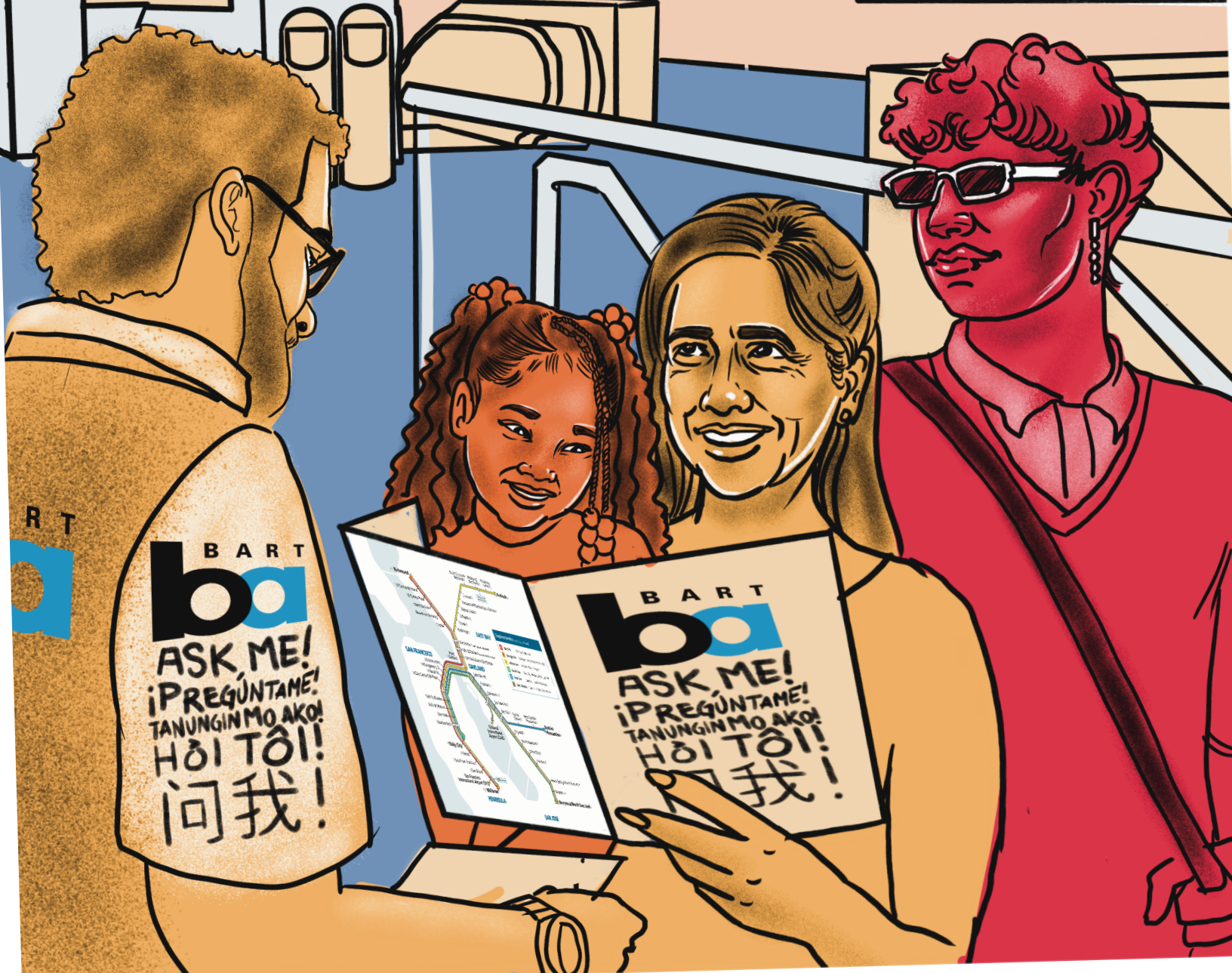




BART's Youth-Informed Radical Visions of Safety

July 2024

Evaluation Framework



BART
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ASK ME!
¡PREGÚNTAME!
TANUNGIN MO AKO!
HỎI TÔI!
问我!

BART
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ASK ME!
¡PREGÚNTAME!
TANUNGIN MO AKO!
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问我!

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ACKNOWLEDGEMENTS

Alliance for Girls¹ (AFG) and Bay Area Rapid Transit (BART) would like to thank the girls, gender-expansive youth, parents, families, and adult champions who shared their personal stories, thoughts, expertise, and recommendations that built this Youth-Informed Radical Visions of Safety Evaluation Framework. Without them, this framework and accompanying recommendations would not exist.

We would like to thank all the powerful youth researchers and advocates who led the research and drafting of the [Together, We Rise](#) and [Radical Visions of Safety](#) reports and supported the drafting of the [Safety on Public Transportation for Girls Policy Recommendations](#), which serve as the foundation of the Not One More Girl Initiative and this Youth-Informed Radical Visions of Safety Evaluation Framework. We recognize and appreciate their role in catalyzing efforts to center girl's and gender-expansive youth of color's safety on BART and on public transportation. And to all the girls and gender-expansive youth that participated in NOMG Phase I and Phase II, thank you for your continuous courage and unwavering dedication to creating safer public transportation for everyone.

[Alliance for Girls \(AFG\)](#) is an Oakland-based nonprofit that is creating an imagined community² where girls and gender-expansive youth, especially those of color, are valued, respected, and safe. Through youth-led research, storytelling, and collective advocacy, AFG is facilitating generative change with and for girls and gender-expansive youth and the organizations that serve them. It is the largest alliance of girl and gender-expansive youth-serving organizations and leaders in the country, whose membership includes 120+ organizations serving more than 300,000 girls and gender-expansive youth across the San Francisco Bay Area and Los Angeles County.

BACKGROUND

Between 2019-2021, Alliance for Girls (AFG), the Betti Ono Foundation, Black Girls Brilliance, and the Unity Council's Latinx Mentorship and Achievement Program collaborated with BART to launch the [Not One More Girl \(NOMG\) Initiative: Phase I](#) as a way to uplift the voices and needs of the community, especially girls and gender-expansive youth of color, and find non-policing solutions to prevent and address sexual harassment and gender-based violence (GBV) on BART. Through the awareness building, organizing, and advocacy from over 300 community members as well as the openness of the BART team, NOMG Phase I resulted in the passage and adoption of six key community and girl-created recommendations to prevent and address sexual harassment and GBV, including:

- Improved tracking of sexual harassment occurrences through the addition of a new BART Watch reporting category and the inclusion of a question about sexual harassment in the BART Passenger Environment Survey;
- Increased resources for riders and BART staff through the ["Addressing Gender-Based Violence"](#) section of the BART.gov webpage outlining options for those who seek help via BART;
- Usage of the bystander intervention training video with BART staff and riders;
- Increased youth representation at BART with transitional age youth participating on hiring panels for frontline safety roles;
- Continued visibility and awareness about sexual harassment through the display of 550 physical posters and digital posts to help shift the culture of ridership and create empowerment narratives for youth who use BART; and
- Updating the BART rider code of conduct to include the prohibition of sexual harassment.

¹ "Girls and gender-expansive youth" refers to cis girls, trans girls, non-binary youth, gender non-conforming youth, gender queer youth and any girl-identified youth.

² "Imagined Communities" is an influential concept drawn from Chandra Mohanty's scholarship. It challenges dominant and oppressive universal truths that often erase or distort marginalized communities. An Imagined Community is one that starts by collectively gathering knowledge and sharing it for the benefit of all. It aligns and brings together coalitions and solidarities among women* of diverse communities and identities, transcending borders and conceptualizing power as fluid and evolving.

