Racial Equity Action Plan

San Francisco
County Transportation
Authority

Agenda Item #9

January 26, 2021

What is it?

City formed Office of Racial Equity July 2019 by former Supervisors Fewer and Brown

Requires all City departments to create Racial Equity Action Plans

SFCTA participating in citywide racial equity activities since 2018

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Highlights from our Work

Capacity Building & Training

Second SF cohort of the Government Alliance on Racial Equity (GARE)

Agency-wide capacity building at off site workshops in 2018 and 2020

Employee survey – 2019

Ongoing training series in 2020-2021

Recruitment – Redacting names and affiliations

DBE outreach and contracting targets

Integrating into Project Work – ConnectSF, Congestion Pricing, reauthorization

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Racial Equity Action Plan Process

Led by staff Racial Equity Working Group
Includes representatives from all Transportation Authority divisions, formed in Fall 2018

Developed Draft Action Plan
Coordinated with SF Office of Racial Equity

Staff Engagement
70% of all staff participated

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Plan Areas

Hiring and Recruitment

Retention and Promotion

Discipline and Separation

Diverse and Equitable Leadership

Mobility and Professional Development

Organizational Culture of Inclusion and Belonging

Boards and Commissions

Over 80 individual actions identified

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Action Plan Priorities

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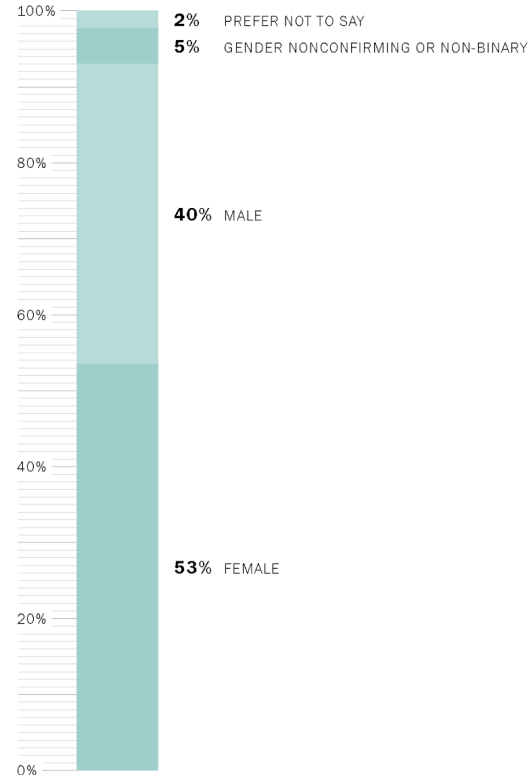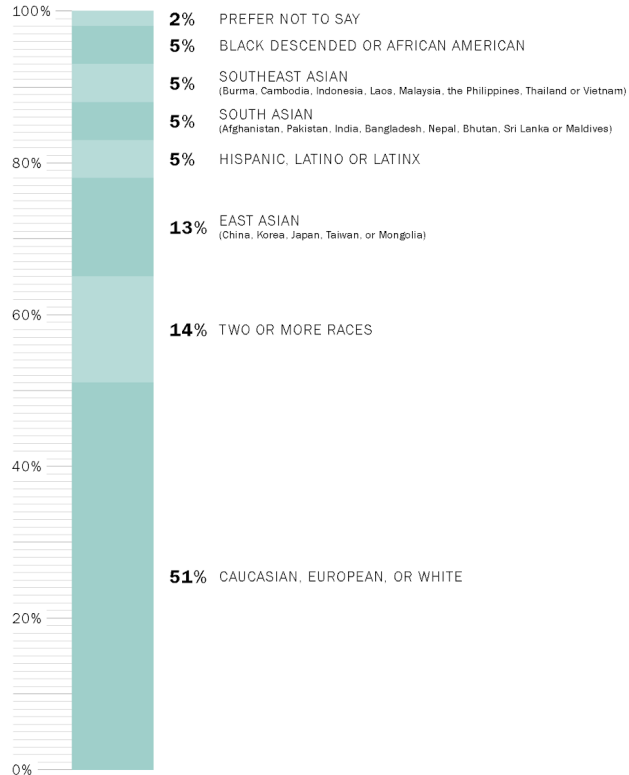|	
Hiring and Recruitment	• Track and evaluate outcomes by race/ethnicity. • Collect intern feedback.
Retention and Promotion	• Determine standard factors for raises & promotions.
Diverse & Equitable Leadership	• Commit to ongoing racial equity training and development for leadership. • Incorporate demographics in annual report (*DONE*) • Implement a simple process to submit anonymous input to senior leadership. Develop a plan to respond.
Mobility and Professional Development	• Create a process where staff can submit accommodation requests to the agency's administration. The overall timeline process should be transparent and easily accessible. • Create open communication channels so management can respond to employees' non-work-related needs that contribute to work quality.

Action Plan Priorities

Organizational Culture of Inclusion & Belonging	• Create a Racial Equity Team accountable for the Action Plan (*DONE*) • Have staff participate in trainings, conferences, and discussions that promote a wider understanding of racial equity. (*ONGOING*)
Boards and Commissions	• Collect current board and/or demographic data and include in the agency annual report. (DONE) • Adopt ORE racial equity assessment tools to inform decision-making.(*ONGOING*, SFCTA using GARE racial equity assessment tool for several projects) • Determine a regular and standardized protocol for accommodation requests, centering people with disabilities, working people, parents. (*IN PROGRESS*)

Staff Demographics

2% PREFER NOT TO SAY

5% BLACK DESCENDED OR AFRICAN AMERICAN

5% SOUTHEAST ASIAN
(Burma, Cambodia, Indonesia, Laos, Malaysia, the Philippines, Thailand or Vietnam)

5% SOUTH ASIAN
(Afghanistan, Pakistan, India, Bangladesh, Nepal, Bhutan, Sri Lanka or Maldives)

5% HISPANIC, LATINO OR LATINX

13% EAST ASIAN
(China, Korea, Japan, Taiwan, or Mongolia)

14% TWO OR MORE RACES

51% CAUCASIAN, EUROPEAN, OR WHITE

2% PREFER NOT TO SAY

5% GENDER NONCONFIRMING OR NON-BINARY

40% MALE

53% FEMALE

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Next Steps

Continue Racial Equity Working Group Lead for implementation of the action plan in cooperation with management and other staff

Track implementation of action plan

Continue training series

Continue to integrate racial equity into Transportation Authority projects

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Thank you.
Any Questions?

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