



Anti-Black Racism Assessment: Daily/Weekly Harms Caused
by Anti-Black Racial Bias & Reinforced White Supremacy
Cultural Norms at the City and County of San Francisco

Presented by the Black Employees Alliance and Coalition Against Anti-Blackness

Survey Overview; Objectives; and Review Format

- Survey consisted of 15 questions, a combination of demographic and narrative-based questions about Black employees' experiences with anti-Black racism, racial bias, and White supremacy across various departments within the City and County of San Francisco.
- Collected to provide a mechanism for Black Employees to provide feedback to Mayor London Breed, Board of Supervisors, and other City leadership.
- Survey was sent to more than 500 City and County of San Francisco employees on September 4th ; reflects feedback provided between September 4th and October 5th
- 45 City and County of San Francisco employees responded representing 21 different departments.
- Results presented here reflect summary data for each question as answered by various respondents. Answers reflecting that are color-coded the same and are also in sequential order reflect an answer from the same respondent. For example, slides 20-23 are color coded purple and represent one answer from a single respondent.

Survey Highlights and Summary

- Women made up the majority of survey respondents, representing 28 out of 45 respondents; While men represented 16 of all respondents (one identified as other).
- While most respondents identified as Black, representing over 80% of all survey respondents (38 out of 45), employees identifying in other racial/ethnic categories represented almost 20% of respondents (7 out of 45; 3/White, 2/Hispanic, 2/Asian Pacific Islander)
- Survey respondents represent a diverse group of City and County of San Francisco employees from more than 20 departments, signifying that anti-Black racial bias and racism are both **severe and pervasive** across departments throughout the City and County of San Francisco.
- Narrative data presented within these survey results amplify the disparities revealed within Workforce Demographic data collected by the City and County of San Francisco's Office of Racial Equity.

Survey Respondents' Departments

45 people responded in total, between September 4th and October 5th; from 21 agencies across the City and County of San Francisco

- ▼ Airport (SFO)
- ▼ Department of Public Health (DPH)
- ▼ Department of Public Works (DPW)
- ▼ Public Utilities Commission (PUC)
- ▼ Municipal Transportation Agency (MTA)
- ▼ Human Services Agency (HSA)
- ▼ Department of Human Resources (DHR)
- ▼ Police Department (POL)
- ▼ Fire Department (FIR)
- ▼ Recreation and Parks (REC)
- ▼ Adult Probation (APD)
- ▼ Sheriff (SHF)
- ▼ Child Support Services (CSS)
- ▼ Homelessness and Supportive Housing (HSH)
- ▼ Mayor's Office
- ▼ Other

TOTAL

Respondents from additional departments included:

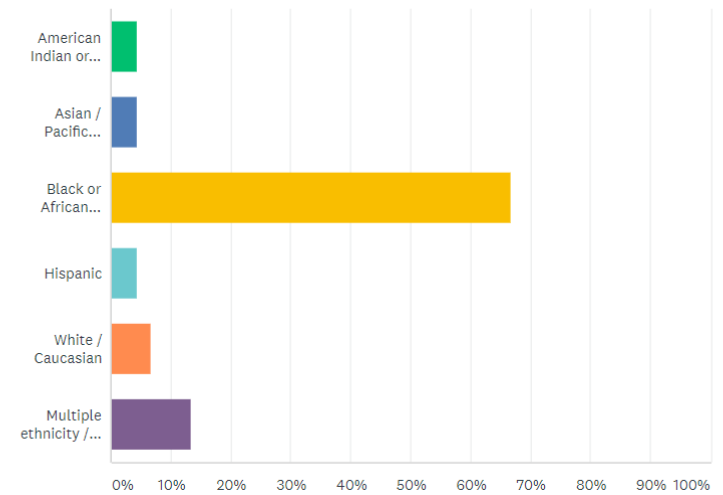
- Office of Economic and Workforce Development
- Office of Early Care and Education
- Family Children Services
- Planning
- Emergency Management
- Juvenile Probation
- Library

Survey Respondents' Demographics

ANSWER CHOICES	RESPONSES	
▼ American Indian or Alaskan Native	4.44%	2
▼ Asian / Pacific Islander	4.44%	2
▼ Black or African American	66.67%	30
▼ Hispanic	4.44%	2
▼ White / Caucasian	6.67%	3
▼ Multiple ethnicity / Other (please specify)	Responses 13.33%	6
TOTAL		45

Which race/ethnicity best describes you? (Please choose only one.)

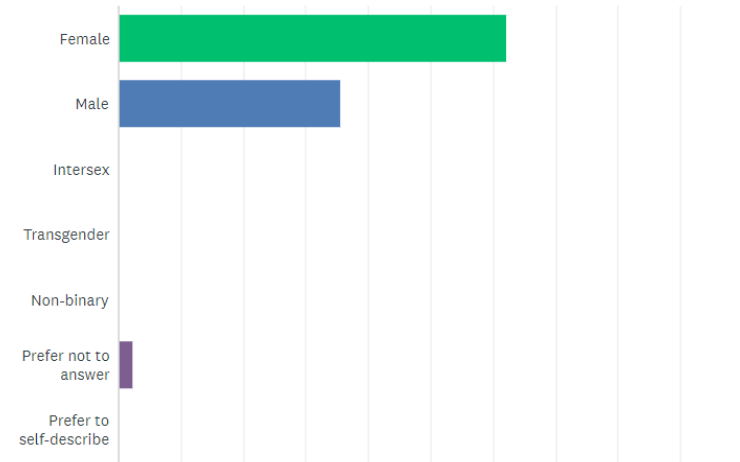
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	62.22%	28
Male	35.56%	16
Intersex	0.00%	0
Transgender	0.00%	0
Non-binary	0.00%	0
Prefer not to answer	2.22%	1
Prefer to self-describe	Responses 0.00%	0
TOTAL		45

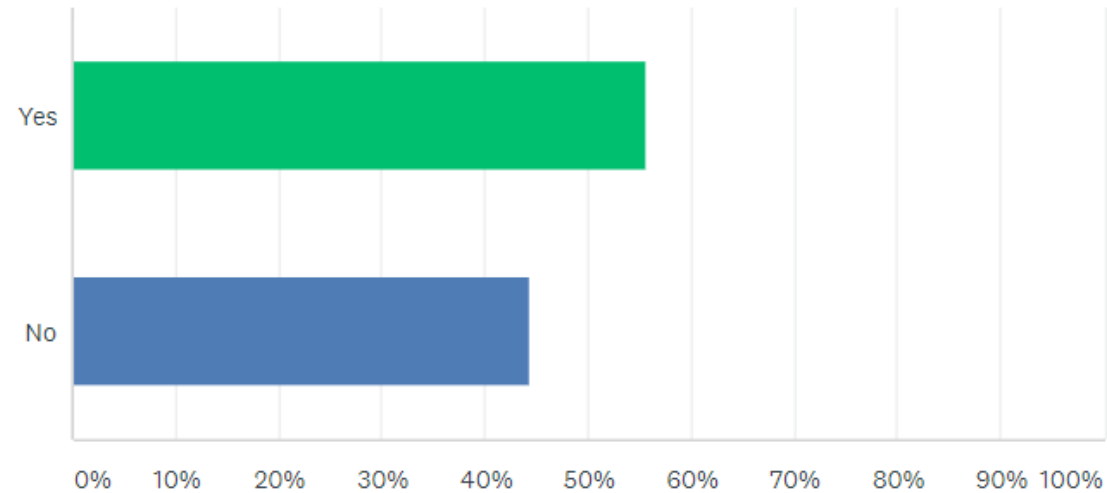
Gender

Answered: 45 Skipped: 0



Are you the only Black person in either of the following: workgroup, unit, division, department or classification? (if yes, please describe overall experience below)

Answered: 36 Skipped: 9



ANSWER CHOICES	RESPONSES	
▼ Yes	55.56%	20
▼ No	44.44%	16
TOTAL		36



23 respondents possessed between 1-10 years at the City



11 respondents possessed between 10-20 years at the City



11 respondents possessed more than 20 years (3 of which possessed more than 30 years)



The average number of years across all participants was 12 years



Survey Feedback/ Comments



Q7

If you identify or mainstream society would classify you as someone with African heritage (i.e. African American, Afro-Latina/Latino/Latinx, Afro-European, Afro-Asian, Afro-Hawaiian, Afro-Cuban, etc.) or Black, please describe how you have experienced and/or witnessed Anti-blackness (anti-black racial bias and racism in your department).

Q7 Answers (1 of 2)

- As a PST, via workforce while on public assistance for the first time and going through major hardship, I was miraculously, placed and welcomed with open arms at OECE. Although I was only paid minimum wage for 32hrs/wk. I was willing to accept scraps, given my dire situation. At the time we were in crisis dealing with homelessness and facing an illegal retainer, imposed upon us by our housing property manager of over 15 years, who was trying hard to evict us contributing to the breakdown of my family. Yet, in the midst of my struggles all was going well at OECE, I was thriving; promoted, w/o pay from Receptionist to Administrative Assistant. Talk about don't, kick a man when he's down! I was in the most vulnerable state ever in my entire life.

Q7 Answers (2 of 2)

When questioned, "What is she doing here?" Ms. Jarrett in an invasion and breach of my privacy, as if I didn't have rights, explained in detail to Mendoza and added, "She's not really here, she was only placed here through a program that serves to elevate, break barriers and secure a city position." After this slanderous visit from Mendoza, things changed drastically as did opportunities. Including my then supervisor Maya Castleman, who shared other personals about my family with staff and to add insult to injury, even threatened to fire me. I was distraught, took a medical leave as per my doctor and was faced with hostility, resistance and discouraged from filing a complaint or speaking with Micki Callahan.

Q7 Answers

- I have noticed I am often given more work or duties than my white co-workers. I also noticed excuses are often made as to why that worker is not assigned certain tasks. In addition, I often see the supervisor assisting and covering for this works lack of workload.
- In my department I am experiencing anti black racial bias by being passed over several times for promotions that are going to whites and Asians who have less experience and less education. Not being included in projects that will alert administration to my skills, education, cultural competency, decision making, coordinating, prioritizing, development of staff, multitasking, flexibility, work experience and general willingness to learn new duties and responsibilities.
- As many of my colleagues of color would agree, in any work environment, we get written off pretty quickly for being not as smart or having less work ethic, etc. It is something that is a given when starting at most new places of employment. I think OEWD has done a good job of vetting hires and this may be in part due to the nature of the work we do - our department attracts people who typically have a heart. We do have leaders that are POC and the demographic breakdown of our department has to be more diverse than the city's breakdown. That being said, there is room for improvement. The way we speak about certain communities or community-based organizations is not ok and that is a reflection of our moral compass and it needs some re-calibrating.

Q7 Answers

- 2 female Asian women fairly new to the department. Decide to get HR involved in what I can only describe as bullying. Inferring that I did something out of my role as a supervisor. However, never came out to say this exactly. Called in HR to do the dirty work. In so doing put all kinds of negative information in my personnel file. Causing me a chance for promotional opportunities. All while white balling me although I don't have proof.
- difficulty accessing my work - due to non black security guards denying me entry, being confronted about my 'tone' in interaction with a supervisor from another program.
- AS OF YET. I HAVE NOT

Q7 Answers (1 of 2)

- I have experienced it through subtle micro-aggressions and racial bias toward myself and others. For example, I was disciplined for asking my supervisor a question when he had minutes before agreed with the course of action and subsequently wrote an email inferring that I was not doing my job that could adversely impact my future performance review and opportunities. When I went to Ask him, later my department HR called me in to meet with the representative and was deceptive, first stating that she only wished to speak with me about the incident and then when

Q7 Answers (2 of 2)

I went to speak with her saying that I was being investigated and that she had decided that I was unprofessional because I spoke with a too loud tone. She said that she had interviewed others and they said that I seemed upset. I asked her did others indicate that my supervisor was speaking at the same tone as me and she said yes but I was the aggressor and my supervisor was defending himself.

