



The Equity Newsletter | December 22, 2021



Welcome to The Equity Newsletter!

The purpose of this publication is to provide information about ongoing equity work at the agency, including upcoming events, trainings and suggested educational resources. This week's newsletter features reflections of December events, as well as new internship opportunities and application deadlines.

RECENT WORKFORCE DEVELOPMENT EVENTS

On December 14, 2021, the SFMTA Workforce Development team spearheaded agency outreach efforts at Mayor Breed's December Resource Fair. Staff across the agency, including Capital Programs & Construction, Streets, Chief of Staff, Planning, Maintenance, the Muni Transit Assistance Program (MTAP) and the Office of Race, Equity and Inclusion (OREI), did an exceptional job providing a welcoming, holistic representation of the agency as they shared their personal stories of public service.



Rashid Herd, Workforce Development Director, views this event as a critical part of strengthening the agency's relationships with the communities we serve. "We've historically concentrated community engagement efforts on service and other elements, but we may not have put as much emphasis on the agency as an employment opportunity. We see everyone we come into contact with as a potential or future employee of the SFMTA, and events like this help us broaden the way we communicate and achieve our goal of building a more inclusive workforce."



Employment opportunities presented at the resource fair included careers with Maintenance of Way, MTAP and OREI, as well as the agency's Apprenticeship and Summer Internship pipeline programs. Staff also informed the public of how to get involved with the Youth Transportation Advisory Board (YTAB).

As Margot Reed, Manager of Apprenticeship, Internship, Fellowship and Job Training Programs, highlights,

"Our pipeline programs have been redesigned to ensure that participants can quantify their work experience and have transportable, verifiable training to go to where they want to next in their careers, whether that is with the SFMTA or another agency."

The Workforce Development team is incredibly grateful to all staff members who participated in this outreach event and looks forward to centering community throughout the agency's recruitment efforts.

SUMMER INTERNSHIP OPPORTUNITIES

SFMTA College Summer Internships - STEM and Planning Focus: Applications Are Now Open!

The application for the 2022 SFMTA Summer Internship Program is now open! At the SFMTA, we have internships for community college, undergraduate and graduate students aspiring to work as traffic engineers, transportation engineers and transportation planners. We're expecting to hire as many as 45 interns to work on everything from transit service planning and residential parking policy to traffic routing and signal timing.



This year's Summer Internship Program is being led by our Workforce Development team to create an educational, engaging and rewarding experience that supports each intern's personal and professional development. Interns play an integral role in dozens of projects that help San Francisco move more efficiently, safely and equitably.

As part of the Summer Internship Program, every Friday, participants get to tour SFMTA facilities and hear from career professionals around the agency about what it's like to work at one of the country's premier public transportation agencies. According to Raynell Cooper, a former member of the Streets Division Internship Committee, these sessions are the "best moments of our internship program," giving interns "experiences well outside their day-to-day tasks and teaching them about the important work a transportation agency does."

Interested students can apply via the citywide summer internship site at SFStudentIntern.org. When applying, applicants should mark SFMTA as their first or second choice to make sure we receive their application, and make sure to check their email inbox regularly for follow-up information. The internship is paid, and the application deadline is **February 10, 2022**.

MEET THE FELLOWS

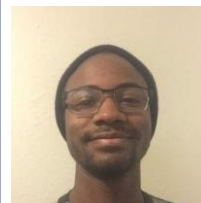
Five San Francisco Fellows have been placed throughout the agency for fiscal year 2021-22. This is the largest cohort of Fellows ever placed at the SFMTA!



Cindy Rodriguez (she, her, hers)
Technology Division

Cindy Rodriguez graduated from San Francisco State University with a degree in Political Science. She is currently placed in the Technology Division where she is serving as a Project Coordinator for the Next Generation Customer Information System project. In this role, Cindy does a variety of assignments including running user acceptance tests on the new MuniMobile platform and coordinating public outreach for the project.

After the Fellowship, Cindy would like to use her skills to pursue a career advocating for social, racial and economic equity either in the nonprofit sector or in government/public service setting.



Edward Lampkin (he, him, his)
Livable Streets (Streets Division)

Edward graduated from Chico State University with a BA in Communication Studies and a minor in Journalism Public Relations.

Born and raised in San Francisco, he feels extremely connected to the city and the communities that make it so great. Working at the SFMTA in a position where he has a direct pipeline to the city is the exact nature of work that Edward mentioned he wanted to do when entering the fellowship. After the program's conclusion, Edward wants to continue being actively involved in community work in the Bay Area.



