



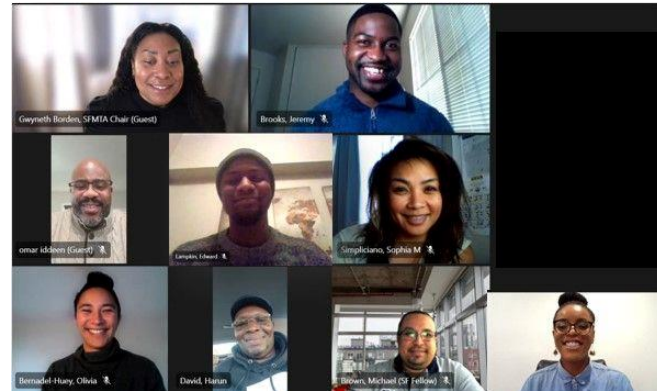
# The Equity Newsletter | February 7, 2022

## EQUITY EVENT RECAP

On Friday February 4, the SFMTA Office of Racial Equity and Belonging hosted the first event in our interactive discussion series *How Do You Identify? Black People Are More Than A Monolith*. More than 100 people attended from across the agency as well as various other City departments and community partners. Thank you to all who joined us for this virtual, Black History Month commemoration!

Special thanks to our wonderful guest speakers—Chair Gwyneth Borden, Omar Iddeen, Edward Lampkin, Josephine Ayankoya and Harun David—for sharing their unique perspectives and experiences to guide our conversation around identity, Blackness, and the African Diaspora.

We are grateful to those who engaged throughout the event. Your engagement created a space of affirmation, dialogue, learning and celebration. The Office of Racial Equity and Belonging looks forward to seeing you at future staff belonging events.



[CLICK HERE to Watch the Recording](#)

## HOW DO YOU IDENTIFY? BLACK PEOPLE ARE MORE THAN A MONTHOLITH



The SFMTA Office of Racial Equity and Belonging presents:

### How Do You Identify? Black People Are More Than A Monolith

An Interactive Discussion featuring Chair Gwyneth Borden, Omar Iddeen, Harun David, Edward Lampkin, Rashid Herd & Josephine Ayankoya



February 11th  
11 AM – 1 PM

Potrero Division

2500 Mariposa St.  
San Francisco, CA 94110

Open to Staff from Potrero,  
Flynn, Scott & Power House

The SFMTA Office of Racial Equity and Belonging event series *How Do You Identify? Black People Are More Than A Monolith* concludes this week! Please note that this in-person event is restricted to SFMTA staff from a limited number of sites.

**\*Masks will be required.\***

Click below to review the pre-work materials in advance of Friday's event. Contact [equity@sfmta.com](mailto:equity@sfmta.com) for questions. We hope to see you there!

Additional Pay Available to Transit Staff Who Participate in Full Event. Contact [equity@sfmta.com](mailto:equity@sfmta.com) for more information.

[CLICK HERE for Pre- Work Materials](#)

# CELEBRATING LUNAR NEW YEAR OF THE TIGER: UPCOMING COMMUNITY EVENTS

## Dumpling Adventure with Kristina Cho

Thursday, Feb. 24 | 6:30PM | SF Asian Art Museum



Kristina Cho is a first-generation Chinese American who grew up in Cleveland, Ohio, and spent a lot of her childhood at her family's Chinese restaurant. As an adult, she moved to San Francisco and found a new home in the Inner Richmond neighborhood. Her food blog, [Eat Cho Food](#), began as a creative outlet that eventually grew to a point where she quit her job in architecture to pursue cooking and recipe development full-time. Kristina's first cookbook, "Mooncakes & Milk Bread," is a joyful celebration of Chinese culture and the bakeries that bring a little sweetness to Chinatowns across the country.

## Celebrating Lunar New Year: Chinese New Year Parade

Saturday, Feb. 19 | 5PM – 8PM | Chinatown, San Francisco

Named one of the top ten Parades in the world by International Festivals & Events Association, the Alaska Airlines Chinese New Year Parade in San Francisco is one of the few remaining night illuminated parades in North America and the biggest parade celebrating the Lunar New Year outside of Asia.



