

**WHERE TO START
WHEN YOU DON'T
KNOW WHERE TO
START**

**CULTIVATING
CHANGE**

**SPUR TRANSIT + DESIGN
ARIEL WARD | SFMTA
TRANSPORTATION ENGINEER
JUNE 27 2019**

diversity.

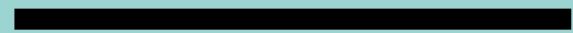
A blue location pin icon with a white circular center. Inside the white circle, the text "1. START" is written in a bold, black, sans-serif font. The pin is set against a background of abstract, geometric shapes in shades of beige, light green, and teal.

1. START

Start where you are.

Use what you have.

Do what you can.



arthur ashe



**2. FIND YOUR
WING
PERSON**



NINA LEVINE

The background features a collage of geometric shapes in muted colors: light green, beige, and teal. A large, light green callout bubble with a white center and a green border is the focal point, containing the text. To its left, a blue and a purple pin-like shape are visible. To its right, a light green circle is partially obscured by a white sun-like shape with radiating lines. A teal diagonal band runs across the lower-left portion of the image.

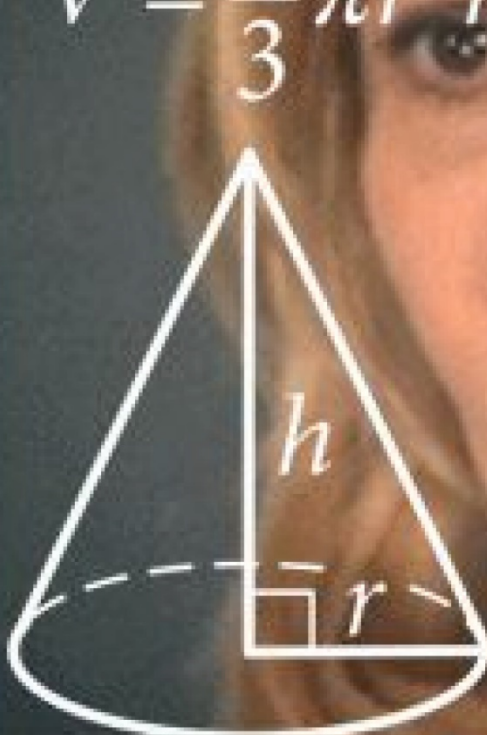
**3. ASK
QUESTIONS & SET
INTENTIONS**



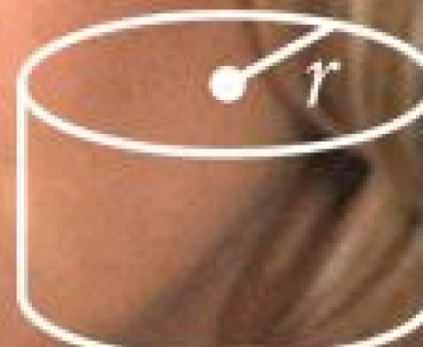
$$A = \pi r^2$$

$$C = 2\pi r$$

WHAT DO WE VALUE?



WHAT MAKES A GOOD INTERN?



$$V = \pi r^2 h$$

	30°	45°	60°
sin	$\frac{1}{2}$	$\frac{\sqrt{2}}{2}$	$\frac{\sqrt{3}}{2}$
cos	$\frac{\sqrt{3}}{2}$	$\frac{\sqrt{2}}{2}$	$\frac{1}{2}$
tan	$\frac{\sqrt{3}}{3}$	1	$\sqrt{3}$

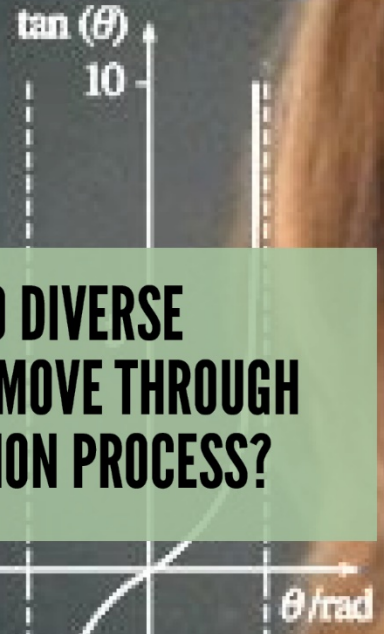
$$\int \sin x dx = -\cos x + C$$

$$\int \frac{dx}{\cos^2 x} = \tan x + C$$

$$\int \tan x dx = -\ln|\cos x| + C$$

$$\int \frac{dx}{\sin x} = \ln|\csc x - \cot x| + C$$

$$\int \frac{dx}{a^2 + x^2} = \frac{1}{a} \arctg \frac{x}{a} + C$$



HOW DO DIVERSE APPLICANTS MOVE THROUGH THE SELECTION PROCESS?