“

As women, we may never be able to go out knowing what it means to feel truly safe, but knowing the kinds of environments and people that we feel safer with and in [does help].

”

- CLX 2 participant

From 2022-2023, BART, AFG, and other community-based organizations (CBOs) that were part of NOMG Phase I helped uplift key recommendations and learning from this work in state policy including Senate Bills (SB) 1161 and 434, requiring the top ten largest transit agencies in California to collect survey data to address street harassment on public transit and improve rider safety. BART, AFG, Stop AAPI Hate, and the Betti Ono Foundation provided insight and input on [the survey](#) created by the Mineta Transportation Institute at San Jose State University, which is now recommended for these transportation agencies to use.

Taking this work even further, BART contracted AFG in June 2023 to develop the transit agency's first youth-informed evaluation framework focusing on rider safety, specifically for girls and gender-expansive youth of color, with the intention of learning more about how to create and measure rider safety with girls and gender-expansive youth in mind. This evaluation framework aims to equip BART with a pathway to root its work in creating a safer environment for girls and gender-expansive youth of color to reduce and address sexual harassment and gender-based violence at BART stations, on platforms, and in trains. AFG believes that centering the safety of girls and gender-expansive youth of color will also help increase BART ridership.

Between June 2023-April 2024, AFG conducted a desk review, a qualifying survey, three community learning exchanges³ (CLXs), and a community meaning-making event⁴ to identify the key indicators that matter most for girls and gender-expansive youth of color when thinking about safety on BART, especially when thinking about sexual harassment and violence. Through this intentionally qualitative research process⁵ AFG engaged 86 participants. Their voices, experiences, and expertise are at the foundation of the evaluation framework below. For more details about the methodology process in creating this youth-informed evaluation framework, the Community Learning Exchanges, and the Community Meaning Making session, please refer to the appendices.

BART'S YOUTH-INFORMED RADICAL VISIONS OF SAFETY EVALUATION FRAMEWORK⁶

When BART creates a fabric of safety by and for the multiple identities of girls and gender-expansive youth, aligned to their lived experiences, they will increase girls and gender expansive youth's feelings of safety and community which will contribute to increased ridership.

This Radical Visions of Safety Evaluation Framework for BART was created by:

1. Identifying what BART's ultimate goal was, which was to increase ridership among girls and gender-expansive youth by addressing their collective defined issues of safety.
2. Crafting a theory of change for this evaluation framework in order to understand what and how implementing interventions can create the desired change and outcomes wherein both the interventions and outcomes are informed and guided by those closest to the problem. In this case, girls and gender-expansive youth.
3. Making this theory of change and the outcomes all measurable in order to keep BART accountable to its goals, and a way to make actionable what girls and gender-expansive youth shared in the community learning exchanges.

³ Community learning exchange (CLX): a participatory research methodology that centers the lived experiences, learning and ideas of participants to broaden understanding and possibilities of solutions for an issue or topic.

⁴ In AFG's original research plan, we intended to host a community shareback event to share the first draft of the evaluation framework; however, based on feedback and the interest of our CLX participants, AFG decided to engage the community in the analysis process in addition to getting feedback on the draft framework.

⁵ Qualitative research is an opportunity for researchers to go in depth on a subject. Unlike quantitative research, which often yields larger sample sizes, qualitative research can provide a rich, detailed process based on the perspective of the participants to understand how they experience and interpret the world and how different perspectives can shape an issue.

⁶ The key components of this Youth-Informed Radical Vision of Safety Evaluation Framework were reviewed by CLX and Community Meaning-Making event participants for their input and guidance.

Radical Visions of Safety Theory of Change:

As BART continues to strive to increase its ridership, a core hypothesis of AFG’s theory of change for their Radical Visions of Safety Evaluation Framework is that if BART implements the recommendations made by girls and gender-expansive youth on how to increase safety on BART, it will lead to an increase in riders’ feelings of safety and community connection (as girls and gender-expansive youth define it) on BART, and in turn contribute to increased ridership.

When asked how they understand their safety on BART, girls, gender-expansive youth, women, and champion adults in the Bay Area described what AFG coined as the “fabric of safety”: environmental conditions, individual and personal conditions, and bystander considerations. The visual below outlines the potential impact of implementing this fabric of safety.



* Defined as the control of one’s body and environment, being able to come and go

This Radical Visions of Safety Evaluation Framework centers girls and gender-expansive youth of color as experts in their own experiences and lives, and as key users of the BART service. Rather than evaluating what girls and gender-expansive youth should do to be more safe on BART, by adopting this framework, BART is committing to evaluating BART services based on safety as defined by girls and gender-expansive youth, especially those of color.

How is this fabric of safety measured?

Drawing from the insights gathered during the community learning exchanges, community meaning-making event, and various feedback from participants throughout the process, participants have shaped key indicators that BART can use to evaluate the fabric of safety on their trains, platforms, stations, and in their programming. Table I outlines indicators AFG recommends BART use to measure all domains outlined in Radical Visions of Safety Theory of Change above, through surveys, audits, interviews, focus groups, and further participatory meaning-making opportunities.

Table I. Breakdown of Potential Indicators and Instrumentation Methods for Data Collection

Domains	Indicators	Data Collection Method
Visual Safety	Total number of working lights	Internal BART station audit
	Increased use of color	Internal BART station audit
	Increase number of plants	Internal BART station audit
	Increase number of murals and art	Internal BART station audit
	Perception of warm and attractive stations	Survey
Community Space	Total number of bookings and reservations of BART event spaces	Event records
	Total number of community events at BART	Event records
Connectivity	Percentage of BART covered by Wi-Fi and cellular networks	Internal BART station audit
	Number and strategic placement of Wi-Fi hotspots	Internal BART station audit
	Average download and upload speeds of Wi-Fi and cellular networks	Internal BART station audit
	Perception and satisfaction of how easy it is to connect to the Wi-Fi network	Survey
Cleanliness	Number and strategic placement of trash bins	Internal BART station audit
	Perception of cleanliness	Survey
Public awareness of resources and information access	Total number of public service announcements around BART sexual harassment efforts (BART Watch, bystander training video, etc.)	Internal BART station audit
	Total number of safety brochures/information cards distributed	Internal BART station audit
	Knowledge of the availability and location of non-police personnel	Survey
	Frequency of website engagement and downloads	Internal BART station audit
Familiarity of Stations	Effectiveness and placement of signs and directions within the station	Internal BART station audit
	Perception and satisfaction of how easy it is to navigate	Survey
Active bystander interventions	Total number of active bystander interventions	Internal BART station audit
	Total number of viewings of the NOMG bystander intervention video	Internal BART station audit
	Usage of the NOMG Phase II bystander intervention cards	Internal BART station audit
Awareness and understanding of bystander intervention options	Knowledge of bystander intervention strategies and resources offered by BART	Survey
	Satisfaction of bystander intervention resources and tools	
	Perception of effectiveness of bystander intervention resources and tools	Survey
Non-police safety personnel	Total number of types of non-police safety personnel and number of non-police safety personnel	Internal BART station audit
Fare Affordability	Total number of resources to make fares more affordable/ accessible for those with financial need	Internal BART station audit
	Offer of information on what to expect if fare evasion takes place	Internal BART station audit

Table I. Breakdown of Potential Indicators and Instrumentation Methods for Data Collection

