



The Equity Newsletter | May 23, 2022

PHASE ONE RACIAL EQUITY ACTION PLAN PROGRESS REPORT NOW AVAILABLE

The SFMTA recently published its first progress report on the agency’s Phase One Racial Equity Action Plan (REAP). The [report is available](#) via the Office of Racial Equity and Belonging website, and was also distributed to all staff via email.



The Office of Racial Equity and Belonging encourages you to review the report for a snapshot of the progress made in the first year of implementation. The progress report is a summary of all the hard work being done by staff across the agency. Thank you to the Racial Equity Action Leads and the many staff supporting the implementation of the Phase One REAP!

San Francisco Municipal Transportation Agency

Departmental Racial Equity Progress Report

Annual Report for 2021Part A

Submissions to the Human Rights Commission, Officer of Racial Equity by May 2, 2022

PEOPLE OF THE SFMTA



Cheryl Lui
Project Manager

What does it mean to be an Asian and/or Pacific Islander professional in transportation?

My community transformed me from a humble immigrant beginning, for which I am forever grateful. I am committed to inspiring and motivating members of my community to learn and grow.

SUPPORT LOCAL ASIAN & PACIFIC ISLANDER COMMUNITIES

Local Bay Area communities are mourning the loss of Artgel “Jun” Anabo, an Oakland Filipino business owner and community leader who was shot and killed last week outside of his Fruitvale restaurant.

We invite you to [support the Gofundme](#) that his family has setup for his 11-year-old son.



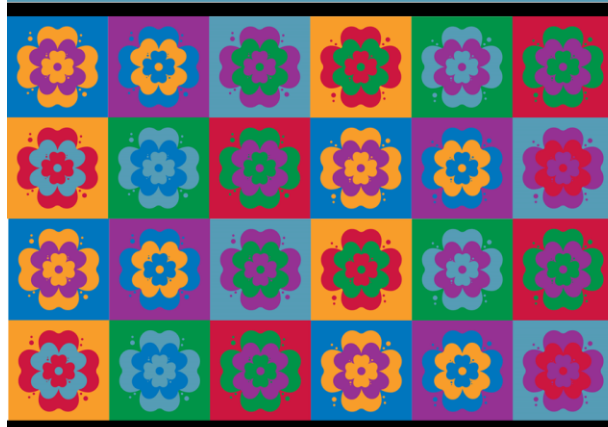
Artgel "Jun" Anabo and his son, Kiah. Credit: Courtesy of Analyn Novenario via Gofundme

COMMEMORATE ASIAN & PACIFIC ISLANDER HERITAGE MONTH

The SFMTA Office of Racial Equity and Belonging presents:

How Do You Identify? Asian & Pacific Islander People Are Not A Monolith

An Interactive Discussion featuring Guest Speakers from across the Agency



May 24, 2022
12:30 PM – 2:00 PM

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

To join by phone, call:
415.915.0757
Phone Conference ID:
755 535 046#

Contact equity@sfmta.com for more information.

How Do You Identify? Asian & Pacific Islander People Are Not A Monolith

Tuesday, May 24 | 12:30 PM – 2:00 PM | Virtual Teams Meeting

Join the Office of Racial Equity and Belonging for an interactive discussion on Asian and Pacific Islander identities and experiences. *How Do You Identify* is a yearlong discussion series, and this month's gathering will commemorate Asian and Pacific Islander Heritage Month. Attendees will hear from a panel of their SFMTA peers who will be joined by SFMTA Board Member, Director Sharon Lai.

In July, our *How Do You Identify?* event will commemorate Americans with Disabilities Act (ADA) Day/National Disability Independence Day. If you identify as someone living with a disability and are interested in being a speaker, please email equity@sfmta.com.

[Click Here to Download the Recommended Educational Resources](#)

Asian & Pacific Islander (API) Representation in Media Roundtable

Thursday, May 26 | 12:00 PM – 1:00 PM | Virtual Teams Meeting

The Asian & Pacific Islander Affinity Group (APIAG) is hosting a roundtable discussion of past and present media representation of API communities. SFMTA staff and stakeholders are encouraged to participate in a reflective discussion on what is working and what is not working related to API representation in the media.

See the calendar invite that went out to all staff for the link to the virtual meeting.

PEOPLE OF THE SFMTA



Lydon George
Transportation Planner

What does it mean to be an Asian and/or Pacific Islander professional in transportation?

Labor roles in the US have historically been stratified by race, the effects of which are still present to this day. I like to think that, as an Indian identifying person, I help to normalize the presence of Indians in transportation planning, for people inside and outside of the SFMTA, shaking up constricting ideas of who we, of all races and ethnicities, can be and what we can do in life. As well, I hope that my lived experience, greatly shaped by my Indianness, provides different perspectives in my planning philosophy, ones that will uniquely contribute to the work I do as a planner.