HOW MIGHT WE INCREASE TRANSPARENCY?



$$ax^2 + bx + c = 0$$

$$a(x^2 + \frac{b}{a}x + \frac{c}{a}) = 0$$

WHAT WORKS WELL?

$$\frac{b^2}{4a^2}$$



**4. USE YOUR
RESOURCES**



how to increase diversity

how to increase diversity **in schools**

how to increase diversity **in the workplace**

how to increase diversity **in stem**

how to increase diversity **and inclusion**

how to increase diversity **in hiring**

how to increase diversity **in nursing**

how to increase diversity **on college campuses**

how to increase diversity **in hollywood**

how to increase diversity **in healthcare**

how to increase diversity **in tech**

Google Search

I'm Feeling Lucky

Report inappropriate predictions



**5. COLLECT
DATA**

150%


INCREASE

**in Black/African American
applicants from 2018 to 2019**

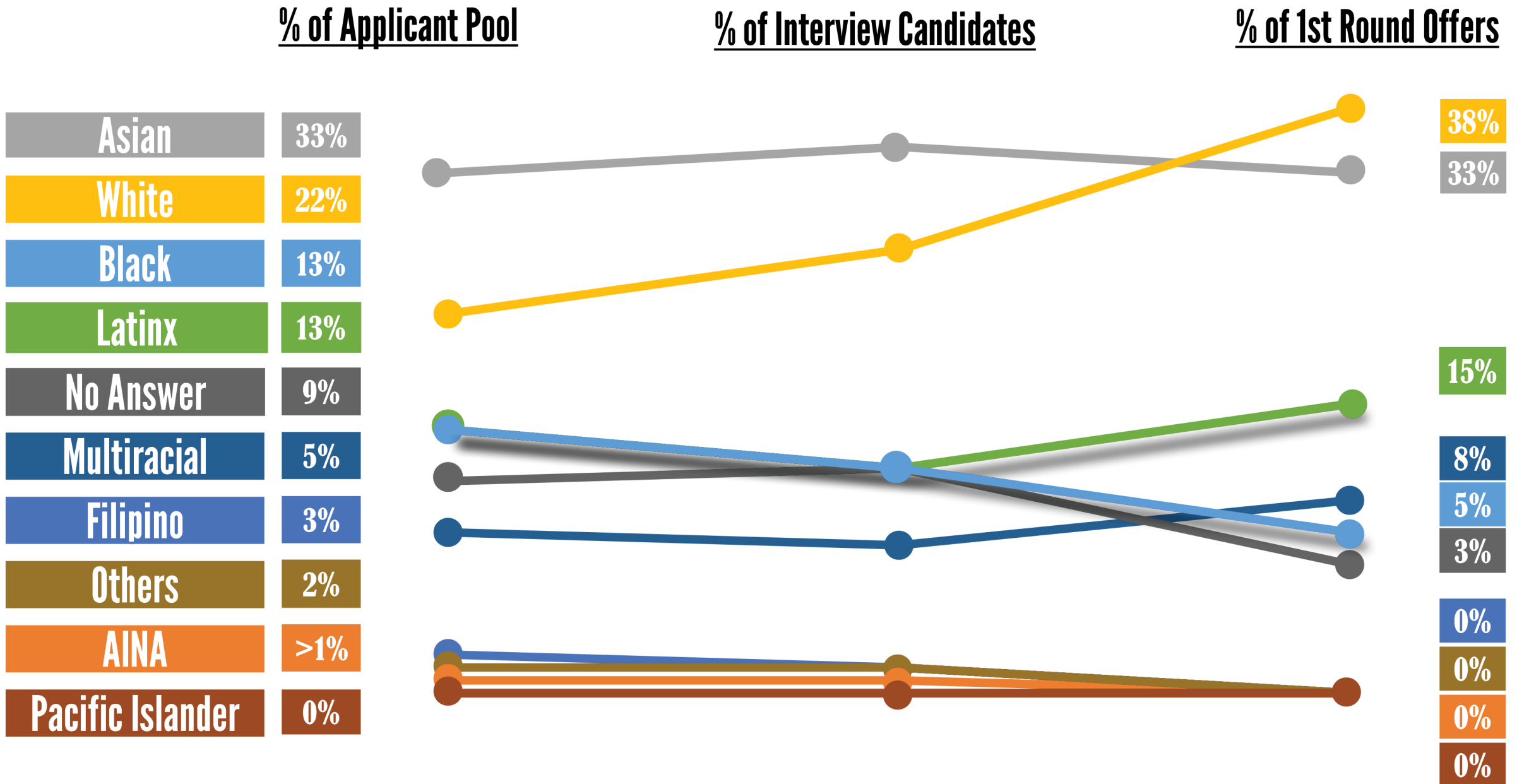
53%

INCREASE

**in Latinx applicants from
2018 to 2019**

The background features a stylized map with various colored shapes: a blue circle, a purple circle, a green circle, a grey circle, and a red circle, all with pointed tails. A large teal circle with a white center and a dark teal border is positioned in the upper right. The text "6. DOCUMENT YOUR RESULTS" is centered within this teal circle. The map background is composed of various shades of beige and light green, with a prominent teal diagonal line on the left side.

