



Join Metro's ARWAG ERG

Metro's Anti-Racist White Action Group (ARWAG) is an Employee Resource Group (ERG) that offers a space each month for white-identifying employees to come together, share, and learn from each other.

We work together to build an anti-racist culture at Metro and grow our skills in interrupting racism.

Metro ARWAG Vision Statement: Metro ARWAG is a partner in building a racially-just workplace and public transit service where anti-racism is embedded in Metro's culture and business practices. We feel empowered to tackle difficult topics with courage, vulnerability, respect, and trust, creating a healthy culture that we share and enjoy with our colleagues of color.

- Metro ARWAG is particularly focused on providing opportunities for majority workforce employees (i.e., operators, mechanics, USWS, ESWs, and facilities staff) to participate.
- All Metro staff are welcome AND the focus of this work is on white identifying employees here at Metro.
- Metro ARWAG is employee founded and led and supported by Metro's leadership team.
- Participation in Metro ARWAG is voluntary.

Meeting date changes monthly.

Please email MetroARWAG@kingcounty.gov to begin receiving communications and calendar invites for our meetings!



How to join an ERG!

All Metro employees interested in participating in a Metro or King County ERG should speak with their supervisors to request approval for paid participation. ERG participation time should be recorded on timesheets using the project/task codes available for each work group.

Bus Operations	In Hastus, use the code ERG , which stands for Project 1137368, with the employee's default pay cost center. Dispatch should enter this in Hastus for Operators. Non-operators should use Project 1137368 in Peoplesoft.
Vehicle Maintenance	In M5, use work order 24EMPGRP and the job code for your base 35-M1-XXX .
Facilities	Use: Project 1027012 , Org 464xxx (where xxx is your home cost center), Expenditure Type 51110, Task – 00.610.464220
Marine Division	Use: Project 1137368 , Task 424501 for Management and Admin, 464502 for Shoreside Operations, 464503 for Vessel Maintenance, and 464504 for Vessel Operations
Rail Division	Use: Project 1137368 , Task 464xxx (where xxx are the last three digits of your home cost center)
Capital Division	
Mobility Division	

Metro Employees are encouraged to participate in ERGs for up to 3 hours per month...

“Full time employee ERG participants shall have three hours of work time per month for participating in ERG meetings and activities. Monthly allotted hours for part-time employees shall be prorated to reflect the employees normally scheduled work week. The allotted hours include travel time for in person meetings.”

... or 6 hours per month for ERG leaders!

“ERG representatives shall have six hours of work time per month to use towards ERG activities. This includes time for ERG representatives to organize, plan, and provide other support to the meeting and/or ERG activities.”

How Bus Operators can participate in ERGs:

- Inform the dispatcher that you would like to get your name in the ERG book to attend an upcoming ERG event. Provide the dispatcher with the exact date and time of the event you would like to attend no later than 10:00AM the day before the event.
- Understand that business needs may require Metro to limit the number of participants attending an ERG event at the same time.
- The morning of the event, check with the dispatcher to find out if you will be relieved to attend.