## BAAAG: Celebrating Black Excellence and Black Health and Wellness

## CELEBRATING BLACK HISTORY MONTH 2022: HONORING THE ACHIEVEMENTS OF AFRICAN AMERICANS

*By Pamela Johnson and Adrienne Heim*

### 3rd Annual BLACK History Month Celebration

This Year's Theme -  
Celebrating Black Excellence and Black Health and  
Wellness

This Year's Virtual Event -  
Recognizing and Honoring the late Bernard J.  
Tyson, former Kaiser Permanente CEO



Hosted by the SFMTA BLACK & African American  
Affinity Group "BAAAG"



Wednesday, February 16  
12 p.m. to 1 p.m.

For event details visit [SFMTA.com/BAAAG](https://www.sfmta.com/BAAAG). Questions? Contact Adrienne Heim,  
[Adrienne.Heim@sfmta.com](mailto:Adrienne.Heim@sfmta.com) or 415.646.2564.

Black History Month was developed in the United States and was first recognized as Negro History Week in 1926. The intent of the event, which always takes place during the month of February, is to acknowledge and honor Blacks' contributions to U.S. history. During this time, Black people often reflect on their history, obstacles overcome and the challenges and progress still to be made.



From the medical and health, literature, science and technology, education and social justice, Black people have played an influential role in shaping America and are [paid tribute to throughout the month](#).

Visit [Inside SFMTA](#) to read the whole Black History Month blog and see Black History facts and local events happening during the month.

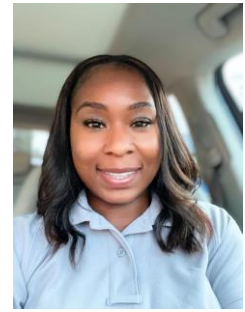




CELEBRATING BLACK STAFF AT THE SFMTA

What does it mean to be a Black professional in transportation?

It's no secret that being Black comes with challenges but being a Black woman, working in the transportation industry comes with many other obstacles. Each day is an opportunity for me to change the narrative. I take pride in that! I am a Black woman. I am kind and respectful. I am not rude, I am not ghetto. We all have biases but the diversity of the transportation industry gives us contact with people from all walks of life. Having said that, you can choose to be open-minded and intentional when making contact with others who may look different than you!



LaCorra Benard  
Transit Operator, Muni  
Woods Division

What does it mean to be a Black professional in transportation?



Michael Henry  
Superintendent, Potrero  
Maintenance  
Transit Division

Being a Black professional means I have a lot of responsibility to stand out in a positive way. I also have the responsibility of being a role model to generations under me, to pursue career and be successful. I have worked extremely hard to be seen, heard, and credited for many of my contributions. Being where I am today in the position of a superintendent, gives me the opportunity to treat employees equally and with dignity regardless of their background. Lastly, I am a professional Black man because of the endless and consistent support and contributions of Black women. I cannot be who I am today, without them.

What do you love about being Black?

I wouldn't want to be anything but Black. I have a powerful presence.

What does Racial Equity mean to you?

Racial Equity means affording people equal opportunity, and providing platforms and spaces for their voice to be heard and listened to.

OREB FELLOWSHIP PROGRAM: APPLICATION DUE MARCH 4TH

The Office of Racial Equity and Belonging (OREB) is excited to announce the launch of our Fellowship Program! The OREB Fellowship is a a networking and development program for staff across all SFMTA divisions. This 12-month, professional development program will provide SFMTA staff with the opportunity to gain verifiable work experience. The 2022 cohort will be the first of many to support racial equity projects through participation on multidisciplinary teams that represent the diversity of the SFMTA workforce.

Josephine Ayankoya, SFMTA Racial Equity Officer shared, "The MTA workforce is one of the agency's strongest assets, and their engagement is critical for achieving internal and external racial equity goals. With dozens of job types across the multiple divisions throughout the entire city, it is important that we understand, support, engage and invest in the full MTA workforce." She continued, "I developed this ambassador-style program to leverage the collective brilliance of our colleagues and support systemwide understanding of our racial equity priorities."



[The application for the 2022 OREB Fellowship Program is available online](#) and due **Friday, March 4, 2022**. Please see the all-staff communication for additional details.

