SUSTAINABILITY Plan

2024







Executive Summary

Plan Purpose

At DART, sustainability is central to what we do every day. It is a key component of our role in helping to shape a sustainable, resilient, and equitable region while doing our part for the planet and future generations. Maintaining and growing an accessible and comprehensive transportation network that considers transportation's impacts on ***people, places, and the planet*** requires long-term planning rooted in sustainability.

DART's Sustainability Vision is to promote a culture of sustainability that adds value for our customers, improves quality of service, attracts tomorrow's workforce, and positions DART as a leader in sustainability with a focus on continuous improvement. This **Sustainability Plan** documents our holistic approach to supporting the health of Our Planet, Our Community, and Our Agency. DART's efforts over the last several years continue to strengthen mobility and access, grow transit ridership, and reduce our environmental impact.

The purpose of the DART Sustainability Plan is to communicate DART's sustainability strategy and provide guidance on the advancement, implementation, and tracking of key initiatives to support DART's strategic vision and achieve the Plan's goals. The sustainability strategy is focused on achieving outcomes that:

- Enhance and transform communities in DART's service area
- Improve the lives of DART's customers by providing opportunities to prosper and thrive
- Instill a sense of pride and purpose for DART employees
- Reflect our financial strength and operational resiliency
- Demonstrate a net positive impact on the environment
- Shaping a sustainable region through collaborations that recognize the value and benefits of transit.

Sustainability Framework

DART's Sustainability Plan provides a framework to organize sustainability pillars, goals, objectives, and actions. It encompasses the Agency's environmental, social, and economic (sometimes referred to as "triple bottom line") objectives and creates a formal process for implementing and tracking sustainability initiatives through regular plan updates and annual progress reports. The sustainability framework that underpins this Sustainability Plan is centered on three pillars:

- **Our Community**: How DART serves our customers and the communities in our service area
- **Our Agency**: How DART supports the career growth and livelihood of all employees and how we maintain financial resiliency
- **Our Planet**: How DART improves environmental performance through sound procurement, planning, design, construction, maintenance, and operations practices

Each pillar contains a set of focus areas and associated goals, which DART uses to establish action and track sustainability performance within the Sustainability Plan. In total, there are three pillars, 14 objectives, and 32 actions that will be implemented by a cross section of departments that support sustainable principles and outcomes within the agency.

Acknowledgments

Numerous individuals provided knowledge, assistance, and insight to update the Sustainability Plan. Realizing DART's vision for sustainability is an on-going, collaborative effort that requires the commitment of leaders across the DART agency, some of which are recognized below.

Since 2012, DART's Capital Planning team has led and managed the agency's sustainability planning efforts. Working in partnership with a cross-section of DART's departments, leadership, and stakeholders, the Capital Planning team implements, monitors, and updates the Sustainability Plan. Significant contributions of the following are greatly appreciated for the development and implementation of the Sustainability Plan:

Contributing departments include but are not limited to the following:

- Bus and Rail Operation
- Communications
- Design & Construction
- Economic Development
- EEO & Cultural Engagement
- Finance
- Human Resources
- Maintenance (MOW)
- Procurement
- Police
- Safety
- Service Planning

Consultant Teams

- Lead Firm, AECOM
- Contributing Firm, HDR

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Glossary

Alternative transportation: Refers to modes of transportation other than a gasoline-powered, single-occupancy vehicle that emphasize efficiency and sustainability. Examples include public transit, biking, walking, carpooling, and electric vehicles.

Compressed Natural Gas (CNG): A fuel mainly composed of methane compressed to less than 1% of the volume it occupies at standard atmospheric pressure. It is used as an alternative to traditional fuels such as gasoline, diesel, or propane since it produces fewer emissions when burned.

Density: The degree of concentration of compactness of people or development in a defined area.

Greenhouse Gases (GHG): Gases that trap heat in the atmosphere including carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and fluorinated gases.

High Occupancy Vehicle (HOV) Lane: A restricted traffic lane reserved for the use of vehicles with a driver and at least one passenger, including carpools, vanpools, and transit buses.

Impervious surfaces: Human-made features that prevent rainwater from infiltrating into the ground and cause more runoff and flooding.

Mobility as a Service (MaaS): A concept that integrates various transportation options into a single interface, app, or website to make mobility services easier and more accessible for people to use.

Multimodal: Using two or more different modes of transportation in a journey.

Nonattainment: EPA air quality designation that means an area that does not meet the national primary or secondary ambient air quality standard.

Ozone: A highly reactive gas composed of three oxygen atom that occurs in Earth's upper atmosphere and reduces the amount of harmful ultraviolet (UV) radiation reaching the Earth's surface.

Socioeconomic: Involving both social and economic matters, especially the differences between groups of people based on their social class and financial situation.

Transit-oriented development (TOD): Creates dense, walkable, and mixed-use spaces near transit that support vibrant, sustainable, and equitable communities.

Urban sprawl: The rapid expansion of the geographic extent of cities and towns, often characterized by low-density residential housing, single-use zoning, and increased reliance on private automobiles for transportation.

Acronyms

ADA – Americans with Disabilities Act

APTA – American Public Transportation Association

BIL – Bipartisan Infrastructure Law

BRT – Bus Rapid Transit

CAP – Climate Action Plan

CNG – Compressed Natural Gas

CORE – Corridor Optimization and Rider Experience

CPRG – Climate Pollution Reduction Grant

CRM – Client Relationship Management

D/M/WBEs – Disadvantaged, Minority, and Woman-owned Business Enterprises

DART – Dallas Area Rapid Transit

DCCC – Dallas County Community College

DCHHS – Dallas County Health and Human Services

DCM – Design Criteria Manual

DFW – Dallas-Fort Worth

DHA – Dallas Housing Authority

EPA – Environmental Protection Agency

FTA – Federal Transit Administration

HOV – High Occupancy Vehicle

IIJA – Infrastructure Investment and Jobs Act

LCA – Life-cycle Assessment

LCCA – Life-cycle Cost Analysis

LRT – Light Rail Transit

MOU – Memorandum of Understanding

NCTCOG – North Central Texas Council of Governments

OSHA – Occupational Safety and Health Administration

OTP – On-time Performance

ROW – Right-of-way

SGR – State of Good Repair

SLA – Service Level Agreement

SUV – Sport Utility Vehicle

TCEQ – Texas Commission on Environmental Quality

TDA – Tire-derived Aggregate

TOD – Transit-Oriented Development

TPSS – Traction Power Substation

TRE – Trinity Railway Express

UNT – University of North Texas

USDOT – United States Department of Transportation

1. DART & Sustainability

1.1. Defining Sustainability

The role of a transportation agency is more than providing access to transit services, aiming to develop a holistic network that supports and enhances the communities, people, and environment which it serves. Maintaining and growing an accessible and comprehensive transportation network that considers transportation's impacts on people, places, and the planet requires long-term planning rooted in sustainability.

Planning sustainably means **"developing to meet the needs of the present without compromising the ability of future generations to meet their own needs and that balances social, economic, and environmental concerns.[1]"**

The purpose of the DART Sustainability Plan is to communicate DART's sustainability strategy and provide guidance on the advancement, implementation, and tracking of key initiatives to support DART's strategic vision and achieve the Plan's goals.

