



Newsletter

November 2021 Edition

Employee Updates

COVID-19 Boosters Recommended for Adults

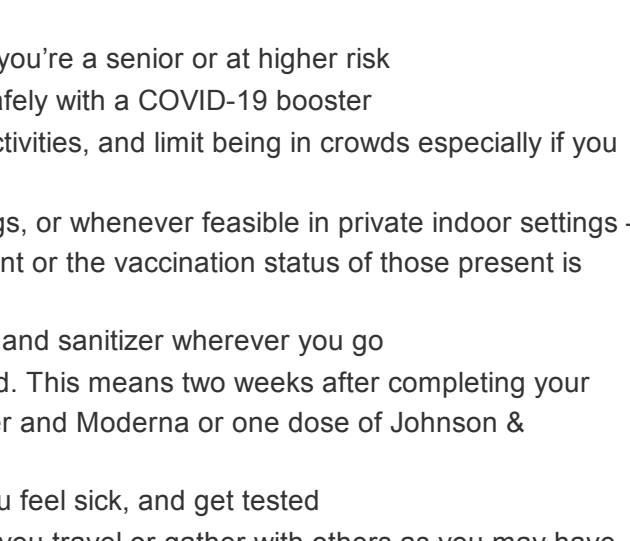
California has expanded eligibility for [COVID-19 booster shots](#). Pfizer & Moderna recipients may receive their booster six months after their 2nd dose, and J&J recipients may receive their booster two months after their initial dose.

The San Francisco Department of Public Health is recommending COVID-19 boosters for everyone 18 and older to strengthen their immune systems. Boosters are important for anyone in a higher risk category, including seniors ages 65 and older; people with underlying medical conditions; people who live and work in high-risk settings; and anyone who received a Johnson & Johnson vaccine.

For more guidance on boosters and timing go to: sf.gov/information/get-your-booster.

Safe Holiday Season

As the winter holiday season is upon us, safe celebrations and gatherings are an important part of our recovery from the pandemic. It is also important that we exercise caution and make safer choices to prevent the spread of COVID-19 during the holidays.



SF DPH tips on celebrating safely:

- Get vaccinated against COVID-19, including children ages 5-11 now that they are eligible.
- Get a COVID-19 booster -- especially if you're a senior or at higher risk
- Get a flu vaccine, which can be taken safely with a COVID-19 booster
- Choose outdoor activities over indoor activities, and limit being in crowds especially if you are unvaccinated
- Wear a mask in crowded outdoor settings, or whenever feasible in private indoor settings -- especially when unvaccinated are present or the vaccination status of those present is unknown.
- Wash your hands frequently and carry hand sanitizer wherever you go
- Delay travel until you are fully vaccinated. This means two weeks after completing your primary dose series (two doses for Pfizer and Moderna or one dose of Johnson & Johnson).
- Monitor your health and stay home if you feel sick, and get tested
- Consider testing within 72 hours before you travel or gather with others as you may have an asymptomatic infection. You can use an FDA-approved rapid at-home, self-test kit, reach out to your health service provider, a travel testing provider, or to receive a test, go to: sf.gov/gettested

These measures can help keep our communities safe and protect the most vulnerable among us from developing a severe case of COVID-19 or becoming hospitalized.

Transgender 101 Training Launches

In recognition of Transgender Awareness Month and the Trans Day of Remembrance (November 20th), the Office of Transgender Initiatives (OTI) and the Department of Human Resources have launched a new online learning module to help all City employees better serve trans residents.

Titled "Transgender 101: Strengthen Your Commitment to Inclusion," this module offers an introduction to transgender and non-binary identities, a critical analysis of the gender binary, best practices around gender pronouns, and an overview of the DHR Gender Inclusion Policy. Alongside the module, this week OTI also launched a [new training website](#), which includes information on live online trainings for City and County employees, as well as [resources for further learning](#) about trans and non-binary people and issues.

To access the module, log onto SF Learning through the Employee Portal ([click here for detailed instructions](#)). To learn more about OTI's trainings and explore resources for further learning on gender diversity, please visit the [Office of Transgender Initiatives' website](#).



