



Racial & Social Equity Initiative

Market and Octavia CAC Presentation

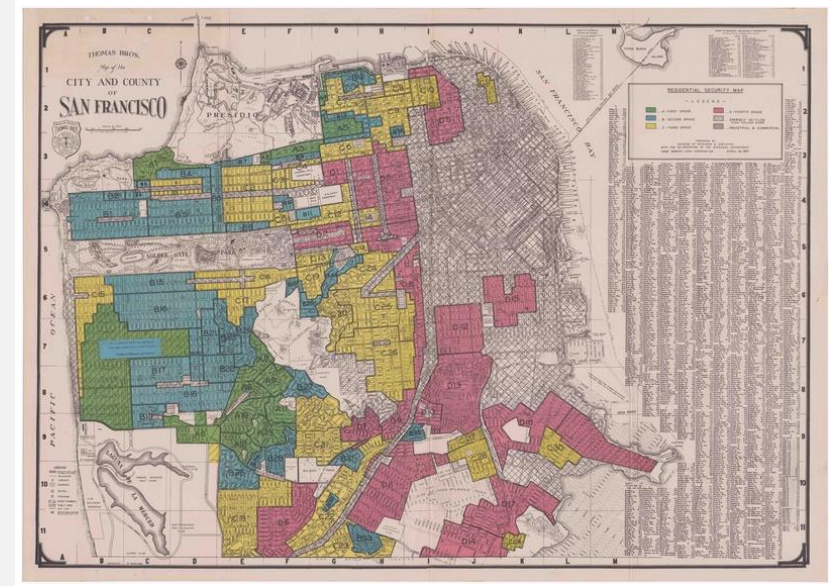
August 17, 2020

Presentation Topics

- Understanding basic terms
- Overview of the plan purpose
- Background
- Where we are now
- Relevant actions
- Next steps

Why Racial & Social Equity?

- Disparities across measures (income, health, education, housing, etc.) are either stagnant or increasing
- City staff could be more diverse and better represent our communities, particularly in management
- Government and the Planning field historically played a significant role in racial and social inequity
- Government has a responsibility to advance racial and social equity



Red Lining Map

What is Racial Equity?

The systematic fair treatment of people of all races resulting in equal outcomes, while recognizing the historical context and systemic harm done to specific racial groups.

Outcome:

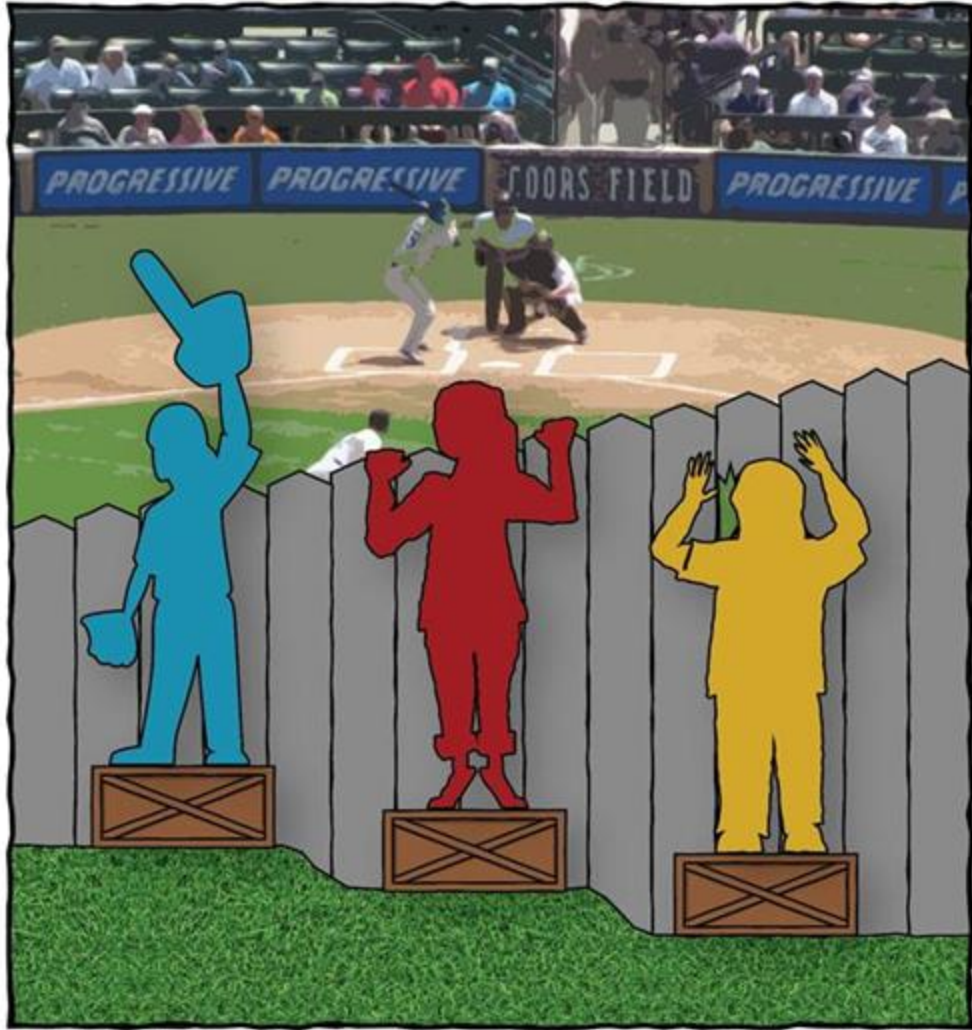
“Racial Equity is the condition that would be achieved if racial identity no longer predicted, in a statistical sense, how one fares...This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.”