Domains	Indicators	Data Collection Method
Safe areas	Total number of safe areas	Internal BART station audit
	Rider perception of safe areas	Survey, Interviews
Environmental Accessibility	Presence and condition of ramps, elevators, wide doorways, accessible restrooms, accommodations for different body sizes and abilities	Internal BART station audit
	Presence and condition of signs and physical content through screen readers, keyboard navigation, and text-to-speech, captions, transcripts, and alternative text, and multiple languages, tactile surfaces, braille, and high-contrast visual aids	Internal BART station audit
	Perception and satisfaction of environmental accessibility	Survey
Intergenerational Accessibility	Presence and condition of spaces for families, children, single mothers/caregivers	Internal BART station audit
	Intentional inclusion of community events across many age groups	Event records
Acknowledgment and Inclusion	Total number of changes made and recommendations implemented based on community participatory input	Internal BART station audit
	Total number of opportunities for community input	Internal BART station audit
	Presence and condition of all content, service announcements, and policies with acknowledgment and accommodations to Language Justice, Neurodiversity Justice, Mixed Ableism, Socioeconomic, Race and Gender	Internal BART station audit
	Perception and satisfaction of community and youth participatory opportunities and co-creative engagement	Survey, Interviews
Community Engagement	Perception and satisfaction of partnerships with CBOs*	CBO survey or interview
	Number of collaborative events, trainings, workshops, and programs held with CBOs	Event records
	The total number of yearly ongoing partnerships with CBOs	Event records
	Attendance and participation rates of BART-hosted events in partnership with CBOs	Event records
Trust	Increased confidence in riding BART	Survey, Interviews
	Decreased Negative Perception and Fear of riding BART	Survey, Interviews
	Increased community awareness and engagement with BART safety initiatives	Survey, Interviews
	Perception of trust	Survey, Interviews
Belonging	Perception of inclusivity	Survey, Interviews
	Perception of belonging	Survey, Interviews
Comfort	Perception of ease and ease of use	Survey, Interviews
	Perception of comfort	Survey, Interviews
Respect	Perception of feeling respected	Survey, Interviews
	Perception of feeling valued	Survey, Interviews

Table I. Breakdown of Potential Indicators and Instrumentation Methods for Data Collection

Domains	Indicators	Data Collection Method
Sovereignty*	Perception of bodily autonomy	Survey, Interviews
	Decrease in reported incidence of discrimination, harassment, or safety issues	Survey, Interviews
	Increased perception of positive physical interactions on BART	Survey, Interviews
	Perception of sovereignty	Survey, Interviews
Connection	Diversity of CBOs - range of different types of CBOs involved (e.g., advocacy groups, cultural organizations, service providers).	Event records
	Presence and effectiveness of feedback channels for CBOs to communicate with BART.	CBO survey or interview
	Clarity and responsiveness to inquiries or concerns raised by CBOs.	CBO survey or interview
	Stories and examples of how the space has positively impacted individuals and groups	Participant surveys, CBO Survey, or interview
Fun	Stories and examples of how the space has positively impacted individuals and groups	Participant surveys, CBO Survey, or interview
Girl and Gender-Expansive Ridership #s	FOR BART TO TRACK	

*CBOs include community based organizations and local artists

*Sovereignty is defined as the control of one's body and environment, being able to come and go.

BART'S CONTINUOUS LEARNING AND ASSESSMENT PROCESS: HOW TO USE THE RADICAL VISIONS OF SAFETY EVALUATION FRAMEWORK

AFG has created for BART to adopt a continuous, youth-informed learning and evaluation process to support the Radical Visions of Safety Evaluation Framework. This process aims to create a clear approach for continually evaluating and assessing if BART is enhancing safety for girls and gender-expansive youth of color while deepening community engagement.

The goal is to create an evaluation model that emphasizes youth and community participation, ultimately increasing rider safety.

Key Steps for Implementing and Monitoring BART's Safety Framework:

- 1. Review the Framework:**

Identify and clarify any questions or areas needing more detail.
- 2. Form Teams:**

Establish an evaluation team and a community-based partnership committee, including girls and gender-expansive youth of color, to develop and implement the framework.
- 3. Develop Instrumentation:**
 - Leverage the data BART has already collected through the Mineta Transportation Institute's Street Harassment on Transit Survey Instrument to help identify areas of street harassment on BART where further study is needed.
 - Create instrumentation like audit sheets, surveys, focus groups and interview questions and protocols, and town halls and Community Learning Exchanges to supplement the Mineta Transportation Institute's Street Harassment on Transit Survey Instrument to gather explicit input from the girls and gender-expansive youth and the larger BART community.
- 4. Set a Timeline:**

Plan the schedule for data collection and quality checks.
- 5. Collect Quantitative Data:**

Internally conduct surveys, audits, and track events and attendance.
- 6. Collect Qualitative Data:**

Partner with community-based organizations (CBOs) to gather insights through methods co-created and led by girls and gender-expansive youth.
- 7. Analyze Data:**

Clean and interpret the data.
- 8. Collaborate on Findings:**

Work with girls, gender-expansive youth, and community partners to understand the data.
- 9. Share Results:**

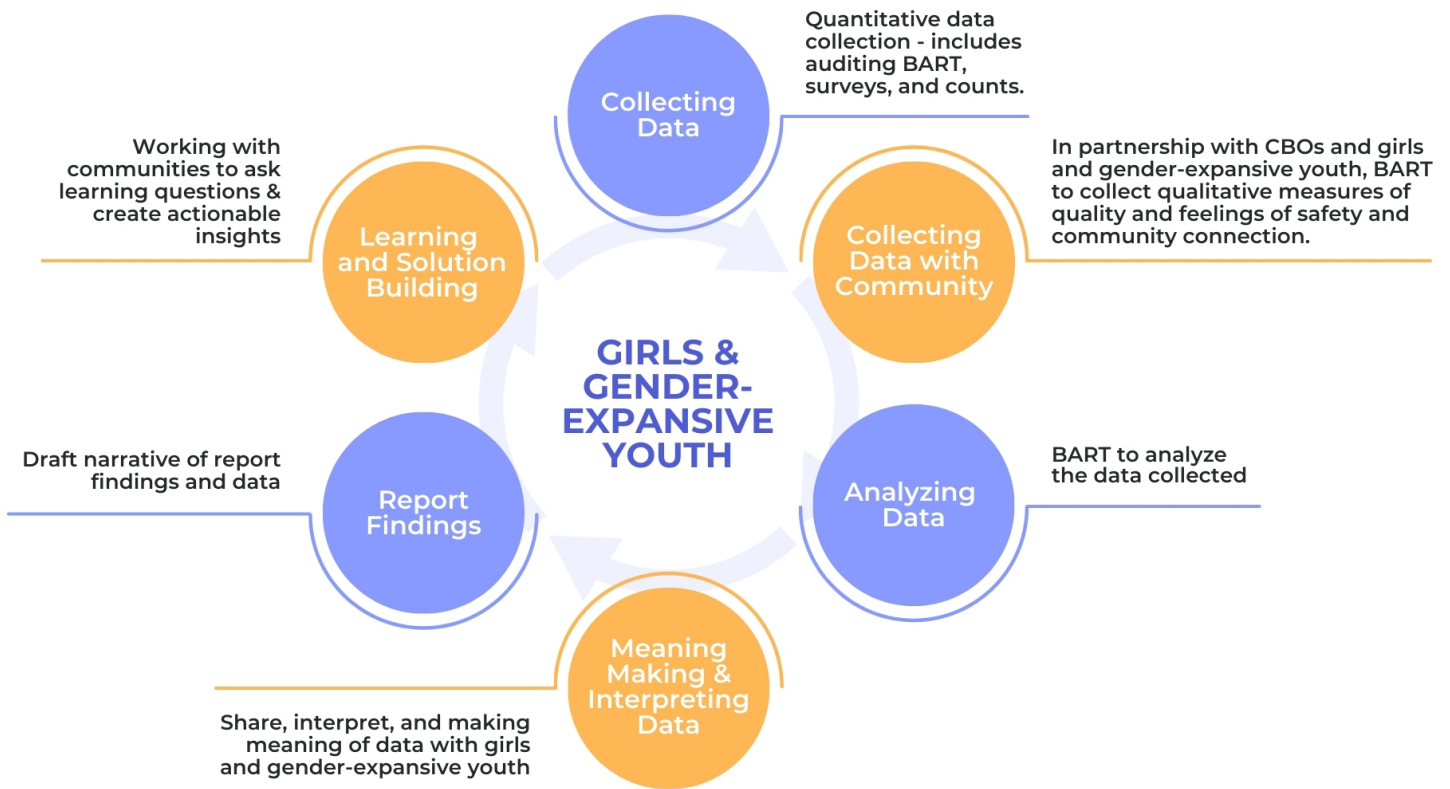
Report findings and facilitate meaning making sessions to the BART community.
- 10. Engage Stakeholders:**