Q7 Answers (1 of 2)

- While transferring in ADA transfer, dealing with HR (Security clearance, Amy) and reasonable accommodations (Mona) the transition that should have taken a couple of weeks actually took months (even though I had been in this position prior since 2012, as a standby dispatcher/pco) it took from August 2019 to Jan 25, 2020 for this position to go through. My current Supervisors Nestor, Daisy and even Debbie Brothne (former sup.) were constantly having meetings with HR regarding why it was taking so long for me to get the 1704 or 1705 position which I was qualified for and HR response was they felt I did not have enough experience on a 2way desk radio. Then HR stating that my "A" number would be reassigned because my number was so old.. but I was given my original number. I wondered why my clearance was taking so long so one day I called and spoke to Ofc Davis at the time and he stated my background clearance was complete 24hr after I took it, so I called

Q7 Answers (2 of 2)

Amy at HR and told her that my clearance went through and why hadn't she contacted me, she stated she forgot. And said I needed to come take my picture for SFMTA. But I had to schedule an appointment which was in 2 weeks. All this happening and I had just purchased my first home and praying it wasn't a short lived dream. 4 months no income, WC stop paying because they stated my company said I had a job, but I was not working, I asked ADA accommodations (Mona) who was going to cover my income because of what they stated to WC. She stated to me they were not responsible for income . If I'm offered a job I don't have, and I'm disabled, what am I supposed to do. She stated it wasn't her problem. My next statement was "I hope this never happens to you where no one will help. After all this time, I had no financial help other than my grandchild who I cared for SSI payment. Finally after those months of waiting, I started my new position Jan 25th 2020, just to find out HR had filled the original position for me with someone with no exp. He didn't work out.

Q7 Answers (1 of 9)

❖ I was employed with the CCSF-SFPUC from approximately December 2006 until my medical separation on February 8, 2018. During his tenure with the City, I held only an entry-level 5201 Junior Engineer position throughout various SFPUC divisions for over ten (10) years despite having three (3) academic degrees, two of which are graduate level degrees in Engineering and Urban Planning. (1) I was racially discriminated against in the City's refusal to provide him various training, professional development, and denied promotional opportunities as a Junior Engineer despite him applying to more than 30 positions with the City and County of San Francisco; (2) I was retaliated against in his transfer and wrongful demotion under California common law

Q7 Answers (2 of 9)

from the Field Engineering Division to the Collection Systems Division (“CSD”) within SFPUC’s Wastewater Enterprise (“WWE”) and giving menial work duties despite his credentials; (3) upon his arrival at CSD, I was harassed and further retaliated against by supervisor, coworkers, management, HR staff after I filed several complaints internally within SFPUC and with the EEOC regarding the City’s hiring practices and the harassment I experienced, which led to me to suffer from stress, mental and some physical impairments; (4) upon I going on medical leave in July 2015 and December 2017, the City failed to prevent

Q7 Answers (3 of 9)

discrimination and harassment and failed to provide the requested reasonable accommodation of a transfer to another department within SFPUC despite knowing my affected health and doctor's notes; and (5) I was subjected to threats of termination, bullying, intimidation, constantly harassed, falsely accused, isolated, stalked, lied to, micromanaged, keep under surveillance, unfairly written up/disciplined, termination of employment and medical separation that led to my wrongful termination of employment on February 8, 2018 for discriminatory and retaliatory reasons. The individuals that were either involved in or aware of such mistreatment that I faced at SFPUC-Wastewater Enterprise (WWE) Collection System Division (CSD) and Engineering Division (ED) included my CSD supervisor Douglas J. Lipps and ED supervisor Meei-Lih Lin Ahmad;

Q7 Answers (4 of 9)

WWE management Lewis Harrison, Brian Henderson, Tuamelie "Tommy" Moala, Kent Eickman; upper SFPUC management Harlan Kelly Jr., Kathryn "Kathy" How, Deborah Walters; Local IFPTE 21 Union Representative Paul Kim; SFPUC-Human Resource Services (HRS) Management and Staff (Justine Hinderliter, Rachel Gardunio, Elaine Leeming, Michael Ho, Lori Regler, Dena Narbaitz, Bonita Decker, Charla Welch, Cindy Charan, Julie Chow, Ana Borja Valdes, Anna Owens, Jessica J. Wong, Biran Shah, Stephen Brooks, Carolyn Jones, etc.); WWE-CSD staff (Mabel Chow, Kaumil Parghi and other workers), City Attorneys (Joseph M. Lake, Kenneth Walczak, Boris Reznikov, John Cote, Kate G. Kimberlin);

Q7 Answers (5 of 9)

SFPUC Communication staff Kesinee Yip and Michele Peters). Also faced such mistreatment while working earlier at SFPUC in Construction and Engineering Management Bureau from Patrick Lau, former Section Manager of Pipeline Group who was micromanaging and harassing me and other Black and Latinx coworkers and denying us promotions, professional training, and resource materials (books) to prevent us from educational growth, being competitive and from us doing our work effectively and efficiently while providing benefits, training and promotional opportunity to his fellow Asian American workers.

Q7 Answers (6 of 9)

I also witnessed or aware of other African American employees' mistreatment by the hands of their peers, supervisors and management in denied promotional and training opportunities, harassment, retaliation and other forms of systematic racism in the hands of various City officials and I was willing to testify to support folks who have been marginalized and mistreated. ✓ I and other employees are treated different than employees of other races and notice excessive or accelerated discipline. I received and noticed a higher number of Written Warnings, Suspensions and

Q7 Answers (7 of 9)

Terminations for Black people than non-Black employees. ✓ I and other employees have been passed-up for promotions (i.e., executive/management, supervisory, and professional positions) and training opportunities, while non-Black people are experiencing promotive opportunities with higher paid (i.e., over \$60,000 more) in cases where it was clear that Black candidates could have potentially been promoted because they were more qualified than the non-Black candidates. ✓ I was not allowed to apply for or use my annual MOU training allotment monies for trainings or given training via departmental budget while non-Black staff are encouraged and allowed to do so.

Q7 Answers (8 of 9)

✓ I noticed that non-Black staff are appointed at higher steps and/or ranges (A, B, C), while Black staff are typically appointed at Step 1/Range A or remain at a certain or the same step level positions (i.e., laborers/service workers and administrative/clerks and non-managerial or non-executive/ professional level). Ongoing bullying by management, supervisors and peers (Black and non-Black) are directed at you and other Black employees, leading to negative employment experiences for Black employees overall within your unit. Furthermore, when I attempted to address the mistreatment, discrimination, harassment, retaliation, macro-aggressions and micro-aggressions associated with cultural anti-Blackness. Examples of the ways

Q7 Answers (9 of 9)

in which this occurs include: ✓ Isolation ✓ Mistreatment ✓ Oversight and surveillance ✓ Getting pathologized and labeled (i.e. problematic, not a team player, difficult, defensive, angry, aggressive, hostile; and many other White supremacist-oriented stereotypes which are used as weapons to further victimize us) ✓ Not being hired for jobs or given certain work assignments ✓ Loss of potential promotions or the ability to promote ✓ Loss of pay or the potential for increases ✓ Higher severity of Disciplinary actions/adverse employment actions Note: I also informed the Mayor London Breed and PUC Board of Supervisors Sophie Maxwell of my mistreatment at SFPUC and I am waiting to hear back from them so we can discuss further.

Q7 Answers

- DPW yard is corrupt the people in building A .
- While working for Child Support Services (05/2004 - 08/2018), I tested for an 0922 position, where I ranked Number 1. From that eligibility list, I was passed over for a promotion multiple times although I exceeded the qualifications and performed exceedingly well in an 0922 Acting Manager capacity. I was told by the Director that I would be hired into the position, however, she selected a white woman from outside of City employment who ranked 10 on the eligibility list. The Director is AA female and her managers are also AA females. I was told that DHR pressured the Director into selecting a non-AA candidate to fill the position because the leadership in the department was overwhelmingly AA.
- I was at a fire with Chief Juratovac who is a female and hold the rank of H50. She knew that I liked to take pictures and after the fire was over she asked me if I would like to go inside the building to take pictures. I replied yes and proceeded inside. Days later I learned that she wrote me up for taking the pictures and said that I “compromised the investigation”. I received a “Oral warning from the Chief of Dept” from Joanne Hayes White (White female COD) which violated the MEP. I was disciplined without any investigation. This is significant because quite a few times Chief Juratovac has had her white, male operators take pictures on scene and they have never been disciplined.

Q7 Answers

- 1. I have been ridiculed because of my natural hair by Deputy CFO Charles Perl and CFO Eric Sandler for the smell of the product I used. The product was commonly available at Target. The deputy CFO and CFO are both middle aged white men. 2. I believe I was discriminated on the basis of my age and race in seeking a promotion within SFPUC. The successful candidate was a white woman from the Mayor's Office.

Q7 Answers

- During my annual evaluation, I've told been by a white manager in (BUF), that the look on my face during meeting is inappropriate, I've been told by a white manager (in BUF) that I'm not approachable, I have physically assaulted in the work by a white coworker and reported it, and nothing was done, the EEO letter that was sent to me say no findings. For the past four years I have been continuously left off emails from white managers (in BUF) that would go to other managers/supervisors at my level would receive. The year 19/20 I did not have an evaluation or check in at all. There are four divisions in BUF two white and two black and there are treated very differently with training and supportive services from white management. During contract negotiations (Carol Isen) did not give my classification a raise out of a group of specialist, all the other specialist were white and received a pay increase.

Q7 Answers

- I was told by my former Department Head (Anne Kronenberg - retired) that the Deputy Director of Administration and Support, William Lee, had expressed to her his bias towards me... something to the effect that he did not feel I was capable of or as good at my job as someone else would be solely because I am Black. I reported this to DHR EEO in a complaint in 2018. I have a pending complaint filed earlier this year which I am unable to disclose at this time.

Q7 Answers

- The manager, enforces a created "policy" to go to the field within 45 minutes. She walks the hall asking the black workers if they are going out, bypassing doors of the non-black workers. I documented this harassment eight times from September 2019 until March 2020 when we were deployed as DWS. I was written up for signing out early to take the shuttle provided by DPW to transport employees to BART after work. This write up specified I was AWOL for leaving early, but there were four of us on this shuttle. I have heard of other black employees on the team being singled out for getting coffee in the city car, but the driver, who was non-black, was not addressed. We had a new, non-black member on our team who told me on August 22, 2019 that she was told not to speak to us and the manager referred to us (three black ladies on the team) as her drama.

Q7 Answers (1 of 4)

- I am the first African American woman to be registered in the port of San Diego. 2007. 2020 I am the only registered class A. The racist was overt since my beginning in 1999 as an unidentified casual. I work my other job as a Chief Purser for United Airlines. I retired from United in 2007. After receiving my Class B registration status. Ongoing issues, like being passed over for training. Requested training for crane myself and two other class A registered women were passed over and two class B men were trained. In the last two elevations for clerk status, members who did not meet qualifications were elevated. I don't look like these people. During my two terms as Secretary Treasurer.

Q7 Answers (2 of 4)

- The first-year bookkeepers I hired discovered undisclosed Loans made with Pacific Maritime Association. The membership had been paying on a loan that they had no knowledge of. Until I disclosed this information at a Stop Work Meeting.. It was group of individuals liable Past Presidents Jerry Shipman, Current President, Anthony Soniga, Past Chief Dispatcher John Ryan and Vice President Raymond LEYBA. A core group of members who were manipulating the union finances to benefit their core group. I was

Q7 Answers (3 of 4)

a person who reached out to other union leaders for assistance. This was unacceptable for these group of individuals who had mind control over the masses. So the witch hunt began. I was subjected to a grievance over 100 initial complaints found guilty . Whereby I was later cleared completely by the Department of Labor. All my files as Secretary Treasurer were destroyed intentionally. What helped me was me saving all my receipts in my email when purchases were made. I was subjected to being removed from various arenas I was participating in for the union. I was banned from running for office for 13 years. Although what I was accused of by the grievance committee was unfounded. I have documentation to support my claim. I was physically attacked at a

Q7 Answers (4 of 4)

Stop Work meeting last year August 8th 2019. From a person seated on the other side of the dispatch hall. Reason being is that night I took a stand from allowing all the name calling and demeaning verbal attacks. So I was lashed out at. To only have a grievance wanting me to admit guilt in something I didn't do. Videos and audio of the incident was not allowed. My witness was not allow to testify at the International Executive Board. This was the final arena to exhaust the union machinery. Now the Department of Labor is conducting their investigation because my rights under 610 of the LMDRA were violated. Met with the International Executive Board on June 18, 2020

Q7 Answers

- Performance Plan and Appraisal Reports for example, over the past 24 years do not accurately reflect my work as an Black male clinician (Clifton Hicks, PhD, LCSW). My rebuttals are ignored. Most recently (past three years), Appraisal Reports have included inaccurate responses, omission of facts, ethical violations, and violation of SEIU Union Agreements/Human Resources protocols. When these items are highlighted for correction by director/supervisor, they refuse to do so. Ines Betancourt, LCSW, (Latina/female) Director of SECFTC and Josefina Juarez, LCSW, (Latina/female) Supervisor/Assistant Program Director SECFTC have been responsible for writing my most recent Appraisal Reports 2017, 2018, and 2019.
- In Public Works the treatment of staff is not consistent across the board. We are held to different standards. We as in African Americans, who are in supervisor or manager position have to work harder and hold people accountable when our co-workers who are in the same positions do NOT. We are held to the policy's and others get passes.

