

## Barriers

Let's think about what's stopping people from getting good jobs and living well in our area. What are the main 3-5 challenges that residents deal with? These could be things like not enough job opportunities, high living costs, inadequate education, issues with housing and transportation.

For transit, substance abuse is a major issue; background tests can be a problem; needs to be more assistance for people like mental health services

Not being bilingual can be a barrier; lots of employers ask for this directly

Worker safety is an issue; operators getting attacked while on the job

Childcare can also be a barrier; evening day cares aren't great options because of alternative schedules;

**Omnitrans has considered on-site childcare facilities**

No real alternatives to protect workers; one time the perpetrator was caught and she was let go; she was on my route the next day;

Big impacts to pay because of transportation issues outside of workers' control.

**Was terminated for defending myself as an operator**

**A lot of movement to the high desert because of living costs**

Worries about getting "pointed" but an agreement was made not to penalize workers

**Language barriers with utility workers in particular**

Responsible for transporting riders coming from the LA county region; worried that the lack of safety might come this way

Sometimes workers are forced to spend personal funds to cover hotel expenses to make their work days.

**Even wildfires can be an issue**

Which barriers/obstacles/issues are most challenging for historically disinvested communities in our subregion to overcome?

**Nobody  
seems to be  
paying a living  
wage**

**The cost of  
living is still  
one of the top  
issues;**

**The Pay: for instance  
our utility workers  
are getting \$17/hour;  
they say they can't  
even get gas money**

**properties that  
people can't afford;  
even townhouses  
and apartments; if  
you can't afford rent  
then you definitely  
can't afford  
childcare**

**Gap in  
support for  
families that  
don't make  
the cut off for  
food support**

## Solutions

What solutions have you seen that actually work?

What existing organizations, programs, or collaborations are doing a good job of working on solutions to the barriers?

Respecting employees goes a long way. even if I'm not making a higher wage I'm more likely to come to work if I'm respected

Hot meal programs should be in every county not just Riverside

Doesn't seem like people are paying attention to what is happening with bus drivers; upper management not paying attention

