

Racial Equity Report

MTA Board of Directors (MTAB) Meeting

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Tuesday, July 18, 2023



Roadmap

Racial Equity Report

- Racial Equity Training
- Upcoming Collaborative Efforts with Office of Racial Equity and Belonging (OREB) and Workforce Development (WD)
- Honoring Margot Reed, Apprenticeship, Internship, On-the-Job Training Programs & Fellowship Manager
- Equity Goals for Diverse Pathway and Pipeline Programs



Racial Equity Training

A photograph of the San Francisco State Capitol building, a large neoclassical structure with a prominent white dome topped with a golden spire. The building is surrounded by a city street scene. In the foreground, a red and grey trolley is stopped at a traffic light. A white Toyota car is in the lower left, and a silver car is in the lower right. The sky is blue with some clouds. The text 'Racial Equity Training' is overlaid in large, bold, black letters at the top of the image.

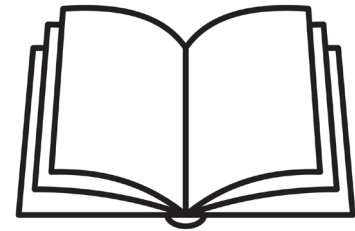
6.1.1 – Develop and maintain an agency-wide Racial Equity curriculum with ongoing tools to support staff skill development related to advancing racial equity

Racial Equity Training Progress in FY 22/23

Progress to Date

Trained approximately **430 SFMTA staff** on interrupting microaggressions, leading diverse teams, and Dignity-Infused Community Engagement, and other equity topics.

- 215 Leadership Lab (trained on microaggressions and leading diverse teams)
- 175 Dignity Infused Community Engagement
- 25 SmartGrowth Equity Summit
- 15 Green Table Talk: Environmental Justice in the Fast Lane



Training Outcomes & Goals

- In FY 22/23, **approx. 30%** of SFMTA leadership team was trained*
- In FY 23/24
 - 100% of all supervisors, managers, officers & directors completing **Leadership Equity Training** each fiscal year (2 hours)
 - 100% of all staff completing **Racial Equity Training** each fiscal year (2 hours)



*The total number of SFMTA supervisors cannot be confirmed for classifications that have flexibility of use as a supervisor or manager.

Upcoming Collaboration to Support Racial Equity Action Plan Implementation



Youth Transportation Advisory Board (YTAB) and Youth Development Strategies

- Increased YTAB engagement and support to inform youth, pipeline development programs

SFMTA & SF Port Joint Internship Career Day at Cable Car

- Partnerships with SFMTA (OREB, Workforce Development & Cable Car) with SF Port Racial Equity Leads
- On Wednesday, July 19, 2023, SF Port and SFMTA interns will be engaged in career exploration activities, Cable Car Museum Tour, and Cable Car Ride

Honoring Margot Reed

Apprenticeship, Internship, On-the-Job Training Programs
& Fellowship Manager



The Why

Diversity Goals for Pathway and Pipeline Programs

- It is about diversity and diverse opportunities
- Not just about filling our vacancies
 - Reciprocal relationship. We want to give to our attendees as much if not more than we receive
- Employment influences outcomes
 - Health, Education, Community Building, Violence Prevention, home ownership, economics
- Connecting the Agency on a deeper level to the community and its most valued asset
 - **People**
- Social Responsibility and Social Impact
- Engaging Communities, We Open Opportunity
- Broader Vision and Opportunities
 - Programs align with our racial equity efforts and by extension social equity and community benefits and engagement

Approach

SFMTA Workforce Development programs attempt to address both racial and social equity

How?

- Developing diverse pipelines
- Identifying key barriers to employment
- Making application processes more accessible
- Making interview processes less biased and more inclusive
- Diversification of hiring panels
- Structuring programs to give more to the participant (training, support, exposure to City process, etc.)
- Upskilling
- Employment diversity/internal racial equity benefits and likely influences social equity/equitable service delivery



Pathway & Pipeline Programs



Our Pipeline & Pathway Programs

Adult Programs

Human Services Agency Internships

- 1402 Junior Clerk (IT, HR)
- 9910 Public Service Trainee (Various Units)

Muni Transit Assistance Program

- 9910 Public Service Trainee → Transit Ambassador Series (9166, 9167, 9168)



9940 Pre-Apprentice Automotive Mechanic/Machinist

- 18-week training program, teaches basic technical and job-readiness skills to prepare participants for a IAM Local 1414 Registered Apprenticeship for the Automotive Mechanic, Auto Body Painter, or Body and Fender Repairer. Includes academic training at a local community college as well as paid on-the-job experience.
- Large percentage of maintenance workforce at retirement age
- Small pool of eligible pre-apprentices that are willing to work, or transfer opportunities to SFMTA do not exist
- We must grow our workforce ourselves



Apprenticeships

- 9940 Pre-Apprentice Automotive Mechanic (18-week program)
 - 7383 Apprentice Auto Mechanic 1, 7384 Apprentice Auto Mechanic 2
 - ❖ 7381 Automotive Mechanic
 - 7320 Apprentice Auto Machinist (auto machining)
 - ❖ 7313 Automotive Machinist
 - 7327 Apprentice Maintenance Machinist (parts machining)
 - ❖ 7332 Maintenance Machinist
 - Auto Body or Painter

SFMTA Summer Intern Program (Junior College, College, Graduate)

- 5380 Series Student Design Trainee I, II, III, Architecture, Engineering, & Planning
 - ❖ 5207 Planner I, 5201 Engineer 1
- 5380 Series Student Design Trainee I, II, III, Business Analysis, Management Assistance
 - ❖ 1820 Series, 1840 Series



Youth Programs (Work-Based Learning & Outreach)

- **SFUSD Summer Internships (Fellowship & Explorers)** – Exposure to various occupations
- **GenesysWorks** – Year-long internship job experience various occupations
- **Introducing Youth to American Infrastructure** - purpose is to increase young people's awareness of potential careers within the transportation field and identify ways to modernize the workforce/workplace for the 21st century. The challenge is especially focused on engaging with youth, such as young women and people of color, who have historically been underrepresented in these programs and career fields
- **SFUSD School Presentations and field trips**



Questions? Need support signing up?

Equity@SFMTA.com

Interested in Learning More?

Webpage: SFMTA.com/equity