



The Equity Newsletter | February 1, 2023

Black History Month events, Lunar New Year and more

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Office of Racial Equity & Belonging:

Growing the Team

The Office of Racial Equity & Belonging (OREB) has grown in size since the last newsletter was published. The Racial Equity Officer, Josephine Ayankoya, has been busy hiring staff that will help to support the SFMTA's racial equity and mobility justice efforts.

There are four sections of the office, and the agency will see new staff in all areas.

Equitable Communications is led by Benjamin Ibarra (Equitable Communications Manager) with more staff to follow.

Equitable Services & Systems will be led by Tracey Lin (Equitable Services & Systems Manager), with support from Richard Collins (Equitable Services & Systems Assistant) and Lawrence Festin (Equity Engagement Coordinator).

Equitable Workforce & Workplace is led by Kim-Shree Maufas (Equitable Workforce & Workplace Manager) with support from Joshua Davis (Equitable Workforce & Workplace Assistant).

The **Policy, Process & Practice Improvement Manager** will be hired in the coming months, followed by two supporting analysts.

Each new member of the team plays a critical role in supporting the agency's commitment to achieve Phase One and Phase Two Racial Equity Action Plan goals. Welcome to all new staff on the team! Keep reading to learn more about up-to-date OREB programs.

BLACK HISTORY MONTH EVENTS CITYWIDE

BLACK RESISTANCE

African American Historical & Cultural Society

Black History Month 2023 Celebration

<p>Black History Month Kick-Off Friday, February 3, 2023 12:00-1:00 pm San Francisco City Hall 1 Dr. Carlton B. Goodlett Place San Francisco, CA 94102</p>	<p>MJ's Brass Boppers Friday, February 3, 2023 1:15 pm - 2:15 pm Second Line starting at City Hall and ending at the Main Library</p> <p> <i>San Francisco Public Library</i></p>	<p>Genealogy Resources for African Americans Saturday February 18, 2023 11:00 AM to 1:00 PM</p> <p>For more information visit www.sfaahcs.org</p>
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San Francisco Black History Month Kick-Off

San Francisco's Black History Month Kick-Off will take place at City Hall from 12 to 1 p.m. on February 3, 2023. After the Kick-Off there will be a New Orleans-style band playing from 1:15 to 2:15 p.m. MJ's Brass Boppers will start their Second Line at City Hall and make their way to the San Francisco Main Library. Later in the month, there will be Genealogy Resources for African Americans on Saturday, February 18, 2023, from 11 a.m. to 1 p.m. Visit www.sfaahcs.org for more information.

BAAAG: CELEBRATING IT'S 4th BLACK HISTORY MONTH

TAKE THIS HAMMER Screenings

The SFMTA's BLACK & African American Affinity Group will host a series of showings of the documentary screening of *Take This Hammer* (1964), where author James Baldwin is taken on a tour of San Francisco by Orville Luster, Executive Director of Youth for Service to show the acclaimed author the lives of Black San Franciscans.



Screening dates:

- Thursday, February 9, 2023, 5 to 6 p.m., Corona Heights-Candlestick Conference Rooms, 1 South Van Ness Avenue 6th Floor
- Monday, February 13, 2023, 12 to 1 p.m., Corona Heights-Candlestick Conference Rooms, 1 South Van Ness Avenue 6th Floor
- Monday, February 13, 2023, 5 to 6 p.m., Corona Heights-Candlestick Conference Rooms, 1 South Van Ness Avenue 6th Floor

A Conversation On Reparations:

What Does That Mean For Black San Franciscans?

On Wednesday, February 15, from 12 to 1pm on MS Teams, SFMTA's BLACK African American Affinity Group's second Black History Month event will feature a panel discussion, *A Conversation on Reparations: What Does That Mean For Black San Franciscans?* The panel will feature speakers Reverend Dr. Amos Brown, Pastorate at Third Street Baptist Church and Vice Chair of California AB3121 Reparations Task Force, along with Brittini Chicuata, Director of Economic Rights at SF Human Rights Commissions and SF African American Reparations Committee Member. The event will also feature Opening Remarks by San Francisco Mayor London Breed. Please refer to calendar invitations for the Microsoft Teams link. See you there.

