

SAN FRANCISCO
MUNICIPAL TRANSPORTATION AGENCY
BOARD OF DIRECTORS

RESOLUTION No. 201215-107

WHEREAS, Employees of the SFMTA currently experience racially inequitable outcomes. This is reflected in disciplinary practices, recruitment and hiring and promotions; and,

WHEREAS, The San Francisco Municipal Transportation Agency (SFMTA) has prepared the Racial Equity Action Plan Phase One (RE AP), which would improve outcomes for employees of color in the SFMTA; and,

WHEREAS, The RE AP project team acknowledges the contributions of SFMTA employees who worked with the project team in the production of this plan; and,

WHEREAS, The RE AP team has conducted outreach to connect with SFMTA employees regarding this action plan; and,

WHEREAS, The RE AP documents a set of policy commitments, which can be used to pursue broader policy and structural changes to address the most pressing needs of advancing racial equity; and,

WHEREAS, The City of San Francisco's Office of Racial Equity requires that the SFMTA submit the plan before the due date at the end of December 2020; and,

WHEREAS, San Francisco has a long history of social inequity that has inhibited specific populations from being able to advance or even survive and SFMTA and its previous iterations are included in that history; and,

WHEREAS, Every member of the San Francisco community deserves to thrive. Our city should be one where all can reach their full potential regardless of any identity or experience, such as their race, gender, or what neighborhood they grew up in; and,

WHEREAS, The SFMTA has a responsibility to its employees to address any harmful cultures, practices, and policies that reinforce anti-Blackness, structural racism and bias in the workplace; and,

WHEREAS, On October 28, 2020, the SFMTA, under authority delegated by the Planning Department, determined that the SFMTA Racial Equity Action Plan, Phase One is not a "project" under the California Environmental Quality Act (CEQA) pursuant to Title 14 of the California Code of Regulations Sections 15060(c) and 15378(b); and,

WHEREAS, A copy of the CEQA determination is on file with the Secretary to the SFMTA Board of Directors, and is incorporated herein by reference; now, therefore, be it

RESOLVED, That the SFMTA Board of Directors adopts the SFMTA Racial Equity Action Plan Phase One – Internal Programs and Policies.

I certify that the foregoing resolution was adopted by the San Francisco Municipal Transportation Agency Board of Directors at its meeting of December 15, 2020.

Caroline Celaya

Secretary to the Board of Directors
San Francisco Municipal Transportation Agency