The sustainability strategy is focused on achieving outcomes that:

- Enhance and transform communities in DART's service area
- Improve the lives of DART's customers by providing opportunities to prosper and thrive
- Instill a sense of pride and purpose for DART employees
- Reflect our financial strength and operational resiliency
- Demonstrate a net positive impact on the environment
- Shaping a sustainable region through collaborations that recognize the value and benefits of transit



Planning for sustainable outcomes is a continuous process that warrants transit agencies to review and update goals and approaches to incorporate current best practices. DART's current efforts to achieve sustainable outcomes included in this Sustainability Plan will benefit the region in an environmentally conscious, socially responsible, and fiscally accountable way.

[1] US Global Change Research Program (2024), Fifth National Climate Assessment, Glossary

1.2. DART's Framework

DART's Sustainability Plan provides a framework to organize sustainability pillars, goals, objectives, and actions. It encompasses the Agency's environmental, social, and economic (sometimes referred to as "triple bottom line") objectives and creates a formal process for implementing and tracking sustainability initiatives through regular plan updates and annual progress reports. The sustainability framework that underpins this Sustainability Plan is centered on three pillars:

- **Our Community**: How DART serves our customers and the communities in our service area
- **Our Agency**: How DART supports the career growth and livelihood of all employees and how we maintain financial resiliency
- **Our Planet**: How DART improves environmental performance through sound procurement, planning, design, construction, maintenance, and operations practices



Figure 1: Sustainability Framework

1.3. Transportation's Role: Community & Climate Impacts

Transportation is fundamental to sustaining ***and*** improving a community's quality of life. Access to transportation impacts social, economic, and environmental outcomes by creating connections to jobs, housing, and amenities. The transportation sector also has a significant negative impact on our planet and all life it supports because it is the largest source of greenhouse gas emissions (GHGs) in the United States with cars and light-duty trucks as the largest contributors[2].

[2] US Global Change Research Program (2024), Fifth National Climate Assessment, Transportation

Post-war American cities such as those around the Dallas-Fort Worth (DFW) region developed to enable lower-density, auto-centric development leading to a dependency on cars. Decades of car dependency in turn reinforces sprawling land use patterns that contribute to the public health, environmental, and fiscal challenges communities in DFW face today. Transit agencies have a significant opportunity to help to address these challenges and to reduce regional transportation emissions by connecting people to places through a range of safe, convenient, and healthy mobility services.



A single person commuting alone by car who switches a 20-mile round trip commute to existing public transportation can reduce their annual carbon dioxide (CO_2) emissions by 4,800 pounds per year, equal to a 10% reduction in all GHG emissions produced by a typical two-adult, two-car household[3]. Sustainable transportation systems that include public transit, walking, and biking provide a myriad of interrelated benefits to people, places, and the planet. Some of these benefits include:

- **Benefits for People:** Reducing the use of gasoline and diesel-powered vehicles provides public health benefits such as improved air quality, reduced noise pollution, less traffic accidents creating safer communities, and increased physical fitness and cardiovascular health when choosing to walk or bike. Research has shown access to reliable and safe public transportation reduces barriers to daily necessities and economic opportunities, improving an individual's socioeconomic outcomes[4]. For people with low or no access to a private vehicle or who choose not to drive, public transit underpins quality of life, providing access to education, healthcare, jobs, and their community and social network. By riding public transit, people also limit wear and tear on their cars, lower auto expenses, and eliminate the stress of stop-and-go driving.
- **Benefits for Places:** Development centered around transit systems can boost economic growth by creating jobs, attracting businesses, and revitalizing neighborhoods. Transit-oriented development (TOD) also promotes higher-density, walkable neighborhoods that are within close proximity to amenities. With access to alternative transportation, fewer people own and rely on vehicles, which reduces the demand for parking and allows land use to be optimized for housing, parks, and other community assets.
- **Benefits for the Planet:** Sustainable transportation systems support a healthy planet by reducing pollution from fossil fuel powered vehicles which can significantly improve air quality. Additionally, transit systems can reduce the amount of impervious roadway surfaces that lead to increased stormwater runoff and erosion, improving water quality and flood resilience. Development patterns that prioritize public transit over roadways consume less land, which helps to preserve the natural habitats for urban wildlife. Preservation of open space and trees supports public health and well-being.

[3] American Public Transportation Association (2008), Public Transportation Reduces Greenhouse Gases and Conserves Energy, The Benefits of Public Transportation

[4] Urban Institute, Upward Mobility Initiative

The role of transportation in shaping communities' health and quality of life is a priority across all levels of government. Recent funding and decision-making at both the national and regional levels align with the goals of this Plan and provides opportunities to strengthen Dallas Area Rapid Transit's (DART's) impact.



To promote a culture of sustainability that **adds value** for our customers, **improves** quality of service, **attracts** tomorrow's workforce, and positions DART as a **leader** in sustainability with a focus on continuous improvement.

-- DART's 2017 Procurement Sustainability Policy

1.4. Regional Context

DFW is the fastest growing, fourth largest, and one of the most congested metropolitan areas in the country. Over the past decade, the population has grown steadily by 1 to 2% every year, with the population expected to be almost 12 million by the year 2045[5]. This population growth brings many benefits to the region, but alongside the growth, the region has also struggled to reduce emissions from transportation and improve air quality. In 2019, transportation sources accounted for 43% of the North Central Texas 16-county region annual GHG emissions, with 88% attributed to on-road vehicles[6]. The region has been shaped by the expansion of the edges of the metroplex and lower-density development, which correlates to longer commutes and more cars on the road, especially with almost 70% of drivers driving alone[7].

This high percentage of single-occupancy vehicles greatly contributes to the region's high transportation emissions and poor air quality. In the summer of 2024, the Environmental Protection Agency (EPA) reclassified the Dallas-Fort Worth area from moderate to serious nonattainment for ozone, a pollutant largely attributable to gasoline vehicles. The region has long struggled to be in federal attainment for ozone levels, with hot summers, high humidity, and low wind trapping ozone in the area. The increasing number of days in a year over 100 degrees only exacerbates the problem since heat worsens ground-level ozone. As a result, nearly 1.5 million residents who are considered "sensitive individuals" are at heightened risk for experiencing adverse health effects. These individuals include children, the elderly, and those with heart and lung disease. To reverse this trend, a robust and more sustainable transit system is critical[8].

[5] North Central Texas Council of Governments (2022), Mobility 2045 Update

[6] North Central Texas Council of Governments (2019), NCTCOG Area 16-County Inventory of Community Greenhouse Gases

[7] U.S. Census Bureau (2022), Commuting Characteristics by Sex Dallas-Fort Worth-Arlington, TX Metro Area

[8] Texas Commission on Environmental Quality (2024), Dallas-Fort Worth: Current Attainment Status

The North Central Texas Council of Governments (NCTCOG) is one of the regional agencies working to address air quality and GHG emissions through plans, projects, and programming. One of the focuses of the Mobility 2045 Plan is to improve air quality through solutions that fund transit, active transportation facilities, and High Occupancy Vehicles (HOV)/Managed lanes to create a multimodal, efficient system that reduces traffic congestion.

The region is also making investments in rail with services such as the Silver Line passenger rail project, TEXRail, Trinity Metro's 27-mile commuter rail line that goes from downtown Fort Worth to the Dallas/Fort Worth International Airport, and the Trinity Railway Express commuter rail service between downtown Fort Worth and downtown Dallas, jointly owned by Trinity Metro and DART. NCTCOG is also conducting a DFW High-speed Transportation Connections Study to evaluate high-speed transportation between Dallas and Fort Worth with the goal of reducing congestion between the two metros and enhancing the regional transportation system.