Use learning questions to foster dialogue with stakeholders.
- 11. Improve Continuously:**

Use findings and feedback to refine the evaluation process and develop actionable recommendations for enhancing safety on BART.

This continuous, inclusive approach ensures that BART's safety measures are always evolving and improving, based on the real experiences and needs of the community.

Figure 1: Sample Continuous Evaluation Learning Process*



*Yellow are opportunities for participatory inclusion

Sample Learning Questions

To foster deep and meaningful dialogue between BART and girls and gender-expansive youth, the community, and other BART stakeholders, Table II below outlines sample learning questions that BART can explore as it works to create a safer environment for current and future BART riders.

Table II. Sample Learning Questions for BART

Topic of interest	Sample Learning Questions
Perspective Shifts	How have all stakeholders' perspectives on safety changed over time?
Support Effectiveness	How well is BART supporting girls, gender-expansive youth, and community-based organizations?
Safety Assumptions	What assumptions about safety have changed or shifted for girls and gender-expansive youth?
Practice and System Changes	What changes are we seeing in practices and systems over time?
Impact of Initiatives	How have specific initiatives or programs impacted the perceived and actual safety of girls and gender-expansive youth?
Collaboration with CBOs	How have partnerships with community-based organizations (CBOs) influenced the safety and engagement of girls and gender-expansive youth?
Participation and Leadership	How have girls and gender-expansive youth been able to take on leadership roles in shaping safety initiatives?
Trust and Relationships	How has trust between BART, girls, gender-expansive youth, and the community evolved over time?

RECOMMENDATIONS FOR THE WAY FORWARD

In alignment with the [recommendations](#) that AFG and over 200 members of the Bay Area community drafted and presented to the BART Board of Directors in early 2020, AFG recommends that the youth-informed Radical Visions of Safety Evaluation Framework be established at BART as part of a larger Gender Equity Initiative.

Building upon the progress made through the Not One More Girl (NOMG) Phase I and II Initiatives, AFG recommends that as the next phase of this work BART focus on the following recommendations:

1. **Create a girl and gender-expansive youth-informed Five-Year Gender Equity Action Plan for BART**

The development of a Gender Equity Action Plan is to ensure the sustainability of gender equity safety initiatives, integrate gender equity into other BART projects, develop guidelines for replicating successful community initiatives and engagement, share best practices with others, and continue to build relationships with local community-based organizations.

- **Establish a Gender Equity Committee**
 - Form a stipended, intergenerational Gender Equity Committee with local community-based organizations, girls, and gender-expansive youth.
- **Conduct a baseline safety evaluation**
 - Implement the youth-informed Radical Visions of Safety Evaluation Framework as outlined above and administer data collection in line with the domains and indicators outlined in the framework to assess a baseline look at safety for girls and gender-expansive youth of color.
- **Develop the Gender Equity Action Plan**
 - Use the data from the baseline safety evaluation to engage in a continuous evaluation process
 - Engage community and girls and gender-expansive youth in a learning dialogue to inform the building of BART's first Gender Equity Action Plan.

2. Explore implementation of the recommendations to enhance safety and gender equity as outlined by girls, gender-expansive youth and community members in the CLXs.

- **Create a warm and attractive physical environment at BART stations, platforms and trains that is reflective of the communities that BART trains go through.**
 - More and brighter lights at BART stations and on platforms.
 - Design and establish family-friendly cars on BART trains.
 - Increase the cleanliness and sanitation of BART stations, platforms and trains by including, sanitation stations with sanitation wipes, hand sanitizer, tissues, and paper towels; cleaner bathrooms; and more trash cans.
 - Invite local artists to help create community murals and paintings at BART stations and platforms.
 - Have local plants planted at BART stations and in pots in the station.
- **Promote a culture of accessibility and care at BART stations.**
 - Make the emergency button on trains and at BART platforms more visible.
 - Create barriers on platforms to make sure people don't fall onto the tracks.
 - More poles on BART trains for people to hold on to when the train is running, in alignment with ADA compliance.
 - Provide more language options (at minimum English, Spanish, Cantonese, Mandarin, Tagalog, and Vietnamese) at BART stations, platforms and on trains.
 - More representation of friendly, welcoming, and multilingual BART staff to support riders at stations, platforms and on trains.
 - Create an app that integrates Clipper, BART, AC Transit, MUNI, and other transit systems in the Bay Area.
 - Invest in more interactive screens at BART stations and platforms.
 - Collapsible tray tables behind BART seats so people can work on their commute or rest.
 - Expand riders' ability to pay for BART beyond a Clipper Card, so that people can enter BART using their credit card.
 - Uplift promotions and discounts in place that encourage vulnerable groups (girls, and gender-expansive youth, and the elderly) to ride BART.
- **Establish BART stations as multi-use, community spaces.**
 - Invite local businesses and vendors to have kiosks in each BART station selling their wares.
 - Promote local businesses and organizations through ads on trains and on platforms.
 - Partner with local community organizations and nonprofits to table at BART stations and provide services to folks a few times a week.
 - Build relationships with schools, local musicians and performers to have live performances outside of the stations.
 - Host more community events with community-based organizations.

3. Convene a Statewide Safety on Transit Community of Practice.

To promote and enhance safety for girls and gender-expansive youth of color, we recommend that BART convene a Safety on Transit Community of Practice. This initiative will bring together Statewide and Bay Area transit organizations and stakeholders to share best practices in rider safety, learn from each other, and disseminate successful strategies and accomplishments specifically around safety for girls and gender-expansive youth on public transportation.

- **Conduct a listening tour.**
 - Engage at least five (5) other public transportation agencies in the Bay Area and California and five (5) community-based organizations working with some of the most vulnerable populations taking public transportation to learn more about how a community of practice could be beneficial to the larger community and identify key partners and collaborators.
 - Compile data from the listening tour to establish what this Safety on Transit Community of Practice can look like.
- **Host regular convenings for a Safety on Transit Community of Practice**
 - Outreach to different transit agencies and community partners to be part of this community of practice.
 - Create a centralized hub for information exchange and collaboration among community members.
- **Share out innovative strategies and solutions in safety on transit**
 - Create a repository of proven strategies and innovative solutions that members can adapt and implement in their own contexts and encourage members to present their initiatives, projects, and research related to safety for girls and gender-expansive youth on public transit.
 - Present strategies and solutions as a Community of Practice at local, state, and national conferences, summits, and events focusing on safety on public transit to help spread awareness on best practices for creating safer public transit for vulnerable riders such as girls and gender-expansive youth of color.

For details on the fabric of safety recommendations, please refer to Appendix D: Recommendations for BART to Increase Girl and Gender-Expansive Youth Safety document.

