



SFMTA BLACK & African American Affinity Group (BAAAG)

SFMTA CAC

November 5, 2020

BAAAG's Formation

Formed in 2019 with SFMTA members from the city's Black Employee Alliance out of the urgent necessity to make changes to how Black and African American employees are recruited, hired, promoted, disciplined, and treated in the workplace.

Testimony received from hundreds of Black/African American employees and "Corrective Action and Discipline by Race and Gender" data from San Francisco DHR prompted BAAAG to focus on disciplinary actions.

BAAAG's Mission

- Create an environment that is equitable and inclusive for Black and African American SFMTA employees.
- Support the personal and professional development of employees through various channels.
- Support the Black Employee Alliance's mission and objectives.

Black History Month Celebration 2020



Excessive Disciplinary Actions Against Black Employees

Notable Statistics:

- African Americans and Black staff represent more than 50% of disciplinary-charged offenses and resolved actions of all disciplinary actions issued across the agency.
- 88% of disciplinary actions for females were issued to African American and Black women (i.e. 147/167)
- African American men make up 16% of the SFMTA's total male population, but represent 30% of all disciplinary actions issued to all men across the agency.

Number of Discipline Cases Charged, by Race and Gender (FY 2020)

	SFMTA POPULATION						ALL SFMTA DISCIPLINARY ACTIONS						TRANSIT DIVISION DISCIPLINARY ACTIONS					
	Total		Female		Male		Total		Female		Male		Total		Female		Male	
	Cases	Percent	Employees	Percent	Employees	Percent	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
American Indian/ Alaskan Native	25	0.4 %	6	1.10 %	19	0.32 %	7	1.0 %	-	-	7	1.0 %	6	0.8%	-	-	6	0.8 %
Asian	2,615	43.7 %	447	7.47 %	2,168	36.24 %	225	30.5 %	7	1.0 %	218	29.6 %	221	30.9%	5	0.7 %	216	30.2 %
Black	1,668	27.9 %	712	11.9 %	956	15.98 %	371	50.3 %	147	20.0 %	224	30.4 %	363	50.7 %	144	20.1 %	219	30.6 %
Hispanic	777	13.0 %	130	2.17 %	647	10.82 %	92	12.5 %	13	1.8 %	79	10.7 %	87	12.5%	11	1.5 %	76	10.6 %
Multiracial	43	0.7 %	12	0.20 %	31	0.52 %	2	0.3 %	-	-	2	0.3 %	1	0.1%	-	-	1	0.1 %
White	854	%	179	2.99 %	675	11.28 %	40	5.4 %	-	-	40	5.4 %	37	5.2%	-	-	37	5.2 %
Total	5,982	%	1,486	24.84 %	4,496	75.16 %	737	100 %	167	22.7 %	570	77.3 %	715	100%	160	22.4 %	555	77.6 %

BAAAG' Actions to Address Disciplinary Actions

- Over the last year, BAAAG met with the Director of Transportation, Jeff Tumlin (previously Tom Maguire), and Director of Human Resources Kimberly Ackerman to address issues of persistent and pervasive anti-Black racism surfacing through disciplinary actions at the SFMTA.
- One year later, there has been no resolution other than the Racial Equity Action Plan, which is in the final draft stage.

BAAAG' Actions to Address Disciplinary Actions

1. Issue a **moratorium on all disciplinary actions** with a commitment to locating processes and practices that will reduce racism in the agency's disciplinary outcomes.
2. Identify and locate a **restorative justice process** that will be implemented to replace the abusive and punitive disciplinary process.
3. Require all division directors, supervisors, and managers **undergo implicit bias and anti-Black bias trainings**.
4. The Director of Human Resources, Kimberly Ackerman, **implement racial bias competencies into the performance plans** of all SFMTA supervisors and managers.
5. Plan and dedicate adequate funding and staff resources to **create a fully functional racial equity team**, rather than one Racial Equity Officer position.
6. Provide a plan and deadline to **implement all of the recommendations from the Dolores Blanding report**.

Next Steps

- Presenting to the SFMTA Board of Directors on November 17.

Questions?

Reach out to BAAAG2019@gmail.com with questions or to learn more about the group.