Q7 Answers

- Early in my career I was racially discriminated by my White Supervisor that was upset because my Chief Probation Officer granted me time off during work hours to take care of vehicle that was hit in our parking while parked. My White Supervisor got in my face started screaming and shouting at me with saliva spraying out of his mouth into my face while others looked on. I walked away and filed a harassment complaint with the Juvenile Probation Department and it was buried until the statute of limitations had passed. I tried to file a grievance with my union and I was told there was no grievance process and they left me in a hostile work environment for over two years and when I finally went out on stress because I could no longer take the mental abuse they approved and the denied my stress claim. Nothing was done to my supervisor until he did it someone else then they let him retire. Still no consequences.

Q7 Answers

- In many ways being treated as though you have no inelegance, racist speech, being treated with disrespect, not being treated the same as others around me, denied primitive opportunities and the list goes on.
- My manager constantly uses perceived Black idioms when talking to me and other black colleagues. "mo betta," "girlfriend," "I'se tired," and "miss thing" just to name a few. She and many other people in the office (both white and non-white people of color who are not black, especially Asians) are extremely rude and condescending. See us (blacks) as inferior, stupid, and generally as the help.

Q7 Answers (1 of 4)

- I've witnessed a Black librarian, Naima Dean, be marginalized and undermined within our system because she asked questions that deviated from the ideas Christy Estovitz has, specifically on the Summer Learning committee. The last year Naima was on the committee she commented that one of the prizes offered should not be a badge because of the history of racial oppression Black people in particular have faced the police. While Christy heard her out, she was not invited back the following year. Christy does not like her views to be challenged. Christy has 3 Latina women leading system wide initiatives for the library. They act as her avatar into the Latino community.

Q7 Answers (2 of 4)

- Christy generally takes credit for a significant portions of the physical and emotional labor they due in part, because they have deep roots in their respective communities. I worked for almost 4 years in the same division as Christy Estovitz and while she's very good at virtue signaling, her professional life is rooted in White Supremacy. And because she's the Youth Engagement Manager and youth services looms large in most public library systems; she's been allowed to create partnerships and initiatives that in no way supports the needs of Black and Brown youth within SF.

Q7 Answers (3 of 4)

For example, several of the partnerships created, such as with Tree Frog Trek and Chronicle Books were created centering the needs and desires of her white child, with little regard for youth of color. There's a pervasive view that creating programming specifically for Black and Brown youth is reverse racism. Chronicle Books has a poor selection of titles for youth of color. Selecting a book and artist whose drawing will be used in marketing Summer Learning is always a big deal. The last time an artist of color was selected was 2016 because Chronicle Books published Christian Robinson's Last Stop on Market Street. Since then all the illustrators have been white. When I raised the possibility of

Q7 Answers (4 of 4)

working with Lee and Low or any publisher representing more illustrators of color, I was told the library was happy with Chronicle Books. Christy has an outsized influence regarding partnership with SFUSD. In my opinion, our partnership with the district is thin and mostly consists of distributing library marketing materials to various schools. When there was an opportunity for youth librarians to provide greater bandwidth to the Free Ortin Gillingham structured literacy program, she declined to have it included in the PPARs for youth librarians, and was allowed to do so. If it's not an issue for her white son, it's not an issue. This would have been a fantastic opportunity to better support the district in ways that are mutually beneficial but she prevented that from happening.

Q7 Answers

- I've seen Fisher and Mike White request time come in above and be denied while Mike Kelleher and several White 9152's were brought in at top step.

Q7 Answers (1 of 2)

- I have experienced and seen people have a group of employees purposely pick on an employee to see how much they can take, try and report me as awol, late, or call their supervisors because they are personally don't like them or push an overflow of the task to see if I would just quit or complain. creating unnecessary stress. A majority of the people I worked with when I first started, were hired because their father was a supervisor, their godmothers are managers/supervisors, their husband or daughter in law is employed. I TRIED to join the education program that had to help employees progress through city college. I was asked

Q7 Answers (1 of 2)

if you have a degree why do you want to join and was given a hard time from the Jason Yamamoto, DHR Talent Acquisition and Development Manager... I tried to finish the program and only made it through a year before he started to treat me differently and rude. He asked me why, if I have a degree do I need to be a part of this program?" I told him I wanted to find a better way to be promoted. He seemed to not be welcoming or inspiring and I also noticed that there were no black people in his group or from my department. The program was not even promoted to our department, I found out from another employee. I was also, treated unfairly from my co-workers that are non- black.

Q7 Answers

- I have been demoted under the pretext of reassignment, when no one else in my unit have ever been reassigned two grades. I have excluded from opportunities others have been given. Never been acknowledged for my achievements, and I've watched and participated in the celebration of the achievements of others.
- SFMTA doesn't like promoting African Americans. I don't like using the race card but if the shoe fits wear it. They don't look at Black Operators as human beings and the majority of African American Operators I've spoken to feel this way. For instance, most of us don't live in the city so we have to commute into work and some of us start before Bart is open. Which means we're driving our personal vehicles to work. Why would they install metered parking (2hour limit) around certain divisions and get rid of parking around other division in favor of bike lanes? That makes no sense to me but they do that because it affects a lot of African American Operators. I feel like that's their way of trying to force us out of a job, by making things more difficult.

Q7 Answers

- I had a situation where me and a White co worker disagreed on a topic. He became angry which puzzled me because we were simply talking, and I simply stated "this is what I believe" the subject matter did not deal with race, sex or gender or politics for that matter so his anger confused me. He latter went over our direct supervisor's head and spoke with the medical director about our conversation. I latter find out she was ready to simply write me up with out even speaking to me. With out even trying to get me side of the story this guy presented. If it wasn't for the buffer created by a person of color I may have gotten that write up
- The denial of the opportunity to interview for a promotion

Q7 Answers (1 of 2)

- Recommendation for process ignored. Asian male & White male make same recommendation & it is adopted/welcomed. 2. Provided documented regulatory proof that section legally entitled to revenue. Asian female manager said I was wrong. Erroneous recommendation by Latino male w/out experience in the field accepted resulting in revenue loss. 3. Provided evidence of regulatory requirement re: vetting staff & various examples of how issue could be addressed. Supervisor accepted recommendation of White female with no experience in the area & no proof to support her position. 4. Supervisor automatically accepted performance complaint from South Asian female manager w/out discussing matter w/ me. Issue sent to HR. I provided

Q7 Answers (1 of 2)

documentation indicating that performance issue did not exist. HR concurred 5. South Asian manager mentioned not understanding why I was not performing as expected because I am intelligent. Assumption is he/she did not expect me to be intelligent. 6. There is also the silent treatment. Specifically important matters are raised in emails w/ rational & impact on services....they are ignored. No reply to potential meeting dates. It is a form of marginalization. At times there may be a request for a matter to be raised w/ upper level staff to begin work on an objective/project listed in staff's annual goals, yet manager does not lay groundwork by approaching upper level staff.

Q9

- If you identify, present as, or society recognizes you as something other than Black (i.e. White, Middle Eastern, Southeast Asian, East Asian, etc.) and you consider yourself an ally of Black people; invested in anti-racism and/or racial equity work, please answer the following statement: Please describe how have you experienced and/or witnessed Anti-Blackness (anti-Black racial bias and racism in your department? Please be as descriptive as possible. Include names, titles, race, gender and sex of all parties involved. If comparing to another situation where the outcome was different from someone of a different race, please provide details (name, race, title) of that situation also.

Q9 Answers

- Exclusion, engulfed in racial disparity. Who would have thought that I a product of this city, a great teacher and strong family advocate who was groomed by my department to thrive, blossom and be successful. I encouraged and inspired many, as a mother I proudly earned my AA, at City college, transferred, gained my B.A., and due to my growth and advancement I was considered for a lecturing position at ccsf, that was later denied me, due to politics, as told to me by my mentor. Yet, I will say no more, I have been incriminated enough, have suffered grave consequences and as a highly qualified Spanish Bilingual/Bicultural, Early Childhood Educator with an M.A., in Education. I will not name names, as I am still struggling to find a job, and put food on the table. An outcome very different then that of my white colleagues or a token black who were offered promotions in front of me. This is systemic oppression to the fullest!

Q9 Answers

- I identify as Asian/Pacific Islander. I have not experienced/witnessed Anti-Blackness in my office and department.
- Being biracial (half black and half white), people may let down their guard and make comments about black people that is anti-black. Our country has a poor education system and this process is the start of getting it to a point where people genuinely understand the differences in race are extremely minimal.

Q9 Answers

- lack of blacks in middle and senior management despite history of talent in front line staff; lack of an affirmative department effort to develop a pipeline of black talent into middle and senior management despite an implicit effort occurring for whites
- All day every day
- Frequent derogatory remarks from some white and Hispanic co-workers. Comments “made in jest”, but not funny. When involving Latinos, it would often occur in Spanish. These clown assuming modify understanding their shit talk.

Q9 Answers (1 of 2)

- The SFPUC Finance department is ground-zero for anti-Black racial bias and flat-out racism. I've witnessed this through SFPUC Finance's senior managers and leadership who have not promoted or HIRED a single black person since I've been there. Not one. Many have applied. The black accounting clerks who are very hard working, intelligent and experienced have been told they can't get promoted because they lack a college degree. But there are people who come from abroad with foreign degrees from foreign universities which do not adhere to US accreditation standards - who are still able to get promoted because of their "degrees." Why doesn't 30 years of experience and expertise count? Why aren't they encouraged by Eric Sandler, the CFO, to take the courses they need to get promoted? Why does Eric refer to

Q9 Answers (1 of 2)

the black accounting clerks as "complainers"? This should be targeted for review and investigation. When the City transitioned to PeopleSoft, the accounting clerks were the only ones who tried to make it work and warned of issues in payments - Eric refused to take them seriously or listen to them. He never engages them and has accounting supervisors take away their portfolios for no reason. He had Juliet Ellis's accounting clerk switch with someone else because her computer may have been "too visible" and people were seeing what was paid. Bit of a rumor, but it came across as retaliation of some sort. He treats the accounting clerks like they have no expertise. For a clear case of racist hiring practices look no further than SFPUC Finance and Business Services, headed by Eric Sandler the CFO. He is coddled by Harlan Kelly for many reasons.

Q9 Answers

- Nancy Hom Chief Financial Officer Female Chinese Vivian Chen Female Chinese Operations Finance Supervisor , Evelyn Diolazo Female Filipino Accountant 1657 These people have shown racial bias towards members of African American employee staff members. They have discriminated by showing non inclusion in promotion opportunities Due to age and race and have Discredited those African American employees called them trouble makers and played down their relevance's in the department.
- I watched my former supervisor, a PhD-holding man who happened to be Black and our program director at the time, become increasingly disengaged with his role after receiving little positive feedback or praise for any of his work. He often said he felt he was micromanaged in many ways yet not supported in others, due to a failure to build a meaningful relationship with him where his needs were elicited and heard. He has since left his position but I hope he may complete this survey to share his own experience in more detail.

Q9 Answers

- As a Manager who is mixed, when one looks at me they would not think I am a African American, I am African American and of two different Indian heritages and bit of other cultures. With this being said I have been walking in the hallway of Building A and managers will not speak, saying good morning, hello etc. in passing or at meetings, but when DDO and Director is in hallway or meetings with staff then managers will speak, yet on a day to day basis they will not speak. I have noticed when in meetings upper managers meetings when I am with my staff they will acknowledge me and not speak to my staff who is darker. At first I did not notice this until it was brought to my attention, and I began to take notice and it is true. Supervisor II's are held to different standards, meaning the Privileged white race, get passes on due dates and the African Americans get disciplines yet the other race do the same thing and don't get disciplines and have a record of there behavior. I hold everyone to the same standards yet when the same white person is under a white supervisor he is not held to the same standards. It is very unfair and the disheartening part is I really believe they(my boss and her white staff at my level) don't believe they are racist, yet all supervisor African Americans feel they are racist.

