



SFMTA

Phase One Racial Equity Action Plan (REAP) Quarterly Updates

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Tuesday, March 21, 2023

Agenda

Updates on the SFMTA Phase One Racial Equity Action Plan (REAP)

1. Progress in 2022
 1. Phase One REAP Implementation Updates
 2. Centering Racial Equity & REAP Implementation in SFMTA Strategic Plan
2. What to Expect in 2023
 1. REAP Reports & Workshops
 2. Phase One REAP Implementation
3. OREB Projects, Programs & MTAB Engagement Opportunities
4. Office of Racial Equity & Belonging (OREB) Hiring Updates

Progress in 2022: Phase One Racial Equity Action Plan (REAP) Implementation

Phase One REAP Focus Area	2022 Implementation Updates
<p>Hiring & Recruitment</p>	<ul style="list-style-type: none"> • Requiring diversity, equity, and/or inclusion questions on all interviews. • HR is revamping outreach and recruitment functions. • Improving best practices in outreach including SFMTA marketing and strategy at City and community fairs, Handshake & development of Careers Campaign.
<p>Retention & Promotions</p>	<ul style="list-style-type: none"> • Recruiter hired in HR, Workforce Development. • In-reach communication for staff awareness of openings (outreach, digital boards, emails, LinkedIn). • HR building a dashboard to track appointment types. • EEO assembles data on employee hourly rates, job codes, step levels, appointment types, and union to identify pay inequities.

VISIT THE SFMTA [WEBSITE](#) FOR MORE UPDATES ON IMPLEMENTATION OF THE PHASE ONE REAP.

Progress in 2022: Phase One Racial Equity Action Plan (REAP) Implementation

Phase One REAP Focus Area	2022 Implementation Updates
Discipline & Separation	<ul style="list-style-type: none">• EEO and HR leading collection and sharing of discipline data to track disproportionate outcomes.• OREB-led meetings to streamline implementation and improve communication needed to implement discipline-related REAP actions.• HR Employee Labor Relations will develop updated rules and disciplinary actions across all job types, using Transit Operations recommendations as a starting point.• Transit Maintenance of Way and Fleet Maintenance started hosting managements to monitor disciplinary actions of managers.

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Progress in 2022: Phase One Racial Equity Action Plan (REAP) Implementation

Phase One REAP Focus Area	2022 Implementation Updates
Diverse & Equitable Leadership	<ul style="list-style-type: none">• Directors and Senior Managers developed personalized racial equity action plans documented in Performance Plan and Appraisals (PPAR) in FY 22/23.• Supervisors, Managers, Senior Officers and Directors participating in <i>Leadership Lab</i>, racial equity training. The first module focuses on microaggressions.• Ombuds Office, HR & EEO trained Senior Management on Respect in the Workplace
Mobility & Professional Development	<ul style="list-style-type: none">• Racial equity training requirements integrated into SFMTA performance plans, as well as mechanism to track performance of staff supporting racial equity efforts.• HR mapping resources and processes needed to create an SFMTA Learning Management System supported by sufficient software.

Progress in 2022: Phase One Racial Equity Action Plan (REAP) Implementation

Phase One REAP Focus Area	2022 Implementation Updates
<p>Organizational Culture of Inclusion and Belonging</p>	<ul style="list-style-type: none"> • OREB implemented Listening Session Reportback workshops to share staff feedback on inequities with senior management. • Hosted needs assessment discussions with existing affinity groups and Human Rights Commission to inform the development of an employee resource group application process & policy.
<p>Boards & Commissions</p>	<ul style="list-style-type: none"> • Racial Equity Policy drafted and shared with several groups of staff as well as the Youth Transportation Advisory Board (YTAB) for input. • Research conducted to develop Racial Equity Impact Assessment tools and standards which complement the Racial Equity Policy. • Dashboard created to track demographics of MTA Board of Directors.

Progress in 2022: Centering Racial Equity & Racial Equity Action Plan (REAP) Implementation in SFMTA Strategic Plan 2021 - 2024

- Leveraged 2021 Listening Session findings to information Internal Values
- Established equity as a core value for both internal and external equity
- Strategic Initiatives including implementation of Phase One REAP commitments

SFMTA Strategic Plan

Through Fiscal Year 2024

Adopted by the SFMTA Board of Directors

November 23, 2021

What to Expect in 2023: Racial Equity Action Plan (REAP) Reports & Workshops

Quarterly REAP Implementation Reports

- March, June, September & December 2023

Year Two SFMTA Progress Reports Due to the Human Rights Commission Office of Racial Equity