[CLICK HERE for PDF Version of the Application](#)

# CELEBRATING BLACK STAFF AT THE SFMTA



Sevilla Mann  
Public Relations Officer, Public Outreach and Engagement Team Strategy (POETS)  
Communications, Marketing & Outreach Division

## What do you love about being Black?

"I love being Black! I do not fit a particular mold and am truly a unique individual."



Greg Labat  
Transit Operator  
Kirkland Division

## What does it mean to be a Black professional in transportation?

"I made #1 at Kirkland Rubber Tires and am making a decent living."



Gladys Carey  
Secretary II  
Woods Division

## What do you love about being Black?

"I love being Black because when we have not been fully accepted, you can see evidence that is by the contribution we have made to this country and everywhere I look, I see the evidence that we have been on this planet and have made a significant difference in the betterment of the world."



Johnny Mathis  
Transit Operator  
Woods Division

## What does Racial Equity mean to you?

"Racial equity to me means that all races are afforded the same opportunities. I have been fortunate to work within SFMTA that fosters my same beliefs and has afforded me the same opportunities as my multicultural colleagues."

## SFMTA COLLEGE SUMMER INTERSHIPS - STEM AND PLANNING FOCUS: APPLICATION DUE FEBRUARY 10TH

The application for the 2022 SFMTA Summer Internship Program is now open! At the SFMTA, we have internships for community college, undergraduate and graduate students aspiring to work as traffic engineers, transportation engineers and transportation planners. We're expecting to hire as many as 45 interns to work on everything from transit service planning and residential parking policy to traffic routing and signal timing.

Interested students can apply via the citywide summer internship site at [SFStudentIntern.org](https://sfstudentintern.org). When applying, applicants should mark SFMTA as their first or second choice to make sure we receive their application, and make sure to check their email inbox regularly for follow-up information. The internship is paid, and the application deadline is **February 10, 2022**.





### RACIAL EQUITY UPDATES

#### The SFMTA Board of Directors Phase One Racial Equity Action Plan Update

Tuesday, Mar. 1 | 1PM | [Access the meeting via the BOD webpage](#)

On March 1, Racial Equity Officer Josephine Ayankoya will provide the SFMTA Board of Directors with progress updates on the Phase One Racial Equity Action Plan.

All staff are invited and encouraged to attend virtually.

#### The San Francisco Human Rights Commission focuses on Equity at the SFMTA

Thursday, Feb. 10 | 5PM | [Meeting access available via the SF HRC's Facebook page](#)

The SFMTA will be presenting on external equity work at the agency at the SF HRC's first February meeting which will be held virtually and streamed live via Facebook.

### UPCOMING LEARNING OPPORTUNITIES

#### OREB Equity Lab: Transportation Equity & Mobility Justice for Black Communities

Tuesday, Feb. 22 | 11AM – 1PM | Microsoft Teams

This Equity Lab will highlight the SFMTA workforce in a discussion on transportation equity for Black communities. The interactive discussion will explore promising approaches to advancing racial equity in a series of methods including enforcement, engagement, planning and diversifying the engineering sector.

This training is intended for all SFMTA staff and Board of Directors, the SFMTA Youth Transportation Advisory Board, as well as the SFMTA's advisory committees, task forces, councils and advisory groups. City and County of San Francisco staff and community members are welcome and encouraged to attend.

#### A Time of Reflection: "The Sum of Us"

#### Book Discussion

Wednesday, Feb. 9

12PM – 1PM

[Microsoft Teams](#)



Join the Ombuds Office for the next virtual book discussion, *A Time of Reflection: "The Sum of Us" Book Discussion*. All staff are invited to engage, even if you have not kept up with the reading. Additional details and reflection questions are available via email in the all staff event invite.

#### Equity In The Center Trainings/Workshops

Here is a list of trainings and workshops happening in the month of February:



#### Intersectional Allyship for Racial Justice: A Workshop for White Allies (two-part workshop)

Tues. Feb. 8 | 10AM - 1PM PT **and** Wed. Feb. 9 10AM - 1 PM PT | [Register here.](#)

#### More than Fragility: A Deep Dive into Understanding & Dismantling Whiteness

Wed. Feb. 23 | 9AM - 12PM PT | [Register here.](#)

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](mailto:equity@sfmta.com)