Q9 Answers

- I've seen some African Black men be called in for attendance issues, some with FMLA while people of other ethnicity and worst attendance never get called in for meetings.
- mainly the races that are doing this are Filipino, white, (Jewish), and of Latino descent. ADA Hallie, white is trying to work on the worker comp employees or temporarily disabled by asking them to take personal leave and reporting it as a routine form. They are attorneys and know what they are doing. They are trying to make employee quit or setting them up to lose their jobs.
- Overall treatment of African American has been different. Name calling the word "Nigger" was a person slang for those who were not of color. Black men were lied on given unnecessary time off because of a racist person Marcella Calderon who the Welfare Officer she didn't like This older man and wanted him removed from the waterfront. They were trying to deregister this guy for a trumped up bullshit charge. When I intervened to assist the dynamics changed. I have countless stories (personal).

Q10

- How are White Supremacy norms impacting your ability to function healthily and contribute wholly at work (Please refer to the tenets of White Supremacy Culture as described in the Dismantling Racism Workbook)?
-

Q10 Answers

- I have not experienced or witnessed the White Supremacy norms listed. Please note, I have been with ECN for 1 year and 6 months of that was working from home due to shelter in place.
- White privilege and abuse through power imbalance! As a PST I was looked down-upon and judged; while in the same breath my skills were needed, sought after, highly regarded and required to add that extra first-hand knowledgeable piece. Yet, still a minority voice no matter the expertise. In other words my circumstances, education and background differentiated me from others and were used for profit without any compensation or credit and not respectably, even though it made them look good.
- White supremacy is not a factor in my workplace, but anti blackness is. and it is coming from upper management and permeates the whole dept. with its stench.

Q10 Answers

- My initial Covid Command Center assignment was embarrassing and degrading as I was regulated to duties below my educational accomplishments, skills and work performance.
- Internally, this is not an issue. The private sector I work with, is possibly the most anti-black of any sector we focus on at OEWD and is a constant challenge.
- I am not sure. But would like to learn more about this and explore it further.
- I feel we are still trying to overcome white supremacy within our communities. As most of our participants are minorities, they are facing tremendous challenges due to systematic and institutional racism.

Q10 Answers

- Ignoring of Black people being killed in the streets everyday by police or people with guns. As the Health Department why isn't this being looked at as a Public Health issue and placed on an agenda to be addressed as a department? Health disparity? Isn't that what this is. As a Black employee you have to continue to struggle to get through a work day while watching all these murders of your people, kin are being shown on TV? Does anyone ask you how you are coping? Do you need some time away? Nope. Because you are thought of as essential in this case. You must come to work and help during this Covid-19 crisis. In regards to your health, well being, coping mechanisms... you'll have to figure it out on your own. The Health Department doesn't see you as valued either. Almost like the justice system, but in another way. White matters above all else. I don't see the Health Department posting signs that say Black Lives matter?

Q10 Answers

- I'll describe my interactions as it pertains to the union and dealing with management. My white counterpart seems to only want to deal with the whites in management even though, they just kick the problems to lower management (non-whites) to handle.
- It's difficult to trust management because they don't seem to take concerns regarding racism or prejudice seriously.
- White culture has the ultimate thought of supreme privileges that seem to surpass anyone that's not white. Some are subtle some are not

Q10 Answers (1 of 4)

- little appreciation expressed among people for the work that others are doing; appreciation that is expressed usually directed to those who get most of the credit anyway
- continued sense of urgency that makes it difficult to take time to be inclusive, encourage democratic and/or thoughtful decision-making, to think long-term, to consider consequences. the organizational structure is set up and much energy spent trying to prevent abuse and protect power as it exists rather than to facilitate the best out of each person or to clarify who has power and how they are expected to use it
- because of either/or thinking (see below), criticism of those with power is viewed as threatening and inappropriate (or rude)
- people respond to new or

Q10 Answers (2 of 4)

challenging ideas with defensiveness, making it very difficult to raise these ideas • a lot of energy in the organization is spent trying to make sure that people's feelings aren't getting hurt or working around defensive people • white people spend energy defending against charges of racism instead of examining how racism might actually be happening • the defensiveness of people in power creates an oppressive culture no understanding that when there is a conflict between content (the agenda of the meeting) and process (people's need to be heard or engaged), process will prevail (for example, you may get through the agenda, but if you haven't paid attention to people's need to be heard, the decisions made at the meeting are undermined and/or disregarded) decision-making is clear to those with power and unclear to those without it • those with power think they are capable of making decisions for and in the interests of those without power

Q10 Answers (3 of 4)

- those with power often don't think it is important or necessary to understand the viewpoint or experience of those for whom they are making decisions
- those without power understand they do not have it and understand who does
- those without power do not really know how decisions get made and who makes what decisions, and yet they are completely familiar with the impact of those decisions on them
- those with power feel threatened when anyone suggests changes in how things should be done in the organization, feel suggestions for change are a reflection on their leadership
- those with power don't see themselves as hoarding power or as feeling threatened
- those with power assume they have the best interests of the organization at heart and assume those wanting change are ill-informed (stupid), emotional, inexperienced
- people in power are scared of expressed conflict and try to ignore it or run from it

Q10 Answers (4 of 4)

- when someone raises an issue that causes discomfort, the response is to blame the person for raising the issue rather than to look at the issue which is actually causing the problem
- emphasis on being polite
- accountability, if any, goes up and down, not sideways to peers or to those the organization is set up to serve
- desire for individual recognition and credit the belief that emotions are inherently destructive, irrational, and should not play a role in decision-making or group process
- invalidating people who show emotion
- requiring people to think in a linear (logical) fashion and ignoring or invalidating those who think in other ways
- impatience with any thinking that does not appear 'logical'

Q10 Answers (1 of 4)

White Supremacy norms are impacting my ability to function healthily and contribute wholly at work when (1) my CSD supervisor and management lied to me about my unethical transfer, work duties, constantly changing the work demand and pointing out how my work demand is low or inadequate when I know it was not; (2) coworkers talk about the inadequacies of my work and health without ever talking directly to me and trying to resolve the issue at work; (3) supervisor and management creating a hostile work environment/ conflict and lying to other individuals about my performance; (4) inaction by management, HR and the Local IFPTE 21 union rep. and failure to properly investigate my many complaints of discrimination, harassment and retaliation at SFPUC WWE-CSD & ED; (5) management wanting to maintain a certain power structure and support of systematic racism and suppress or punish those individuals that challenge the establishment;

Q10 Answers (2 of 4)

(6) there was a clear intent or bias decision made by those in power to "buck break" my spirit and/or get rid of me and people like myself that fall under a protected group/category by making my life at work uncomfortable and miserable by giving me menial work duties to suppress my growth, threats of termination, bullying, intimidation, mob-like mentality, constant harassment, false accusations, isolation, stalked, lied to, micromanaged, kept under surveillance, unfairly written up/disciplined, termination of employment and medical separation that led to my wrongful termination of employment on February 8, 2018 for discriminatory and retaliatory reasons; (7) failure to prevent discrimination and harassment; and (8) failure to provide

Q10 Answers (3 of 4)

the requested reasonable accommodation of a transfer to another department within SFPUC despite knowing my affected health, my suffering and provided doctor's notes. The hostile work environment that I experienced at WWE affected my overall health and led me to go out on medical leave twice from work in both July 2015 and again in December 2017. I suffered and continually suffer from stress, depression, mental and some physical impairments (i.e., neck and back pains), which affected my overall productivity such as trouble sleeping; restless; nightmares; eating; loss of appetite; memory loss and forgetting things; trouble concentrating, difficulty thinking, speaking and focusing; chest and stomach pains; muscle tension; tension headaches (head pains); feeling unproductive in performing daily life activities like difficulty in maintaining a routine or performing basic activities (i.e., shopping, communicating, daily chores, exercise, etc.); feeling isolated at work; changes in mood/frustration on how

Q10 Answers (4 of 4)

I was unfairly and constantly been mistreated; little interest or pleasure in doing things (decreased motivation); feeling down or in despair/hopelessness; loss of social interaction or social anxiety/withdrawal and not wanting to socialize or be around people; fatigue (tiredness); diminished energy; feeling alone and not supported; reoccurring migraines; hypertension and much more. Overall, it took a tremendous toll on my health and was a burden on me socially, mentally, emotionally, physically, and financially. The cultural ideal was established to oppress, disenfranchise, demean, invalidate, surveil, diminish, minimize, degrade, kill and otherwise harm black and brown people of African descent mentally, emotionally, symbolically and physically through political, economic, legal, educational, religious and social means.” Ultimately, systematic racism and white supremacy has not changed and continue to exist for over 400+ years in every facet/aspect of the American infrastructure, sector and culture.

Q10 Answers

- makes it hard to write tickets on some vehicles
- I am often asked to smile and I am the only Black female on the Board of Local 798. Many white men call my President to say that I should smile more and be more “approachable”. They do not do this to my other white, male counterparts. If I state facts or stand up for what is right they say I am “angry”, “emotional”, or a “bitch”. If I was a man I would strong and confident.
- It makes me lose faith in government and public service. And it's embarrassing to work for the SFPUC right now anyways. But the real scandal is how Harlan Kelly traded on the fact he's black publicly when it was convenient and did nothing for the black staff within the SFPUC, especially those under his scandal-plagued CFO, Eric Sandler.

Q10 Answers

- The standards are different for black employee at work in my division, the important information is not shared with black staff members from white management in my division.
- It has caused problems functioning productively.
- When meeting with the leadership at the SF Juvenile Probation Department, I straightened my natural hair. I have no way of knowing what the outcome would have been had I not straightened my hair, but I did not want to take any chances.
- Ruins the whole concept of unity/ teamwork.

Q10 Answers

- Before being deployed DSW, we were operating in the dark with no vision, no mission and no performance plan. Any questions regarding plans for our program were met with defensiveness All "policies" were made up and did not go through approval with our union, including signing in and out and going out to the field within 45 minutes of arrival daily. The inability to control our day and requirement to be in the field did not allow time needed for the research and administrative tasks involved in this job classification. Three Public Information Officers were called back from DSW, two were allowed to stay deployed thus far. The three called back have been subject to power hoarding, as we are not able to work in our 1312 capacity and sit daily with no plan direction. Prior to Covid-19, they attempted to pressure us to write a set number of incidents daily. The request resulted in several weak enforcement in order to reach their imposed quota.

Q10 Answers

- My work experiences have been such that I have needed to take disability leave to manage the stress.
- It's difficult. The stress causing weight gain, having to be on guard. Constantly staying ahead To out think with regards to protecting my self from the ongoing antics. It's trying and taxing.

Q10 Answers

- Perfectionistic: e.g. in one of my Performance Plan and Appraisal Plan in the section related to my reputation in the community, the director highlight "type-o" on a letter I sent to clients. There is no section on Appraisal Reports for type-o nor did she address my reputation in the community which is excellent Sense of Urgency: e.g. director walks into my office because of an "urgent" matter or because it is convenient for her to do so, repeatedly; use of my personal cell phone by director when I am on vacation and when a client arrives for session under the guise of an "emergency" Defensiveness: no response, lack of understanding and/or denial from directors/supervisor when confronted by their cultural bias and/or micro-aggressions Quantity over Quality: e.g. director/supervisor demands annual updates be complete on time rather than focusing on meeting the needs of the clients Worship of Written Word: Yes/No. Even when in writing e.g. a written rebuttal, the written word still goes unaddressed

Q10 Answers (1 of 2)

- When a African American is in a supervisors training and a new Manager coming into BUF says out load in a training that he didn't know that Latinos are smart enough to be professors until he when to college and saw a Latin professor. No trainer in class said a word to this disrespectful talk, tells us this behavior is okay . I encountered a White manager, I was following the chain of command when I was acting as Assistant Superintendent but my permanent job was over the cement shop as the supervisor II. I went to his office to inform him that I was helping the acting Supervisor II with an issue. He got really irate, yelling that he didn't need my help and what did I think I was doing, if it is a problem, he will deal with it. He has no construction experience dealing with concrete coming in to DPW. All while

Q10 Answers (2 of 2)

he was pointing his finger in my face being disrespectful. I told him if I had a problem then I would be next door at HR dealing with your behavior. He told me to stay away from the cement shop because they didn't need my help. I reported this to HR Cris Lui and to the DDO and they both acknowledged he was racist, and that they would talk to him, nothing was done. If I behaved in that manor to a white Superintendent I would have been disciplined. I also witnessed at a funeral this same manager talked bad about his senior secretary who is African American to a 9916 (Indian Pakistan) who he thought was loyal and he came and told all of the cement supervisors what he said about this senior Secretary. This same manager over the years has treated her like crap and she continuously deals with his behavior.