Jeremy Brooks (he, him, his)
Office of Race, Equity & Inclusion

Jeremy is a recent graduate of UC Berkeley, where he obtained a BA in Social Welfare and minors in

Dance Performance Studies and Public Policy. Born in Berkeley and raised in Deep East Oakland, Jeremy is critically aware of inequitable systems persistent within his community. Jeremy has worked in his community to increase access to college work and desires to continue doing work that yields systematic change and impact.

As the Policy, Process and Practice Improvement Fellow in the Office of Race, Equity and Inclusion, he has found the work to be challenging, yet meaningful and necessary. Contributing to ongoing efforts for racial equity, Jeremy is learning the transformative power of engaging in policy work and its importance in cultivating equitable practices and culture within the agency. Upon completion of the SF Fellows Program, Jeremy hopes to further his education and professional experiences in service to his community.



Olivia Bernadel-Huey (she, her, hers)
Office of Race, Equity & Inclusion

Olivia holds a BA in Human Biology from Stanford University and a minor in Comparative Studies in Race and

Ethnicity. She grew up in Oakland, an experience that has inspired her to seek a deeper understanding of systemic inequities.

Working as the Equitable Services Fellow with the Office of Race, Equity and Inclusion has given Olivia an appreciation for the integral role that transit plays in people's livelihoods and wellbeing. She enjoys working on projects to strengthen and repair relationships with the communities the SFMTA serves, and she is grateful for the opportunity to help develop the agency's foundational plans for building an equitable transportation system. Following the Fellowship, Olivia looks forward to continuing to expand her capacity to do work rooted in community through additional professional or educational experiences.



Michael Brown (he, him, his)
Office of Race, Equity & Inclusion

Michael was born and raised in San Francisco. He graduated from City College of San Francisco and moved on to graduate from San Francisco State University with a BA in Political Science and a minor in International Relations. Michael has also done a lot of advocacy work in his community. He comes from the nonprofit world, where he worked to advance racial equity throughout his community as well as the justice system.

As the Equitable Workplace and Workforce Fellow in the Office of Race, Equity and Inclusion, Michael is excited to bring that community-based approach to the work while still working to advance racial equity. After the Fellowship, Michael will be going back to school to pursue a Law degree, which he plans to use as a tool in his fight for racial equity.

THE OFFICE OF RACE, EQUITY & INCLUSION IS HIRING!

Applications are open for the [Equitable Services Manager \(#9174\)](#) and [Equitable Communications Manager \(#5408\)](#) positions.

Application deadlines have been extended to December 27, 2021.



Join us as the Equitable Communications Manager!
Salary: \$115,050 - \$139,802



tinyurl.com/SFMTA-ESM



Join us as the Equitable Services Manager
Salary: \$133,770 - \$170,742



tinyurl.com/SFMTA-CommEq

Questions on these opportunities?
Email SFMTA HR Analyst, Larry.Dominguez@sfmta.om

SFMTA MEMORIAL - A TIME TO "JUST BE"

On Thursday, December 9, 2021, the Ombuds Office hosted the first of two memorials to acknowledge the extreme grief that many have experienced, and are still experiencing and living through, during the ongoing COVID-19 pandemic. Thank you to all staff who joined this virtual gathering to grieve, remember, reflect and "JUST BE".

Many of us have experienced grief, trauma, housing challenges, loss of loved ones and extended family and the impact of social injustices that rocked many of our worlds. COVID-19 brought with it an upheaval of many lives, near and far. With these memorial events, the Ombuds Office hopes to provide a space for collective healing for our community.

The next virtual time of healing event will be held on **December 30, 2021 from 12 PM - 1 PM.**

[The meeting link to attend the memorial is available here](#) or via the "All Staff" email invite.



A TIME OF REFLECTION - READ ALONG: *THE SUM OF US*

On Wednesday, December 15, 2021, the Ombuds Office hosted its first virtual gathering to discuss *The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together* by Heather McGhee.

This book is the first to receive the Ombuds Office's Seal of Approval and be selected as a "Read Along" opportunity. Ombudsperson Toni Battle has started this initiative to provide all employees with resources to support learning and engagement about race, its intersections and its impacts on our personal and collective experiences.

"There have been many of you reaching out, asking about books that you could read on topics about race, healing, impacts of racism, generational differences and conflict in the midst of differences. *The Sum of Us* provides a solid footing no matter what learning curve someone may be on in their journey of learning."

The next virtual book discussion will be held on **December 29, 2021 from 12 PM - 1 PM.**

[The meeting link to attend is available here](#) or via the "All Staff" email invite.