APPENDIX A: AFG'S YOUTH-INFORMED EVALUATION FRAMEWORK METHODOLOGY

Through a series of conversations with BART staff from External Affairs and Strategic Planning, the Alliance for Girls (AFG) team identified three core research questions for the youth-informed evaluation framework:

1. What is the current landscape of data that BART collects on safety for girls and gender-expansive youth?
2. In response to issues related to gender-based violence (GBV) and safety identified by youth, how can BART better evaluate and assess viable preventative and intervention safety measures regarding its system including station access points, concourse, platforms, and trains, with a specific focus on sexual harassment and gender-based violence?
 - What potential tools and/or engagement processes are the best ways to receive continuous and accessible feedback from girls and gender-expansive youth that is actionable?
3. What kind of safety and sexual harassment evaluation plan and design could better guide BART to create a continuous learning process?



[Let's] take away the mental olympics of having to prepare and get ready to take BART.

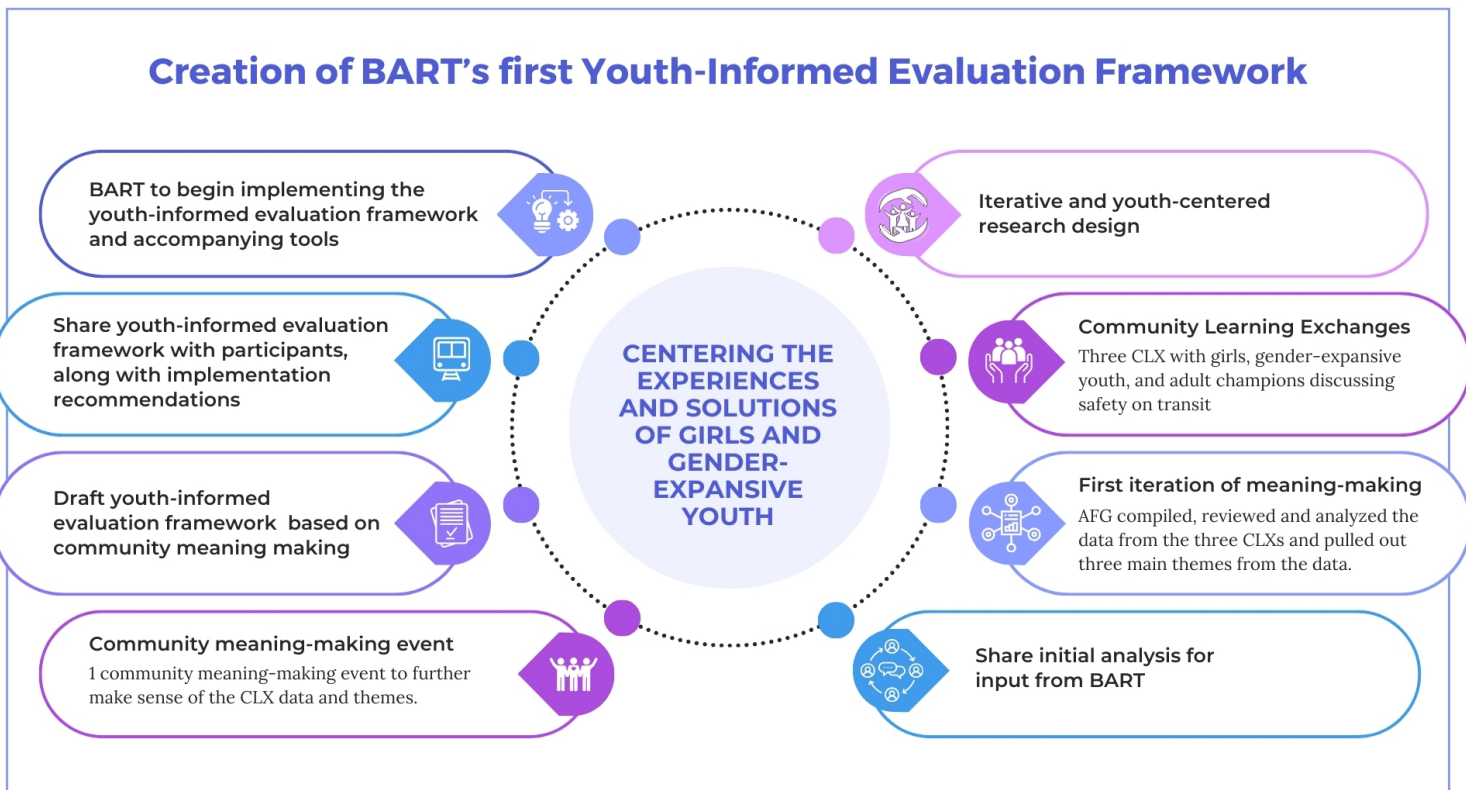


- CLX 2 participant

AFG and BART both knew that in order for an evaluation framework to be youth-centered, effective, iterative, and rooted in learning, it was essential to undergo a community process that focused on the explicit needs and wants of girls and gender-expansive youth of color themselves.

From June–September 2023, AFG conducted a brief desk review of BART documents around current evaluation practices at BART surrounding rider safety and, specifically, sexual harassment and violence. AFG then used the data from these documents to outline a research plan.

The overall research model is outlined in the visual below:



Moving away from traditional evaluation frameworks where girls and gender-expansive youth are often the subject of study rather than collaborators, AFG's process centers the voices and experiences of girls and gender-expansive youth of color in the development of this framework. The evaluation development plan included a qualifying survey and three community learning exchanges⁷ (CLXs), two virtual and one in-person, as a way to learn more about how girls and gender-expansive youth of color think about and navigate BART in order to feel and be safe. AFG also hosted an in-person community meaning-making session⁸ with the larger community to analyze the data that came out of the CLXs.

Between September–November 2023, AFG and BART reached out to over 90 organizations and individuals, including:

- Youth and transitional aged youth (TAY) between 13–26 years old
- Girls and gender-expansive youth, including cis girls, trans youth, non-binary youth, gender nonconforming youth, gender queer youth, and any girl-identified youth
- Current and previous BART riders
- Non-riders
- Parents or guardians of girls and gender-expansive youth
- Organizations that serve girls and gender-expansive youth
- Youth that participated in the NOMG initiative Phase I and/or II

AFG and BART took into account variables including age, sex, gender, race/ethnicity, socioeconomic status, region, and ridership in our outreach and sampling for this work.

The BART Youth-Informed Radical Visions of Safety Evaluation framework is rooted in the recommendations and data that came out of AFG's [Together, We Rise](#) and [Radical Visions of Safety](#) research reports, along with the voices of a total of 86 participants, which includes 65 girls and gender-expansive youth or transitional aged youth (TAY) and 21 adults (80% of the 86 total community members identified as people of color).⁹ In addition, four BART staff participated in this project through monthly meetings with the AFG team, attending and participating in three community learning exchanges, and the in-person three-hour long community meaning-making session.

As part of the outreach process, AFG wanted to get a sense of participants' experiences and thoughts about BART and safety. Upon registration for a community-learning exchange (CLX) workshop, participants were asked to complete a quantitative and short answer survey. The survey was used as a registration tool for participants to self-select which workshop they would be able to attend, and was administered through a Google Form. It included 10 demographic questions and 10 ridership and safety questions. The results of the survey were shared with BART, and were used to inform the design of the CLX workshops. Among the 48 total respondents, 42 were youth and 6 were adults, with 71% of total respondents identifying as people of color.

