



The Equity Newsletter | April 13, 2022

APRIL IS MIDDLE EASTERN HERITAGE MONTH

JOIN US AT *HOW DO YOU IDENTIFY? MIDDLE EASTERN PEOPLE ARE NOT A MONOLITH*

In commemoration of Middle Eastern Heritage Month, the Office of Racial Equity and Belonging is hosting *How Do You Identify? Middle Eastern People Are Not A Monolith*. This interactive event will center Middle Eastern staff, highlighting their diverse identities, perspectives and lived experiences.

All staff are invited to join the virtual, Microsoft Teams discussion on **Tuesday, April 26 from 12:30 PM – 2 PM.**

The SFMTA Office of Racial Equity and Belonging presents:

How Do You Identify? Middle Eastern People Are Not A Monolith

An Interactive Discussion featuring Guest Speakers from across the Agency



**April 26, 2022
12:30 PM – 2:00 PM**

[Click Here](#) to Join the Virtual Microsoft Teams Event

All Staff Welcome

Contact equity@sfmta.com for more information.

Share Your Story At Upcoming *How Do You Identify?* Events

How Do You Identify? is an interactive discussion series designed to nurture staff belonging through conversations about identity and equity, while highlighting the diversity of the MTA workforce. If you are interested in sharing your story as a speaker for an upcoming event, please email equity@sfmta.com and CC Jeremy.Brooks@sfmta.com by the respective deadlines listed below:

- Speakers for **Asian and Pacific Islander Heritage Month: May 2**
- Speakers for **Pride: June 6**

ANNOUNCING THE SAFETY EQUITY INITIATIVE

April is Sexual Harassment Awareness Month. As part of the agency's ongoing commitment to safety, security, gender equity and racial equity, the SFMTA is kicking off the Safety Equity Initiative.

All Muni users, SFMTA employees, San Franciscans and visitors to our world-class city deserve public transit that prioritizes safety and security. The SFMTA is committed to prioritizing safety in transit and mobility systems, particularly by combatting harassment and violence and empowering Muni customers and workers.

The Office of Racial Equity and Belonging is excited to partner with Security, Investigations and Enforcement in collaboration with the Transit Division on this multi-pronged project. The aim of the Safety Equity Initiative is to create a safer environment for all Muni riders and SFMTA staff, and support the SFMTA's mission of providing excellent transit and mobility service. We plan to accomplish this by:

- Using ongoing research, studies and data collection to understand existing and evolving needs,
- Working directly with communities to identify safety and security challenges and implement culturally specific solutions, and
- Conducting racial equity-driven outreach and engagement campaigns with staff and the public to inform the development of the Safety Equity Initiative

There will be much more to come regarding this work, so stay tuned for updates and publications.



CELEBRATE THE LAUNCH OF THE MIDDLE EASTERN HERITAGE MONTH CABLE CAR

On Friday, April 15 from 2 PM – 4 PM, the Office of Racial Equity and Belonging and Transit, Cable Car Division with launch the agency's first ever, Middle Eastern Heritage Month Cable Car!

This is an ongoing project which engages staff across the agency in:

- Developing racial equity exhibits, and
- Participating in staff networking and appreciation rides with MTA staff, management, appointed officials and elected officials

This month's exhibit was designed by a team of Middle Eastern staff across the agency, and will celebrate Middle Eastern

- Identity & Geography
- Architecture & History
- Music, Dance & Culture
- Food & Hospitality

If you would like to RSVP for the inaugural ride of the Middle Eastern Heritage Month cable car, please email Fred.Butler@sfmta.com.



Staff commemorate Women's History Month at the inaugural cable car ride

See below for a preview of the four themes which will be featured in the Middle Eastern Heritage Month Cable Car.

Identity & Geography



The Middle East is a very diverse region, with many languages and cultures. It commonly includes the countries around West Asia and North Africa that share common factors like ethnic groups, geographic features, religious beliefs and political history.

Identity & Geography



The Middle East is home to several peoples with their own languages, religions and traditions including but not limited to: Arabs, Turks, Persians, Kurds, Azeris, Copts, Jews, Assyrians, Iraqi Turkmen and Greek Cypriots, among many others.

Architecture & History



The architecture history of Middle East dates to at least 5,000 BC with characteristic examples distributed over a vast area from Turkey and Iraq to Egypt and Iran, and from the Caucasus to Zanzibar.

Architecture & History



Over the past few decades, the region has moved away from the old and embraced cutting-edge modern architecture that has surprised the world.

Music, Dance & Culture



Distinguishing characteristics of Middle Eastern music include very complex rhythmic structures, generally tense vocal tone, and a monophonic texture.

Food & Hospitality



Hospitality is a bedrock of cultures and countries across the Middle East. Perhaps the grandest expression of Middle Eastern hospitality is—surprise!—through food.

EXPLORE CITY JOB OPPORTUNITIES AT THE CITYWIDE CAREER RESOURCE FAIR



CAREER RESOURCE FAIR

Civic Center Plaza
355 McAllister St.
San Francisco, CA

Date: Saturday, April 23, 2022

Time: 10AM-2PM

DHR **CLICK HERE TO REGISTER** **SAN FRANCISCO RECREATION & PARKS**

City & County of San Francisco's Citywide Career Resource Fair

Saturday, Apr. 23, 10 AM - 2 PM

Civic Center Plaza

355 McAllister St., San Francisco, CA

The City and County of San Francisco will be hosting a citywide Career Resource Fair for job seekers from all backgrounds who are interested in a career with the City. There will be a wide range of job opportunities across various city departments, so come out and bring a friend!

There will be a San Francisco Municipal Transportation Agency table with information at the Career Resource Fair with staff across multiple divisions of our department. Please be sure to attend and share this information with others who might be interested in learning about career opportunities.

[Click here to register for the event.](#)

The Equity Newsletter provides key updates regarding the SFMTA Racial Equity Action Plan as well as information about equity work at the agency (including upcoming events, trainings and suggested educational resources) to the SFMTA workforce, Board of Directors and stakeholders.

The Equity Newsletter is published by the Office of Racial Equity & Belonging: equity@sfmta.com