NCTCOG and DART's member cities understand the importance of sustainability and have initiatives that aim to provide resources and improve quality of life. NCTCOG has a Regional Integration of Sustainability Efforts Coalition, Regional Solid Waste and Recycling Program, Materials Management Grants, and a Center of Development Excellence, among other programs, that work to create a sustainable North Texas. Additionally, many DART member cities have sustainability departments, directors, and programs that prioritize sustainability in long-term planning efforts.

2. DART's Mission & Impact

2.1. About DART

DART is a regional transit agency authorized under Chapter 452 of the Texas Transportation Code, created by voters and funded with a one-cent local sales tax on August 13, 1983. The service area consists of 13 cities: Addison, Carrollton, Cockrell Hill, Dallas, Farmers Branch, Garland, Glenn Heights, Highland Park, Irving, Plano, Richardson, Rowlett, and University Park. The DART members cities are highlighted in **Error! Reference source not found.**.

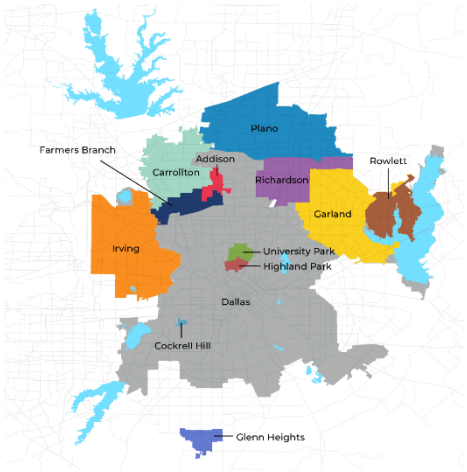


Figure 2: DART Service Area

Revenue from the voter-approved one-cent sales tax, federal funds, investment income, short- and long-term financing, and farebox revenue fund the operations of the agency and ongoing development and implementation of DART's multimodal 2045 Transit System Plan**.**

DART's Sustainability Plan is a natural extension of the Agency's vision, mission, and strategic priorities. The alignment between the Sustainability Plan and Strategic plan enables sustainability goals to be embedded into Agency activities and existing organizational priorities, which sets it up for success.

The Sustainability Plan also aligns with the DART Annual Budget, 20-Year Financial Plan, and DART 2045 Transit System Plan, as it includes goals and targets that support financial stewardship and resiliency, as well as providing guidance for advancing projects, programs, and services in a manner that achieves sustainability objectives.

Since forming in 1983, DART has developed and built an extensive multimodal system in one of the fastest-growing metropolitan areas in the country. DART currently operates and maintains 65 DART Rail Stations, 10 Trinity Railway Express (TRE) stations, and 14 bus transfer facilities, creating an opportunity to implement design and construction standards that underpin the agency's sustainability goals. Figure 3 provides an overview of the different fleet services in DART's system.

- **95 Bus Routes**
- **34 GoLink Zones**
- **93-mile LRT System**
- **34-mile TRE Regional Rail**
- **77 Paratransit Vehicles**
- **3 Rider Assistance Programs**

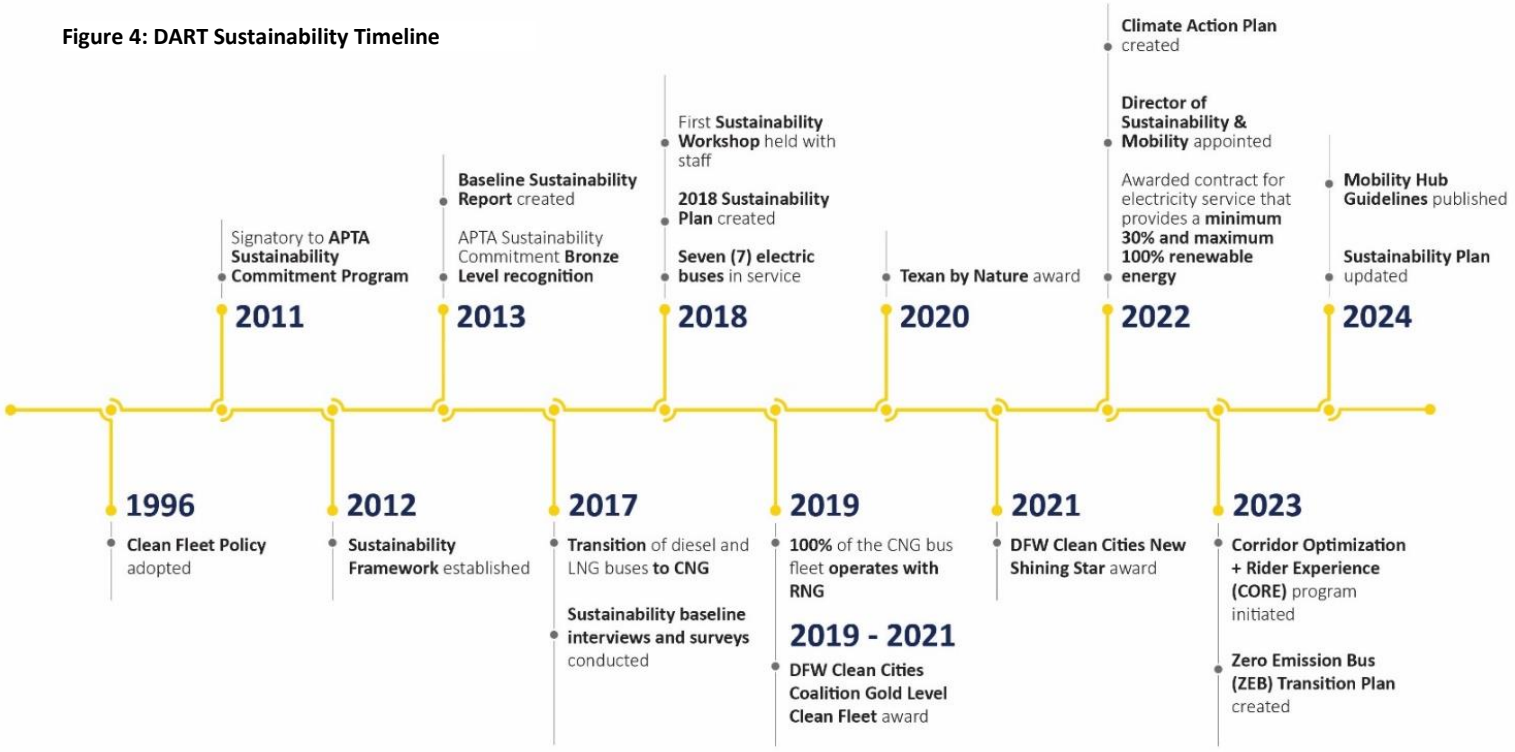
Figure 3: Overview DART Transit System

DART's sustainable practices have evolved over time with industry technologies and practices, and DART is now an industry leader in the field of implementing sustainable practices, particularly in the areas of *fuel technologies, facility waste reduction, innovative service planning, business technologies, and SGR*. More importantly, DART has embraced the role of being a regional mobility asset that is integral to supporting a sustainable, resilient, and equitable region that enables both residents and communities to thrive while being responsive to global issues such as climate change.

