



SFMTA

Racial Equity Action Plan

Phase I: Internal Programs & Policies

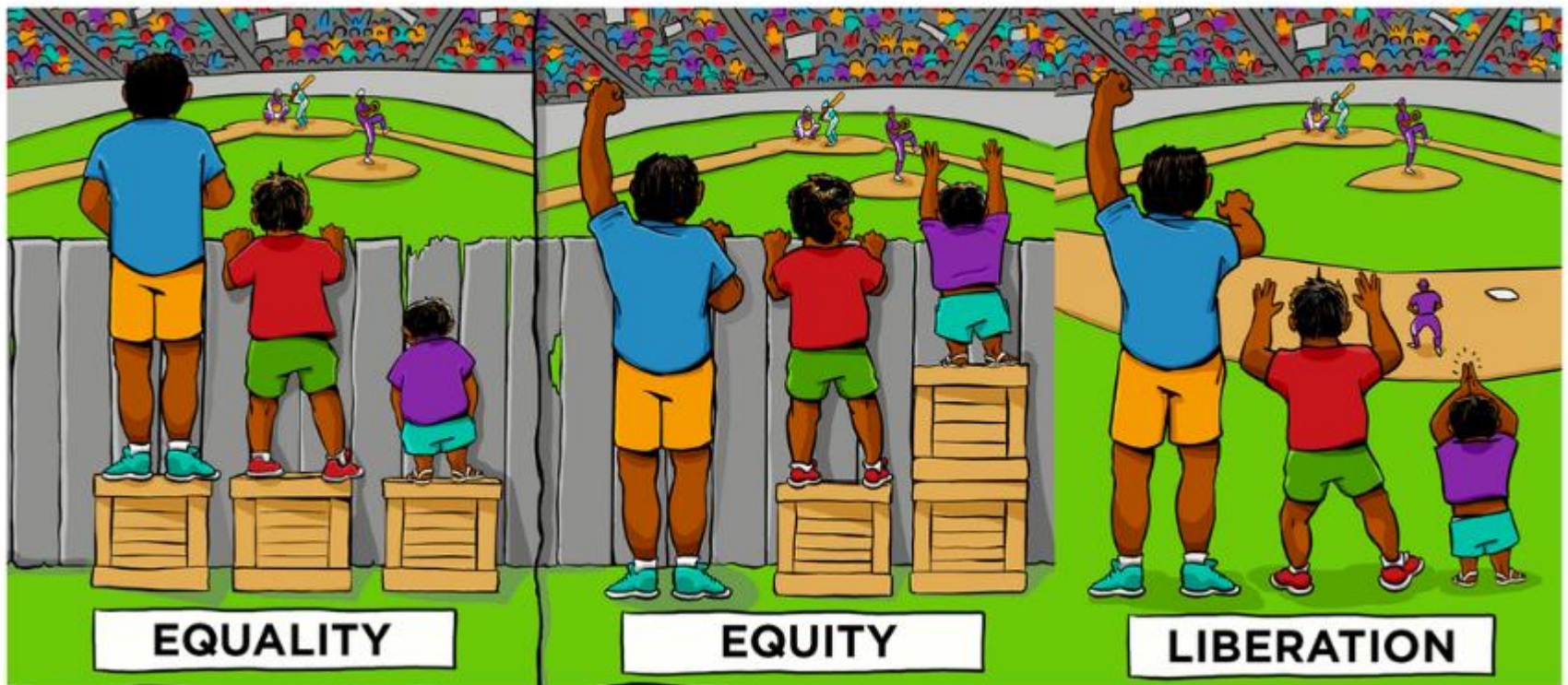
November 17, 2020
SFMTA Board of Directors

Roadmap

- Defining racial equity
- Context & requirements
- Process & timeline
- The 7 Internal Focus Areas
 - Current conditions
 - Example actions
- Acknowledging the RE AP team