Pau Crego, Deputy Director, Policies and Programs | Shane Zaldivar, Manager of Training and Education

2021 Combined Charities Campaign

The 2021 "Heart of the City" Combined Charities Campaign is active with a goal of raising \$1.2 million this year!

Heart of the City

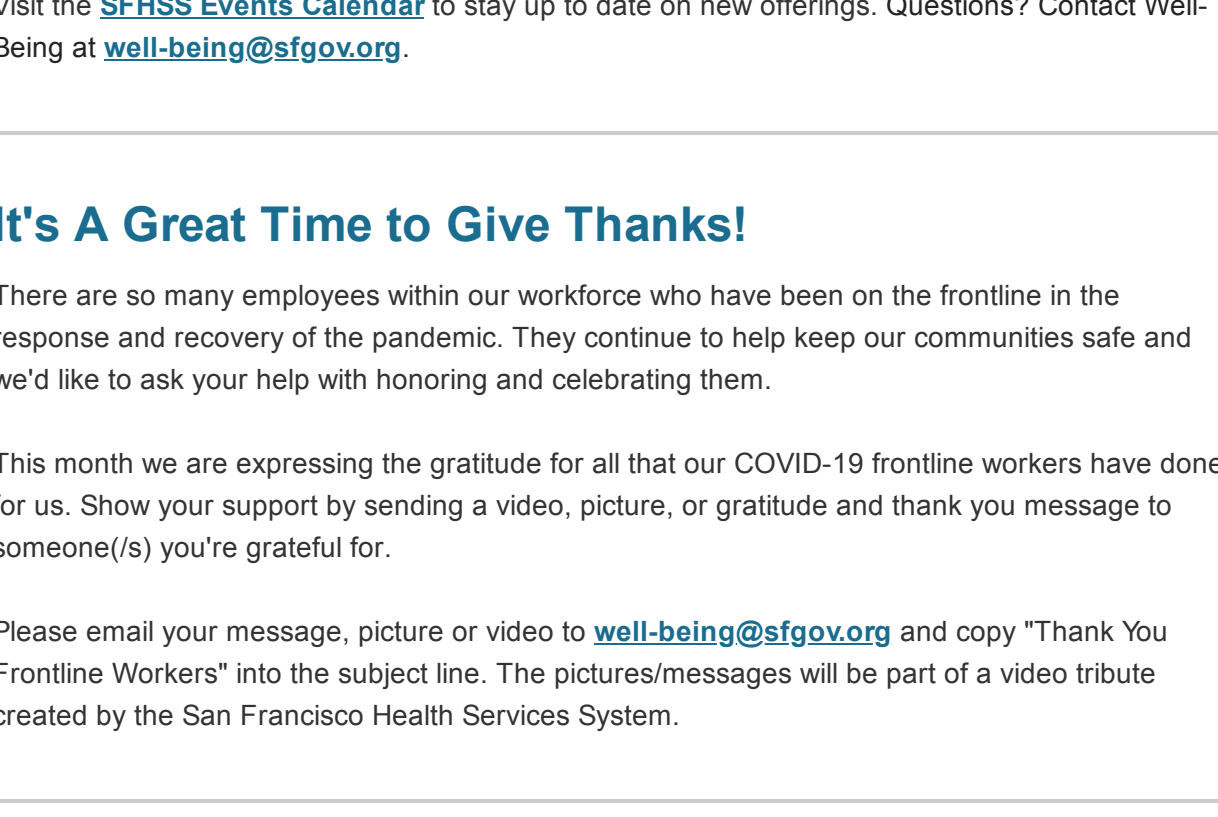


Last year, over 3,000 CCSF employees raised more than \$1 million for over 1150 non-profit organizations. This year, the goal is to raise \$1.2 million for charity.

Donating online is fast and easy. Sign in with your DSW number and password, click on the "I want to donate" button, and follow the steps that follow. Online donations can be done by payroll deduction or check. Please speak with your department human resource representative for more information.

The campaign will run through Friday, December 3rd. [Click here to learn more!](#)

Well-Being Resources



Join the Healthy Holiday Challenge!

Join the Healthy Holiday Challenge to focus on self-care, gratitude, and stress management throughout the holiday season. SF Health Services System has designed 2-months of well-being activities to help you with small, healthy habits you can use through the New Year.