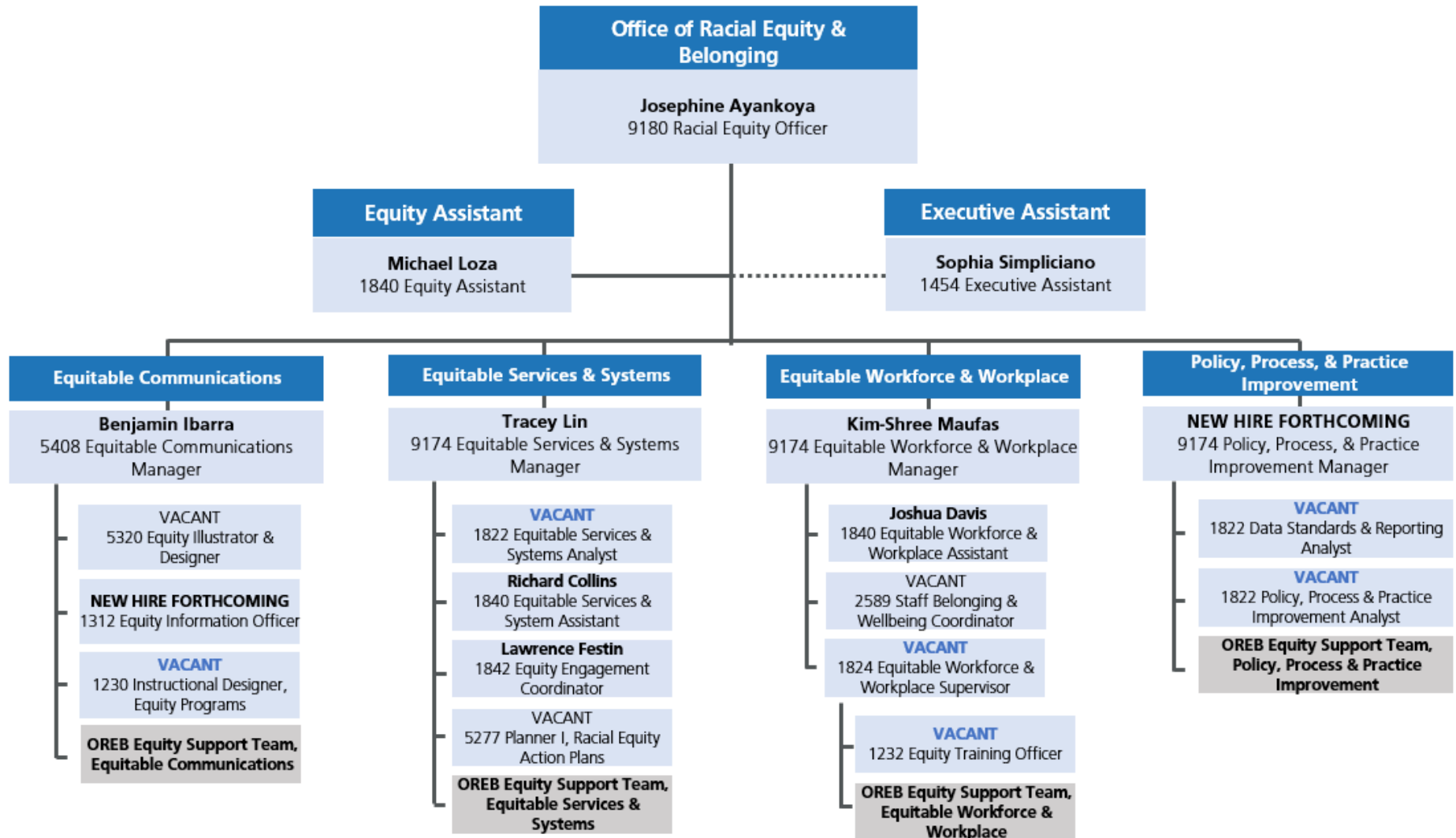
- Due May 8, 2023

SFMTA Office of Racial Equity & Belonging will host workshops with REAP Action Leads to plan implementation and support needs for 2023

Office of Racial Equity & Belonging Projects, Programs & MTAB Engagement Opportunities

- Community Connections | Resource Fairs
 - For staff and community
- Fourth Fridays
 - For implementation & planning of Phase One and Phase Two Racial Equity Action Plans
- Approval of Racial Equity Policy & Rollout of Racial Equity Impact Assessments
- Amplifying outreach & recruitment efforts led by Human Resources
- Promote Safety Equity Initiative education, outreach & communication efforts
- Racial Equity Fleet | Staff Networking Rides

Office of Racial Equity & Belonging Hiring Updates



Office of Racial Equity & Belonging Hiring Updates

1. Equitable Communication Manager | Benjamin Ibarra
2. Equitable Services & Systems Manager | Tracey Lin
3. Equitable Workforce & Workplace Manager | Kim-Shree Maufas
4. Equity Assistant | Michael Loza
5. Equity Engagement Coordinator | Lawrence Festin
6. Equitable Services & Systems Assistant | Richard Collins
7. Equitable Workforce & Workplace Assistant | Joshua Davis
8. Policy, Process & Practice Improvement Manager | [Forthcoming](#)
9. Equity Information Officer | [Forthcoming](#)



Thank You

Questions? Email equity@sfmta.com