



SFMTA

# Discipline at the SFMTA

## FY 2020

Board of Supervisors

Government Audit & Oversight Committee

October 15, 2020



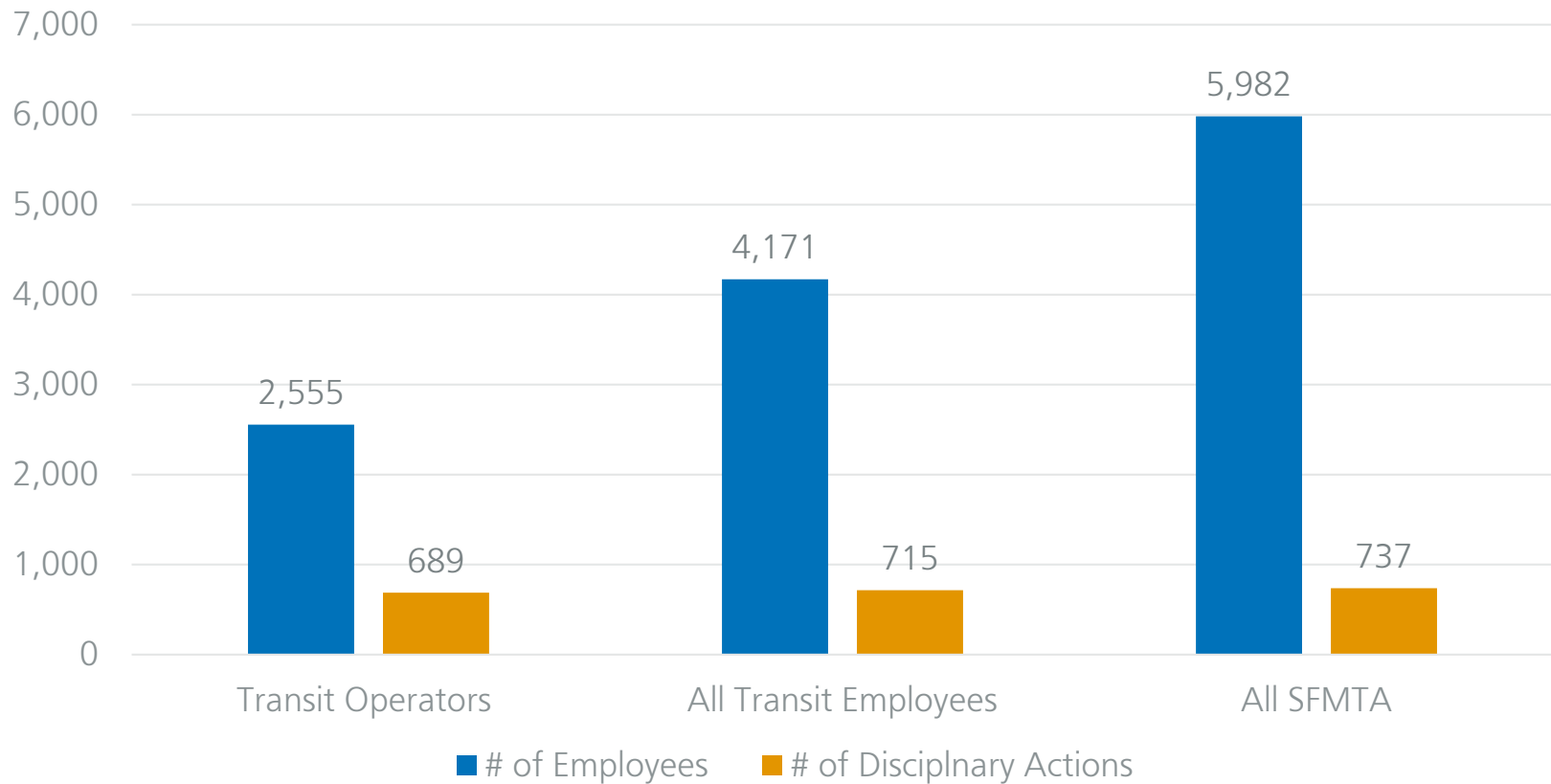
SFMTA

# What we have done

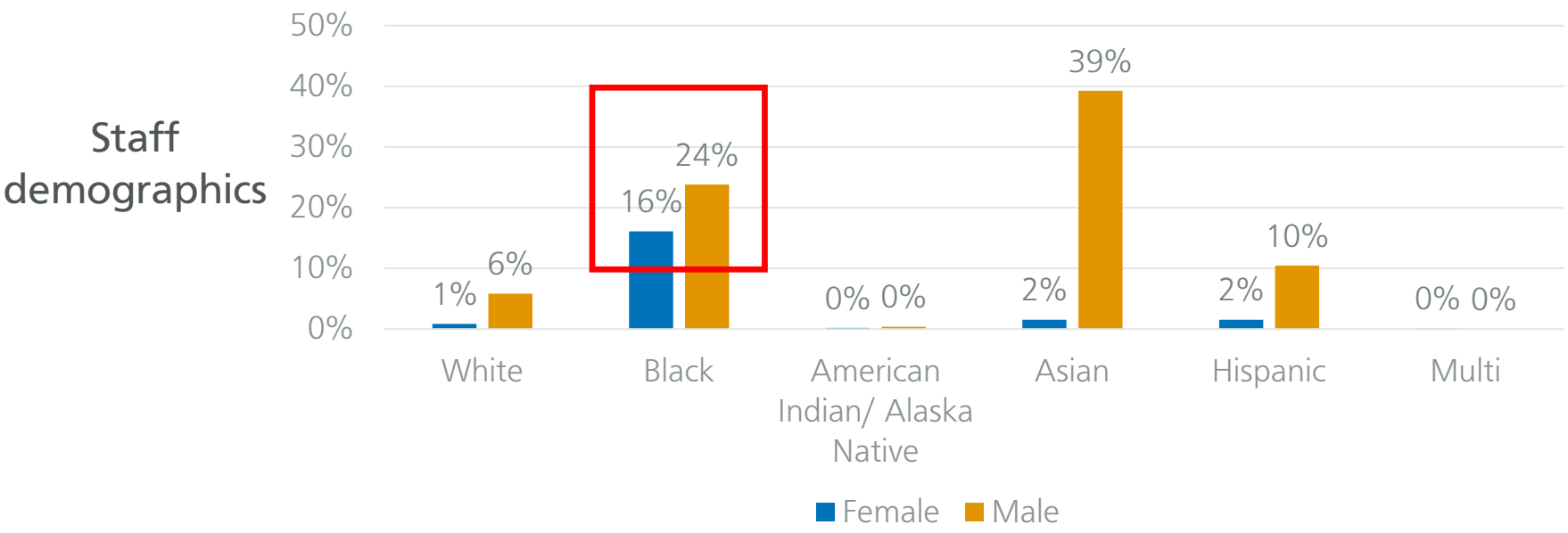
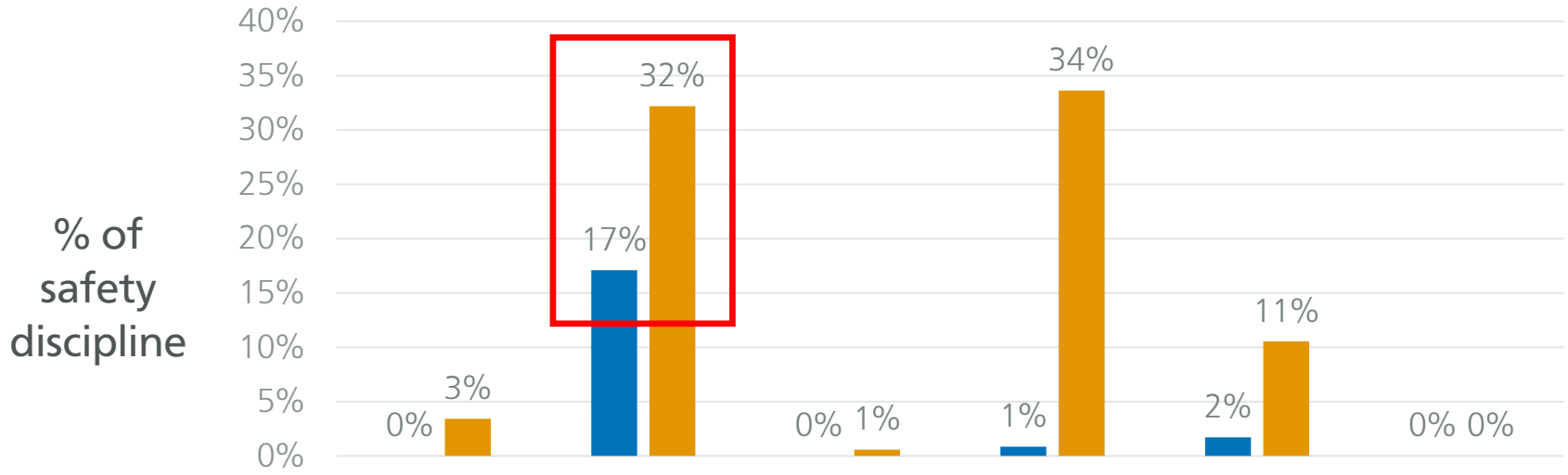
- Analyzed discipline data by race, gender
- Increased our transparency and posted data publicly
- Developed initial disciplinary data dashboards
- Established Safe Space for Supervisors: peer-to-peer coaching for managers and supervisors
- Respect in the Workplace Training – all managers
- Implicit Bias training – all managers and supervisors
- Engaged in the citywide working groups on discipline/corrective actions (on-going)