What does racial equity mean to you?

Racial equity is so many things! It is education, having a common understanding of the sins of our country's past and their direct influence on today's conditions. It is having equal opportunity and access to all the things that contribute to a quality life. It is knowing that racial equity is a perpetual, ongoing discussion, and it is creating an environment where we can comfortably and productively discuss issues. It is pursuing systemic change that proactively addresses inequity through redistribution. It is allyship, it is celebration of diversity, it is progress. Most importantly, racial equity is work, and we have to be willing to do the work!

What do you love about being Asian and/or Pacific Islander?

I love the unifying aspect of the Asian-Pacific Islander (API) label. API applies to peoples, cultures, and nationalities whose countries of origin span half the globe. Being that our racial and ethnic catalogue is stacked up, and incredibly diverse, the API title subtly works to connect these many races and ethnicities, providing opportunities for someone like me, a multi-racial Indian person, to more easily recognize similarities with someone who is Cambodian or Chinese or Samoan or Japanese. API allows us to relate via our mutual history, experiences, and traits, while celebrating the uniqueness of our individual identities. Also, obviously, our food is incredible, all of it, though I love Indian food in particular.

CELEBRATING THE INAUGURAL ASIAN & PACIFIC ISLANDER CABLE CAR RIDE

The Office of Racial Equity and Belonging (OREB) and Transit, Cable Car Division are collaborating with staff across the agency to design a series of decorative Cable Cars with racial equity exhibits. The inaugural cars launch with staff connection and networking rides. On May 13, staff participated in the launch of an inaugural ride for Asian & Pacific Islander Heritage Month.



This month's exhibit showcased the diverse range of Asian & Pacific Islander communities around the world and within the SFMTA workforce. Approximately 45 flags were used to decorate the car, as was fabric from Southeast Asian countries.

As Director Sharon Lai of the SFMTA Board of Directors shared, *"It's so important for us to take time to celebrate and recognize the critical contributions that the [Asian American & Pacific Islander] community has made to the transportation space and to San Francisco, and I'm grateful for staff's commitment to diversity and inclusion. I'm proud to be able to help celebrate and uplift AAPI voices."*

This exhibit would not have been possible without the agency staff involved with the planning, coordination and decoration of the racial equity exhibit, particularly those in the Asian & Pacific Islander Affinity Group and staff working in the Cable Car Division. Special thanks as well to Frank Zepeda of the Citizen's Advisory Council, who helped lead volunteer decoration efforts for the exhibit, and to Val Lupiz and Richard Auelua for operating the ride.

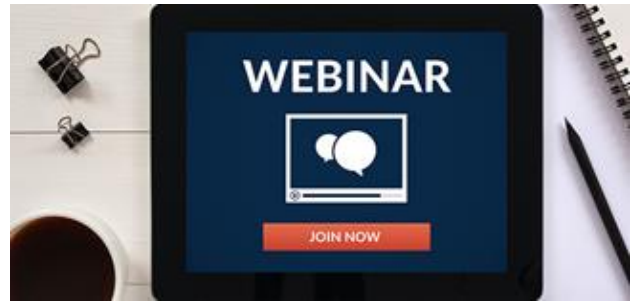
LEARNING & PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Are you interested in increasing skills needed for career pursuits in the City and County of San Francisco? Are you a supervisor responsible for managing the performance of other MTA colleagues? If you answered yes to either question, don't miss these free webinars being hosted by the Department of Human Resources.

Performance Planning and Appraisal Review Webinar

June 17 | 9:00 AM - 10:15 AM | [Sign Up Here](#)

Understand the City's planning process and expectations for Performance Plan and Appraisal Reports (PPARs). This webinar will review the structure and tools to provide effective performance plans and appraisals.



Connecting People with Purpose

Growing Your Career Webinar Series

Attend a webinar in the Growing your Career series to understand the City's job application process.

Growing Your Career Webinar- Applying for a City Job

- Wednesday, June 15 | 2:00 PM - 3:00 PM | [Sign Up Here](#)

Growing Your Career Webinar: Updating Your Resume

- Tuesday, May 24 | 10:00 AM - 11:00 AM | [Sign Up Here](#)
- Wednesday, June 22 | 2:00 PM - 3:00 PM | [Sign Up Here](#)

Growing Your Career Webinar: Exams and Interviews

- Tuesday, May 31 | 10:00 AM - 11:00 AM | [Sign Up Here](#)
- Wednesday, June 29 | 2:00 PM- 3:00 PM | [Sign Up Here](#)

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