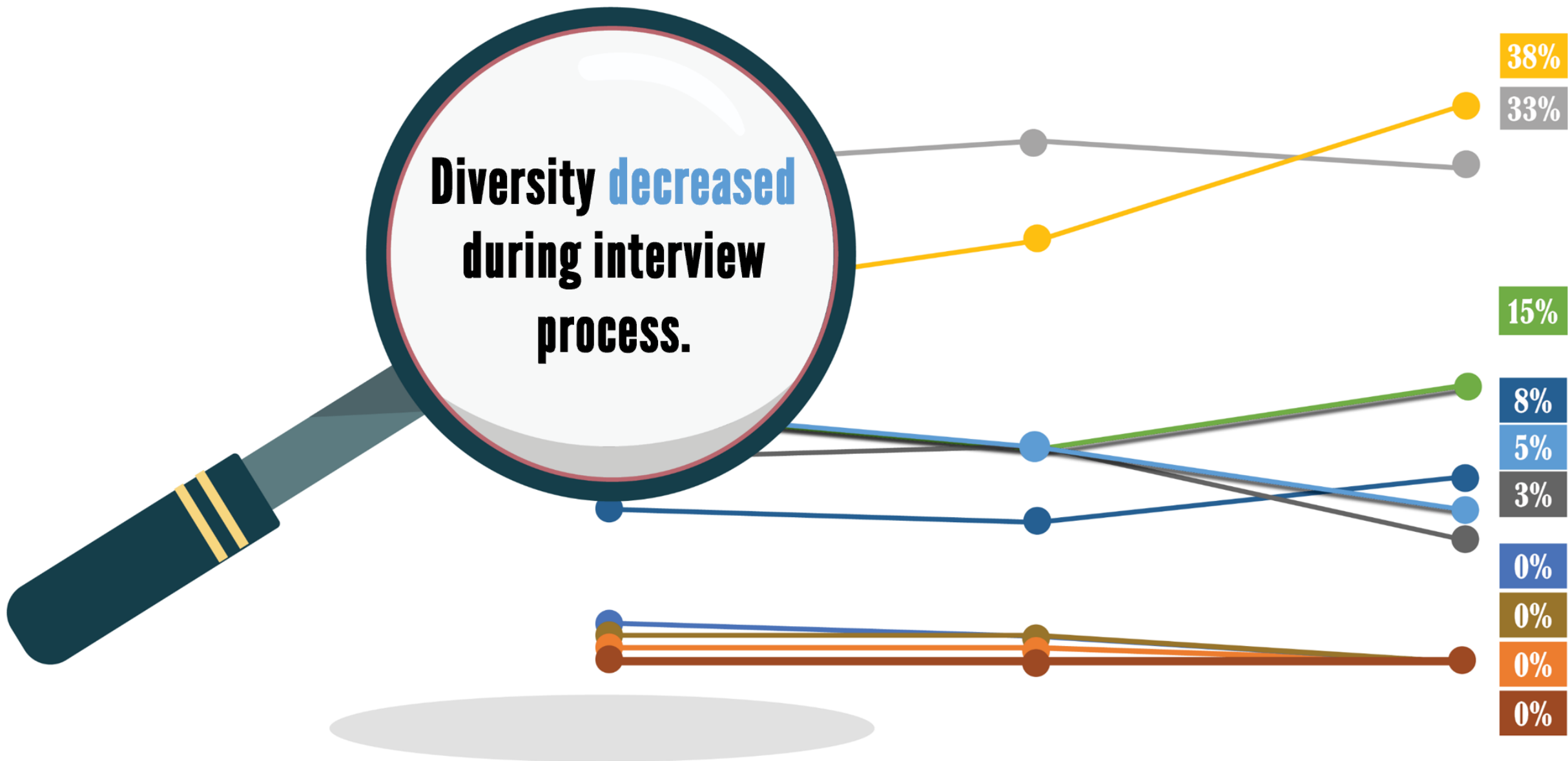
**6. DOCUMENT
YOUR
RESULTS**



The background is a stylized map with various colored pins and a central callout bubble. The pins are in shades of blue, purple, green, grey, red, and dark teal. The central bubble is white with a dark teal border and contains the text '7. SHARE YOUR FINDINGS'. The map features a teal river-like shape on the left and a sun-like shape on the right.

**7. SHARE
YOUR
FINDINGS**

Diversity decreased
during interview
process.



The background is a stylized map with various colored pins and a central callout bubble. The pins are in shades of blue, purple, green, teal, grey, red, and dark green. The central bubble is white with a pinkish-red border and contains the text "8. RALLY THE TROOPS".

**8. RALLY
THE
TROOPS**





**9. SUSTAIN
MOMENTUM**



START



**FIND YOUR
WING PERSON**



**ASK QUESTIONS &
SET INTENTIONS**



**USE YOUR
RESOURCES**



COLLECT DATA



**DOCUMENT
YOUR RESULTS**



**SHARE YOUR
FINDINGS**



**RALLY THE
TROOPS**



**SUSTAIN
MOMENTUM**



THANK YOU!

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