Q10 Answers

- In many ways and in every way. Feeling unwanted and it is blatant, training opportunities being set up to fail. Being moved around with no explanation. Racist reactions when I put by black grandkids on the wall of my office someone when I was on leave breaking the frames and removing them with no notification. And the list goes on and on.
- By the obvious favoritism the white co-worker received and the training opportunities that was afforded to her to receive a promotion over the black employees that she came after

Q10 Answers

- I felt very unsupported by my supervisory relationship during my first two years in my current role, which also happened to be my first two years as a post-Master's clinician. My supervisors were all white women who were indoctrinated into white supremacy culture in a serious way. I struggled most experiencing the perfectionism, quantity over quality, and sense of urgency Tema Okun describes. Furthermore, despite trying to name these issues in supervision, I was often given the message that "we don't have the time/resources to change that". Or, perhaps worse, even if I was "heard" by one supervisor, my other - more immediate - supervisor would continue to entrench these ideals through her non-verbal communication and actions in the small office we shared. This led to intense stress at work due to high caseloads and too little staff, feelings of depletion and inadequacy, constantly questioning my decisions leading to less confidence in my clinical interventions, and poor relationships with new colleagues due to lack of social connection and support at work for so long.

Q10 Answers (1 of 2)

- perfectionism: my manager gets all of the accolades (and the paycheck) for her work that I do. I do ALL of the heavy lifting and backend work for her job, while she does the forward facing things that make her look like she is doing everything. She also does a lot of backbiting. She is the manager of two of us in our division. She frequently and often talks about one of us to the other. defensiveness: my manager takes any sort of comment or observation I make about racism, equity, or anything along those lines personally. She has told me several times that I wasn't "being nice" when I made a comment. She has made mention of someone showing a passion for changing the rampant anti-blackness that plagues the SFMTA as being "too emotional"

Q10 Answers (2 of 2)

and has implied that it makes people "uncomfortable." She has also said this about my facial expressions. She is more concerned with "niceness" than she is with the problem. fear of open conflict: as I stated under defensiveness, my manager equates the raising of difficult issues with being impolite, rude, or "not nice." right to comfort: my manager equated someone calling her fat once, to my being an African American, Muslim woman. She often tries to make two things that are not the same equal and often says "we all have privilege," which is relatively true, however, equating individual acts of unfairness against white people with systemic racism which daily targets people of color daily targets people of color is absurd.

Q10 Answers

- The fact that there are few Black staff impact our ability to create structures to radically change WSC within our library. Community Programs and Partnership division replicates WSC, specifically perfectionism, quantity over quality, paternalism and power hoarding. Many of the programs promoted by the division are cosmetic. For example, the majority of the literacy work promoted is inadequately addressed the poor reading outcomes for Black and Brown students. Instead of doing the hard work of ensuring every children's librarian was trained in our Free Ortin Gillingham reading program, a structured literacy approach to reading instruction, the program no longer has a program

Q10 Answers

lead so families are unable to take full advantage of this offering because the skilled librarian who started the program left due to lack of institutional support. This would have been an excellent program to train and support after school provider, which was a part of my PPAR. With the program lead gone, I'm left to determine other ways to create a bridge to Black families wanting to ensure their children read well. The summer learning program de-emphasizes reading, something Black and Brown children need emphasized during the summer months. Instead the library has created a summer program comprised of events appealing to middle to upper middle class families.

Q10 Answers

- I've started looking for other places to work, even outside of the City and County of San Francisco. The way SFMTA treat African American Operators makes me feel like I'm just another number. They're quick to add anything negative into your file to prevent you from a promotion. When I became an Operator over 9 years ago, we had a class of about 40 and in that number, we had 4 Caucasians, 3 of them are now Supervisors. Not one African American in my class, is a Supervisor and some of us have ranked on the eligibility list with really high scores (I'm one of them). I had high expectations when I first started now I don't enjoy the job at all, there's nothing to look forward to. I feel that as an African American working for SFMTA, you're skating on thin ice. Any confrontation whether it's your fault or not, they'll try to discipline you. They make up the rules as they go and something has to change.

Q10 Answers

- I notice Black workers are looked upon as irresponsible or inept when I full well now White and other non-Black employee's are so far behind on their work but it feels like we are singled out for these types of things even when our work is actually in more order
- We need to remember that some departments have a hierarchy-SFPD, SFF, DPW (engineers vs non-licensed staff); DPH (doctors, nurses, money staff, support staff (top tier-work inside not w/hands) & support staff (laborers). The way departments are organized creates a caste-like working place. That muddles racism w/ who is legitimately allowed to be the 'expert' & who can approach whom & how on what topics.
- It puts a divide in the work group.
- Our managers are not supporting us and allowing us to be removed because they need bodies, not actually looking at or expertise, history, or seniority. they don't care. They don't respect us a black woman or an educated woman.

Q11

- What are some examples of the ways in which your situation has impacted your ability (or inability) to function mentally, emotionally and physically; and/or be as productive as you could be (or used to be)? Please provide examples.
-

Q11 Answers

- The loss of opportunity, through defamation, disgrace, and shame have destroyed my life, I didn't expect a continuation and thought this would be my well deserved second chance. Instead my education and reputation were useless, even after having proved myself. It broke my spirit, and paralyzed my brain; it's like being cut off at the knees and left there without a life line. I almost wish I could return my degrees, my debt is monumental. I can't even start paying off my student loans, which as a public servant some would have been dismissed. All no thanks to this woman who caused so much destruction and remains commissioned, while I continue to suffer:

<https://www.sfexaminer.com/news/educators-past-questioned-with-unorthodox-discipline-blamed-in-early-exit-turmoil-at-old-schools/>

Q11 Answers

- I don't trust any supervisors or managers in my dept. Any of them will throw a person of African Descent under the bus as soon as they get a chance.
- The stress, embarrassment, and denigration caused me to ruminate, have insomnia, cloud my thoughts and not make good decisions.

Q11 Answers

- Again, I see this not as something that affects my mental state as much as I see it a barrier for the job seekers who will have to go in work in those toxic environments. I feel bad preparing people for a world that is not going to be their ally. They will be required to "code switch" and act more white. That disgusts me but, people want to work their to attain self-sufficiency and are willing to take the job and abuse. It is a very difficult scenario but, we keep pushing because we know it can change.
- My situation has not impacted my ability or inability to function mentally, emotionally and physically; and/or be as productive as I could or used to be.
- The current political and racial climate has definitely been distracting to my work, as it has raised much concern in me. I feel impacted by all the police brutality, and worry about my children, because they are hard African American.
- See above, it effects the entire vibe in a shop, the underpaying friction/ tension. Definitely does not enhance the will to work hard.

Q11 Answers

- It's a constant weight. To see my people being killed on Instagram, TV, Facebook, every day practically. It makes me wonder when I'm next? When will my life be taken from me. Or my child's life or my spouses, nieces, nephew, aunt, sister, brother, uncle, friend, etc. I find myself distracted during a workday. Especially when you hear a verdict like Breonna Taylor's. You have to witness on top of all the other things no justice for a Black female. Whose life was taken unnecessarily.
- Less forth coming with information for my counterpart to take credit for.
- Not sure how to answer this, I've been black in America for nearly 60 years - very little has changed in terms of PoC having to prove oneself time & time again. Sad to say we become accustomed to it (mentally, emotionally). At HSA, unless you're one of the "Friends & Family" its hard to move up. If you look at the pictures of the analysts compared to the front-line workers you see so few PoC and have to wonder why... My attempt to move to 9703 years ago - - I'd ranked 3rd on the exam, but never got an interview, the 8-9 positions had already been slated for others, none of them black (to my knowledge).

Q11 Answers

- Mentally stressed, making sure, not to speak up in fear of issues being brought up toward me. Sometimes not focusing on the tasks at hand because of background conversations regarding personal work ethics. There was a time we were preparing for a Dispatcher leaving, so as a group we decided to give him a party. Me being the new person at the job, personally knowing the person leaving I went to the person next in charge and offered money for anything that they needed and the response was, " I'm not one of your foster kids"!! Confused by the statement because I have no foster kids, I put my money back in my pocket, and personally bought a gift for him and gave it to him privately.

Q11 Answers

- Having to spend considerable time fighting internal battles to plead the obvious case, evident by the numbers, that we need more black people to refer for positions and enroll in courses. Instead I feel dismissed because leadership does nothing about it. I shouldn't have to make a case to this to my department OEWD that often makes public statements about how they are working to provide opportunities to underserved communities. Last I checked the black community of San Francisco is dwindling and job loss/unemployment is significantly higher than any other racial group so it would be considered underserved. So why are we dragging our feet and not putting a plan to action on how to address this? Why do I have to make a formal case in order for anyone to take it seriously?

Q11 Answers

- The impacts of white supremacy has made me more cautious to say how I truly feel for example when we are working on a strategy or maybe giving feedback. Mentally, the experience of having to readjust myself, my thoughts and conversations to figure out how to make it more "digestible" is mentally taxing. I have been told many times, that black people talking about racial equity, that it would be better coming from a white person is insulting not because I am opposed to white allies and whites are committed to the work but rather because it undermines and water downs my commitment to the work and my ability to also be able to speak and move the work forward.
- Being Written up for being 10 min late because was in the restroom waiting in line.
- I have been disheartened and wanted to quit. Luckily I have a solid support system.

Q11 Answers (1 of 2)

- The hostile work environment that I experienced at WWE affected my overall health and led me to go out on medical leave twice from work in both July 2015 and again in December 2017. I suffered and continually suffer from stress, depression, mental and some physical impairments (i.e., neck and back pains), which affected my overall productivity such as trouble sleeping; restless; nightmares; eating; loss of appetite; memory loss and forgetting things; trouble concentrating, difficulty thinking, focusing and speaking coherently; chest and stomach pains; muscle tension; tension headaches (head pains); feeling unproductive in performing daily life activities like difficulty in maintaining a routine or performing basic activities (i.e., shopping, communicating,

Q11 Answers (2 of 2)

daily chores, exercise, etc.); feeling isolated at work; changes in mood/frustration on how I was unfairly and constantly been mistreated; little interest or pleasure in doing things (decreased motivation); feeling down or in despair/hopelessness; loss of social interaction or social anxiety/withdrawal and not wanting to socialize or be around people; fatigue (tiredness); diminished energy; feeling alone and not supported; reoccurring migraines; hypertension and much more to the point I sought/received counseling and saw a psychologist and medical professionals.. Overall, it took a tremendous toil on my health and was a burden on me socially, mentally, emotionally, physically, legally and financially.

Q11 Answers

- It's demoralizing to work for SFPUC leaders who we know will hire and promote their pets and the people who look like them. Nancy Hom in SFPUC Finance only hires people who look like her, as does Eric Sandler. They never, ever promote based on competence. The new budget director has barely any experience - but she's young and white. And beat out a black woman who applied - a black woman who has actually been a budget director previously. Smell something rotten? We do.
- I am withdrawn in meeting at work, because managers are addressing real issues like unequal treatment of employees and/or making excuses for bad behavior. I've cried at work, colleagues have expressed concerns of mistreatment, I spend a lot of time frustrated because white managers make decisions at their comfort level.
- I have had emotional breakdowns and my work has suffered.
- Please see answer below.
- As stated above, I have had to take disability leave because of the unfair treatment and stress of my job. Due to an open complaint however, I am unable to provide complete details at this time.

