



SFMTA

Racial Equity Action Plan

Phase I: Internal Programs & Policies

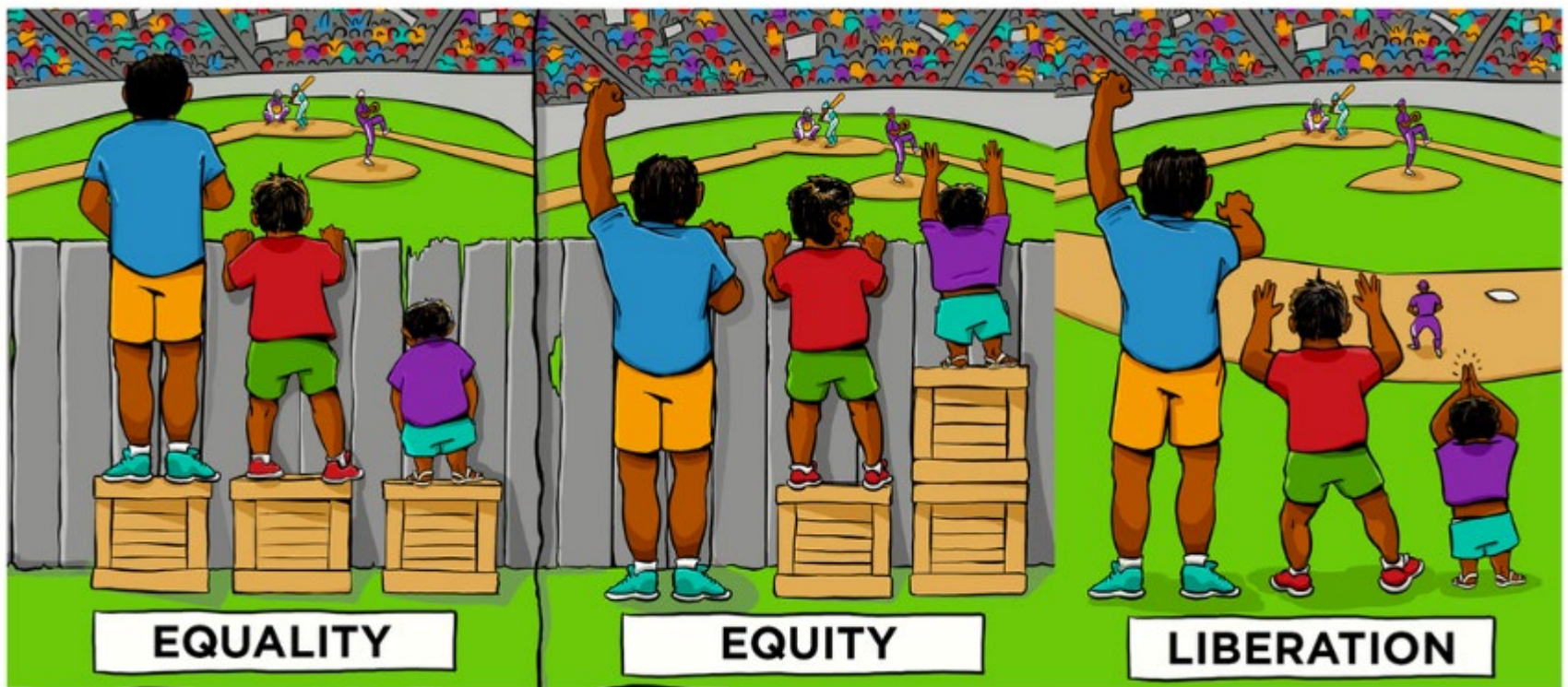
November 5, 2020
SFMTA CAC

Roadmap

- Defining racial equity
- Context & requirements
- Process & timeline
- The 7 Internal Focus Areas
 - Current conditions
 - Example actions
- Acknowledging the RE AP team