Office of Racial Equity & Belonging (OREB) Equity Support Team

Last June, the Office of Racial Equity & Belonging (OREB) launched the first cohort of the OREB Equity Support Team. As a reminder, the OREB Equity Support Team is a group of partially reassigned staff from across the agency who work with OREB for one year to achieve Racial Equity Plan goals. The first cohort included staff from Transit, Streets, Finance and Information Technology Divisions, all of whom have been an asset in the last six months of the program.

The OREB Equity Support Team furthers efforts of establishing protected staff work to make racial equity accessible to all staff at SFMTA. For more information on the OREB Equity Support Team contact equity@SFMTA.com.

The Office of Racial Equity & Belonging is happy to congratulate OREB Equity Support Team member, Harun David for being recently selected for the Link21 Equity Advisory Council. [Link21](#) and its partner agencies aim to better connect the BART and Regional

Rail networks as envisioned by the California State Rail Plan. We are sure Mr. David will represent SFMTA well in his new advisory role. Congratulations, Harun!

CELEBRATING LUNAR NEW YEAR YEAR OF THE RABBIT

Lunar New Year Parade

Saturday, Feb. 4, 2023 | 5 to 8 p.m.
Chinatown, San Francisco

The streets of San Francisco will again be lit up to celebrate the Lunar New Year. The diversity of San Francisco's Asian community will be on display as local global communities celebrate the Year of the Rabbit, also known as the luckiest of the zodiac animals.

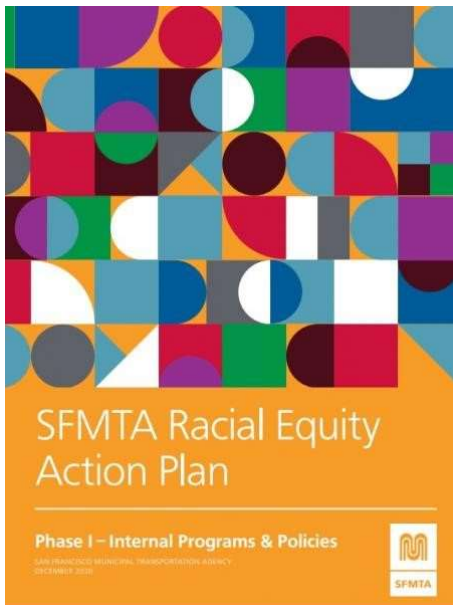
Chinatown is host to one of the few remaining night illuminated Parades in North America and the biggest parade celebrating the Lunar New Year outside of Asia. Be on the lookout for the SFMTA's own transit related float during the parade.

The upcoming Lunar New Year Parade will be held on Feb 4, 2023 at 5 p.m.



RACIAL EQUITY ACTION PLAN UPDATES

Want to stay informed on implementation of the Phase One Racial Equity Action Plan?



Are you interested in reviewing process reports on our stated equity commitments?

The [Racial Equity Action Plan \(REAP\) Tracking Dashboard](#) is a resource that staff and the public can use to track quarterly progress notes on REAP actions. This dashboard is available through the [OREB intranet page](#), which launched in Fall 2022. Finally racial equity has been embedded throughout the [SFMTA Strategic Plan 2021-2024](#). For more information on the strategic implementation of agencywide equity commitments, check out the Strategic Plan Goal, Values and Initiatives.

Looking Back at the End of 2022

On November 18, 2022 the Office of Racial Equity & Belonging, its Equity Support Team, members of the SFMTA's Native American/Indigenous community and Lincoln High School students and staff came together to celebrate Native American Heritage Month. The final Racial Equity Cable Car of the year included an educational exhibit on the history, culture contributions and social justice movements of local Native American communities. Remarks concluded with a moving speech from 23 year SFMTA retiree employee, Mary Allen-Travis, who spoke on local history, and the need to continue commitments to advancing racial equity. The Office of Racial Equity & Belonging is looking forward to supporting the agency's continued learning about and commitment to the original inhabitants of this land.