Q11 Answers

- It was a challenge to go to work. I had to shut down emotionally to be able work among those whose intention was to demean, taut and ruin my reputation. Which in fact was successful locally. It was stated by one oppressor's that "She look like She hasn't been through anything" I worked through the anger. It wasn't easy.
- The situation has deflated my spirits of advancement and encouraged complacency. I have not observed any black peers advance off the team, yet some non-black people have advanced. My team of seasoned professionals have been reduced in status and our abilities are demeaned. It's insulting the false narrative has been taken as true and we are discriminated against and not allowed to elevate. We had two advanced positions open on our team, four people applied and tested, three were interviewed from our team to run this program, yet no one was hired. It is deflating and does not motivate any of us.
- A colleague described it beautifully, "I am in a constant state of hyper-vigilance"

Q11 Answers (1 of 2)

- As a African American Manager at public works I see the responsibilities very. Many managers are not watched and others are, we are not held to the same rules. I see favoritism, unfair treatment of staff and it just building up inside. I believe that since the United States a whole is addressing the racial inequity, our job is just trying to fit in and do something, but this problem was bad when I came in 2002 and changes were made to address the issue but it isn't enough being done. White managers in this department across the board think that because they know a black or they work with a black they are not racist, they are. I am tired of the resistance to accept that they are

Q11 Answers (1 of 2)

racist and this system we are in is unfair and we as a people are treated unfair. Emotionally, I'm tired and have lost respect for the very system that hired me, I was turned down for this job before and when I was hired back I was to do double the work that the previous person was to do for lesser money coming in. I am a team player and have integrity, pride and loyalty to my Department but I fell the feeling is not mutual. My emotions are up and down, the more I see the unfairness the more mad I get. My production is on point because what I do is a reflection of me, how I am treated is a reflection of white privilege. Today I am good but tomorrow I may not be good.

Q11 Answers

- By not being promoted within the 22 years that I have worked here. Lack of training being offered to me.
- I am a strong person but there is only so much you can take as a human being, depression, anger, considering giving up. Productivity problems were answered with the question #10 how can you be productive with the tools you need to do so withheld.
- I dread being at work. I get frequent stomach aches and feel a physical difference and shift in demeanor when I have to interact with my manager. She is awful.

Q11 Answers

- See above. This experience has made it difficult for me to feel invested in the work, to build positive and healthy relationships with colleagues, and to manage vicarious trauma from working with folks who've been marginalized by poverty, homelessness, racism, and mental illness and addiction. Having my concerns fall on deaf ears was disheartening and after a while, led me to give up and subsequently experience depression because I stopped acting in line with my values (something I'm not at all proud of, yet now recognize). Despite feeling invested in this career prior to this role, in the last three years I've questioned my role as a clinician and whether this is the right field for me.

Q11 Answers

- I don't feel that I have the institutional support to do equity work within our library system. The lion share of the monies raised by the Friends of SFPL is earmarked for youth programming that in no way supports the needs of Black youth. Because the library is primarily interested in PR, there's little interest in community building.
- It makes things fairly uncomfortable for some in our department to feel as if they're being mistreated and undervalued.

Q11 Answers

- I had to call in sick to make sure I was mentally prepared for the games or extra curve balls thorn at me. I tried to reach out to the union a year ago on this matter for a grievance, and no one took it seriously they just wanted to wait it out... It seems like a wash process, and they are trying to wash us out... I have never had to check-in and now I am being micromanaged with emails from my supervisor as if she is creating an email trail. Since employee evaluations are coming up, I am scared that I will have a flaw in my evaluation, and I have had perfect evaluations for years.

Q11 Answers

- I don't feel that I have the institutional support to do equity work within our library system. The lion share of the monies raised by the Friends of SFPL is earmarked for youth programming that in no way supports the needs of Black youth. Because the library is primarily interested in PR, there's little interest in community building.
- I am emotionally drained, broken. This has caused me to be mechanical in my functions. I dreaded coming to work everyday
- The idea that you have to work 2 x's as hard drains you mentally and physically
- Insomnia, taking tranquilizers, severe abdominal problems.

Q12

- What are some examples of the ways in which your situation has impacted your ability (or inability) to function mentally, emotionally and physically; and/or be as productive as you could be (or used to be)? Please provide examples.
-

Q11 Answers

- Although not experienced in the workplace, outside the office I have experience Racial Battle Fatigue. Being BIPOC, I feel like the systems and norms are set up by white people for white people and to perpetuate white privilege. I feel fatigue from watching racial injustice in the US, reminding/educating white people about their advantages, having the awareness about institutional systems of inequality/racism and feeling powerless to change things. Experiencing overt/covert racism especially outside of metropolitan areas.

Q11 Answers

- Yes, disappointed and disgruntled, well-educated, but can't earn a living-wage, I am at the mercy of another. Being made to feel like an unworthy imposter is exhausting, the battle is real and still I will hold my head up high!
- Yes. It is hard being black, especially in San Francisco, go figure. A city where I was born and raised and worked for several decades and now all of a sudden all other races are outwardly showing their hatred of black men and women. Each day I have to pray to the lord that I make the right decision if I am confronted with an act of racism. Will I have to physically defend myself?

Q11 Answers (1 of 2)

- Yes, I have and still am experiencing Racial Battle Fatigue (RBF). The Racial Battle Fatigue that I experienced at WWE affected my overall health and led me to go out on medical leave twice from work in both July 2015 and again in December 2017. Symptoms of RBF: I suffered and continually suffer from stress, depression, mental and some physical impairments (i.e., neck and back pains), which affected my overall productivity such as trouble sleeping; restless; nightmares; eating;

Q11 Answers (1 of 3)

- loss of appetite; memory loss and forgetting things; trouble concentrating, difficulty thinking, focusing and speaking coherently; chest and stomach pains; muscle tension; tension headaches (head pains); feeling unproductive in performing daily life activities like difficulty in maintaining a routine or performing basic activities (i.e., shopping, communicating, daily chores, exercise, etc.); feeling isolated at work; changes in mood/frustration on how I was unfairly and constantly been mistreated; little interest or pleasure in doing things (decreased motivation); feeling down or in despair/hopelessness;

Q11 Answers (2 of 2)

loss of social interaction or social anxiety/withdrawal and not wanting to socialize or be around people; fatigue (tiredness); diminished energy; feeling alone and not supported; reoccurring migraines; hypertension and much more to the point I sought/received counseling and saw a psychologist and medical professionals.. Overall, it took a tremendous toil on my health and was a burden on me socially, mentally, emotionally, physically, legally and financially.

Q11 Answers

- I feel I have. It is extremely concerning to me that the police and overall American system, seems so against minorities. I am getting so drained of seeing black people continue to get killed by authorities, and each other, on such a regular basis, with seemingly no consequence.
- Just seems like nothing will ever really change.
- As with response to #11, we're accustomed to having to fight harder for the same slice of pie...
- damn yes
- Yes! Please see #11

Q11 Answers

- Anxiety, increased swearing or complaining, insomnia or stress/anxiety dreams, rapid mood swings, difficulty thinking or speaking coherently, and emotional and social withdrawal in response to racial microaggressions or while in environments of mundane racial stressors.
- Yes Very Much So
- Everyone at the SFPUC is tired of Harlan's racist senior managers in Finance.
- White managers telling me that I'm not approachable, and that I need to fix my face in meetings

Q11 Answers

- All the violent deaths and killings of black African men has been totally traumatizing.
- Yes. I am one of the leaders of the JUV racial equity action planning process. I attend citywide meetings. The difficulty I have is in seeing people from the SFPUC who are perpetrating these inequities. They are tasked with correcting the very inequities they perpetrate. To add insult to injury, the CFO who oversaw the hiring decision I suspect as discriminatory asked me to partially return to the PUC to work on that organization's racial equity action plan. It's like the crime victim being responsible for cleaning up the crime scene.

Q11 Answers

- Yes. The work situation has caused me a great deal of stress to the point where I have sleepless nights, tear-filled days, and chest pains.
- Absolutely! It mentally exhausting to always have to be prepared. Being denied the same opportunities and blatant efforts made to keep me from working. By having members to work or take jobs I would normally take. I changed that by taking jobs I would not work because the climate is totally racist. Suddenly I was able to return to work at the Pasha Terminal
- Oh yes. These dark trump years are wearing me down. The racists being so emboldened by the jerk at the top. Tired of arguing/ fighting these fascists.

Q11 Answers

- Yes. I am currently experiencing symptoms of Racial Battle Fatigue including feelings of anxiety, anger, agitation, frustration, and isolation in the workplace.
- If shutting down from upper management and doing what I do best, my job. Then yes I battle fatigue everyday I come to work.
- Yes because it appears that no matter how hard I fight against it the problem still doesn't change.
- Yes tired of fighting but I know I must keep fighting every day to survive in this system.

Q11 Answers

- Absolutely. My mental and physical health have suffered tremendously since I started working there.
- Yes. Race is something that has been consistently a factor in hiring and the future of our department.
- Yes. It gets to a point in one's life, when you are tired to fighting just to exist. Its like grasping for oxygen. It gets to a point where you give in, knowing each breath could be the last, and you're okay with that, because the fight just to breathe seems more difficult that breathing itself.

Q11 Answers (1 of 2)

- hostile racial environments, harassment from certain employees, and individuals... yes, I had a woman that loved the attention and would purposefully try and report me or make me do her task because she was too busy planning to sue the city, she would ask people at her job to help her lie for her and if they support her during this process, she would pay them as soon as the settlement is clear. I have been called into meetings while on my personal COVID leave to have a meeting, to collect information or suggestion... or hear thoughts around them removing us from our site, changing our position,

Q11 Answers (1 of 2)

without a reassignment form process, or never sending an email. They would tell us it was confidential and then say we are taking your thoughts back to management but have no answers to your questions. I cried and had an anxiety attack because they stated that if and when we are forced to move, that the department will go through the budget cuts and potentially lay people off and release employees. I have cried a lot and have lost a lot of sleep due to uncertainty. My hair has fell out due to stress points

Q11 Answers

- Yes!
- No such thing. Must accept that racism exists & will be w/ us for some time. Simply have to remain physically, mentally/intellectually, spiritually, & professionally (knowledge base) prepared at all times. External support systems are essential.

Q11 Answers

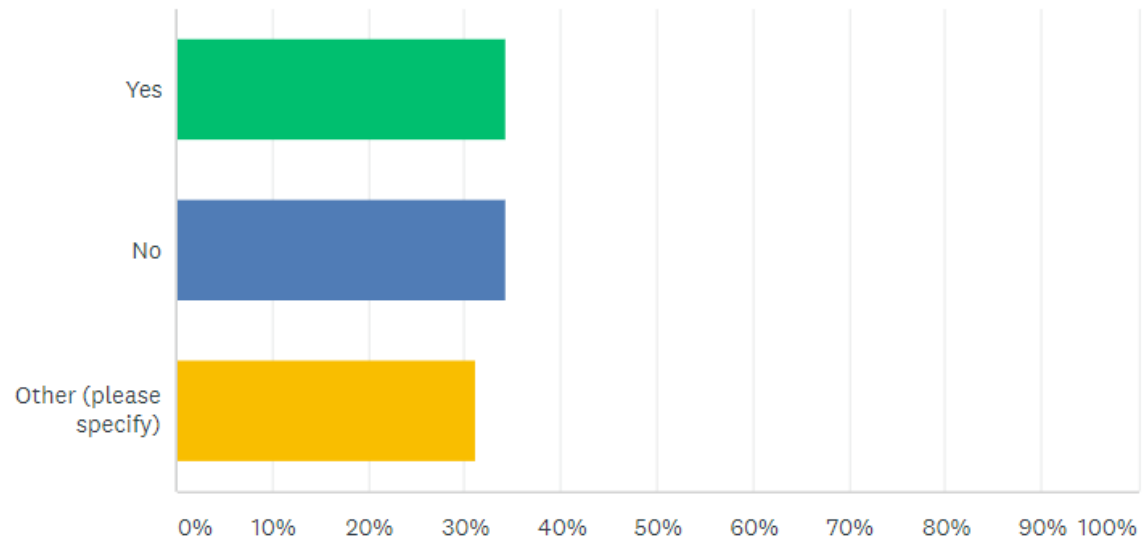
- Yes! I feel that as an African American I'm not given the benefit of the doubt at work. I have anxiety every time I get behind the wheel of the bus because I feel like I'm a target because I'm black. I feel that SFMTA doesn't care about their African American employees and it shows and that stresses me out. The best way I can describe how I feel when I'm at work and I'm talking from SFMTA policy's to their lack of promoting African American Operators will be, oppressed. As an African American man in 2020, I feel oppressed both outside and inside of work.

Q13

- Please describe attempts to report bullying, harassment, and differential treatment to managers, supervisors, and/or Human Resources within your department and outcomes. Were you successful or unsuccessful?
-

Please describe attempts to report bullying, harassment, and differential treatment to managers, supervisors, and/or Human Resources within your department and outcomes. Were you successful or unsuccessful?