– Center for Assessment and Policy Development

Process:

“Racial Justice [is defined] as the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.”

– *Catalytic Change: Lessons Learned from the Racial Justice Grantmaking Assessment Report*



EQUALITY



EQUITY

San Francisco Planning's Equity Work

- Eastern Neighborhoods
- Green Connections
- Health Care Services Master Plan
- Sustainable Chinatown
- Mission Action Plan 2020 and Calle 24 Special Use District
- The Hub and Calle 24 Design Guidelines
- Cultural Districts
 - Japantown Cultural Heritage and Economic Sustainability Strategy
 - SoMa Pilipinas Cultural Heritage District
 - Compton's Transgender Cultural Heritage District
 - African American Arts and Cultural District
 - American Indian Cultural Heritage District

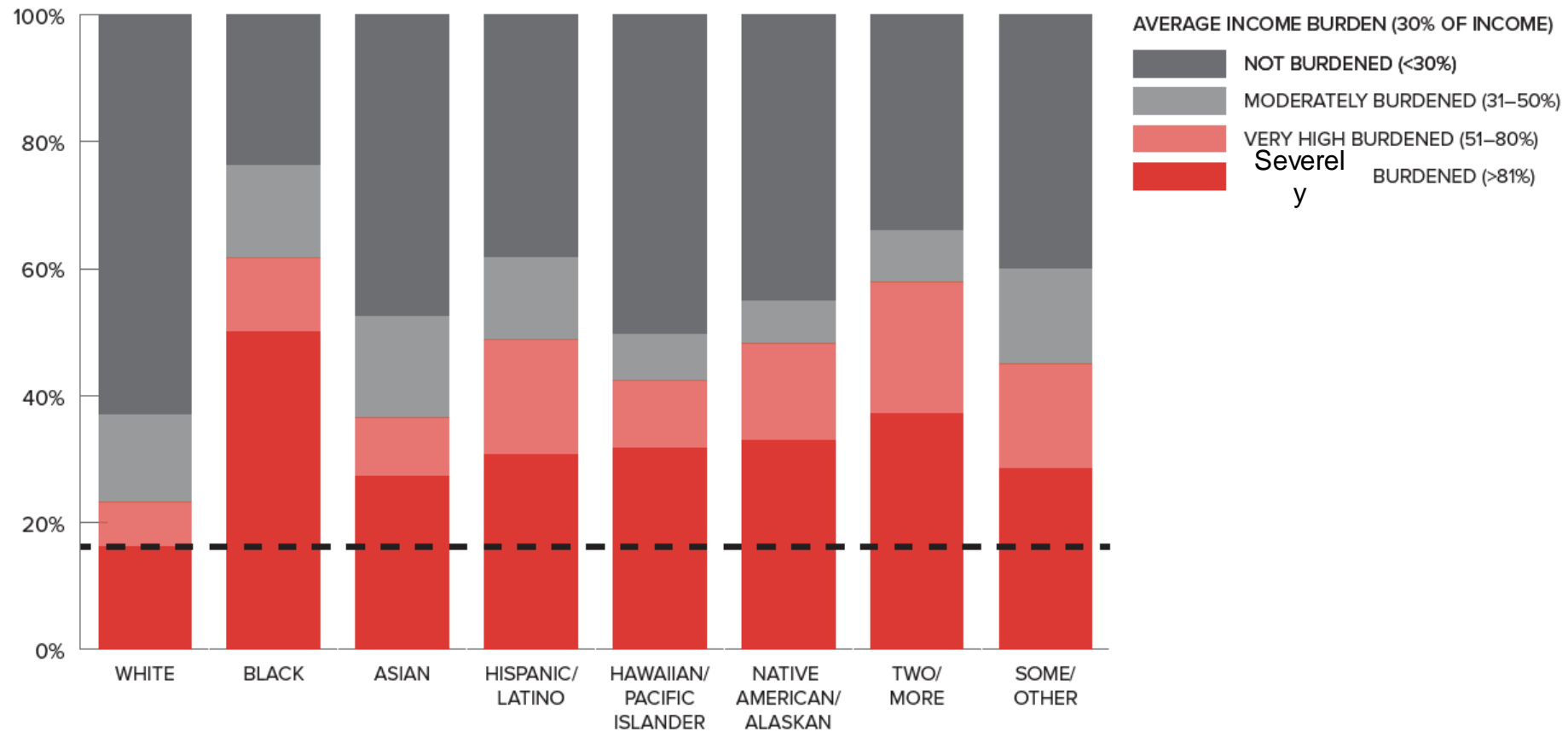
Homeownership by Race/Ethnicity (2014)