2.2. Timeline of DART's Sustainability Planning

DART has long recognized sustainability as foundational to supporting the agency's mission and bottom line. This plan builds on over a decade of achievements and lessons. The timeline shown in highlights DART's relevant sustainability achievements since 1996.

Figure 4: DART Sustainability Timeline



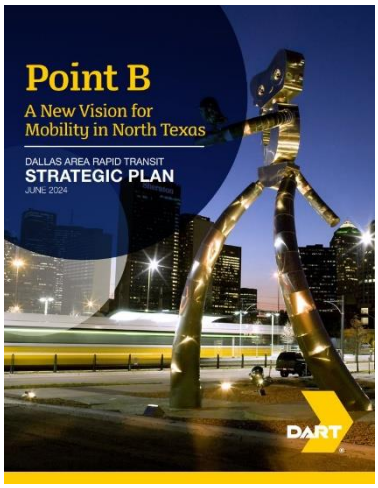
DART updates its Sustainability Plan approximately ***every five years***. The 2018 Sustainability Framework Plan built upon the original 2012 Sustainability Plan and was submitted to the American Public Transportation Association (APTA) for Bronze level recognition. During the 2024 update process, Capital Planning met with 21 DART departments and completed the following:

- Reviewed the sustainability framework and associated focus areas and goal statements to determine if any refinements should be made given changed conditions over the last several years.
- Identified and removed achieved actions and revised and added new objectives and actions to address current sustainability challenges and opportunities.

- Reviewed previous APTA commitments and achievements and outlined an approach to achieve a higher APTA recognition.

2.3. Alignment with Related Planning Efforts

DART's Strategic Plan: The DART Board of Directors approved a new vision, mission, and strategic priorities in 2024. The Strategic Plan is organized by six strategic goals focused on three things: ***our agency and employees, our customers, and our communities***. The Plan uses a ***five-year timeframe from Fiscal Year [FY] 2024 to FY 2028*** with an eye toward a ten-year horizon, as some initiatives are already underway and some will take longer to accomplish. DART strives to be a good steward of public funds, balancing risk with fiduciary responsibility.

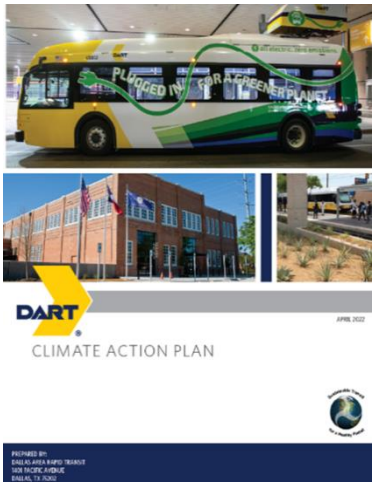


The overarching theme of the new strategic vision, ***Point B, a New Vision for Mobility,*** is to move DART from being viewed as a transit provider to being known as a regional strategic asset, which will be achieved through operational integrity, seamless access and availability, and strategic relationships. Our strategic vision for Point B is captured in three main themes:

- *Operational Integrity: Best-in-class, first-in-mind.*
- *Seamless Mobility: Moving people, not cars.*
- *Strategic Relationships: Enrolling partners, creating fantastic spaces.*

Climate Action Plan (CAP): In 2021, DART committed to FTA's Sustainable Transit for a Healthy Planet Challenge and completed a Climate Action Plan to focus on DART's GHG emissions reduction efforts and goals for a cleaner future. The Climate Action Plan includes five primary goals for reducing GHG emissions:

- **Goal #1:** By 2030, decrease total GHG emissions from transit fleet by 25%.
- **Goal #2:** By 2035, use 100% renewable electricity for facility and light rail/streetcar operations.
- **Goal #3:** Beginning the summer of 2023, integrate zero-emission technologies into agency facilities and operations until a full transition is achieved in December 2030.
- **Goal #4:** Beginning summer of 2023, retrofit facilities with energy-efficient technology to reduce energy needs until facilities are optimized in September 2025.
- **Goal #5:** Starting in December 2023 and continuing for five years and beyond, coordinate land use planning to increase transit ridership and reduce automobile trips.



Departmental Plans and Programming: The Sustainability Plan provides a framework for DART's leadership to build sustainability into departmental goals, projects, and decision making. Since the previous Plan update, the agency has prioritized several efforts focused on improving the overall accessibility, efficiency, and resilience of DART's services and facilities, with the goal of increasing ridership and improving the customer and employee experience.

Efforts such as the ***Mobility+ and Corridor Optimization and Rider Experience (CORE) Programs*** are taking a holistic approach to upgrading DART's footprint and infrastructure to connect more people and underserved communities to reliable and safe transit. DART launched a new bus network on January 24, 2022, which increased frequent bus routes from seven to 22 and nearly doubled the number of demand-responsive GoLink zones from 16 to 30. Notably, DART's bus fleet is primarily powered by Compressed Natural Gas (CNG), which is sourced from landfills. DART has added eight battery-electric buses to the fleet—seven in 2018 and one in 2022—and is considering expanding electric vehicles as technology continues to advance. In addition, the 26-mile Silver Line Regional Rail Project is under construction, and DART is undertaking a light rail systemwide modernization program.

The agency is also focused on creating accessibility through affordable prices and programs that help individuals navigate DART's services and transit system. DART conducted a ***Value of Transit Study*** in 2023 to better understand and communicate the local and regional benefits DART brings to its riders and member cities. DART continues to be a leader in Mobility as a Service (MaaS), with the ***GoPass***® app being the region's digital platform to integrate mobility options. DART also manages the ***Mobility Ambassador Program*** to provide rider assistance through a free travel orientation for new and existing riders.

DART is also working toward updating its design and construction standards to support the mission of creating not only fantastic, but sustainable spaces. DART recently established the ***Mobility Hub Guidelines*** in 2024 to design facilities that support all modes of transportation while incorporating placemaking elements that consider the surrounding community context. Similarly, a ***Modernization Program*** will update the agency's Design Criteria Manual (DCM) to ensure design and construction standards and equipment requirements are more resilient to extreme weather events and to enhance the overall safety of facilities.

3. Sustainability Pillars, Goals, and Actions

3.1. Sustainability Actions by Pillar

The Sustainability Framework pillars contain a set of focus areas (**Error! Reference source not found.** 1) and associated goal statements, which DART uses to establish actions and track sustainability performance. In total, there are three pillars, 14 objectives, and 32 actions that will be implemented by a cross section of departments that support sustainable principles and outcomes within the agency. The goal statement for each focus area articulates the reason the focus area matters to DART and its stakeholders. Supporting each goal statement are actions and metrics that provide measurable ways to communicate progress. Definitions for the Sustainability Plan Framework and pillar elements are provided below.

- ***Pillars*** – divide the plan implementation into three topical areas.
- ***Goals*** – are outcomes that further articulate the pillars. They define what we are trying to accomplish, both programmatically and organizationally.
- ***Focus Areas*** – are themes or topics used to describe actions.
- ***Objectives*** – represent planned initiatives or programs currently being implemented and will be implemented to achieve the goals.
- ***Actions*** – are key steps for implementing policies and achieving goals. Actions represent planned initiatives or programs currently being implemented and that will be implemented.
- ***Metrics*** – are quantifiable measures that track progress toward outcomes.

The following sections document the goals, objectives, and actions for each pillar and focus area of the Sustainability Plan. Pillar elements are organized in action tables. Together, this information communicates our desired outcomes. The example table below provides an overview and description of the elements included in the pillar action tables. Additional information including the action's background information, next steps toward implementation, and supplemental metrics to track action progress is provided in Appendix I.

