



The Equity Newsletter | July 2023



SFMTA Promotes First MuniSafe Day Out

On June 21, the SFMTA and its rider/driver safety program held its first [MuniSafe Day Out](#). A grouping of over 80 staff members across divisions within the Agency participated in an exciting morning of outreach and education. Staff rode five different Muni bus lines to post signs, share information and talk with riders about why safety is our number one priority. We also engaged our riders on what they can do to help reduce harassment and assaults within our system.

MuniSafe is an overarching strategy for security in our systems. The [Safety Equity Initiative](#), is the first campaign aimed at prioritizing safety from a gender and racial equity lens. It aims to build diverse, intersectional community partnerships to better understand Muni riders' experiences and develop solutions in addressing gender-based harassment on and around Muni.

[See the Video](#)



Racial Equity Training Updates for FY 22/23

In fiscal year 2022/23 training and development were priorities for Phase One Racial Equity Action Plan (REAP) implementation. The Office of Racial Equity & Belonging (OREB) has coordinated or collaborated on a variety of trainings that we feel have been both beneficial and enlightening for a broad section of our staff.

In July of 2022, SFMTA staff, along with multiple City and County of San Francisco department staffers participated in the Dignity Institute Essentials Thrivance Group's *Dignity-Infused Community Engagement (DICE) Training*. This training was a 12-hour course designed to increase knowledge by learning, analyzing and applying a "dignity-infused" framework for traditional planning, design, and operational concepts for civil service employees.



Later in the year 25 members of the SFMTA community participated in the SmartGrowth America Equity Summit. The Equity Summit was a virtual gathering of thought leaders and practitioners who came together to discuss insights and strategies to ensure that racial equity is a key priority in any smart growth approach.

In Winter 2022/23 OREB launched Leadership Labs, an equity learning community for supervisors, managers & directors at SFMTA. OREB in collaboration with Diversity Training University International (DTUI), led two different trainings that were offered to hundreds of the supervisors, managers and directors at the agency. Dr. Joel Davis Brown led the first training, *Managing Microaggressions & Building Greater Belonging in the Workplace*. The second training opportunity was *Modeling Racial Equity to Managing a Safe & Equitable Workplace* by Dr. Billy Vaughn.

Greetings from the Office of Racial Equity & Belonging (OREB) Equity Support Team



The OREB Equity Support Team(OEST) is a networking and development program for staff across all SFMTA divisions to work hand in hand with the Office of Racial Equity & Belonging. This 12-month, professional development program has provided a group of SFMTA staff with the opportunity to gain verifiable work experience, increased understanding of the SFMTA landscape and a once-a-week chance to do work towards our Racial Equity goals. The first cohort of SFMTA's OREB Equity Support Team will conclude its year

long commitment at the end of July 2023. Here are some more of their thoughts on the program.



Lydon George, with SFMTA as a Transportation Planner since 2022 on what he has gained from participating in the OREB Equity Support Team. "I have loved bonding with people from multiple departments that I normally wouldn't get to interact with while breaking down barriers, has helped me to better understand the agency's totality".



George Cuza, with SFMTA since 2014 (Flynn Division) is an Operator and a member of the Equity Support Team. "I see racial equity improving the lives of SFMTA employees by acknowledging the different rich cultures and unique traditions. As well as recognizing the ongoing contributions of all cultural heritage in the workplace."



Automotive Pre-Apprentices Celebrate Accomplishment!

The Office of Racial Equity & Belonging along with its Equity

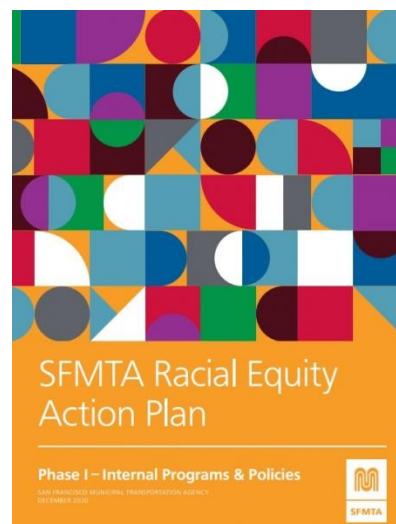
Support Team attended a graduation ceremony for the 2022/2023 Cohort of the City College of San Francisco's Evans Campus Automotive Pre-Apprenticeship program. The collaborative program held for automotive and machinist pre-apprentices was a program specifically designed to offer individuals an opportunity to gain skills and experience towards gaining well-paying employment in the future. The pre-apprenticeship provides skills in basic auto and bus maintenance and detailing, working with tools and safety practices, as well as expectations of working in auto and bus maintenance yards. Kurt Raphael, a member of the OREB Equity Support Team and an Electrical Maintenance Technician said, "SFMTA's participation and commitment to the success of the apprenticeship program helps create a seamless transition into the City's Transit Maintenance Workforce".

The transit industry's desire to have an ample number of ready workers was shared by many of the speakers and program coordinators. They described the need for these types of graduates. "Pre-Apprenticeship and Pathway & Pipeline programs like this one are key ingredients to our holistic workforce approach at SFMTA." said Rashid Herd, Workforce Development Director of SFMTA's Human Resources division. "We want to reach out to diverse communities and help participants create the skills needed to be successful within these journey classifications". For more information on the variety of potential job opportunities in the transit related trades please visit the Workforce Development page.

Racial Equity Action Plan Updates

Are you interested in knowing what's going on with Phase One of the Racial Equity Action Plan at SFMTA? Want to see how our agency is planning for racial equity within our transit system? Visit our Equity website to gain information on updates, goals and upcoming work being done by and with the Office of Racial Equity & Belonging.

See our Chief Equity Officer, Josephine Ayankoya discuss the ongoing work of the Office of Racial Equity & Belonging at the next racial equity report to the SFMTA Board of Directors at the July 18 meeting. You can also see the March 21, 2023 racial equity report presentation [here](#).



LINK

For a further detailing of all the documents and plans associated with the SFMTA's Racial Equity Action Plan go to our [dedicated webpage](#) for updates and information.

Racial Equity Resources: Government Alliance on Race and Equity (GARE)



Government Alliance on Race and Equity (GARE) is a national network of government working to achieve racial equity and advance opportunities for all. They have created tools & resources to assist government agencies like SFMTA to build out their ideas and put in the work to achieve their goals.

Racial Equity Tools that show how to incorporate racial equity into routine decision making, issue papers that describe how other cities have integrated racial equity into their work and video's that tell the story of these various municipalities. GARE also provide information on networking events and trainings aimed at improving the capacity of its member organizations and employees at these government agencies. Visit them at their [website](#) to learn more about them and grow your own race & equity toolkit.

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

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