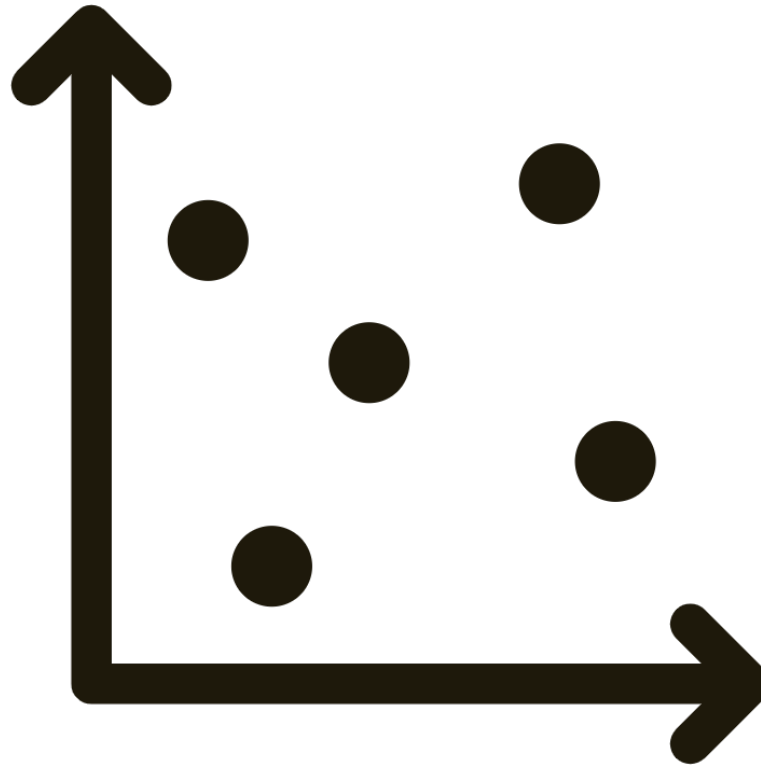
Defining Racial Equity

1. Everyone has what they need to succeed



Defining Racial Equity

2. Eliminate race as a predictor of wellbeing



Defining Racial Equity

3. People most harmed by inequity are meaningfully involved in decisions that impact them







RE AP Milestones

Phase 1 – Internal

- Racial equity within the workplace
- Due December 31, 2020

Phase 2 – External

- Racial equity through service delivery
- Due date TBD

Phase 1:
Workforce



Phase 2:
Service
Delivery

Phase One Requirements



Phase I RE AP due December 2020 covering next three years



Goals, Actions, Indicators across 7 Phase I Focus Areas



Annual progress reports to SF Office of Racial Equity (ORE)



Plan update every three years

Phase One Process

Staff feedback across **years**
shaped the RE AP



Phase One Process

2020	Milestones
July	Citywide Racial Equity Framework (Phase 1) Released
September	Initial Draft of MTA Racial Equity Action Plan (RE AP)
Oct - Nov	Incorporate Feedback from MTAB, ORE and All Staff
December 1	Present to the SFMTA Board for adoption
December 31	RE AP due to ORE
January '21	Implement Action Items and Work Plans