EXAMPLE ACTION DETAIL TABLE

Action #	Action Name
Lead(s)	*Department(s)*
Key Metrics	*How should DART measure progress on the implementation of this action?*
Related Projects / Initiatives	*Current DART plans, programs, and initiatives*

Our Community

Goal Statement

DART is determined to provide safe, affordable, efficient, and equitable service to foster livable communities within which to live, work and play. DART is also committed to promoting diverse business growth and engaging the community through outreach events, especially in historically underrepresented communities.



3.2. Our Community



Our Community Key Initiatives

Improving On-Time Performance of Buses: DART continuously monitors and improves the reliability of services by striving to meet On-Time Performance (OTP) goals for bus, rail, and paratransit services. Bus service OTP has been identified as an area to focus on for time performance improvements. To address this DART is working to implement bus corridor improvements such as traffic signal priority, queue jump lanes, bus shelters, and bus priority lanes along high frequency corridors. DART will implement 1-3 corridor-based BRT and install 200 new bus shelters that provide real time information and solar-powered lighting at bus stops.

Transit-Oriented Development (TOD) Guidelines: In 2020 DART published new TOD guidelines and in partnership with cities and developers and has ongoing efforts to advance TOD projects at serval light rail stations. DART aims to improve rider experience by implementing Mobility Hubs that help transform DART facilities into community assets with additional services and features aligned with community needs and regional goals related to long-term sustainability and air quality.

Additional initiatives are listed in the 'Related Projects/Initiatives' row in the following action tables.

Table 1. Our Community Objectives and Actions

#	Actions
Objective #1: Diversity & Inclusion Create opportunities for the diverse business community in our service area by providing education, outreach, and awarding contracts.	
1.1.1	Create more opportunities for diverse business owners to work with DART through new programs.
1.1.2	Expand outreach and increase recruitment of small businesses to work with DART.
Objective #2: Ridership & Service Grow ridership and shift regional commutes from cars to transit by improving rider experience through reliable, inclusive, universally accessible, comfortable, and convenient transit services.	
1.2.1	Improve rider experience by providing more flexible, nimble, safe, and reliable transportation options for all riders, including people who use mobility devices.
1.2.2	Continue to engage our riders through numerous communication channels (e.g., GoPass app, Elerts) to identify ways to improve our service.
1.2.3	Create connections to major community events by providing riders convenient access on DART services.
Objective #3: Equity & Access Provide fair and affordable service for all service area residents, with a focus on improved mobility and job access opportunities for transit-dependent communities.	
1.3.1	Keep DART fares affordable for everyone, including low-income families, keeping transportation costs at or less than industry standard.
1.3.2	Improve mobility to increase the number of jobs accessible by high frequency transit, creating opportunities for our riders.
1.3.3	Improve service for underserved and transit-dependent communities to improve quality of life.
Objective #4: Livable Communities Collaborate with communities, businesses, and public agencies throughout the region to create and support access to walkable, transit-oriented developments around transit investments.	
1.4.1	Be a regional catalyst for creating vibrant communities by raising awareness about the economic benefits of development around DART stations.
1.4.2	Create more ways for our riders to connect to transit by collaborating with local cities on station area planning to promote walkable mixed-use development both on and around DART property.
Objective #5: Community Engagement Be an active member of the community, creating connections that bring people together in the communities we serve.	
1.5.1	Remain an active member of our service area cities by maintaining engagement throughout DART's service area, while increasing outreach events to transit-dependent neighborhoods.
1.5.2	Build partnerships with schools in the DART service area and develop youth education programs on sustainability and transit.
1.5.3	Partner with employers to understand how transit impacts their workforce and customers to better connect the communities DART serves.
Objective #6: Safety & Security Improve customers' sense of safety and security at facilities and on vehicles through enhanced design features that improve customer awareness and visibility of surroundings.	
1.6.1	Establish design guidelines for stations, bus stops, and amenities that enhance customer safety and comfort.

Table 2. Action 1.1.1

Action 1.1.1	Create more opportunities for diverse business owners to work with DART through new programs.
Lead(s)	**Lead -** Diversity & Vendor Management **Partner -** Procurement
Key Metrics	• Total number of D/M/WBE contracts awarded annually • Total dollars awarded to D/M/WBE firms annually • Number of contracts awarded to veteran-owned firms annually (New metric)
Related Projects / Initiatives	DART Small Business Academy

Table 3. Action 1.1.2

Action 1.1.2	Expand outreach and increase recruitment of small businesses to work with DART.
Lead(s)	**Lead -** Diversity & Vendor Management **Partners -** Communications
Key Metrics	• Small Business Academy Annual Participation
Related Projects / Initiatives	DART Small Business Academy

Table 4. Action 1.2.1

Action 1.2.1	Improve rider experience by providing more flexible, nimble, safe, and reliable transportation options for all riders, including people who use mobility devices.
Lead(s)	**Lead -** Communications **Partner -** Design & Construction; Service Planning; Community Relations
Key Metrics	• Customer satisfaction (Net promoter score)
Related Projects / Initiatives	Mobility Plus Program, Bus Corridor Improvement Program (CORE), Mobility Hub Design Guidelines, Modernization Program, Bus Amenities Expansion Program, On-Time Performance Goals

Table 5. Action 1.2.2

Action 1.2.2	Continue to engage our riders through numerous communication channels (e.g., GoPass app, Elerts) to identify ways to improve our service.
Lead(s)	**Lead -** Communications **Partner -** Public Relations; Community Relations; Sales
Key Metrics	• Number of followers on social media
Related Projects / Initiatives	Mobility Ambassador Program, Mobility-as-a-Service policy

Table 6. Action 1.2.3

Action 1.2.3	Create connections to major community events by providing riders with convenient access on DART services.
Lead(s)	**Lead -** Community Relations
Key Metrics	• Estimated share of transit trips per major community event
Related Projects / Initiatives	Mobility Plus Program, Bus Corridor Improvement Program (CORE), Service Plan Roll Out

Table 7. Action 1.3.1

Action 1.3.1	Keep DART fares affordable for everyone, including low-income families, keeping transportation costs at or less than industry standard.
Lead(s)	**Lead -** Service Planning; Finance **Partner -** Mobility Management Services (MMS); Community Relations
Key Metrics	• No more than 15% of $35,000 annual income (amount considered "low-income" for family of four)
Related Projects / Initiatives	Mobility Plus Program, Value of Transit Study, Low Income Discounted Fare Program

Table 8. Action 1.3.2

Action 1.3.2	Improve mobility to increase the number of jobs accessible by high frequency transit, creating opportunities for our riders.
Lead(s)	**Lead -** Service Planning
Key Metrics	• Jobs accessible system-wide and by high frequency transit (1/2-mile bus and light rail transit (LRT), 15-minute peak and 20 minute off-peak)
Related Projects / Initiatives	Bus Corridor Improvement Program (CORE), Mobility Plus Program, Service Plan Roll Out, Corridor-based BRT project

Table 9. Action 1.3.3

Action 1.3.3	Improve service for underserved and transit-dependent communities to improve quality of life.
Lead(s)	**Leads -** Service Planning; Mobility Management Services (MMS) **Partners -** Community Relations
Key Metrics	• Share of riders that use the GoLink app
Related Projects / Initiatives	Assurance Wireless Program, Discount GoPass Tap Card, Community Farmer's Markets at DART Rail Stations, Mobility-as-a-Service Policy

