



The Equity Newsletter | April 2023

Office of Racial Equity & Belonging News

Meet the Equity Support Team

The Office of Racial Equity & Belonging (OREB) created a vital component to help in the work of bringing racial equity to the SFMTA, The Equity Support Team. The Equity Support Team is a group of SFMTA employees that share a part of their work time with OREB to help us in



the implementation of our programs and ongoing work to respond to the Racial Equity Action Plan. The team has been with the OREB since last August and will be in effect until the end of July 2023. The team has had the opportunity to receive racial equity training, technical assistance, team building, leadership development and placement within the different sections of the Office of Racial Equity & Belonging. The sections are Equitable Communications, Equitable Workforce & Workplace, Equitable Systems & Services and Policy, Process & Practice Improvement. The Equity Support Team is invaluable in helping OREB make inroads to the various divisions and sections that its members are a part of. In the ongoing work of OREB, they are our connection to the everyday lives of our operators, planners, car cleaners, maintenance workers and many others. Over the next few months we will get to know some of our team members a little more in depth.

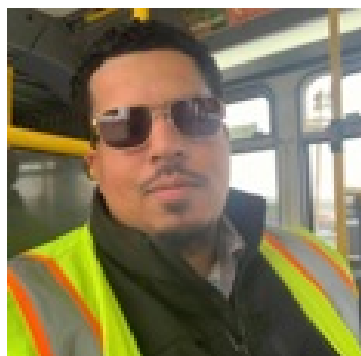
Thoughts of the OREB Equity Support Team



Saud Alzahrani, with SFMTA since 2019 (Woods Division) is on the Equitable Communications (EC) Team. "I applied to join the Office of Racial Equity and Belonging (OREB) Equity Support Team last year because I wanted to learn more about racial equity. It is really rewarding to be part of the Equity Support Team. I greatly benefitted from the dignity training that we started our program with. I would recommend this opportunity for other Operators to apply, connect, and network with so many talented individuals from different divisions across our agency."



Janice Samples, with SFMTA since 2012 (Flynn Division) is on the Equitable Communications (EC) Team. "I'm proud to share that I will be joining the Transit Training Department next month in April, and I'm currently a part of the Equitable Communications Section of OREB. It is the Office of Racial Equity and Belonging's Equity Support Team in which we combine the strengths of our employees, which come from many departments. Our main goal is to bring knowledge to our departments, the communities we serve, and to show the entire SFMTA that OREB can help make a positive change."



Jessie James Jr., with SFMTA since 2019 (Woods Division) is on the Policy, Process & Practice Improvement team.

"What does Racial Equity Mean to Me? It is OK to be me, I don't have to change who I am to fit in. The problem isn't me. The problem is a broken system that is now in the process of being fixed. Right now, we are the substance of change with the intent of leaving evidence of change. What

we see today is a fact, but it is not final."

Engage with the Office of Racial Equity & Belonging

Leadership Lab Brings Racial Equity Trainings

The SFMTA Office of Racial Equity & Belonging (OREB) is hosting Leadership Lab to support organizational, racial equity goals outlined in the Phase One Racial Equity Action Plan. Leadership Lab is a peer learning

space with curricula informed by staff input on needs and challenges related to racial equity in the workplace. Leadership Lab fulfills required training for directors, senior officers, managers and supervisors.

The next Leadership Labs: **Managing Microaggressions & Building Greater Belonging in the Workplace with Dr. Joel D. Brown:**

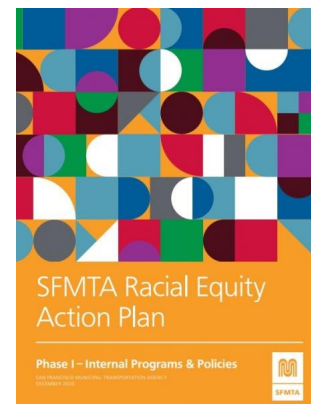
Tuesday, May 2nd from 10 a.m. – 2:30 p.m.

Wednesday, May 3rd from 10 a.m. – 2:30 p.m.

More Racial Equity Leadership Labs Trainings are rolling out in May so watch your emails for the notification to sign up.

Racial Equity Action Plan Updates

The Office of Racial Equity & Belonging has been busy the last few months. We have grown in size with new staff coming on board. We have also been connecting with the SFMTA family in different ways. We conducted an [All-Staff presentation via Teams](#) that is available to be seen at your convenience. The OREB team also presented at the [March 21 Municipal Transportation Authority Board meeting](#) to give an update on the work of OREB and the progress of the [Racial Equity Action Plan](#). If you want to be more up to date on the plan, its documents or various goals, feel free to browse the content links available. You can see up to date progress of the [Tracking Dashboard](#), as it shows real time updates on the agency's response to all of its REAP commitments.



**Arab American & Middle Eastern Heritage
Month at SFMTA**



Our 2023 Racial Equity Fleet for April is celebrating Arab American & Middle Eastern Heritage Month. The fun ride through San Francisco on April 12 offered the chance to highlight notables in transportation and beyond, as well as share in the cultural contributions of the many countries that make up the Middle East. Our specially decorated cable car showcased the many countries that make up the Middle East, and created a welcoming space for riders to learn more about Arab American and Middle Eastern Heritage Month.

The opening of our cable car ride event was marked by special remarks from **Nadeem Tahir, Central Subway Project Director**, who spoke of their past efforts in the transportation industry, working in places like Dubai, Chicago and Los Angeles. He has worked throughout the world and the joy he feels in working for SFMTA is unmatched. He called San Francisco's diversity, including its immigrant population, the strength of the city and its workforce because it creates a place where all are coming with their best intentions to make good lives for themselves.

If you couldn't make it out for the initial ride, we hope you'll be able to find time to ride on the car with your family and friends as it rolls up and down the streets of San Francisco during the month of April.

Next month, be ready to ride with our Asian American & Pacific Islander Heritage Month Cable Car Ride on May 10. (more details at bottom of newsletter)



City & County of San Francisco Career Resource Fair

Hundreds of interested individuals came to learn about career opportunities throughout the City and County of San Francisco at the [Career Resource Fair](#) on April 15 at Civic Center Plaza. Over 30 city departments were on hand talking about their organizations, their job openings and opportunities for advancement. The SFMTA came out in full force, with a large group of staff, sharing their daily experiences to interested job seekers, offering application tips and creating a sense of excitement for where SFMTA is going in the future. For more information about working for the City and County of San Francisco, send interested people to the button below.

[Visit our Website](#)



Doing the Work: TransitCenter



TransitCenter is a non-profit foundation helping to offer insight for transit agencies to make cities more just and environmentally sustainable. TransitCenter supports, informs, connects and funds the civic and public leaders working to make transit better. They also advocate through grantmaking, research, technical assistance, and public programs to

create practical transportation agendas for cities throughout the country. Over the past few years they have provided insight into the Racial Equity questions being asked all over the country. Feel free to read their blogs, "Protecting Transit Workers is a Matter of Racial Justice" or "Transit Justice Principles" which ask some similar questions that we are tackling in our work at the Office of Racial Equity & Belonging.

Coming Soon: Asian American & Pacific Islander Heritage Month

Asian American & Pacific Islander (AAPI) Heritage Month Celebrations will be taking place in May. The Office of Racial Equity & Belonging is excited to invite you to join us on a fun cable car ride that celebrates the AAPI community. On May 10, 2023 at 2 p.m., 1201 Mason Street, join with us to ride through the streets of San Francisco on our specially decorated cable car that will highlight the contributions and legacy of our AAPI transit community.

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 the
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