# SFMTA Discipline

## # of Disciplinary Actions by Employee Group

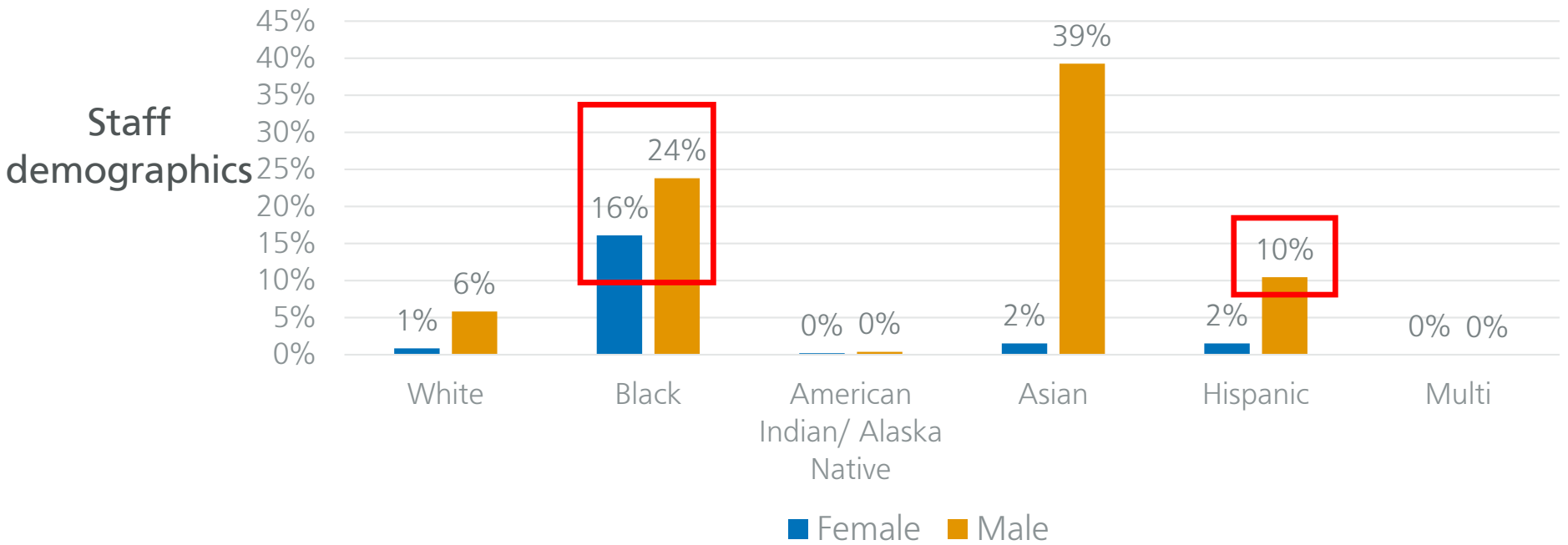
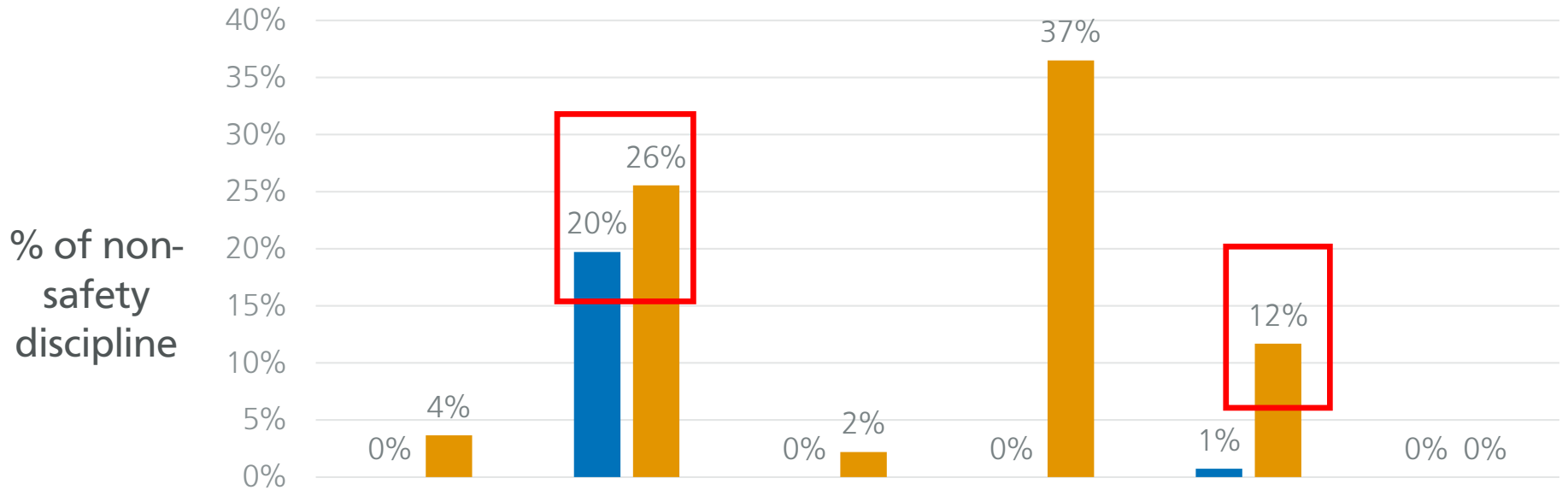


# Transit Operator Discipline (safety-related actions)



■ Female ■ Male

# Transit Operator Discipline (non-safety related actions)



# What we are and will be doing

- Deeper analysis of discipline data intersectionally: by race, gender, job type (initiated)
- Developing a Racial Equity Action Plan working in collaboration with the HRC (initiated)
- Establishing new agencywide Corrective Action policy that focuses on staff success and peer mediation (initiated)
  - Updating Transit Operator Rulebook (initiated)
  - Developing a guide for managers (to come)
- Training managers on new policy and processes (to come)
- Hiring Race, Equity and Inclusion Officer (to come)
- Hiring an Ombudsperson to assist in tracking complaints (to come)
- New trainings for managers: Communicating Across Cultures, Performance Management (to come)