Ground-truthing with staff



Email feedback



RE AP Intranet Page



Office hours via
Zoom/Teams



Office hours via phone



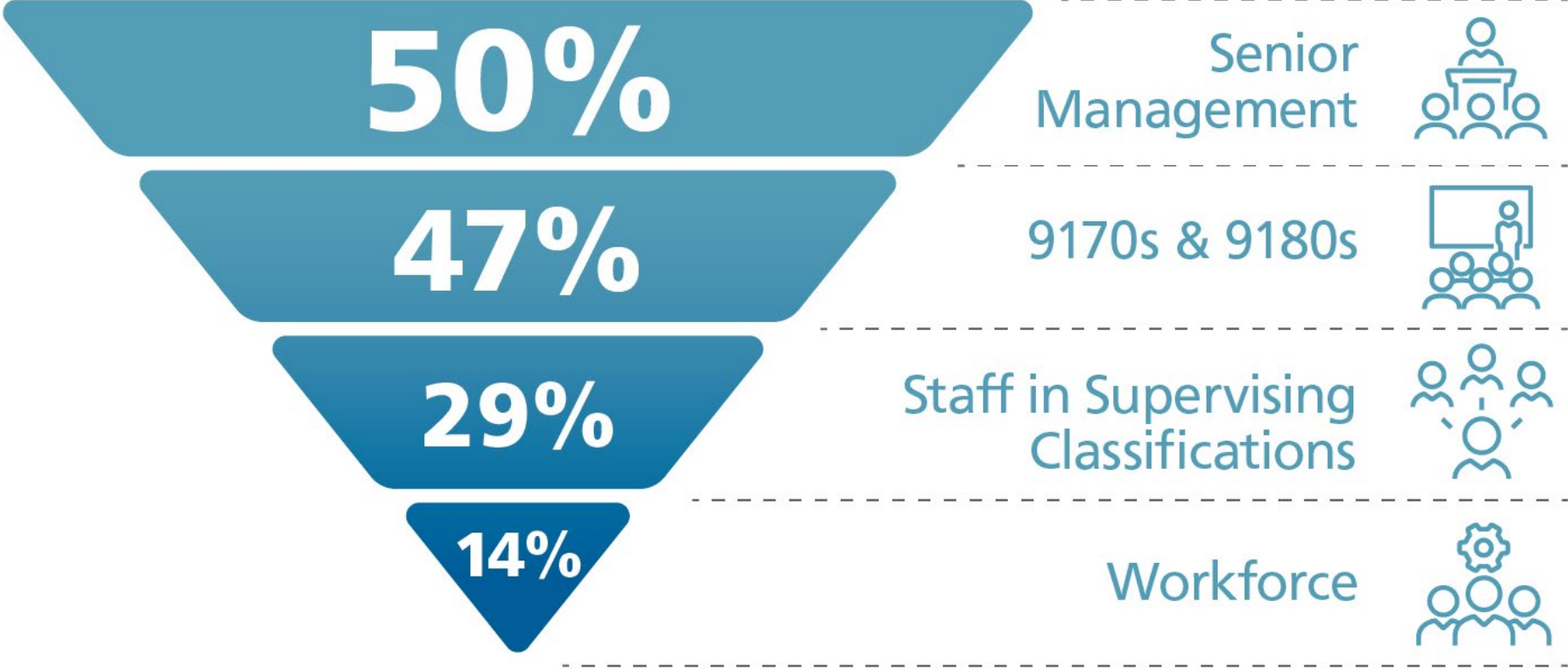
Physical materials
at facilities

Phase One Focus Areas

1. Hiring and Recruitment
2. Retention and Promotion
3. Discipline and Separation
4. Diverse and Equitable Leadership
5. Mobility and Professional Development
6. Organizational Culture of Inclusion and Belonging
7. Boards and Commissions

**Current Conditions:
How are we doing right now?**

Management is much whiter than our workforce



Inequitable disciplinary outcomes...

Black staff:

28% of workforce

50% of discipline

...influenced by several factors

1. Underrepresentation
2. Too few alternatives to discipline
3. Inconsistent application

Many staff feel unsatisfied and unheard

Manager workplace ratings:

4/5 overall
job satisfaction

3.9/5 ability to
comfortably share
thoughts & opinions

All other staff workplace ratings:

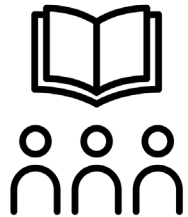
3.2/5 overall
job satisfaction

3.3/5 ability to
comfortably share
thoughts & opinions

Staff must continue to grow racial equity knowledge



Building **racial literacy, stamina, and awareness** requires more resources and continuous learning opportunities



Learning opportunities must be more accessible to those who work outside of 1SVN

Example Actions:
What are we committing to do?

Create
classification-
specific job
outreach plans
& update
minimum
qualifications





Clearly
document
promotional
processes &
strengthen in-
reach

Establish a new Agencywide Discipline Policy & identify alternatives





Develop and maintain a racial equity curriculum and resources

...and much
more



SFMTA Board Actions: Staff Recommendations

SFMTA Board Recommendations

Staff publish racial & gender demographic data for MTAB & CAC on MTA website

Racial equity training from OREI during onboarding & then every other year

REI officer designs RE resource to support Board engagement with staff and decision-making

SFMTA Board Recommendations

DOT encourages ongoing affinity group engagement

Board adopts a racial equity policy for the SFMTA, including expectations for equity analysis documentation for calendar items

The RE AP Team

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Thank you

Appendices

Full racial equity definition

Racial equity is a set of social justice practices, rooted in a solid understanding and analysis of historical and present-day oppression, aiming towards a goal of fairness for all.

As an outcome, achieving racial equity would mean living in a world where **race is no longer a factor in the distribution of opportunity.**

As a process, we apply racial equity when **those most impacted by the structural racial inequities are meaningfully involved** in the creation and implementation of the institutional policies and practices that impact their lives.

Source: Anti-Oppression Resource and Training Alliance (AORTA) and the San Francisco Office of Racial Equity