ETHNICITY	OWNER-OCCUPIED HOUSING UNITS
White	55%
African American	3.9%
American Indian & Alaska Native	0.2%
Asian	35.7%
Native Hawaiian and Other Pacific Islander	0.3%
Some other race	2.7%
Two or more races	2.3%
Hispanic or Latino	8.6%
White alone, not Hispanic or Latino	49.6%

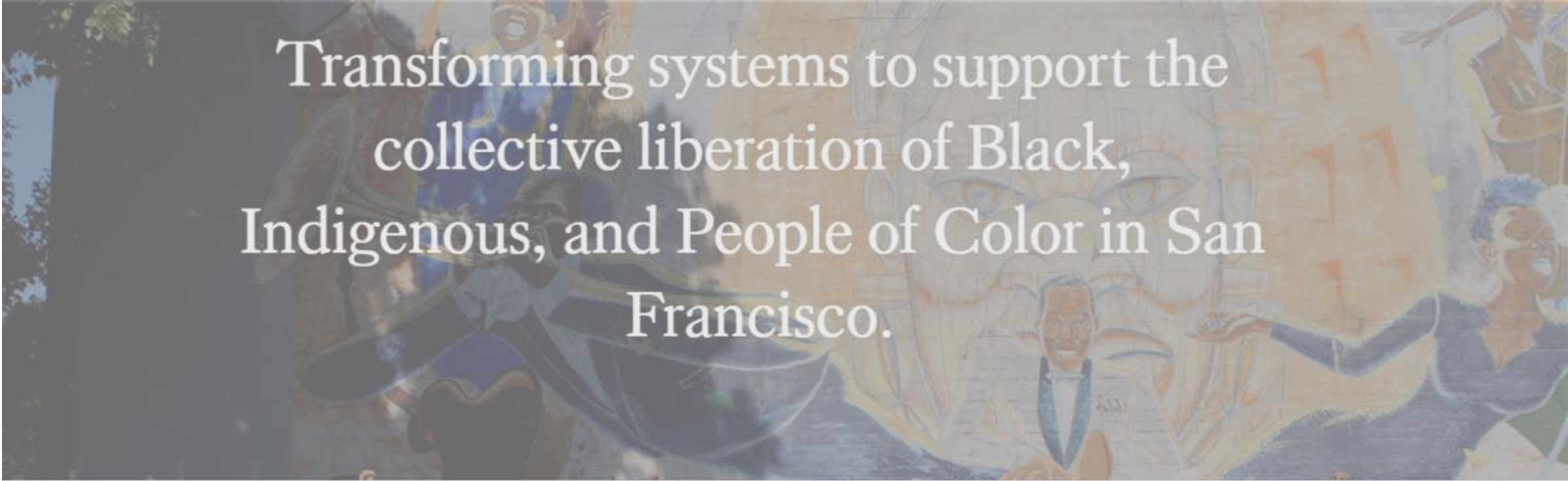
Source: 2010-2014 American Community Survey 5-Year Estimates, Table S2502

Housing Burden by Race/Ethnicity (2015)

Figure 1. Housing Burden by Race (Median Monthly Rent 2015 = \$1,840)



Office of Racial Equity (ORE)



Transforming systems to support the collective liberation of Black, Indigenous, and People of Color in San Francisco.



