

**Resolution 20-09**  
**Missoula Urban Transportation District**  
**Diversity and Inclusion Policy**

**WHEREAS**, the Missoula Urban Transportation District (MUTD), operator of Mountain Line, is committed to developing and supporting a diverse and inclusionary workforce;

**WHEREAS**, the MUTD recognizes and respects the differences that make each individual unique and valuable to our organization;

**WHEREAS**, the MUTD encourages a culture that connects each employee to the organization;

**WHEREAS**, the MUTD seeks to create an environment where individuals from across the organization are able to participate and contribute their full potential;

**WHEREAS**, all employees are expected to ensure there is a work environment free of all forms of discrimination and harassment;

**WHEREAS**, the MUTD commits to acknowledge and dismantle any inequities within our policies, systems, programs, and services;

**WHEREAS** the MUTD commits to explore potential underlying, unquestioned assumptions that interfere with inclusiveness;

**WHEREAS**, the MUTD commits to advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission;

**WHEREAS**, the MUTD commits to help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership;

**WHEREAS**, the MUTD commits to practice and encourage transparent communication in all interactions;

**WHEREAS**, the MUTD commits time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies;

**WHEREAS**, the MUTD commits to lead with respect and tolerance;

**WHEREAS**, the MUTD is committed to supporting the principles of diversity and inclusion as a foundation for building a strong future for its employees and customers;

**NOW, THEREFORE, BE IT RESOLVED** that the Missoula Urban Transportation District adopts the Mountain Line Diversity and Inclusion Policy.

**PASSED AND ADOPTED** this 10th day of June 2020.

ATTEST:

  
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Doug Odegaard, Secretary

APPROVED:

  
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Jesse Dodson, Chair