Table 10. Action 1.4.1

Action 1.4.1	Be a regional catalyst for creating vibrant communities by raising awareness about the economic benefits of development around DART stations.
Lead(s)	**Lead -** Economic Development **Partner -** Communication; Community Relations
Key Metrics	• Number of transit-oriented development (TOD) initiatives advanced
Related Projects / Initiatives	Mobility Plus Program, TOD Rail Stations

Table 11. Action 1.4.2

Action 1.4.2	Create more ways for our riders to connect to transit by collaborating with local cities on station area planning to promote walkable mixed-use development both on and around DART property.
Lead(s)	**Lead -** Economic Development **Partners -** Service Planning; Capital Planning
Key Metrics	• Number of transit-oriented development (TOD) initiatives and service area plans advanced
Related Projects / Initiatives	Bus Corridor Improvement Program (CORE), Mobility Plus Program, Mobility Hubs, TOD Rail Stations

Table 12. Action 1.5.1

Action 1.5.1	Remain an active member of our service area cities by maintaining engagement throughout DART's service area, while increasing outreach events to transit-dependent neighborhoods.
Lead(s)	**Lead -** Community Relations
Key Metrics	• Number of outreach events attended/hosted
Related Projects / Initiatives	Mobility Plus Programs, Mobility Ambassador Program

Table 13. Action 1.5.2

Action 1.5.2	Build partnerships with schools in the DART service area and develop youth education programs on sustainability and transit.
Lead(s)	**Lead -** Community Relations **Partner -** Communications; Operations
Key Metrics	• Number of outreach events attended/hosted focused on youth
Related Projects / Initiatives	DART Higher Education Pass Program, Transit Education Program

Table 14. Action 1.5.3

Action 1.5.3	Partner with employers to understand how transit impacts their workforce and customers to better connect the communities DART serves.
Lead(s)	**Lead -** Service Planning **Partner -** Communications; Community Relations; Sales
Key Metrics	• Number of participants enrolled in DART Access Program
Related Projects / Initiatives	Corporate Pass Program, Site Specific Shuttle Program

Table 15. Action 1.6.1

Action 1.6.1	Revise design guidelines for stations, bus stops, and amenities that enhance customer safety and comfort.
Lead(s)	**Lead -** Design & Construction **Partner -** Service Planning; Police; Maintenance of Way (MOW); Facility Maintenance
Key Metrics	• Number of design guidelines revised
Related Projects / Initiatives	Mobility Plus Program, Mobility Hub Design Guidelines, Coordination with member cities to increase safety, New Video Management System

Our Agency

Goal Statement

DART is committed to creating an agency that is diverse, engaged, safe, and resilient, as these are crucial to maintaining financial strength and ultimately facilitating a sustainable environment, both inside and outside of the workplace.



3.3. Our Agency



Our Agency Key Initiatives

Safety-First Culture: To support employee safety, DART implements a robust Safety Management System through the Public Transportation Agency Safety Plan that encourages employees to operate in a safe manner and instills a “safety first” culture. DART also plans to implement upgrades to surveillance camera systems, expand the DART fiber optic network, and modernize signal systems to maximize safety, communications, reliability, and network capacity for customers and employees.

Mobility-as-a-Service Policy: DART has also been focused on transforming from a bus and rail company to a true Mobility-as-a-Service (MaaS) provider, by galvanizing traditional DART services with newer forms of transportation. Coupled with the GoPass app, customers now have access to ride-sharing services, bikes and scooters, shared vehicles, and other micro transit opportunities like DART’s GoLink service. DART plans to adopt a Mobility-as-a-Service policy that recognizes DART's core services but encourages collaboration and the integration of technology and other modal options to provide equitable and accessible mobility.

Additional initiatives are listed in the ‘Related Projects/Initiatives’ row in the following action tables.

Table 16. Our Agency Objectives and Actions

#	Actions
Objective #1: Diversity & Inclusion and Employee Engagement Create an inclusive culture that welcomes the diverse qualities of all employees, and support efforts to attract and retain an innovative and skilled workforce.	
2.1.1	Promote an inclusive culture by ensuring staff at all levels represent the demographics of the population we serve.
2.1.2	Increase outreach to organizations that serve underrepresented groups to attract diverse talent to join our workforce.
2.1.3	Establish DART as an employer of choice by actively engaging our people to build pride in the Agency and improve recruiting and retention.
2.1.4	Support the professional development of all DART employees through a variety of programs that provide opportunities for growth.
2.1.5	Develop a comprehensive cultural engagement strategy to support all employees throughout the employment life cycle (e.g., recruitment, onboarding, development, recognition, offboarding) and track progress on effectiveness of programs.
Objective #2: Financial Strength Be good stewards of public funds through responsible financial planning and investing in services, programs, and projects that deliver sustainable value to the community.	
2.2.1	Incorporate total lifecycle costs including social and environmental factors in agency decision-making.
Objective #3: Agency Safety & Compliance Promote a “safety-first” culture where all employees proactively collaborate to prevent accidents and injuries throughout the agency.	
2.3.1	Help our riders and employees get home safely each day by striving for zero accidents and injuries.
Objective #4: System Resiliency Collaborate on plans and improvements that lead to more secure, reliable, and resilient systems, operations, and vehicles that benefit both agency and customers.	
2.4.1	Maintain a resilient and secure technology network that enables access to our systems at all times for our employees and customers by minimizing network downtime.
2.4.2	Incorporate design guidelines and technical specifications that encourage resilient, sustainable, and context-sensitive planning and design on all our projects.

Table 17. Action 2.1.1

Action 2.1.1	Promote an inclusive culture by ensuring staff at all levels represent the demographics of the population we serve.
Lead(s)	**Lead -** Diversity & Vendor Management **Partner -** Human Resources
Key Metrics	• Demographic statistics agency-wide benchmarked against demographics of the population DART serves
Related Projects / Initiatives	Diversity Council

Table 18. Action 2.1.2

Action 2.1.2	Increase outreach to organizations that serve underrepresented groups to attract diverse talent to join our workforce.
Lead(s)	**Lead -** Human Resources **Partner -** Community Relations; Communications
Key Metrics	• Number of outreach events held annually • Demographics of new hires annually
Related Projects / Initiatives	Career day Programs, College Job Fairs

Table 19. Action 2.1.3

Action 2.1.3	Establish DART as an employer of choice by actively engaging our people to build pride in the Agency and improve recruiting and retention.
Lead(s)	**Lead -** Human Resources
Key Metrics	• Retention rates
Related Projects / Initiatives	Employee Engagement surveys, Career Advancement Learning, Succession Planning

Table 20. Action 2.1.4

Action 2.1.4	Support the professional development of all DART employees through a variety of programs that provide opportunities for growth.
Lead(s)	**Lead -** Human Resources
Key Metrics	• Percent of open positions filled through promotions or lateral moves
Related Projects / Initiatives	Leadership DART, Executive DART, People Leader training, and Supervisory DART training

Table 21. Action 2.1.5

Action 2.1.5	Develop a comprehensive cultural engagement strategy to support all employees throughout the employment life cycle (e.g., recruitment, onboarding, development, recognition, offboarding) and track progress on effectiveness of programs.
Lead(s)	**Lead -** EEO & Cultural Engagement **Partners -** Human Resources
Key Metrics	• Number of cultural engagement programs piloted
Related Projects / Initiatives	Employee Engagement surveys, Career Advancement Learning, Professional Development, Succession Planning