Starting November, mark your calendar to join food demos, healthy holiday seminars, and wellness coaching! Check out the below highlights:

- [Trauma-Informed Systems Mindful Moments](#)
Weekly Mondays, Wednesdays, and Fridays (11:45am - 12:00pm)
- [Healthy Holiday Side Dishes Food Demo](#)
Webinar Recording, 1 hour and 12 minutes
- [Family Zumba - ZSFG \(Zoom\)](#)
Weekly on Saturdays (10:30am - 11:00am)
- [Lifestyle Coaching by Phone](#)
December 6 - 10, 2021 (Schedule a 20-minute phone session)
- [Managing Holiday Stress](#)
Wednesday, December 8, 2021 (12:00pm - 12:50pm)

Visit the [SFHSS Events Calendar](#) to stay up to date on new offerings. Questions? Contact Well-Being at well-being@sfgov.org.

It's A Great Time to Give Thanks!

There are so many employees within our workforce who have been on the frontline in the response and recovery of the pandemic. They continue to help keep our communities safe and we'd like to ask your help with honoring and celebrating them.

This month we are expressing the gratitude for all that our COVID-19 frontline workers have done for us. Show your support by sending a video, picture, or gratitude and thank you message to someone(s) you're grateful for.

Please email your message, picture or video to well-being@sfgov.org and copy "Thank You Frontline Workers" into the subject line. The pictures/messages will be part of a video tribute created by the San Francisco Health Services System.

Reintegrating to Work

The pandemic has affected each one of us in different ways. As you engage with co-workers, take on new work or readjust to getting back in the office, you may experience diverse emotions such as stress, anxiety and even excitement.

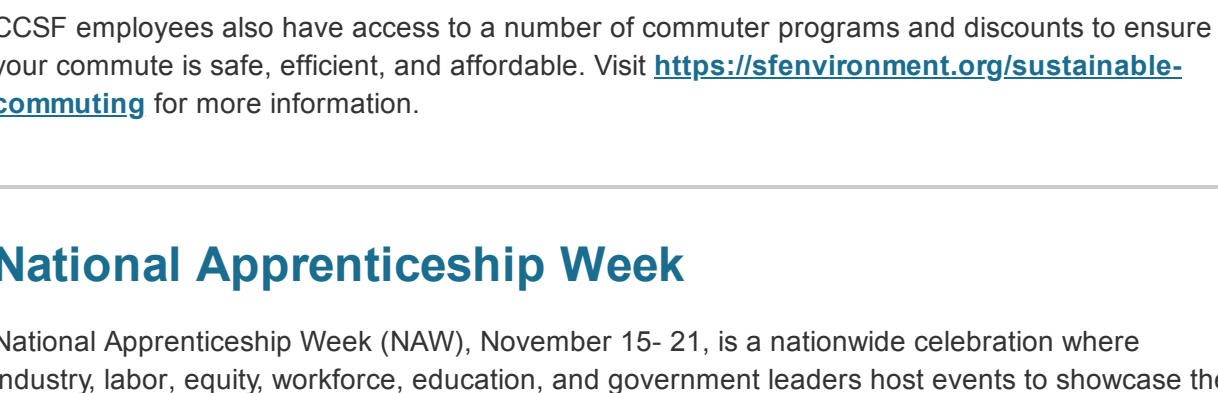


Below are some [helpful tips](#) for addressing these emotions and changes:

1. **Take Care of Yourself.** Take time to focus on taking care of yourself and engage in daily practice of self care. Get started by visiting: <https://sfhss.org/crediblemind>
2. **Talk About Your Experience.** Talk with people you trust about your feelings and experiences about what you've learned, work-life balance, re-integrating back to your regular work or going back into the workplace.
3. **Don't Wait, Seek Out Support.** All employee health plans provide FREE [mental health benefits](#) to support your emotional well-being.

To download a printable version of the Reintegrating to Work Guide, click [HERE](#).

