



The Equity Newsletter | June 6, 2022

ENROLL IN TRANSGENDER 101 ONLINE TRAINING

In recognition of Pride Month, the Office of Racial Equity and Belonging encourages MTA staff to complete the online training, *Transgender 101: Strengthen Your Commitment to Inclusion*. The module, created by the [Office of Transgender Initiatives](#), offers an introduction to transgender and non-binary identities, a critical analysis of best practices around gender pronouns and an overview of the Department of Human Resources Gender Inclusion Policy. It is available to all city employees through SF Learning in the Employee Portal.



[Click here for the detailed instructions for how to access the 'Transgender 101' training in SF Learning.](#)

RECAP: HOW DO YOU IDENTIFY? ASIAN & PACIFIC ISLANDER PEOPLE ARE NOT A MONOLITH



On Tuesday, May 24, 2022, the Office of Racial Equity and Belonging (OREB) hosted *How Do You Identify? Asian & Pacific Islander People Are Not A Monolith*. More than 90 staff from across the agency participated in a virtual discussion centering on the diversity of experiences within Asian and Pacific Islander communities.

Thank you to our panelists Lydon George, Melinda Hue and MTAB Director, Sharon Lai for sharing their personal stories, as well as the many attendees who contributed to the conversation. The discussion, which was held in honor of Asian & Pacific Islander Heritage Month, touched on a range of topics including identity, nationality, immigration, xenophobia, assimilation, Bay Area history and cross-cultural connection.

[Click Here to View the Recording of the Event](#)

We look forward to seeing you at the next *How Do You Identify?* event

PEOPLE OF THE SFMTA



Charles "Chas" Belov
Webmaster

What do you love about being Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, and/or other expansive identities of gender and sexual orientation (LGBTQIA+)?

I love being out as queer and living in a queer-friendly area and working in a queer-friendly workplace. I can use my energy to be my best self and do my best work instead of focusing on homophobia.

What does it mean to be an LGBTQIA+ professional in transportation?

I love that, if I do my work right, it will help people to make green choices. Being queer and neurodiverse and disabled reminds me I need to think about all kinds of people and intersectionality when I make decisions about how to do that work in order to provide equity.

What does racial equity mean to you?

Black, Indigenous and People of Color (BIPOC) not having to spend energy dealing with discrimination and microaggressions, and so being fully free to devote their energy to being their best selves and doing best work. It means people of *all* races working toward that goal.

CELEBRATE JUNETEENTH

The Office of Racial Equity and Belonging, in partnership with Transit Division-Cable Car, is creating the agency's first Juneteenth Cable Car. There are opportunities for staff to help create a racial equity exhibit in celebration of Juneteenth, and join an inaugural staff ride of the car.

Throughout the year, the racial equity exhibits have depicted a variety of histories, cultures and lived experiences through educational and artistic displays. The Juneteenth car will include a celebratory exhibit of Black liberation movements in the United States.



If staff are interested in joining the decoration shift on **Tuesday, June 14th from 11:30 AM to 3 PM**, please email equity@sfmta.com.

The inaugural ride will take place **June 17, 2022, from 2 PM – 4 PM at the Cable Car Division (1201 Mason St, San Francisco, CA 94108)**.

To RSVP, please email Fred Butler: fred.butler@sfmta.com.

We look forward to seeing staff from all divisions and encourage you to tell colleagues about the staff networking opportunities.

CELEBRATE PRIDE MONTH



Check out the upcoming opportunities to celebrate LGBTQIA+ PRIDE Month with the SFMTA.

Rubber Wheel Cable Car Decoration Shift

Tuesday, June 21 | 10 AM — 2 PM

In advance of the June [Trans March](#) and [Pride Parade](#), staff volunteers will be decorating a motorized cable car for the festivities. Only one vehicle will be decorated on a single day to accommodate both marches, and you are invited to participate. This will be a fantastic opportunity to have fun with colleagues and contribute to the community as one SFMTA family.

If you are interested in decorating the cable car, [please sign up here](#). Be sure to include:

- **Your name**
- **Division you represent**
- **Cellphone number**

The location will be announced shortly. If you have any questions or concerns, please contact Pamela Johnson at Pamela.Johnson@SFMTA.com. We hope you can join us in decorating the rubber wheel cable car.

Trans March & Pride Parade

You are invited to be part of SFMTA's [Trans March](#) and [San Francisco Pride Parade](#) contingent celebrating "All In This Together."



This year's **Trans March** event takes place **Friday, June 24 at 5:30 PM**.



This year's **Pride event** takes place **Sunday, June 26 from 11 AM to 6 PM**. The parade begins at 10:30 PM and is estimated to end between 2:30 PM and 3:30 PM. Join us in the parade contingent by walking, biking or riding in the motorized cable car. You're welcome to bring family members or guests along to join in this fun, inclusive event. Whether you identify as LGBTQIA+ or as an ally, everyone is welcome.

If you are interested in being in the SFMTA parade contingent, please fill out this quick survey: [SFMTA Pride Parade 2022 Sign-Up](#). Be sure to include:

- **Your name**
- **Division you represent**
- **Cellphone number**
- **Family members who will accompany you:** (Participants are advised of the long wait between report time and parade start)
- **Sizes for SFMTA PRIDE tee-shirts** (M, L, XL, XXL)

More information will be forthcoming. If you have any questions, please contact **Pamela Johnson** at Pamela.Johnson@SFMTA.com.

Participating in one of the world's largest Pride parades is a thrilling and unique experience. We hope you can join us to celebrate San Francisco PRIDE 2022.

The purpose of this publication is to provide information about ongoing equity work at the SFMTA, including upcoming events, trainings and suggested educational resources.