



The Equity Newsletter | January 19, 2022

The Office of Race, Equity and Inclusion is now the Office of Racial Equity and Belonging

The Office of Race, Equity and Inclusion is rebranding! We will now be known as the Office of Racial Equity and Belonging (OREB), to emphasize our responsibility to ensure that our employees feel not only included but truly comfortable bringing their authentic selves to work. With this change, Josephine Ayankoya, who leads OREB, will have a new job title: SFMTA Racial Equity Officer. Additionally, the section formerly known as Equitable Services will now be Equitable Services and Systems. The office will continue directing and developing strategies for advancing racial equity, transit equity and intersecting equity needs in all areas of work at the agency.



The new OREB website will launch this month. The website is designed to provide insight into equity work at the SFMTA for staff and the communities we serve. In addition to outlining the structure and function of our office, the website will provide information about training, professional development and career opportunities; support programs for underserved communities; and the agency's equity commitments and progress toward meeting those commitments.

CAREER DEVELOPMENT OPPORTUNITY

The Office of Racial Equity and Belonging Fellowship Program

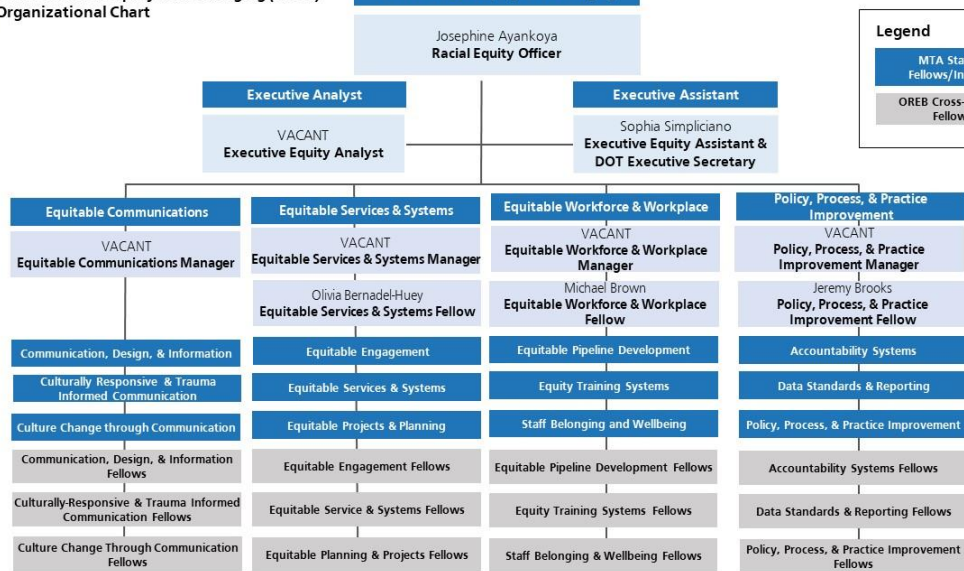
The Office of Racial Equity and Belonging (OREB) is excited to announce the launch of our Fellowship Program! The OREB Fellowship is a networking and development program for staff across all SFMTA divisions. This 12-month, professional development program will provide SFMTA staff with the opportunity 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.

This fellowship will establish protected time to work on equity projects via part-time assignments (0.2 FTE - 0.3 FTE, or 1 day a week – 1.5 days per week). We anticipate engaging at least 30 Fellows across 11 projects during the first cohort.

The OREB Fellows will support the development, implementation and evaluation of OREB programs and projects, such as:

- The Youth Transportation Advisory Board (mentoring, youth development and coordination), and
- Equity Lab, a series of racial equity, mobility justice and transportation equity trainings for SFMTA staff and Board of Directors.

Each Fellow will be co-managed by an OREB manager/officer in addition to their primary work supervisor. There are a limited number of fellowships that include supervisory responsibilities for team projects and deliverables. Work experience gained through the fellowship will be documented in performance plans. Upon successful completion of the program, each Fellow will be given a work verification letter that can be applied to future career pursuits.