Employee Resources



As more people return to using BART to get to work, school, appointments, and fun destinations, BART has made changes to address COVID-19 concerns and improve their transit system. Read [BART's Welcome Back Plan here](#) or see below for highlights:

- **Face coverings** are required in indoor areas of public transit facilities and on trains through at least January 18, 2022.
- **Transit Ambassadors**, unarmed Bart Police Department employees trained in de-escalation crisis intervention, and anti-bias techniques, are now on platforms and on-board trains. Ambassadors are also available to help answer rider questions and carry extra masks.
- **Upgraded air filters** replace the air in the cars every 70 seconds. All the air filters in the HVAC systems have been upgraded with MERV-14 filters which can trap even smaller particles than the MERV-8 filters that were previously used.
- **Improved cleaning** using hospital-grade disinfectant and hiring dozens more cleaners to support traditional cleaning methods with a special focus on ensuring clean seats and clean restrooms.

Native American Heritage Month

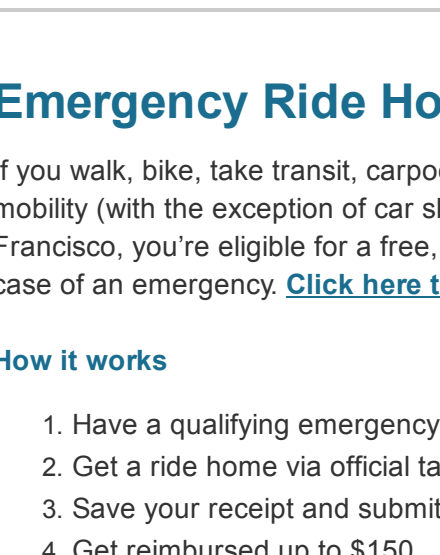
November is Native American Heritage Month. This month is a time to celebrate the rich and diverse cultures, traditions, contributions and histories of Native people.

Join Mayor London Breed at the **North Light Court in City Hall, Thursday, November 18th from 5:30pm to 7:30pm** to celebrate and honor the American Indian community's resilience and strength.



[Click here](#) to check out SF Library's book recommendations, hosted discussions, and speakers in celebration of Native American Heritage Month.

Community-Based Safety Ambassadors

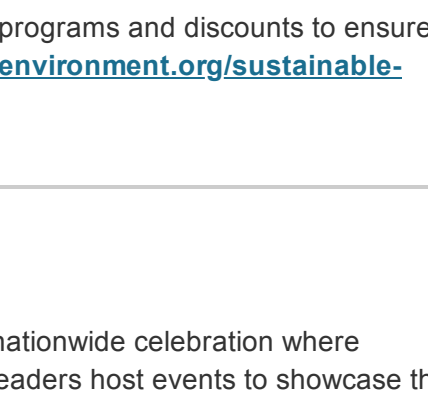


As part of the [Mid-Market Vibrancy and Safety Plan](#), every day community ambassadors are stationed at critical commute hubs to engage with residents, employees, and visitors. Ambassadors also support people in need by connecting them with services, addressing safety issues, and supporting the cleanliness of the area.

Community-based safety ambassadors are stationed on every block of the area from Powell Station (5th Street) to 8th Street on Market Street and adjacent areas just south of Market Street, UN Plaza, and the Tenderloin blocks bordered by Larkin Street and Eddy Street.

Emergency Ride Home

If you walk, bike, take transit, carpool, or ride shared mobility (with the exception of car share) to work in San Francisco, you're eligible for a free, guaranteed ride home in case of an emergency. [Click here to learn more.](#)



How it works

1. Have a qualifying emergency
2. Get a ride home via official taxi or public transit
3. Save your receipt and submit a reimbursement request
4. Get reimbursed up to \$150

