



SFMTA

Racial Equity Officer Updates

Progress Report on the Implementation of the
SFMTA Racial Equity Action Plan

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MTA Board of Directors Meeting
Tuesday, September 6, 2022

Agenda | Racial Equity Updates

- I. Listening Session Reportback Workshops
- II. Personalized Racial Equity Action Plans | Executive & Senior Management
- III. Equity Data Project
- IV. Dignity-Infused Community Engagement Training & Follow Up
- V. Youth Transportation Advisory Board (YTAB) Applications Open
- VI. Questions & Discussion



About the Listening Sessions

- **Division-wide listening sessions** held with employees at all levels of work from February – July 2021.
 - Online and in-person
 - Engaged over 1,300 employees across the agency (approx. 20% of workforce)
- Facilitated by Racial Equity Officer (and in some cases, in-language facilitators), the sessions assessed needs and solutions.
- Participants were asked about challenges & solutions to
 - Racism, racial equity, and inequity
 - Belonging, support, and inclusion
- All participants were given an **anonymous survey** provided on paper and online, prior to the open forum discussions
 - Open-ended and multiple-choice questions

Action 6.1.2 – Annual workshop for Executive Team to examine racial inequities and develop personalized action plans to lead on racial equity work within the agency.

Reportback Workshops & Personalized Racial Equity Action Plans

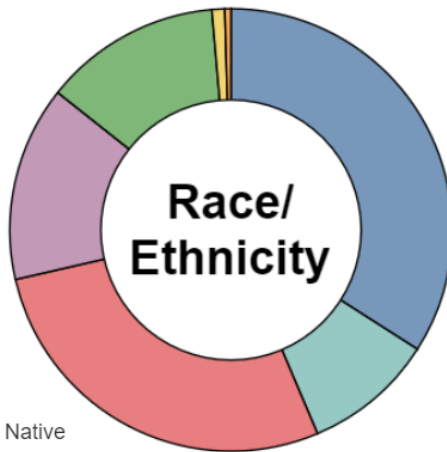
- Agencywide workshops for Executive Team (ET) & Senior Management Team (SMT) in all divisions to review feedback from listening sessions.
- Workshops include peer reflection and technical assistance to create Personalized Racial Equity Action Plans.
- ET and SMT Personalized Racial Equity Action Plans will be documented and monitored in performance plans.
- **Completed:** Finance & IT, Transit, Safety, Taxis, Accessibility & Mobility Services, Communications, and Streets divisions.
- **Upcoming:** Human Resources, Capital Projects & Construction, Office of the Director/BOD Staff/Government Affairs divisions.



Equity Data Project Workforce Dashboard

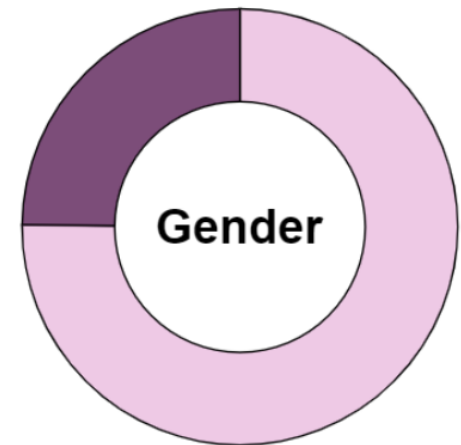


EEO Category
Definitions



Current FY: The data below does not reflect changes since July 1, 2021.

All other FYs: The data below reflects the start of the Fiscal Year on July 1, 2021.

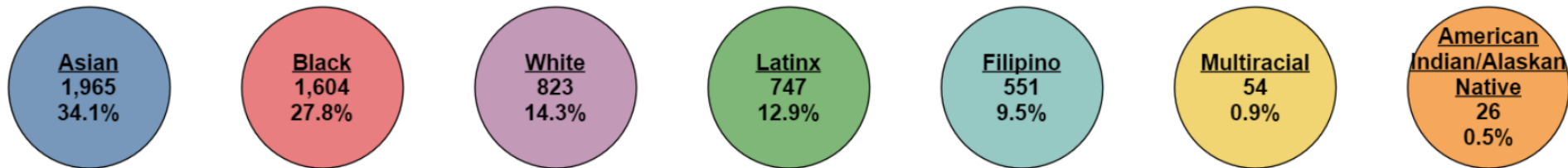


- Launched Equity Data Project, a series of demographic dashboards.
- There are workforce, promotion, MTA Board of Directors & Transit Operator discipline dashboards.
- Future dashboards will include pay and hiring pipeline.

Equity Data Project Workforce Dashboard

Current FY: The data below does not reflect changes since July 1, 2021
All other FYs: The data below reflects the start of the Fiscal Year on July 1, 2021

Employee Race/Ethnicity Overview



9170s/9180s	Management & Executive Leadership
7300s	Journey People
1200s	Labor, Analysts, Clerks
5300s	Engineers & Surveyors
1800s	Administrative Analysts
7410	Automotive Service Workers
1600s	Accountants & Auditors
1000s	Information Technology
1300s	Special Assistants, Employee & Public Relations, Customer Service
8201	School Crossing Guard
9163	Transit Operator

The goal of the project is to support data-driven approaches to understanding diversity gaps in the SFMTA.