Table 22. Action 2.2.1

Action 2.2.1	Incorporate total lifecycle costs including social and environmental factors in agency decision-making.
Lead(s)	**Lead –** Engineering; Technical Services **Partner -** Capital Planning
Key Metrics	Develop life-cycle cost analyses (LCCA) methodology
Related Projects/ Initiatives	Transit Asset Management Plan (TAMP), Capital Improvement Program (CIP)

Table 23. Action 2.3.1

Action 2.3.1	Help our riders and employees get home safely each day by striving for zero accidents and injuries.
Lead(s)	**Lead -** Safety
Key Metrics	• Train collisions per 100,000 miles operated (LRT) • Collisions per 100,000 miles operated (Bus)
Related Projects / Initiatives	DART Cares Pilot Program, New Video Management System, Public Transportation Agency Safety Plan

Table 24. Action 2.4.1

Action 2.4.1	Maintain a resilient and secure technology network that enables access to our systems at all times for our employees and customers by minimizing network downtime.
Lead(s)	**Lead -** Technology
Key Metrics	• Amount of network uptime vs. downtime
Related Projects / Initiatives	Expansion of DART Fiber Optic Network

Table 25. Action 2.4.2

Action 2.4.2	Incorporate design guidelines and technical specifications that encourage resilient, sustainable, and context-sensitive planning and design on all our projects.
Lead(s)	**Lead -** Design & Construction **Partner -** Capital Planning
Key Metrics	• Number of design guidelines updated; Number of Mobility Hub projects advanced
Related Projects / Initiatives	Mobility Hub Design Guidelines, Silver Line corridor construction (context-sensitive planning, design, and mitigation), Update Construction Specifications and Design Criteria with Sustainability Principles, Modernize Unified Signal System project

Our Planet

Goal Statement

DART is committed to improving the environmental performance of its operations by taking innovative steps to develop updated policies, practices, and programs that mitigate harmful effects to the environment.



3.4. Our Planet



Our Planet Key Initiatives

Transition to Alternative Fuels: DART seeks to find ways to reduce GHG emissions such as exploring options to replace the aging TRE diesel fleet with more efficient and alternative fuel options and reducing TRE engine idling by procuring electrical wayside cabinets to plug in the locomotives and turn off the diesel engines. DART also plans to develop an EV charging strategy and implementation program to expand EV chargers in the DART Service Area and work with NCTCOG for funding to install up to 10 EV charging spaces at DART facilities for public use.

Sustainable Building Standards & Materials: DART aims to promote sustainability in the planning, design, and construction of projects. The Silver Line project installed 22,050 ft. of noise walls, 34 quiet zones, 9,350 ft. of vibration mats using tire-derived aggregate (TDA), an environmentally friendly material made of recycled tires, along the corridor to minimize the impacts to the natural environment. DART plans to update construction specifications and design criteria guidelines to incorporate sustainability principles for all future projects where applicable.

Additional initiatives are listed in the 'Related Projects/Initiatives' row in the following action tables.

Table 26. Our Planet Objectives and Actions

#	Actions
Objective #1: Sustainable Procurement Collaborate with suppliers and professional service providers to identify and implement sustainable best practices and innovative solutions that create incentives for social, economic, and environmental benefits.	
3.1.1	Update and implement a sustainable procurement policy that encourages best practices for how DART and its suppliers can reduce energy, water, and waste across the agency and supply chain.
Objective #2: Energy & Air Quality Improve regional and localized air quality through technology, design, and policy.	
3.2.1	Improve regional air quality and fuel and energy use efficiency by continuing to transition our fleet to run on cleaner fuels.
3.2.2	Identify opportunities to improve air quality by reducing vehicle idling.
3.2.3	Incorporate localized air quality improvement projects as a part of DART's Transit-Oriented Development (TOD) and station area planning.
Objective #3: Water Improve water use efficiency through conservation, reuse, and best practices.	
3.3.1	Incorporate stormwater management best practices into facilities and assets to mitigate flooding and improve water quality.
3.3.2	Identify opportunities to reduce water consumption in facilities and operations through water recycling and non-potable reuse.
Objective #4: Waste Minimize waste through durable design, preventive maintenance, material recovery, and business practices.	
3.4.1	Implement a holistic waste management program to achieve a landfill avoidance rate of 90% or greater.
3.4.2	Implement a composting program at DART facilities to reduce waste sent to landfills.
3.4.3	Implement a construction and demolition recycling program to increase the diversion rate for construction and demolition materials.

Table 27. Action 3.1.1

Action 3.1.1	Update and implement a sustainable procurement policy that encourages best practices for how suppliers can help reduce energy, water, and waste across the agency and supply chain.
Lead(s)	**Lead -** Procurement
Key Metrics	• Formalize a policy via executive order (administrative, business practice focus)
Related Projects / Initiatives	2017 Procurement Policy, Unsolicited Proposal Innovation Portal, Update Construction Specifications and Design Criteria with Sustainability Principles

Table 28. Action 3.2.1

Action 3.2.1	Improve regional air quality and fuel and energy use efficiency by continuing to transition our fleet to run on cleaner fuels.
Lead(s)	**Lead -** Bus Operations
Key Metrics	• Fuel use - diesel (gallons), per bus vehicle miles traveled (VMT) • Fuel use - CNG (gallons equivalent) per bus VMT • Electricity use - light rail and vehicle fleet • GHG emissions and percent reduction - metric tons
Related Projects / Initiatives	Climate Action Plan, On-site Solar Project, Replace Aging TRE Fleet, EV Charging Strategy and Implementation Program

Table 29. Action 3.2.2

Action 3.2.2	Identify opportunities to improve air quality by reducing vehicle idling.
Lead(s)	TRE Operations
Key Metrics	• Fuel use - diesel (gallons), per bus, GoLink, and Paratransit, VMT • Fuel use - CNG (gallons equivalent) per bus, GoLink, and Paratransit VMT • GHG emissions and percent reduction - metric tons • Member cities implementation of anti-idling solutions at TOD stations
Related Projects / Initiatives	TRE Electrical Wayside Power Cabinets

Table 30. Action 3.2.3

Action 3.2.3	Incorporate localized air quality improvement projects as a part of DART's Transit-Oriented Development (TOD) and station area planning.
Lead(s)	**Lead -** Design & Construction; Maintenance of Way (MOW)
Key Metrics	• Number of air quality improvement projects implemented
Related Projects / Initiatives	Hatcher Station Community Garden

Table 31. Action 3.3.1

Action 3.3.1	Incorporate stormwater management best practices into facilities and assets to mitigate flooding and improve water quality.
Lead(s)	**Lead -** Design & Construction
Key Metrics	• Number of private development projects that adopted DART guidelines
Related Projects / Initiatives	Xeriscaping and native landscaping at DART platforms

Table 32. Action 3.3.2

Action 3.3.2	Identify opportunities to reduce water consumption in facilities and operations through water recycling and non-potable reuse.
Lead(s)	**Lead -** Design & Construction; Bus Operations
Key Metrics	• Water use - gallons (facilities and landscaping per square foot) • Recycled water - gallons (facilities and landscaping per square foot)
Related Projects / Initiatives	HQ Renovation Strategy, System Modernization