Answered: 32 Skipped: 13



ANSWER CHOICES	RESPONSES
▼ Yes	34.38% 11
▼ No	34.38% 11
▼ Other (please specify)	Responses 31.25% 10

Q11 Answers

- HR was aware as was my program, but more than anything, I want to put this all behind me and be treated fairly and with dignity. I haven't the energy, and don't want to look over my shoulder for the rest of my life. I am not a criminal and even they have rights, plus you all know whose who in the zoo and certainly don't need me pointing fingers and divulging more info.
- Still awaiting the official disposition of an EEOC complaint filed at the Federal Level over not being promoted to several jobs I have been ranked #1, #2 or #3 and being passed over and hiring of individuals much lower on the list with less experience and not being promoted because of race, sex and age. But especially skin color.

Q11 Answers

- Unsuccessful. Institutional and structural racism are the barriers to change in DPH. Also, there is no support from the Union (L21).
- I have not experienced or witnessed attempts to report bullying, harassment, and differential treatment to managers, supervisors, and/or Human Resources within my department.
- When I complained to my supervisor (Latino) about the shit talking about my black coworkers in Spanish, he tried to turn the tables on me and call me bigoted for objecting to their talking in Spanish .

Q13 Answers (1 of 3)

- I had to defend myself in the attack that was placed on me by my managers to HR. They rescinded the letter that was placed in my file. However, by that time the damage was done. I was white balled. The stress and discomfort that it caused me over those weeks before a disposition was given was completely unnecessary. The HR and my managers really mishandled the entire issue. It left me feeling vulnerable and unprotected. And that my faint powers as a manager supporting my staff was bogus and misrepresented by me.

Q13 Answers (2 of 3)

- Either I as a Black person have the position and the right to carry out these duties or I don't. It felt like I didn't have the authority because I was a Black person and that my faint authority was being usurped. Why is the question? It was never made clear and those at HR who handle the investigation were I was told forced to retire. Unknown if that's true, due to their mishandling of not only this case but others. No closure given as to how or why it even came to be a case. My Union representative was unable to find out why this happened. I'd like the Mayor and the Board of Supervisors to know that so many departments

Q13 Answers (3 of 3)

are short staffed and understaffed and this could be why people's vacations are denied at face value and people are asked to take a short break and then return to be allowed to take time later in the year. Which is unfair to the individual who's worked the bulk of the year (senior person, covered while others take vacations) with no time off and wants to take time off (vacation) during the holiday season. While other staff in the same department have taken time off during the year and are allowed to take one or two days during the holidays as well. Why is that fair? Macroaggression! Devalued. I'd say yes.

Q13 Answers

- I reported an incident with Gladys Soto who antagonized/bullied me during a meeting in front of a group of contractors. My director did address the incident with Gladys but she was able to deflect by making the excuse that she was "trying out a new tactic. Like good cop, bad cop". She also never apologized. That experience was very embarrassing and Gladys took no accountability nor was she made to.
- I am in the throws of an EEO complaint against my manager right now. I tried reporting it to the DOT and have asked several times if there was anything that could be done immediately, but was brushed off each time.

Q13 Answers (1 of 3)

- I made many attempts to report discrimination, bullying, harassment and differential treatment to SFPUC managers, supervisors, Human Resources, Upper Management, Local IFPTE 21 union rep., and with the Equal Employment Opportunity Commission (EEOC) or the California Department of Fair Employment and Housing (DFEH). I filed a discrimination lawsuit in 2017 and amended my complaint in 2019 on racial discrimination, harassment, retaliation, failure to prevent harassment and retaliation, failure to provide reasonable accommodation, denied access to public records, fraud and corruption, etc..

Q13 Answers (2 of 3)

- I filed several complaints internally within SFPUC and with the EEOC, namely three (3) EEOC charges in 2015, 2016 and 2018. I notified my Local IFPTE 21 Union Rep. Paul Kim who did nothing to resolve the matter. I was further harassed and retaliated against after filing these complaints internally and federally which eventually led to my wrongful termination of employment (adverse employment action) on February 8, 2018 for discriminatory and retaliatory reasons. The individuals that were either involved in or aware of such mistreatment that I faced at SFPUC-Wastewater Enterprise (WWE) Collection System Division (CSD) and Engineering Division (ED) included

Q13 Answers (3 of 3)

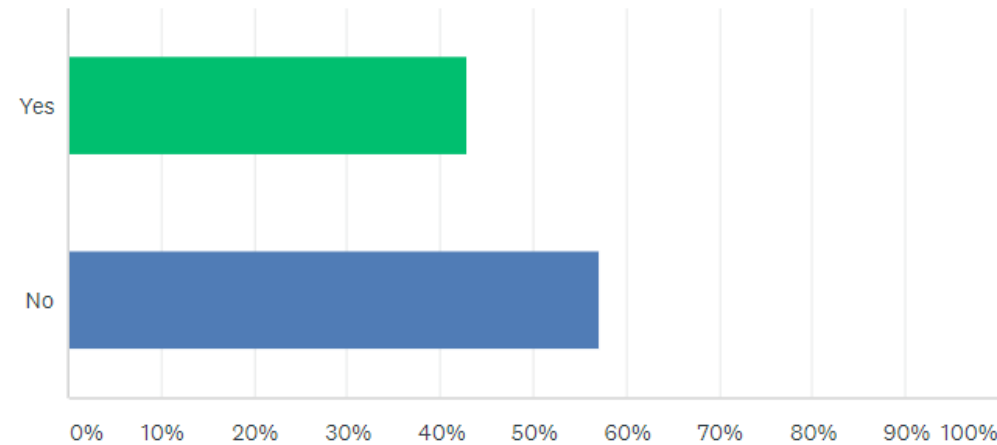
- my CSD supervisor Douglas J. Lipps and ED supervisor Meei-Lih Lin Ahmad; WWE management Lewis Harrison, Brian Henderson, Tuamelie "Tommy" Moala, Kent Eickman; upper SFPUC management Harlan Kelly Jr., Kathryn "Kathy" How, Deborah Walters; Local IFPTE 21 Union Representative Paul Kim; SFPUC-Human Resource Services (HRS) Management and Staff (Justine Hinderliter, Rachel Gardunio, Elaine Leeming, Michael Ho, Lori Regler, Dena Narbaitz, Bonita Decker, Charla Welch, Cindy Charan, Julie Chow, Ana Borja Valdes, Anna Owens, Jessica J. Wong, Biran Shah, Stephen Brooks, Carolyn Jones, etc.); WWE-CSD staff (Mabel Chow, Kaumil Parghi and other workers), City Attorneys (Joseph M. Lake, Kenneth Walczak, Boris Reznikov, John Cote, Kate G. Kimberlin); SFPUC Communication staff (Kesinee Yip and Michele Peters).

Q14

- Have you or anyone you know attempted to file a racial Discrimination or Harassment Complaint with Micki Callahan, Director of Human Resources; Linda Simon EEO Director; or an Investigator on Linda Simon's team at the Department of Human Resources? If yes, please provide a detailed answer about your experience with the process.
-

Have you or anyone you know attempted to file a racial Discrimination or Harassment Complaint with Micki Callahan, Director of Human Resources; Linda Simon EEO Director; or an Investigator on Linda Simon's team at the Department of Human Resources? If yes, please provide a detailed answer about your experience with the process.

Answered: 42 Skipped: 3



ANSWER CHOICES	RESPONSES
Yes	42.86% 18
No	57.14% 24
TOTAL	42

Q14 Answers

- I did, I can't, I don't know the impact nor how I or my family will be protected or what the recourse will be, legal or otherwise. I however, have not lost my faith and will continue knocking on doors, until somebody listens!
- I received a 7 page document from the EEO office explaining how my department Program Director was not at fault for her racist actions. However this same Program Director no longer works for our department and went out on Leave due to the amounts of pressure of how she treated Blacks vs other races.

Q14 Answers

- I've filed EEO complaints and Civil Service Appeals that led to further trauma as they failed to believe institutional and structural racism exists. These institutions shift blame to the victims.
- I should say not that I know specific details about. I'm not sure if they were whistle-blowers, EEO, etc. I do know of some people who have had problems within the department of public health

Q14 Answers

- As a union representative I've represented a few people in cases filed. They would take interviews then request information ,investigate them forget about it until contacted again. Then request the same submitted information again months later giving you very tight deadlines to submit it and rush to deny the case and close it.

Q14 Answers

- My Director did report my initial complaint about Holly Moala to HR. I think the Director only reported it because I typed up the complaint and sent it to him and my direct manager the day after the incident. Both my manager and director were on the call where the incident took place but did not address it at that time. I was told by my HR CPO Anabel Simoneli that if I wanted to file an EEO against Holly Moala I would need to contact Director of HR. So I typed up a letter and sent it. I was contacted by HR that was not the proper way to file and I should instead file with HRC because it was a complaint against a co-worker regarding their dealings with a member of the public. I haven't filed with HRC to date. I did let Anabel know that HR redirected me. She never apologized for sending me down the wrong path.

Q14 Answers

- Dolores Johnson filed a racial and gender discrimination, harassment and retaliation complaint, but the outcome wasn't successful and no proper investigation was done by the Director of Human Resources (HR) and EEO Director. I personally filed several complaints internally within SFPUC but no investigation was properly conducted and SFPUC HRS denied my allegations to EEOC/DFEH and never forwarded my complaints to DHR. Besides, based on the history of how DHR operates and DHR's unethical culture of not properly investigating individual's discrimination and disparate treatment claims it further invalidates, diminishes, minimize black and brown people of African descent suffering. And I knew it was a waste of time and the outcome wouldn't be successful for Blacks and Brown folks. The intent is very clear to further White Supremacy and keep the existing power structure the same. Ultimately, systematic racism and white supremacy has not changed and continue to exist for over 400+ years in every facet/aspect of the American infrastructure, sector and culture.

Q14 Answers

- No. I did attempt to work with my union to prevent a disciplinary action from going in my employment file, to no avail. Local 21 informed me that the best they could do was to help me write my rebuttal. I had already heard from other colleagues that the EEO process was biased so I decided not to go forward and file an EEO complaint suspecting that the EEO would side with my internal Human Resources. I did however write a rebuttal detailing the investigation and its racial bias, deceptively, and lack of a formal process.

Q14 Answers

- I filed sexual harassment discrimination retaliation to Micki Callahan Simon and others all they did cover up hr bosses mismanagement and nothing was done but these bs management get complaint after complaint and get promoted city and county is corrupt all though
- I tried to report that I was being harassed and slandered by a white, male Captain (John DelBino). I was never given a call back.
- I filed directly with federal EEO.

Q14 Answers

- I filed a formal charge of sexual harassment against a male coworker. After a lengthy investigation where many employees were interviewed, DHR made a finding that although multiple complaints had been received about this individual alleging same or similar violations, DHR found that he only violated the hostile work environment policy, and not sexual harassment; therefore this person was allowed to keep his job, where he continued with the same behavior. I complained to HR within the department, as well as to Linda Simon and Micki Callaghan at DHR. Nothing was ever done. In fact, I think that me subsequently being overlooked for a promotion to 0922 classification was retaliation for pursuing a formal complaint against this employee and the department.

Q14 Answers

- Like I just stated, I am going through one right now. In addition to the ridiculous microaggressions (and macroaggressions) I deal with on a daily basis from my manager and others; upon announcing her retirement, she took it upon herself to rewrite her job description and set the minimum qualifications in such a way that I do not meet them. This after she assigned all of the heavy-lifting of her job to me under the guise that she was training me for her position.

Q14 Answers

- I filed a complaint against my department in 2018. After about a year, it was concluded that no discrimination was found and/or that the time limit for reporting had already expired.
- The people I have heard filed a complaint with Human Resources proved there is a lack of confidentiality with the currently used procedure.
- I personally haven't but I know others have and everyone's complaint has ALWAYS come back no merit.
- Took action. Letter written to city department was cc'd to Micki Callahan's deputy for operations. It has been a year & no communication re: remedy offered by HR was received until pressed matter in a email.