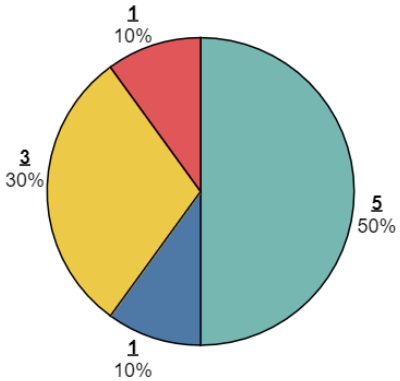
Employee Gender Overview



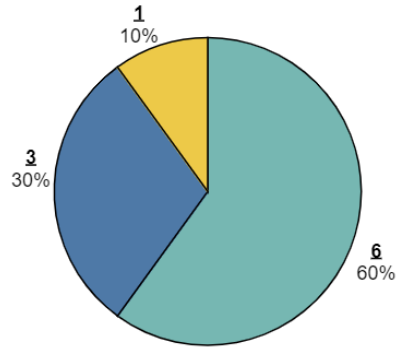
Equity Data Project

MTA Board of Directors Dashboard

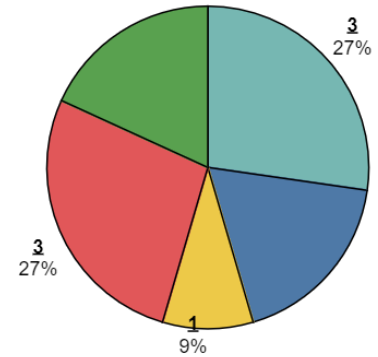
■ White
 ■ Asian
 ■ African American
 ■ Latinx
 ■ Multiracial



First 10 Appointed

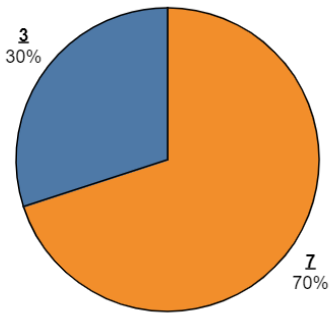


Second 10 Appointed

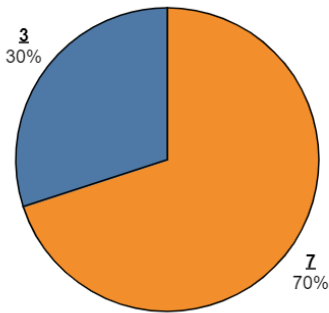


Third 11 Appointed

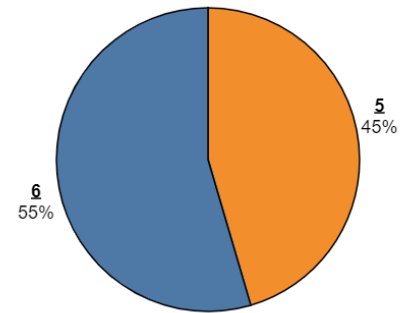
■ Male
 ■ Female



First 10 Appointed



Second 10 Appointed



Third 11 Appointed

Dignity-Infused Community Engagement Essentials Training

In July 2022, over 150 SFMTA staff participated in a 12-hour racial equity training focused on centering dignity in engagement and processes.



Dignity-Infused Community Engagement Essentials Training

Defining Dignity

ENGAGEMENT TOOLBOX: PROCEDURAL OUTREACH

Equality vs. Equity vs. Dignity

- Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.
- Dignity creates the places, processes, and policies that enable people to self-assert what they need

Dignity-Infused Community Engagement Essentials Training

Follow Up Workshops

Follow Up Workshops | Applying Lessons Learned

Planners (Planning, Liveable Streets and Transit Planning)

Engineers (Transit, Streets & Central Subway Project)

Outreach (Communication, Marketing & Outreach and Workforce Development)

Curb Management, Parking Enforcement, and Revenue & Collections & Sales

Combined Planners, Engineers, Curb Management and Outreach

Transit Operations, Street Operations, Safety and Security

Human Resources, Government Affairs and MTA Board of Directors

Budget, Finance & Information Technology and Office of the Director

SFMTA & City & County and Racial Equity Leads

SFMTA & Bay Area & West Coast Transit Agencies

Youth Transportation Advisory Board Applications Open



- The SFMTA seeks youth representatives to serve as transportation advisors for the City and County of San Francisco.
- This position is paid a stipend of \$100 per month.
- Attendance includes two 2-hour meetings monthly & up to 4 hours per month for subcommittee project work from October 2022 – June 2023.
- Youth between the ages of 14-19 that live or attend school in San Francisco qualify. [Apply](#) by September 16, 2022.



Questions & Discussion with the MTA Board of Directors



Thank You!