grow as we continue to engage with staff and develop new opportunities/actions in an effort towards inclusive excellence.

ISSUES IDENTIFIED

Issues will be identified through listening sessions and the process previously indicated.

ACTION STEPS

* Parking will participate in group listening sessions.

📄 Based on listening sessions Parking and Transportation will develop DEI learning and training opportunities for staff.

OUTCOMES

* TBD based on feedback from staff and DEI committee.

📄 Staff is trained and knowledgeable about DEI topics to strive towards an inclusive work environment.

LEGEND FOR PRESIDENTS COMMITMENTS

📄 Hiring

* Culture and Climate

📄 Education

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

1. Listen to your team and constituents

2. Review infrastructure and policy

3. Review scope and content of programs

4. Evaluate structural diversity (data)

5. Analyze strategic partnerships

6. Evaluate vision/mission statement

7. Identify training needs

8. Accountability and Assessment