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Subject: 3/17 - Public Comment - Item 211321 SFMTA REAP
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Supervisor Chan, Supervisor Preston, and Supervisor Mandelman,

In 2018, the SF Examiner published its article about John Haley's discrimination and sexual harassment of Sabrina Suzuki, a woman of color.

In 2022, four years later, after the Dolores Blanding Report (2019), the SFMTA Racial Equity Action Plan (REAP, 2020), the Goulding Report (2021), very little has been done by SFMTA to meaningfully reduce harm to staff of color.

After the departure of Ed Reiskin, a SFMTA employee survey showed that staff wanted the next Director of Transportation to have 1) A clear call for accountability, transparency, respect and integrity and 2) A focus on improving the culture within the SFMTA including equity, inclusion, diversity and morale.

In the past 2+ years, Jeff Tumlin has proved to be the opposite of that with his actions that continue to undermine racial equity at SFMTA and his contempt of the recommendations in the aforementioned reports. Some of Tumlin's actions include:

- Dismissal of the Blanding Report recommendation that ombudsperson should report to the SFMTA Director (until faced with public pressure at a 11/17/20 MTA Board meeting by Board members and SFMTA staff) (Blanding Report p. 6)
- Not implementing the Blanding Report recommendation that SFMTA establish office hours with Employee and Labor Relations and Human Resources Analysts at division (Blanding Report p. 4, 6)
- Organizational changes in January 2021 that resulted in the removal of a woman of color on the executive team from the SFMTA organization chart (and her removal as Tumlin's direct report)

- Selection of an acting CFO despite staff's request that the person to fill it not have a history of harassment, toxic behavior or tendencies toward unilateral decision making
- Attempting to promote said Acting CFO into an acting Chief Administrative Officer (CAO, newly created position) despite staff's concerns, and disregarding any equitable promotional process, thereby disregarding:
 - SFMTA Racial Equity Action Plan Actions 2.2.1 – Develop a process for acting/interim roles and 2.2.2 – Document a transparent process for promotions, and
 - Goulding Report Recommendation 15.3 "...require all departments to adopt a uniform system for handling acting managerial and supervisory assignments. Optimally, such a policy will involve a competitive process and/or will permit rotation that exposes more employees to acting duties. Such a policy should avoid excessive managerial discretion that currently dictates the process for filling acting roles in many departments. Managerial discretion in this area results in increased risks of implicit bias or nepotism.
- Maintaining Acting CFO in current position and not removing his direct reports despite multiple complaints of bullying and verbally abusive behavior, thereby disregarding Blanding recommendation "All employees should be then held accountable for maintaining a safe and respectful work environment and violation of the policy should be followed with progressive discipline up to, and including, termination. (Blanding Report p. 3-4 and p. 6)
- Despite continuous SFMTA data published showing racially disproportionate discipline of Black employees, continues to avoid holding offending managers accountable in real time (SFMTA Board meeting 3/1 starting at 3:49) and therefore disregarding Goulding Report Recommendation 17.3 "...City departments should track the frequency with which managers and supervisors discipline their workers, including tracking demographics of corrective actions implemented by each manager or supervisor."

It has been four years since SFMTA's abusive culture has been exposed and staff of color continue to suffer. The Blanding Report in 2019 said "A number of MTA employees and managers described bullying and verbally abusive behavior as being tolerated in the workplace...It has been described as a culture of silence. (p. 3)." As demonstrated by letters submitted to this Government Audit and Oversight Committee, this behavior continues to be pervasive at SFMTA.

To quote Tumlin's own words, taken from an article regarding bullying in City Hall, "I have had to deal with staff people who were ready to quit their jobs because of the way they had been treated," Tumlin said. "I've lost some extremely talented women of color from the SFMTA in part because of the cruel culture in city government that goes overlooked." Tumlin fails to recognize that what he described is happening under his leadership at SFMTA.

As Tumlin continues to ignore the intent of, recommendations/objectives/actions in documents that are supposed to support racial equity, staff of color will continue to be harmed.

I respectfully submit these public comments to the SF BOS Government Audit and Oversight Committee Meeting on the 3/17 Hearing, Item 211321 SFMTA Racial Equity Action Plan.

- SFMTA Staff Member

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