Some of the findings from this survey included:

<p>When asked to rank the top five items listed in the order of importance to participants in choosing to use public transportation, 48% ranked safety as the most important factor, after cost and location of stops or stations.</p>	<p>When asked how safe or unsafe they feel while waiting to board at a BART station at night, where 1 is completely unsafe and 5 is completely safe, 28% felt completely unsafe and 36% felt unsafe. No one felt completely safe.</p>	<p>When asked why respondents don't feel completely safe, the top reasons included:</p> <ul style="list-style-type: none"> • Other riders on BART trains make me feel unsafe. • People in and around BART stations make me feel unsafe. • BART trains and stations do not feel clean. • Empty BART stations make me feel unsafe.
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⁷ Community learning exchange (CLX): a participatory research methodology that centers the lived experiences, learning and ideas of participants to broaden understanding and possibilities of solutions for an issue or topic.

⁸ In AFG's original research plan, we intended to host a community shareback event to share the first draft of the evaluation framework; however, based on feedback and the interest of our CLX participants, AFG decided to engage the community in the analysis process in addition to getting feedback on the draft framework.

⁹ The totals reflect the number of unduplicated participants that engaged in this project. For the full list of participants, not including BART staff, please refer [here](#).

The findings from the survey showed that safety was a significant issue for participants, and several respondents recounted incidents that had happened to them on BART. The responses were also used by AFG to inform the design of the CLX's, so that participants could delve deeper into what safety on transport means to them and ways in which BART can create more safety.

After each CLX, the AFG team held a debrief discussion internally and then again with BART staff for their input and feedback. The feedback and learning from each CLX was considered and used to adapt the next CLX workshop.

Once the CLX workshops were completed, AFG analyzed the data from these discussions and created a draft evaluation framework that the community could provide input on through a town hall event. However, through the CLX workshops it became clear that participants were interested in being part of the analysis process, so AFG pivoted and created a Community Meaning-Making in-person session that was open to all CLX participants and the larger community to join. AFG ensured that this community analysis was central to the actual design of the framework.

AFG provided an opportunity for CLX and Community Meaning-Making participants to share their insights on the first draft of the evaluation framework through a Google Form and email. This feedback was incorporated into the next iteration of the BART youth-informed Radical Visions of Safety Evaluation Framework which was then submitted to Alicia and Jennifer from BART on June 12, 2024 for their edits and input.

APPENDIX B: COMMUNITY LEARNING EXCHANGES (CLXS)

Three CLX workshops were held between January 2024-March 2024. The CLX workshops allowed AFG to revisit the Radical Visions of Safety learning framework through the lens of community and youth participation in an intergenerational space. AFG explored the themes of reimagining safety, intervention, and prevention through two virtual workshops and one in-person intensive session.

The design and agenda of each workshop explored the following questions:

- Who are the participants?
- What kind of experiences have they had on BART and public transport?
- What is the participants' relationship with BART and public transportation?
- What do we want to know from participants during these sessions?
- What will inform the evaluation framework?

While each workshop informed the next one through an iterative process, the first and third workshops were kept virtual, while the second workshop was in-person to allow for more youth participation. The objectives of these workshops were to explore and imagine preventative and interventional safety on BART, collect and hear lived experiences, feedback, and ideas on how girls and gender-expansive youth define and feel safe on transit, and finally start to build a collective and collaborative understanding of how we can evaluate safety on BART.

Through outreach and recruitment, AFG had set a goal of 8-15 participants per workshop, coming from diverse backgrounds, and mostly comprising youth. The schedule and count of participants is summarized below:

CLX Workshop 1: Friday, January 26, 2024, 10 AM-12 PM (virtual)

CLX Workshop 2: Friday, February 16, 2024, 10 AM-2 PM (Ed Roberts Campus, Berkeley)

CLX Workshop 3: Friday, March 15, 2024, 10 AM-12 PM (virtual)

Total CLX participants: 30 (24 youth and 6 adult participants, not including BART¹⁰ or AFG Staff)

Each CLX workshop included two main sections. The first section consisted of context setting of the Not One More Girl campaign, the goals of the CLX process, and sharing data from the CLX pre-survey. In the second section, the AFG staff facilitated a series of visualization activities where participants explored feelings and emotions of safety through journaling and drawing, and how that could lead to physical safety in the BART environment for themselves and others.

Participants looked at images of BART stations, BART entrances, BART stairs/escalators, and BART cars. In small groups, they reflected on the question, "What would you need inside that BART car or at the station for you to feel safe?" Their ideas were collected on post-its and added to a Jamboard or flipchart, which was then reviewed together as a larger group:

