



San Francisco International Airport

October 23, 2020

The Honorable Shamann Walton
San Francisco Board of Supervisors
City Hall, 1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102-4689

TRANSMITTED VIA EMAIL
Shamann.Walton@sfgov.org
Natalie.Gee@sfgov.org

SUBJECT: Government Audit and Oversight Committee Meeting Follow-up

Dear Supervisor Walton:

Thank you for the opportunity to share San Francisco International Airport’s (SFO) commitment to racial equity at the Government Audit and Oversight Committee meeting on October 15, 2020. While the Airport has implemented many initiatives, we acknowledge that there is more to be done.

In response to your question regarding the reduction of disciplinary actions, the Airport has continued this downward trend in Fiscal Year 20/21. As I mentioned at the meeting, in Fiscal Year 18/19, Black employees received 38.10% of the disciplinary actions, many of which were related to attendance. After reviewing this data, we trained supervisors and provided tools for early warning signs of attendance concerns. This provided supervisors an opportunity to review expectations and offer information on leave options if needed. In Fiscal Year 19/20, the number of disciplinary actions given to Black employees reduced by almost half to 19.44%. This trend has continued, and no disciplinary actions have been given to Black employees this Fiscal Year-to-date. Please note that the number of disciplinary actions given to employees is relatively small: Fiscal Year 18/19 – 21; Fiscal Year 19/20 – 35; and Fiscal Year 20/21 (Q1) – 3. (See Attachment 1, Table A for information on the percentage of corrective and disciplinary actions by race/ethnicity.)

In response to your question regarding promotions, SFO continues to support employee development and professional growth. Black employees accounted for 10.66% and 11.21% of our promotions for Fiscal Years 17/18 and 18/19 respectively. In Fiscal Year 19/20, Black employees accounted for 1.75% of our promotions. The COVID-19 pandemic impacted our hiring significantly in Fiscal Year 19/20 with only 267 hires. The Airport limited hiring to essential positions only, and as a result hired almost 50% fewer employees in comparison to Fiscal Year 18/19 (531 hires). While the Airport continues to focus on filling essential positions during this time, Black employees account for 33.33% of the promotions this Fiscal Year-to-date. (See Attachment 1, Table B for information on the percentage of promotions by race/ethnicity.)

At SFO, we have focused on building a culture of inclusion and respect, which is the foundation upon which we have built a successful organization. Although we continue to make strides in the areas of diversity and equity, we understand we need to do more. We are committed to taking a closer look at existing systems, policies, and our programs and practices through an equity lens and identifying where improvements need to be made.

Please do not hesitate to contact me if you have questions or would like additional information.

Very truly yours,

Ivar C. Satero
Airport Director

Attachment

cc: Chair Gordon Mar, Government Audit and Oversight Committee (edward.w.wright@sfgov.org)
Vice Chair Aaron Peskin, Government Audit and Oversight Committee (sunny.angulo@sfgov.org)
Supervisor Matt Haney, Government Audit and Oversight Committee (Abigail.rivamontemesa@sfgov.org)
John Carroll, Clerk, Government Audit and Oversight Committee (john.carroll@sfgov.org)
Angela Calvillo, Clerk, San Francisco Board of Supervisors (board.of.supervisors@sfgov.org)

AIRPORT COMMISSION CITY AND COUNTY OF SAN FRANCISCO

LONDON N. BREED MAYOR LARRY MAZZOLA PRESIDENT ELEANOR JOHNS VICE PRESIDENT RICHARD J. GUGGENHIME EVERETT A. HEWLETT, JR. MALCOLM YEUNG IVAR C. SATERO AIRPORT DIRECTOR

Attachment 1

Table A:

Percentage of Corrective and Disciplinary Actions by Race/Ethnicity at SFO <i>Permanent Civil Service Employees</i>							
	White	Black	Hispanic	Asian	Filipino	American Indian or Alaskan Native	Multiracial
FY18/19	28.57%	38.10%	4.76%	23.81%	4.76%	0.00%	0.00%
FY19/20	36.11%	19.44%	5.56%	22.22%	13.89%	0.00%	2.78%
FY20/21	33.33%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%
<i>data as of 10/15/2020</i>							

Table B:

Percentage of Promotions by Race/Ethnicity at SFO							
	White	Black	Hispanic	Asian	Filipino	American Indian or Alaskan Native	Multiracial
FY17/18	32.00%	10.67%	8.00%	40.00%	5.33%	1.33%	2.67%
FY18/19	24.30%	11.21%	11.21%	42.99%	8.41%	0.00%	1.87%
FY19/20	26.32%	1.75%	10.53%	43.86%	12.28%	1.75%	3.51%
FY20/21	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%
<i>data as of 10/15/2020</i>							