

Racial Equity at SFO

Presentation to: The Board of Supervisors
Government Audit & Oversight Committee
October 15, 2020

SAN FRANCISCO INTERNATIONAL

SFO

Racial Equity and Diversity

Workplace Transformation and Inclusion

- Created the **Office of Diversity, Equity & Inclusion** in 2017
- Promote opportunities to engage with the **Courageous Conversations Speaker Series** and **Share, Listen & Learn Conversations**
- Host **Panel Discussions** such as “*Disrupting Racial Inequities and Ways to Work Toward Systemic Change*” featuring BOE Member Malia Cohen and Commissioner Everett Hewlett, Jr.
- **SFO’s Diversity Video** included with all job postings and shown during New Employee Orientation
- Issued an Airport **Executive Directive on Diversity, Respect, and Inclusion in the Workplace**
- Support and provide spaces for **Employee Resource Groups**
- Conduct bi-annual **Employee Satisfaction Survey**
- Train staff on **Implicit Bias** and **Fairness in Hiring**



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Workplace Transformation and Inclusion

- Conduct **extensive recruitment and outreach** for job opportunities including CBOs, professional organizations and schools to diversify applicant pools
- Offer robust programs for **interns, trainees, apprentices, and fellows**
- Promote professional development through the Airport's **tuition reimbursement** program, **conferences**, and **mentorship** program
- Created the **SFO Academy** to promote leadership at all levels
- Coordinate **Employee Resource Fairs** with career information and presentations on the civil service hiring process
- Utilize trained **Skelly Officers**, **track disciplinary actions** and **analyze data**
- **Centralized approval** for disciplinary decisions which includes all levels of management up to and including the Airport Director
- Participate in **Government Alliance on Racial Equity (GARE)** and **Citywide Racial Equity Working Group (CREW)**
- Created a **Racial Equity Leadership team** representing all divisions at the Airport

Thank You