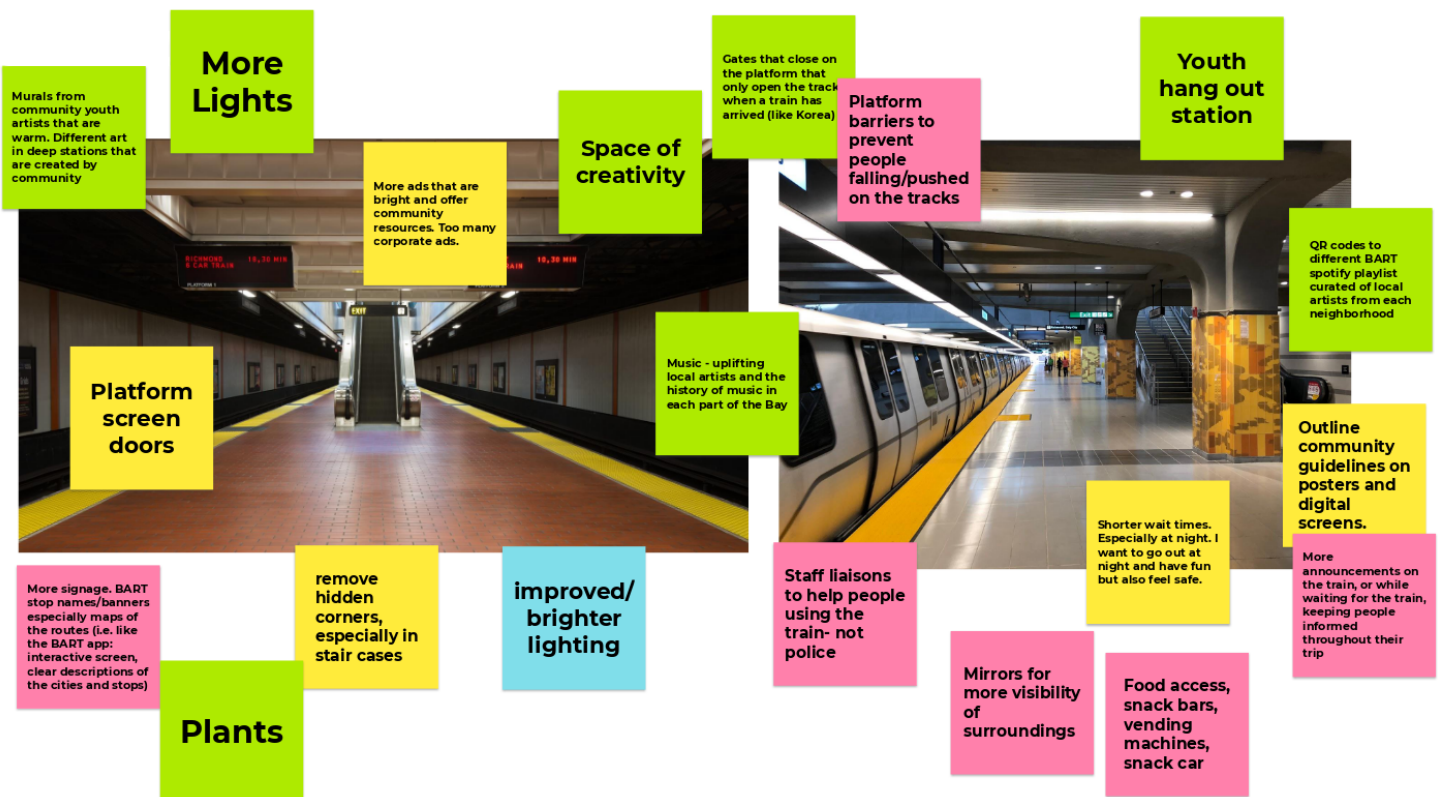
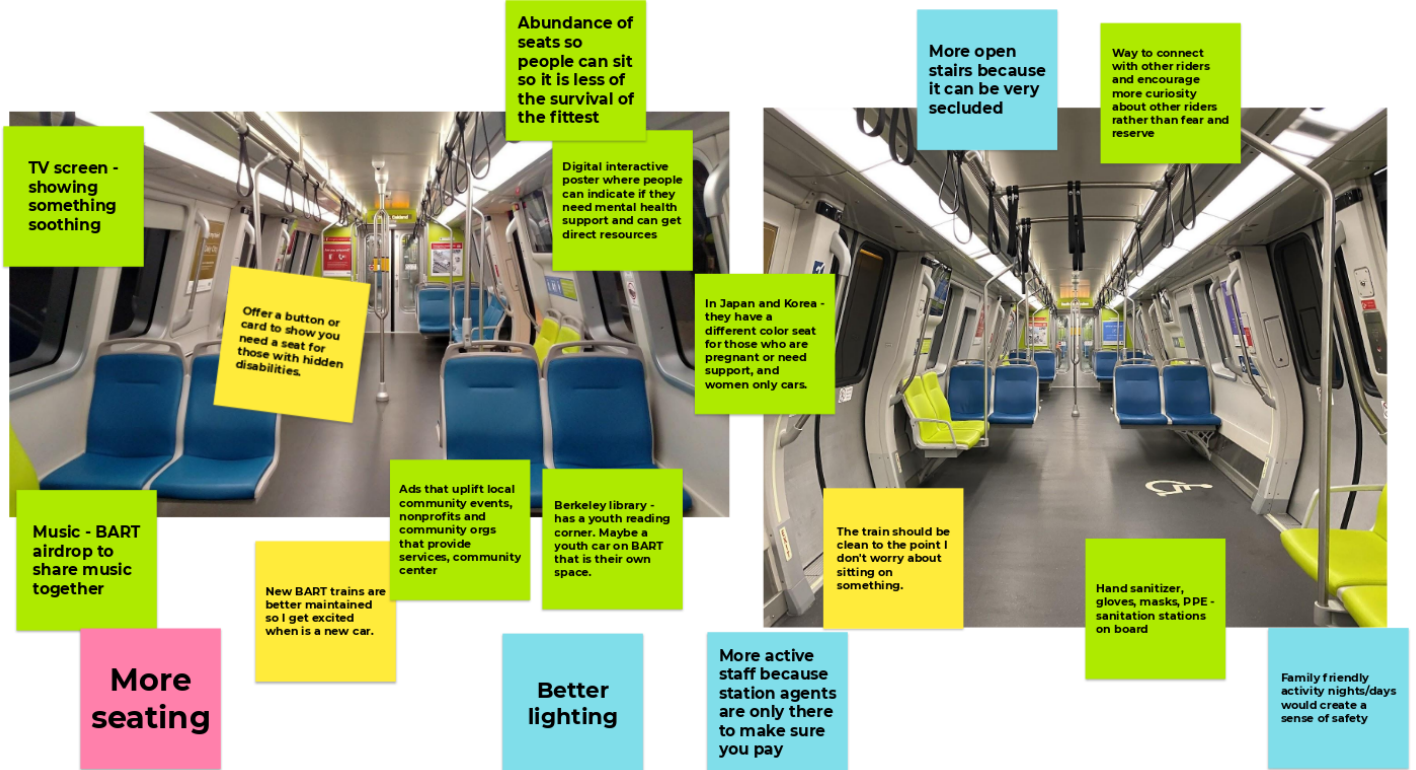


What stood out to me was that both people in and around BART stations and empty BART stations made me feel unsafe, rather [than] one type of situation. That inherently, this space that I need to access, doesn't feel safe in either spectrum.



- CLX 3 participant

¹⁰ BART staff that participated in one or more of the CLX workshops and/or the Community Meaning-Making Event included Alicia Trost (BART's Chief Communications Officer), Jennifer Easton (BART's Art Program Manager), Maureen Wetter (BART's Principal Research Projects Analyst), and Ananya Paul (another of BART's Principal Research Projects Analyst).



Caption: Sample responses from CLX Workshop 3 Reimagining Safety Visualization exercise

After the three CLX workshops, AFG drafted an analysis plan and analysis worksheet for reviewing the data that was collected. The analysis plan included an internal AFG meaning-making session, a meaning-making session with BART, and a meaning-making event with the community. The three meaning-making sessions allowed AFG to synthesize themes from the CLX workshops and survey, and share the larger findings around safety on BART for girls and gender-expansive youth of color.

Summarized findings below:

Findings and Key Themes from the Community Learning Exchanges



PHYSICAL AND ENVIRONMENTAL SAFETY

A reimagined BART environment:

- multi-use and community-centered
- clean
- bright colors and lights
- plants and landscaping
- accessible - clear signage, language support, interactive displays
- easy to navigate
- music
- art and murals



EMOTIONAL AND MENTAL SAFETY

Want safety to be something they don't have to think about:

- want to feel confident and at ease when riding BART
- know that someone "has my back"
- welcoming BART staff
- limited police presence
- individual control over their own safety
- removing the mental process of having to plan around safety before they leave their home



SAFETY FOR OTHERS

Safety is a collective experience:

- parents and adults often thinking about safety of their children or parents in addition to themselves
- want to feel that the BART environment is safe for all ages
- more support in bystander intervention
- intergenerational safety definition leads to safety for all

APPENDIX C: IN-PERSON COMMUNITY MEANING-MAKING SESSION

On Tuesday, April 23, 2024, AFG held a community meaning-making event called, “Reimagining Safety on BART: Building a Youth-Informed Evaluation.” This event was held at Ed Roberts Campus in Berkeley from 5-8 PM to accommodate students and working hours. The AFG team did an extensive community outreach to all CLX participants and registrants, posted it on social media, and connected the event to relevant student groups and AFG members. AFG provided stipends, dinner, transportation reimbursement, and childcare for participants. Nearly 40 participants joined this event (not including BART or AFG staff), 20 of whom were youth and 6 of whom had previously participated in a CLX.

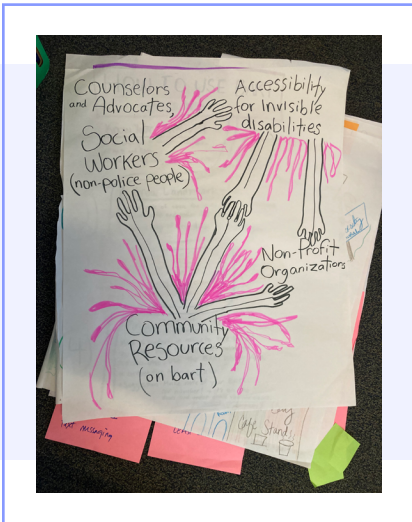


What makes me feel safer is seeing more families on board.



- CLX 1 participant

The goal of this community meaning-making event was to present the findings from the CLX workshops and guide participants to think about measuring and evaluating safety through a strengths-based approach. AFG shared the CLX findings with the participants, and in small groups, asked them to reflect on their specific set of themes (emotional and mental safety, physical safety, or safety for others) and any emerging sub-themes. In addition, groups were asked to think about what success looks like for them in that particular set of findings. Groups drew and wrote visuals of the relationship between themes, sub-themes, and success and presented it to the larger audience.