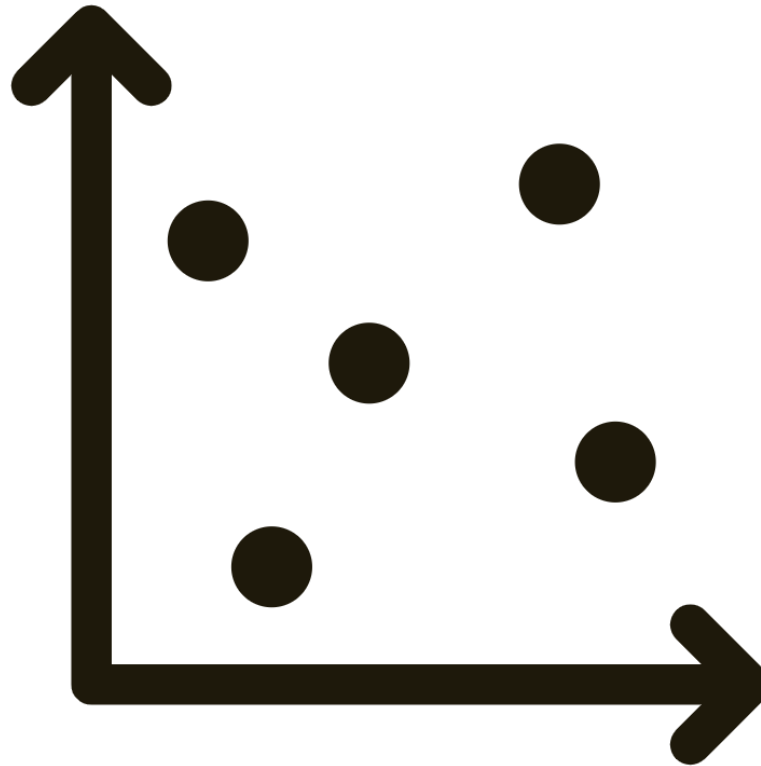
Defining Racial Equity

1. Everyone has what they need to succeed



Defining Racial Equity

2. Eliminate race as a predictor of wellbeing



Defining Racial Equity

3. People most harmed by inequity are meaningfully involved in decisions that impact them







RE AP Milestones

Phase 1 – Internal

- Racial equity within the workplace
- Due December 31, 2020

Phase 2 – External

- Racial equity through service delivery
- Begins early 2021

Phase 1:
Workforce



Phase 2:
Service
Delivery

Phase One Requirements



Phase I RE AP due December 2020 covering next three years



Goals, Actions, Indicators across 7 Phase I Focus Areas



Annual progress reports to SF Office of Racial Equity (ORE)



Plan update every three years

Phase One Process

Staff feedback across **years**
shaped the RE AP



Phase One Process

Date	Milestones
July 2020	Citywide Racial Equity Framework (Phase 1) Released
Sep 2020	Initial Draft of MTA Racial Equity Action Plan (RE AP)
Oct – Nov 2020	Incorporate Feedback from MTAB, ORE and All Staff
Dec 15, 2020	Present to the SFMTA Board for adoption
Dec 31, 2020	RE AP due to ORE
January 2021	Implement Action Items and Work Plans

Ground-truthing with staff



Email feedback



RE AP Intranet Page



Office hours via
Zoom/Teams



All-day office hours via
phone



Physical materials
at facilities



Frontline focus groups

Phase One Focus Areas

1. Hiring and Recruitment
2. Retention and Promotion
3. Discipline and Separation
4. Diverse and Equitable Leadership
5. Mobility and Professional Development
6. Organizational Culture of Inclusion and Belonging
7. Boards and Commissions

**Current Conditions:
How are we doing right now?**

Management is much whiter than our workforce

50%

Senior
Management



47%

9170s & 9180s



29%

Staff in Supervising
Classifications



14%

Workforce



Inequitable disciplinary outcomes influenced by several factors

Transit operators: 93% of MTA's documented corrective actions (FY20)

Black women in Transit: 12% of workforce, 20% of discipline (FY20)

Inequitable disciplinary outcomes influenced by several factors

1. Inequitable demographics in many roles that are not often subject to discipline
2. Too few alternatives to discipline
3. Inconsistent policy & subjective application

Many staff feel unsatisfied and unheard

Manager workplace ratings:

4/5 overall
job satisfaction

3.9/5 ability to
comfortably share
thoughts & opinions

All other staff workplace ratings:

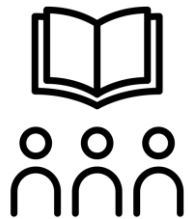
3.2/5 overall
job satisfaction

3.3/5 ability to
comfortably share
thoughts & opinions

Staff must continue to grow racial equity knowledge



Building **racial literacy, stamina, and awareness** requires more resources and continuous learning opportunities



Learning opportunities must be more accessible to those who work outside of 1SVN

Example Actions: What are we committing to do?