Q15

- What else would you like the Mayor, Board of Supervisors, San Francisco Office of Racial Equity, Human Rights Commission, other Commissions, Department Heads, Labor Unions, and other Citywide Leadership to know in terms of your experiences with, and harm caused by anti-Black racism and White Supremacy culture?
-

Q15 Answers

- Thank you, I would like to have my reputation cleaned and my good name reestablished. I appreciate this venue and opportunity and would love a conversation with our wonderful Mayor, or Governor, whom I met years ago, as well as any and all other government entities listed here. I hope to someday trust again. What I have experienced, the level of hate and discrimination should've never happened and should not ever happen to anyone else. Well, this is anonymous and I guess not you or anyone can help me. My hope is that what I have to say makes a difference, but I doubt it!

Q15 Answers

- Thank you for this proactive approach to address white supremacy cultural norms and expectations.
- Start Hiring Black Men. It seems like we are some type of virus. I see several black women getting appointed to director positions of various branches of government. Where are all the black men?

Q15 Answers

- Institutional and structural racism prevents us from reaching our mission to "protect and promote the health of all San Franciscans. We need metrics, tools, and assessments to have the most qualified person in managerial and leadership positions serving communities of color. We need accountability for those who use racial microaggressions and fail to have diverse departments especially when serving communities of color.

Q15 Answers

- I do feel that the City has done a much better job of identifying racial biases, white supremacy and anti-black behaviors than the private sector has done. While we work on ourselves in Civil Service, we cannot recover as a community without shining a light on the injustices involved and the amount of freewill the private sector has on how they treat their employees. We cannot simply trust that they will change. It impacts the entire economy back down to us in Civil Service. Its very interconnected.
- Nothing else at this time. Thank you for asking these questions and getting staff's input on these important topics.

Q15 Answers (1 of 2)

- I'd like the Mayor, Board of Supervisors to know that working in a toxic, environment like DPH, walking on egg shells all the time, microaggression behaviors aren't good practices to have for an organization. The people that do the work should be appreciated, trained, coached, allowed to grow in their day to day work. Not thought of as expendable. I don't know how it is in their work environment but in mine and other work environments it's a day to day fight to survive. You are under constant pressure. You are suffering. Your health is being put at risk by working in the Department of Public Health. Isn't that an oxymoron? You work for the department of public health and it makes you sick. You can never relax. Could it be that it's shortage in most departments and that because of

Q15 Answers (1 of 2)

this people aren't able to relax due to pressure from on high to perform the work with not enough staff to go around. You don't know if this is your last day at work, you have this on your mind until or if you pass probation. Will you be brought up on false charges, accused of a mistake, or of not performing your job completely? If you are called in for a conversation you don't know if your words will be twisted, or if your tone may or may not be acceptable to your manager. The Union is a resource but not always on time and once the wheels are set in motion it takes much effort to halt the wheels. I believe the Unions are short staffed too. Can the Mayor BOS set up goals with time frames to determine equity and progress on this matter ? It's been talked about over and over.

Q15 Answers

- IT lowers moral for your workers of color and fosters a feeling that regardless of what I do it won't be appreciated as much as the minimal that whites do. Just look at who gets the promotions and not because of their knowledge or skills.
- Its massive/myself/my children/community and neighborhood
- It shouldn't be a normal thing to allow racism/bias in the workplace, it should be dealt swiftly and should have classes given to those who need to understand about biases and racist issues that they are accused of being a part of.

Q15 Answers

- Black employees concerns and experiences need to be taken seriously. There is a culture within "progressive, liberal" San Francisco of down-playing the microaggressions and blatant displays of prejudice and racism displayed by other minority groups (Asian, Latino and pacific islander). These groups can also be racist because their proximity to whiteness or white passing appearance. They are also guilty of trying to maintain the racist hierarchy where if you are black, you are at the bottom.

Q15 Answers

- This issue is Human Rights issue and plagues the very foundation of City and County of San Francisco. There should be leaders in these positions, especially as it relates to Human Resources and management who have a racial equity experience, implicit bias training, and are held accountable for their actions. The City and County should make clear in action that this type of behavior is unacceptable, will not be tolerated, and be willing to fire those who violate these very principles and that has not been the case thus far. Instead, I have experienced a system within the City built on self-interest, you pat my back and I pat yours, and in the meanwhile, the public, many black and underserved communities who we are here to serve as public servants, has got the shit end of the stick and have been an afterthought to what we externally purport to represent. We need a whole reorganization of the City and County, and until that happens, it will be business as usual, a default method that works to continue to perpetuate the inequities that continue to this day

Q15 Answers

- EMPLOYEE RACIAL EQUITY FOCUS GROUPS MORE AVAILABLE TO NIGHT SHIFT WORKERS
- Suspend those that engage in hate speech. If it re-occurs, terminate.
- That it's not enough for there to be Black department heads if throughout the organizations, there are not Black staff at all levels.
- Anti-Black racism and discrimination within the City & County of San Francisco's departments and divisions is very real. Black employees experience anti-Black racism routinely. Our complaints are dismissed. Recently I was told that maybe it wasn't what was said to me but maybe the issue was the way I heard it.

Q15 Answers

- SFPUC's racist hiring practices in Business Services and Finance, headed by Eric Sandler, affects the health and welfare of the staff. People lose sleep. They are left shattered and personally wounded. They get sick. They lose trust in leadership and begin to carry baggage even to new jobs. They think their lack of promotion is THEIR fault - because that's what Eric tells them. It isn't. The fault is with the lack of moral courage and ethical leadership at the top of the SFPUC. That fault is with Eric Sandler. The fault is with Harlan Kelly. But change can come from all of us - if we chose to speak out. Thank you for providing a space for my feedback.

Q15 Answers

- Ultimately, systematic racism and white supremacy has not changed and continue to exist for over 400+ years in every facet/aspect of the American infrastructure, sector and culture. Racism is deeply impeded in the City & County of San Francisco policies, leadership and decision making process in all the City departments. Systematic racism also continue to disproportionately harm and impact communities and individuals of color (i.e., Black and Brown folks) as if it was operating like a plantation. So far Mayor London Breed has created the Office of Racial Equity in 2019 under the Human Rights Commission (HRC) to right the past wrongs and address racial disparity and inequity. We need new leadership in many City departments that are diverse and courageous who have ethics, integrity and care about Doing The Right Thing.

Q15 Answers

- Come talk with us without bses manangment with fear to be retaliated against they will hear the truth
- I believe Micki Callahan and Linda Simon should resign they are clearly part of the problem at DHR and new leadership and More diversity needs to be brought into the department to focus on the disparities of racial discrimination, hostile work environments, age discrimination and disability discrimination. The accommodation policies need to be audited to see how many people they have gotten ride of through the ADA accommodation policies which has been abused to get employees out of their jobs. The hiring has been so bias also the City has created a non diverse environment all the high-level positions are filled with Chinese or White and they refuse to hire any other races I.e. Black Hispanic, Latino.

Q15 Answers

- It's alive and well. Most people are fearful of retaliation. Or being singled out.
- We need a system of checks and balances. If people complain, it should be investigated with confidentiality, all complaints. There must be action at the conclusion if found valid. The current atmosphere of us versus them is prevalent and it prevents unbiased investigations. There needs to be a system to review managers, as they review their subordinates. Some are handpicked and not always qualified for the assignment. It's been my experience, they place a manager and allow them to completely run the department into the ground, and the super ordinates do not follow up with their progress or lack thereof.

Q15 Answers

- The workers in position of power within DPH co-sign to White Supremacy cultural norms and expectation. As a result, complaints of anti-Black racism to superiors by direct service workers are never acknowledged, validated or addressed and are instead, simply ignored. Black workers have no where to turn in DPH regarding the constant barrage of micro-aggressions encountered almost on a daily basis. Also, as a Black male clinician, many of my colleagues are eager to refer black children, youth and families to me regularly and consistently because "you would be really great for them".

Q15 Answers

- They need to stop giving lip service and hold the discriminators accountable and they must acknowledge that removing them from their positions of power and there needs to be much more oversight. In truth HR is part of the problem so as with the police why do we accept them policing themselves. Put workers as oversight in the system that governs them maybe even have them elected by the workers themselves every 2 years. This should also be considered work and paid.
- While the library has undertaken equity work within the library, it's largely performative. Honestly every person in a upper level

Q15 Answers

- Know that is still a PROBLEM and this issue needs to be addressed. We need help at operations with this ongoing issue.
- OCC/TMC over the Period I've been with the agency has been a breeding ground for harassment and retaliation. Over the past 4years I've seen too many great assets leave the department and agency altogether because nothing is ever done, from management to EEOC

Q15 Answers (1 of 2)

- I read a book a few years back that was basically the story of my life. I will list a few quotes from it below that hit the nail on the head of the daily struggles that I deal with as a Black woman working at the SFMTA: “Tone policing takes priority over listening to the pain inflicted on people of color. People of color are told they should be nicer, kinder, more gracious, less angry in their delivery, or that white people's needs, feelings, and the thoughts should be given equal weight.” “Dialogue is productive toward reconciliation only when it leads to action - when it inverts power and pursues justice for those who are most marginalized. When white people stop short of reconciliation, it's often because they are motivated by a deep need to believe in their own goodness, and for that goodness

Q15 Answers (2 of 2)

to be affirmed over and over and over again. But reconciliation is not about white feelings. It's about diverting power and attention to the oppressed, toward the powerless. It's not enough to dabble at diversity and inclusion while leaving the existing authority structure in place. Reconciliation demands more." "And so hope for me has died one thousand deaths. I hoped that friend would get it, but hope died. I hoped that person would be an ally for life, but hope died. I hoped that my organizations really desired change, but hope died. I hoped I'd be treated with the full respect I deserve at my job, but hope died. I hoped that racist policies would change, and just policies would never be reversed, but hope died. I hoped the perpetrator in uniform would be brought to justice this time, but hope died. I hoped history would stop repeating itself, but hope died. I hoped things would be better for my children, but hope died." — Austin Channing Brown, *I'm Still Here: Black Dignity in a World Made for Whiteness*

Q15 Answers (1 of 2)

- address the nepotism and hiring/reassignment of employees with is not meeting the requirements or hiring process. Their godmothers retire when the employee list expires leaving room for their nieces or cousin to be promoted. I have applied for numerous positions and taken the required test through HR only to be passed up and someone Filipino or Latino hired or promoted. They are promoted Friday and start work on Monday. I have managers that got their wives hired or in other departments, have doctors that have their wives working in inpatient units. They are paying differential pay to employees that speak more than 1 language, but the patients that I see as virtual or hybrid 30% capacity speak 95% Spanish language and I am only given a certain time to complete these appointments with no extra pay and no

Q15 Answers (2 of 2)

additional resources. I am not only doing my job, I am covering overflow from all clinics and non-DPH clinics, or HMO patients, hpe, and different clinics that are not assigned to my site. I feel that they are trying to make me quit. I have requested telecommuting, educational leave, and have got no response at all, completely ignored. I have 4 children in 4 different schools...private and public. But all my other employees were granted telecommuting. I feel that they have blocked certain employees from progressing or using us to cover or work outside of our area of expertise. My position is changing and we should have a choice to change not be a mandate to change without the proper process. Allow people that qualify to change departments. Put degrees like " masters in education or educational administration " as an option.

Q15 Answers

- Anti-blackness is not covert in the City, it is very open for everyone to see. The records show it. In my Department, the stories are the same. The exclusion, the denial of opportunities, the stagnation and on and on.
- SFMTA makes it very difficult for a African Americans to promote. They are more likely to suspend an African American over something minor. Also, they should have an outside agency view and grade accidents instead of SFMTA's Training Department. Some of the things Operators are charged with are just unbelievable.

Q15 Answers

- Plug away at creating anti-racists is a monumental task. The contributing factors to animus are not just race/ethnicity, but immigration history/status, how other racial & ethnic minority groups see other, & inter ethnic discrimination. Think of color prejudice-lighter skin is preferred in a number of cultures other than Black culture-skin color drives racism in India & Asia. At times the strife of colonial history plays itself out in the workplace when both groups (at odds due to a colonial legacy) end up in the same work environment. CCSF is just getting started. Please keep at it & train a unit dedicated to dealing w/ racial/ethnic conflict in the workplaceon call 24/7.

Q15 Answers

- This is a systemic problem that needs a systemic solution. I feel the drain of dealing with day to day racism in life and work but I understand I navigate it unusually well so I think of other Afro Americans who aren't as gregarious or witty. It like Blacks have to have above emotional IQ to navigate work and the world when Whites have more of a free range to have an attitude, be jerks or what have you.



Questions?

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