Caption: Images from the community meaning making event, with sample visuals collaborated on by each small group

After this event, AFG reviewed all data collection and analysis and began to draft the evaluation framework. The draft evaluation framework was sent to all the participants of the CLX sessions and community meaning-making event for review as part of a community-informed process, including all youth participants. Their feedback and observations were noted and incorporated into the final framework.

APPENDIX D: RECOMMENDATIONS FOR BART TO INCREASE GIRL AND GENDER-EXPANSIVE YOUTH SAFETY

Through a series of three community learning exchanges (CLXs) and one community meaning-making event between February–April 2024, Alliance for Girls engaged 60 community members, 40 of which were youth or transitional age youth (TAY), to learn what safety on BART would feel like for them. The community-informed recommendations outlined below are ways in which BART can begin to build a culture of safety as defined by girls and gender-expansive youth on its trains, platforms, and stations.

Recommendations from participants:

1. Create a physical environment at BART stations, platforms, and trains that is warm, attractive, and reflective of the communities that BART trains go through.

CLX participants described BART stations as dark, unsanitary, confusing, and “brutalist” in their design, which does not foster a safe environment for riders, especially girls and gender-expansive youth. BART participants highlighted that some changes were already underway that could help support an environment of safety such as Wi-Fi in the stations and on the BART trains. In addition to these recommendations that BART is already working on, additional environmental recommendations included:

- a. **More and brighter lights at BART stations and platforms.** Women and girls shared that there are many times that they have been at BART stations at night after work where it is dimly lit and empty, which leaves them feeling anxious and scared for their entire commute. One CLX participant shared that “a lot of people of color work late at night, and after all the energy that is put into work and then having to navigate BART makes the day much harder.” Better lighting would support individuals in feeling more aware of their surroundings and would enable BART attendants to see them more easily.
- b. **Design and establish family-friendly cars on BART trains.** Inspired by the women-only cars on public transportation in countries such as Japan, India, and Mexico, study participants highlighted the need for BART cars that are reserved for families, women, girls and gender-expansive youth.
- c. **Increase the cleanliness and sanitation of BART stations, platforms, and trains** including:
 - Providing “sanitation stations” on BART trains and platforms that are available to riders and include the following: disposable gloves, sanitation wipes that riders can use on seats and handles, hand sanitizer, tissues, and paper towels.
 - Increase the number of trash cans across BART platforms and trains.
 - Make sure bathrooms are clean and sanitary.
- d. **Design BART stations with the community and their cultures in mind.**
 - Create opportunities for community- or local artist-created murals to be painted at each of BART’s stations and platforms. This provides opportunities for the community to see themselves in BART and tell the stories of the neighborhoods that BART goes through.
 - Use BART stations as an opportunity to promote the Bay Area’s beautiful flora having local landscapers to help plant native plants outside of BART stations and near BART platforms.
 - Post QR codes on trains and platforms that link to a BART Spotify playlist that features local musicians from each of the communities that BART stops in, for riders to listen to as part of their commute.

2. Implement changes to BART’s services that promote accessibility and a culture of care.

CLX participants highlighted the ways in which BART is inaccessible and unwelcoming to youth, the elderly, non-English speakers, those who are deaf or hard of hearing, those with physical and mental disabilities, and other often ignored groups. Recommended changes include:

- a. **Update stations, platforms, and trains to prioritize safety** including providing Wi-Fi and charging stations to riders across all BART trains, platforms, and stations, and more and better signage and maps of BART lines and BART stations so that people can better navigate the space.
 - Make the emergency button more visible. CLX participants also noted that the emergency button is not easy to access, so more work needs to be done to make them more visible (maybe decals on the floor showing where they



[Let’s] take away the mental Olympics of having to prepare and get ready to take BART.



- CLX workshop 2 participant

are) and clear information on how they can be used.

- Create barriers on platforms to make sure that people don't fall on the tracks.
- More poles for people to wrap their arm around when standing on BART rather than the ropes. One CLX participant noted that the "ropes do not make you feel stable."

b. Provide more language options (at minimum English, Spanish, Cantonese, Mandarin, Tagalog, and Vietnamese) at BART stations, platforms and trains. Not only is the Bay Area a tourist destination, but it is home to a diverse population and rich history of immigration. With over 48 million riders in 2023, it is essential that BART's services are accessible to all these populations and take into account their unique language needs. These languages should be reflected in BART signage, maps, oral announcements, and electronic kiosks where people can choose different languages to get information and pay for their fare.

c. More representation of friendly, welcoming, and multilingual train attendants to support riders on platforms and trains. Throughout the [Not One More Initiative - Phase I](#) and [II](#) - participants (especially Black and Brown girls and gender-expansive youth) noted that BART attendants are often not very friendly and that there is a huge police presence at BART that makes them think that this is not a safe space. One CLX participant shared that "police cars outside of the stations feel intimidating and make people feel like something bad has happened or is happening." They highlighted the need for more non-police BART attendants that can help promote an environment of safety, support the de-escalation of situations so they do not turn into violence, and support riders that need it. These attendants should include:

- Community outreach specialists and crisis interventional specialists trained in restorative justice to support during situations of crises for riders who do not want to call the police.
- Continue to invest in non-police alternative interventions:
 - Non-police safety and resource ambassadors that are stationed on trains to welcome riders and support any riders that are having trouble.
 - More bystander intervention options.
 - Partnerships with local community-based organizations to help train BART personnel, community safety ambassadors, and BART police on transformational justice approaches and de-escalation tactics.

d. Create an app that integrates Clipper, BART, AC Transit, MUNI, and other transit systems in the Bay Area, so that it is easier for people to navigate between multiple transit systems that they may be taking on any given trip.

e. Invest in more interactive screens at BART stations and platforms that people can engage with to help navigate their journey, learn information about upcoming stops and what is available in the area, and more.

f. Collapsible tray tables behind BART seats so that people can work on their commute or rest on them.

g. Expand riders' ability to pay for BART beyond a BART ticket or Clipper Card, so that riders have the ability to pay to enter BART just using their credit card.

h. Uplift promotions and discounts in place that encourage vulnerable groups to ride BART, such as special Clipper Cards for youth and the elderly that give them a 50% discount for using BART.

3. Establish BART stations as multi-use, community spaces. Participants highlighted that currently BART stations are present in most communities but feel deeply disconnected from the community they are located in. They noted the presence of kiosks, local businesses, and local performing artists in the subways of New York City, the Tokyo Metro, and the Tube in London, and how much safer they feel in those spaces because of this community element.

a. Support local businesses in the Bay Area. Invite local businesses and vendors to have kiosks in each BART station selling their wares such as flowers, snacks, books, etc.

- Promote more local small businesses and organizations through ads on trains and at platforms, in addition to the ads for bigger businesses.

b. Partner with local community organizations and nonprofits to table at BART stations and provide services a few times a week to BART users, including those who are houseless or struggling with addiction.

c. Build relationships with schools, local musicians, and performers to have performances outside of the station.

d. Host more community events with community-based organizations, bringing together the larger community and BART so that people can experience BART as a community space and not just a transit agency.

For more information about these and other youth-informed transit safety recommendations and the steps that BART has already taken to address sexual harassment and violence on BART, please refer to:

- AFG's [Safety on Public Transportation for Girls Policy Recommendations](#).
- [Safety in Numbers: How the Not One More Girl Initiative Addresses Sexual Harassment & Gender-Based Violence](#)
- [Addressing Gender Based Violence](#) on the BART website