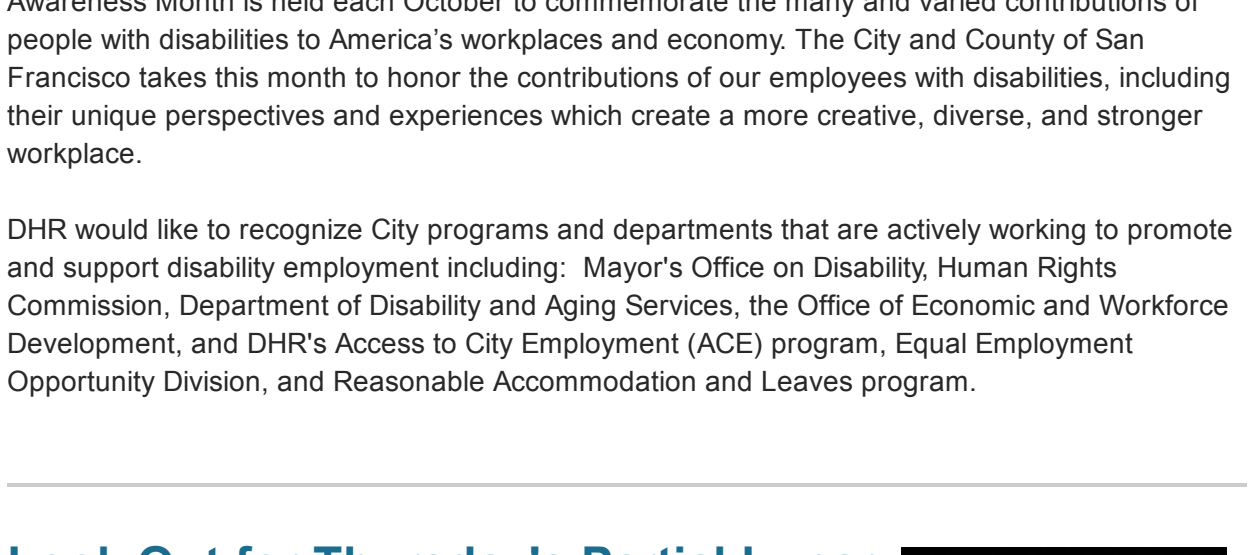
CCSF employees also have access to a number of commuter programs and discounts to ensure your commute is safe, efficient, and affordable. Visit <https://sfgov.org/sustainable-commuting> for more information.

National Apprenticeship Week

National Apprenticeship Week (NAW), November 15- 21, is a nationwide celebration where industry, labor, equity, workforce, education, and government leaders host events to showcase the successes and value of Registered Apprenticeship for re-building the economy, advancing racial and gender equity, and supporting underserved communities.

NAW is an opportunity to highlight how Registered Apprenticeship, a proven and industry-driven training model, provides a critical talent pipeline that can help to address some of our nation's pressing workforce challenges such as responding to critical supply chain demands and supporting a clean energy workforce, modernizing our cybersecurity response, addressing public health issues, and rebuilding our country's infrastructure.

Check out the below video to learn more about the [City's ApprenticeshipSF program](#).



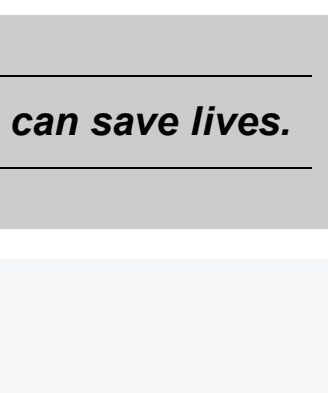
National Disability Employment Awareness Month

Last month was National Disability Employment Awareness Month. National Disability Employment Awareness Month is held each October to commemorate the many and varied contributions of people with disabilities to America's workplaces and economy. The City and County of San Francisco takes this month to honor the contributions of our employees with disabilities, including their unique perspectives and experiences which create a more creative, diverse, and stronger workplace.

DHR would like to recognize City programs and departments that are actively working to promote and support disability employment including: Mayor's Office on Disability, Human Rights Commission, Department of Disability and Aging Services, the Office of Economic and Workforce Development, and DHR's Access to City Employment (ACE) program, Equal Employment Opportunity Division, and Reasonable Accommodation and Leaves program.

Look Out for Thursday's Partial Lunar Eclipse!

Don't miss the longest partial lunar eclipse in nearly 600 years. Lunar eclipses occur when the moon passes into the Earth's shadow. The partial eclipse will begin on the West Coast around **10 pm Thursday November 19th** and is predicted to last about three hours and 28 minutes.



Stay Connected to DHR

Stay Connected through the Department of Human Resources

Whether you are on-site reporting for essential work, deployed as a Disaster Service Worker or sheltering in place, the Department of Human Resources is here to provide you with key information and helpful resources. Find out the latest updates through [DHR's COVID-19 page](#).

Need individual confidential telephone counseling?

Contact the [Employee Assistance Program](#).

Do your part: Stop the spread. Together we can save lives.

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