Create
classification-
specific job
outreach plans
& update
minimum
qualifications





Clearly
document
promotional
processes &
strengthen in-
reach

Establish a new Agencywide Discipline Policy & identify alternatives





Develop and maintain a racial equity curriculum and resources

...and much
more



Proposed SFMTA Board Commitments

Proposed SFMTA Board Commitments

Staff publish racial & gender demographic data of MTAB & CAC on MTA website

Racial equity training for MTAB members from OREI during onboarding & every other subsequent year

REI officer designs RE resource to support Board engagement with staff and decision-making

Proposed SFMTA Board Commitments

Ongoing affinity group engagement,
coordinated by DOT and Board Secretary

Board adopts a racial equity policy for the SFMTA, including expectations for equity analysis documentation for calendar items

The RE AP Phase 1 Team

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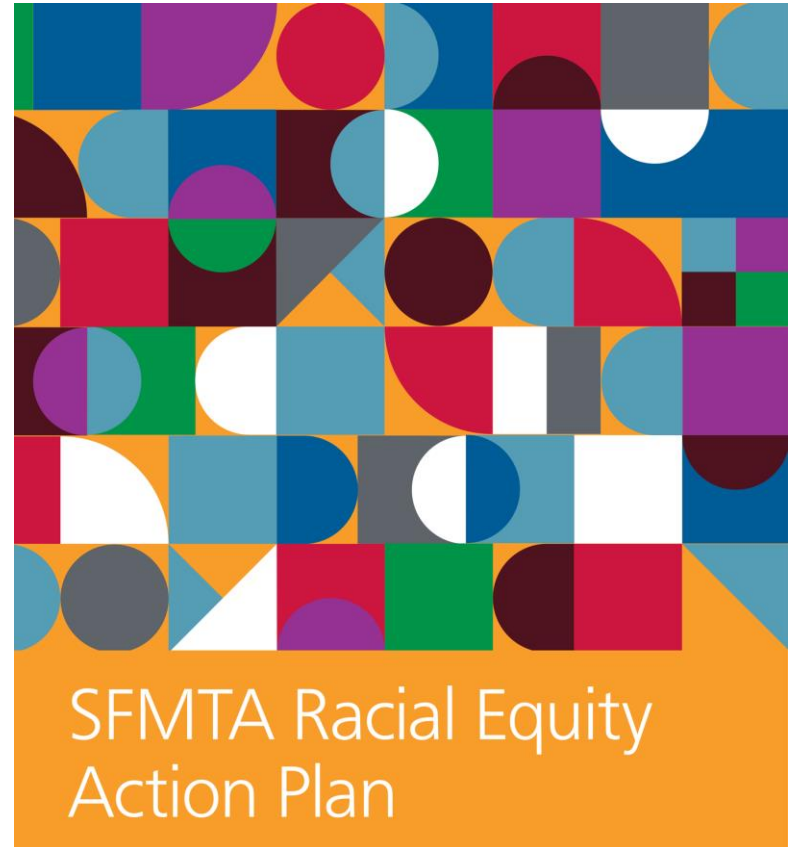
Chiamaka Ogwuegbu

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Thank you

Appendices

Full racial equity definition

Racial equity is a set of social justice practices, rooted in a solid understanding and analysis of historical and present-day oppression, aiming towards a goal of fairness for all.

As an outcome, achieving racial equity would mean living in a world where race is no longer a factor in the distribution of opportunity.

As a process, we apply racial equity when those most impacted by the structural racial inequities are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

Source: Anti-Oppression Resource and Training Alliance (AORTA) and the San Francisco Office of Racial Equity