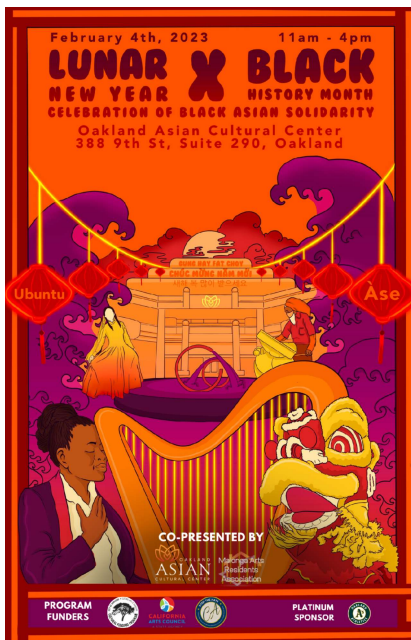
Looking Ahead to the Rides of 2023!

The Office of Racial Equity and Belonging (OREB) and the Transit, Cable Car Division are once again partnering in 2023 to showcase the highly anticipated SFMTA Racial Equity Fleet of Cable Cars. Featured throughout the year, the monthly series of decorated Cable Cars celebrates the cultural heritage and commemoration of the vital roles played the agency's culturally diverse workforce.

The SFMTA workforce is invited to attend the launch of the Black History Month Cable Car on Friday, Feb. 10 from 2 to 4 p.m. To RSVP, email equity@SFMTA.com. Calendar invitations will be sent to all staff with more information.

We invite you to come and ride the Racial Equity Cable Cars with us all year round! Be sure to read *Equity Newsletter* for more details on upcoming events.

Lunar New Year X Black History Month



The Oakland Asian Cultural Center (OACC) has twice the reason to celebrate this month as it hosts: Lunar New Year X Black History Month: Celebration of Black & Asian Solidarity on Feb. 4, 2023 from 11 a.m. to 4 p.m. at the Oakland Asian Cultural Center, 388 9th Street, Suite 290, Oakland, CA.

OACC is collaborating with the Malonga Arts Residence Association to create an intentional space for Black History and Future in Oakland Chinatown while continuing to honor Asian America cultural traditions.

This event will spotlight performers that celebrate arts and culture in Oakland and honor the intersections in that community.

[Register Here](#)

More Black History Month Programming

Bentley's People of Color US (POCUS) group will be hosting April Rai, The Conference of Minority Transportation Official's (COMTO) President and CEO at their February Black History event. Mrs. Rai

is a true powerhouse that has testified before Congress examining workforce development and job creation in surface transportation. Bentley's event is open to everyone interested in attending!

Microsoft Teams meeting on Feb. 2, 2023, 10 to 11 a.m. PST

Join on your computer, mobile app or room device [Click here to join the meeting](#)

Meeting ID: 292 085 819 190
Passcode: 5rklxLV

BLACK HISTORY MONTH SPEAKER

02 FEBRUARY 2023
1:00 - 2:00PM EST
[CLICK HERE TO JOIN THE MEETING](#)
MEETING ID: 292 085 819 190
PASSCODE: 5RKLXLV

AGENDA

APRIL WILL DISCUSS HER BACKGROUND, HER GOALS FOR COMTO, AND THE FUTURE OF DIVERSE POPULATIONS IN INFRASTRUCTURE IN THE FUTURE.

Moderated by Natalie Plummer

APRIL RAI
COMTO PRESIDENT & CEO
COMTO
<https://comto.org/>
Sponsored by Bentley Systems
People of Color U.S.

IDEA

This fall, the Museum of the African Diaspora (MoAD) presents the first and only West Coast exhibition of The New Black Vanguard: Photography between Art and Fashion. This exhibition highlights the work of 15 contemporary fashion photographers—from London to Lagos, New York to Johannesburg—whose images present radically new perspectives on the medium of photography and art, race and beauty, and gender and power.

Curated by renowned New York curator and critic, Antwaun Sargent and organized by Aperture, New York, the exhibition includes over 100 select works from groundbreaking artists, including Tyler Mitchell, the first Black photographer hired to shoot a cover story for American Vogue.

The work of this international community of Black photographers has been widely viewed and is reinfusing the contemporary visual vocabulary around beauty and the body with new vitality and substance.

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

The Equity Newsletter is published by

Office of Racial Equity & Belonging: equity@sfmta.com



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