Table 33. Action 3.4.1

Action 3.4.1	Implement a holistic waste management program to achieve a landfill avoidance rate of 90% or greater.
Lead(s)	**Lead -** Maintenance of Way (MOW); Facilities Maintenance
Key Metrics	• Recycling diversion rate - percentage of total waste • Recycling data by material type by facility (antifreeze % recycled, oil, batteries 100% recycled, office waste) • Number of water refilling stations installed • Water bottles saved (based on water consumed through refilling stations)
Related Projects / Initiatives	HQ Renovation Strategy, System Modernization

Table 34. Action 3.4.2

Action 3.4.2	Implement a composting program at DART facilities to reduce waste sent to landfills.
Lead(s)	**Lead -** Procurement; Facilities Maintenance
Key Metrics	• Percentage of organic waste composted
Related Projects / Initiatives	Mobility Hubs, System Modernization

Table 35. Action 3.4.3

Action 3.4.3	Implement a construction and demolition recycling program to increase the diversion rate for construction and demolition materials.
Lead(s)	**Lead -** Design & Construction **Partner -** Procurement
Key Metrics	• Adoption of procurement policy that outlines waste recovery requirements
Related Projects / Initiatives	Silver Line Corridor TDA (recycled tires) vibration mats

4. Roadmap to Implementation

4.1. Governance

- **Capital Planning:** The Capital Planning Team has convened DART's department staff to develop this Sustainability Plan update and will continue to lead the coordination of the Green Team. Capital Planning is responsible for providing updates to the DART Board on the progress of the plan and how the goals underpin the agency's mission and bottom line.

- **DART Board:** The DART Board of Directors (Board) is composed of 15 community leaders, appointed by the 13 participating member cities, who serve as a governing body that provides leadership, direction, and counsel to the agency. The Board serves a critical role in assessing the efficacy of the agency's sustainability efforts and communicates its member cities' priorities and vision for sustainable development and programming.

- **Green Team:** The Capital Planning Team will re-establish the Green Team to create agency-wide accountability and support for the Sustainability Plan. ***The Green Team is a technical working group of staff from multiple departments who are charged with leading implementation of the plan and building capacity through educational initiatives for DART staff***. The Green Team will meet regularly to track progress of initiatives, identify financial and staff resources to initiate new actions, and support departments in implementation.

4.2. Tracking & Monitoring

- **Website:** The DART Sustainability Program page is the central location for the agency's sustainability planning efforts, serving as a repository for information and resources on the Plan's focus areas and progress. The page will be updated with the most current Sustainability Plan and progress reports and house an interactive dashboard that details the progress of the plan's implementation and key achievements. The website additionally links to related planning efforts, such as the ***Climate Action Plan*** and ***DART's Scorecard***.

- **Dashboard & Progress Report:** The Capital Planning Team continuously collects and tracks data from relevant departments to quantify the progress and impact of the Plan's implementation. Key performance indicators included in the DART Scorecard additionally provide baseline metrics for measuring the Sustainability Plan's social, economic, and environmental outcomes.

  The Plan's progress is annually published in a Sustainability Snapshot (or progress report), which documents the plan's progress and key accomplishments. This document is shared with the DART Board of Directors, as well as other internal stakeholders. In addition, it is used to update the information that is shared externally via the agency's

website, to support the agency's APTA Sustainability Commitment application, and to update the Climate Action Plan. The Capital Planning Department is developing a data tracking dashboard to facilitate easier data updates and analysis. The dashboard will include relevant metrics, data used to construct the metrics, data sources, and accountable departments. In tandem with future dashboard updates, DART will continue to produce the annual Sustainability Snapshot to highlight trends and initiatives that illustrate progress toward actions identified for each goal.

4.3. Funding

DART leverages a range of funding opportunities, such as long-term bonds, fares, and taxes, to fund its operations and capital budget opportunities. Additionally, DART actively explores and applies for grants that address the agency's sustainability goals through capital infrastructure improvements and investments. In 2023, the agency was awarded almost $130 million in federal awards to invest in green technologies and infrastructure to improve air quality and reduce emissions. DART also participated in the first phase of the EPA's Climate Pollution Reduction Grant (CPRG) program, led by NCTCOG for the Dallas-Fort Worth Area, to develop a regional plan to improve air quality[9].

DART continuously pursues grant opportunities to fund and implement projects that align with the goals in the Sustainability Plan. Future grant opportunities will target funding to buy, maintain, and replace infrastructure and fleet vehicles; improve regional air quality; and expand transit services and multimodal transportation across the region. Specific grants include, but are not limited to:

- **Active Transportation Infrastructure Investment Program:** Provides funding as part of the Bipartisan Infrastructure Law (enacted as the Infrastructure Investment and Jobs Act [Pub. L. 117-58]) to construct projects to provide safe and connected active transportation facilities in active transportation networks or active transportation spines.
- **State of Good Repair Grants – 5337:** Provides capital assistance for maintenance, replacement, and rehabilitation projects of high-intensity fixed guideway and motorbus systems to help transit agencies maintain assets in a state of good repair in urbanized areas.
- **Grants for Buses and Bus Facilities Program (49 U.S.C. 5339(b)):** Federal resources available to states and direct recipients to replace, rehabilitate, and purchase buses and related equipment and to construct bus-related facilities, including technological changes or innovations to modify low- or no-emission vehicles or facilities. Funding is provided through formula allocations and competitive grants.
- **Congestion Mitigation and Air Quality (CMAQ) Improvement Program:** Flexible funding source provided to state and local governments for transportation projects and programs to help meet the requirements of the Clean Air Act. Funding is available to reduce congestion and improve air quality for areas that do not meet the National Ambient Air Quality Standards for ozone, carbon monoxide, or particulate matter

[9] North Central Texas Council of Governments (2023), EPA Grant Program

(nonattainment areas) and for former nonattainment areas that are now in compliance (maintenance areas).

4.4. Phasing & Implementation

The Sustainability Plan's actions will be implemented alongside other complementary action (where relevant) as the agency aims to achieve the Strategic Plan goals. Sustainability Plan updates will occur approximately every five years or more frequently to respond to changing policies, goals, and future conditions. Progress reports will communicate completed actions and opportunities to incorporate areas of the plan into departmental initiatives.

DART will initiate pilot programs to explore newly introduced focus areas and actions. Pilot programs are a lower-cost, lower-risk approach to testing new concepts before making full-scale investments that may lack public support or be appropriate across DART's procedures, services, and geographic contexts.

Future pilot programs will explore the following topic areas:

- **Cultural Engagement Pilot Programs:** Action 2.1.5: Develop a comprehensive cultural engagement strategy to support all employees throughout the employment life cycle (e.g., recruitment, onboarding, development, recognition, offboarding) and track progress on effectiveness of programs.
- **Water Conservation Pilot Programs:** Action 3.3.2: Identify opportunities to reduce water consumption in facilities and operations through water recycling and non-potable reuse.
- **DART Station Recycling Bin Pilot Program:** Action 3.4.1: Implement recycling programs to achieve a landfill avoidance rate of 90% or greater.
- **DART Office Composting Bin Pilot Program:** Action 3.4.2: Implement a composting program at DART facilities to reduce waste sent to landfills.

DART will continue to develop case studies of its current and near-term initiatives that are consistent with the Sustainability Plan to inform the agency, and educate riders, as well as people who live in the metropolitan area who do not yet utilize transit.