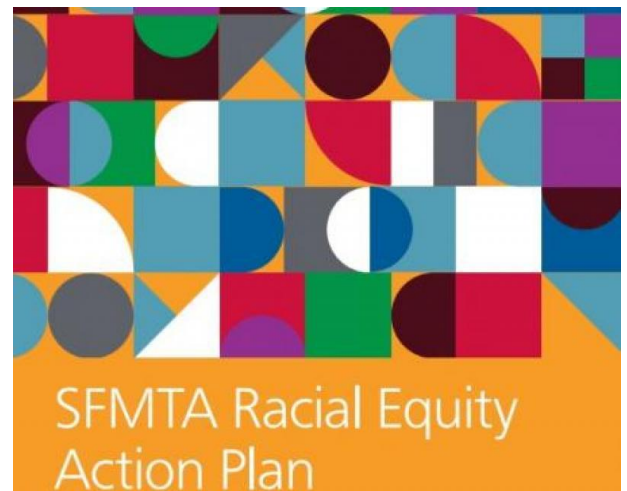
Josephine Ayankoya, SFMTA Racial Equity Officer shared, “The MTA workforce is one of the agency’s strongest assets, and their engagement is critical for achieving internal and external racial equity goals. With dozens of job types across the multiple divisions throughout the entire city, it is important 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 will be available in the coming days and will be **due via email to equity@sfmta.com by Friday, March 4, 2022**. Please look out for an all-staff communication from SFMTA Racial Equity Officer with additional details.

RACIAL EQUITY ACTION PLAN UPDATES

The [Phase One Racial Equity Action Plan \(REAP\)](#) is a comprehensive document outlining the SFMTA’s commitment to racial equity efforts within the workplace. It consists of action items designed to achieve equity in the following areas:

- 1.Hiring and Recruitment
- 2.Retention and Promotions
- 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



On **March 1, 2022**, our annual progress report on the plan will be due to the San Francisco Human Rights Commission Office of Racial Equity (ORE). ORE recently reviewed and analyzed our REAP and provided recommendations to strengthen the foundation of the plan as it is implemented. ORE’s evaluation of the SFMTA REAP was emailed to all staff for review. Please email equity@sfmta.com if you would like a digital copy of the REAP evaluation.



As we look back on our first year of implementing the Phase One Racial Equity Action Plan, we would like to highlight efforts dedicated to the improvement of our Hiring and Recruitment processes (see [REAP Objective 1.1](#)).

We are proud of our ongoing collaboration with the SFMTA Human Resources (HR) Division. Our joint accomplishments have included:

- Developing project plans to incorporate racial equity standards in our hiring processes, such as integrating racial equity standards into Knowledge, Skills and Abilities job analyses and adding racial equity questions into exams.
- Revising minimum and desired qualifications on job postings to remove unnecessary barriers to employment.
- Successful social media, branding and communications pilot campaigns to support outreach and hiring commitments of the REAP.

Kitty Wong, Manager II in HR Operations, has engaged in this work and says, “It’s important as HR Professionals to raise awareness of racial equity in hiring. Working in strategic partnership with the [Office of Racial Equity and Belonging], we’re looking forward to increasing diversity in our workforce especially in some job areas by doing more targeted and diversity outreach.”

UPCOMING EQUITY EVENTS



Human Rights Commission Meeting about Equity at the SFMTA (February 10 | 5PM)

The SFMTA will be presenting on external equity work at the agency at the first February meeting of the SF Human Rights Commission. The meeting will be held virtually and streamed live via Facebook.

- [Meeting access will be available via the SF Human Rights Commission website](#)

SFMTA Board of Directors Phase One Racial Equity Action Plan Update (March 1 | 1PM)

On March 1, SFMTA Racial Equity Officer Josephine Ayankoya will provide the SFMTA Board of Directors (MTAB) with progress updates on the Phase One Racial Equity Action Plan. All staff are invited and encouraged to attend virtually.

- [Remote meeting access will be available via the MTAB website](#)

Equity In The Center® Trainings/Workshops (Multiple Sessions)

[Equity in the Center](#) offers a variety of exciting equity training opportunities. *Please note there are fees to register*; see the [SF DHR website](#) for information on reimbursement.



The following workshop series begin this month:

- **Racial Justice Stances: Grounding in Our Truths (two-part workshop)** | Jan. 24 & Jan. 27, 10AM – 12PM. [Register here.](#)
- **More than Fragility: A Deep Dive into Understanding & Dismantling Whiteness (three-part workshop)** | Jan. 26 & Feb. 23 & Mar. 23, 9AM – 12PM. [Register here.](#)

UPCOMING COMMUNITY EVENTS

Target Lab x Black History Month: A Celebration of Black Talent (January 25 - 27 | Multiple Sessions)

Target Lab x Black History Month: A Celebration of Black Talent is a virtual experience focused on personal and professional development, highlighting Black creators and founders and investment in Black communities. You can expect:

- Dynamic Keynote Speakers
- Career Coaching with Starbucks and Target Leaders
- Attendee Networking
- Fun Giveaways (be sure to provide your address!)
- And more!



Use the link below to access the events page, where you can register and join the event. Session times and additional details can be found on the events page in the “Event Overview” tab.

- [Access the Target Lab X Black History Month Celebration](#)

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