Action Plan Components

Phase I: Department Goals

Goal 1

- Hiring

Goal 2

- Organizational Culture and Staff Capacity

Goal 3

- Budget and Resources

Goal 4

- Procurement and Contracting

Goal 5

- External and Functions

Phase II: Department Goals

Goal 1

- Community Outreach, Engagement, and Communication

Goal 2

- Regulatory and Design Review

Goal 3

- Historic Preservation

Goal 4

- Policy, Community Plan, and Legislation Development

Interim Racial & Social Equity Assessment Tool



Accountability: Draft Implementation Matrix

1. Hiring, Promotions and Retention Goal

ASSOCIATED ACTIONS	PERFORMANCE MEASURES & ACCOUNTABILITY – RESULTS AND OUTCOMES		IMPLEMENTATION TIMELINE (COMPLETION)				DUE DATE / STATUS	LEAD / PARTNERS
	How much did we do? (e.g. # of activities)	How well did we do it?	0-6 MONTHS (first half of 2019)	6-12 MONTHS (second half of 2019)	1-2 YEARS (2020-2021)	3-5 YEARS (2022-2024)		
OBJECTIVE 1.1 Staff recruitment strategies are consistent, inclusive, easy to understand, transparent and work to advance racial and social equity and diversity.								
1.1.1 Analyze current outreach and recruitment strategies to determine whether practices are consistent across divisions and include strategies to advance equity and broaden job posting distribution.	Annual update of outreach and recruitment list with # of identified locations (e.g. Historic Black Colleges) that reach diverse audiences # of conversations / events with targeted contacts.	% Increase in applicants from diverse backgrounds by job class and division Consistent use by all hiring managers of enhanced outreach and recruitment list	Update outreach / recruitment list and identify key targeted contacts to prioritize.	Increase outreach by contacting key targeted contacts (e.g. career center point staff)	Increase outreach by contacting key targeted contacts (e.g. career center point staff)	Increase outreach by contacting key targeted contacts (e.g. career center point staff)	Dec 1 2019 to update list, identify and implement year 1 targets. Ongoing after / Started	HR & Core team for updating list. HR & Hiring managers for making targeted calls
1.1.2 Work with DHR to more prominently post their FAQs on Employment with each job posting; and create a page on our website (“Work for Us”) with additional information on the process to improve accessibility to a wider candidate pool.	# of postings that include this link.	% Job postings with the FAQ # of hits to our own “work for us” page	Look at DHR’s FAQs	Work with DHR to enhance their info and its prominence Create our own page	Include our “work for us” page in our job postings Measure traffic to this page	Include our “work for us” page in our job postings	Dec 1 2019 to create our own page and begin including in our postings / started	Core team member and HR manager

Planning Commission Equity Resolution – June 11, 2020

- Reallocate resources and revise work programs centered on the needs of American Indian, Black and other communities of color through a collaborative process.
- Tasks:
 - Expand funding and implement **Racial and Social Equity Action Plan**
 - Use the Racial and Social Equity tool to **assess budget**
 - Amend **hiring and promotion practices** to address diversity at all levels
 - Build equity accountability through **metrics and reporting**
 - Develop targeted **policies and programs** on health, economic and housing recovery from the COVID-19 pandemic
 - Amend the General Plan to **explicitly prioritize racial and social equity** – starting with the Housing Element
 - Expand and fund **community engagement and community planning** to ensure these communities' representation and participation in plans and policies

Preliminary community feedback

Community Outreach, Engagement, and Communication

- Information, meetings and workshops can be inaccessible to certain community members making inclusion in decision-making inadequate
- Limited Department staff cultural competency
- Need for a bold equity voice

Regulatory and Design Review

- Development review process, including design, is limited in access, influence and inclusion of socio-economic information
- Need pro-active and additional enforcement resources
- Need for community-serving, small business and nonprofit support

Preliminary community feedback

Historic Preservation

- Limited historic and cultural preservation of vulnerable communities

Policy, Community Planning, and Legislation

- Community planning process is disjointed
- Affordable housing and density bonus projects could better advance equity

Staff, Commissioner, and Community Advisory Committees

- Not sufficient diversity among staff, Commissioners, and Community Advisory Committees

Preliminary actions relevant to the CAC

Community Outreach, Engagement, and Communications

- Work with appointing bodies and existing committee members to increase and promote community advisory committee opportunities to ensure the committees are representative of the community and city racial demographics.*
Implementation: Short term (within one year)

Policy, Community Plans, and Legislation Development

- Train committee members in racial and social equity.
Implementation: Short term (within one year)
- Update in-kind application process and guidelines to include racial and social equity criteria.
Implementation: Short term (within one year)
- Coordinate with City agency partners to ensure impact fee allocation is prioritized using a racial and social equity lens in addition to other City agency priorities and in coordination with citizen advisory committees.*
Implementation: Short term (within one year)

The Hub and Racial Equity

- The Hub
 - Conducted racial and social equity assessment towards the end of the process
- Legislation adopted in July 2020 by BOS
 - Modified Planning Commission approved legislation
- Next Steps
 - Further equity work by TODCO
 - Further legislation changes could be made depending on Supervisor support

Next Steps



RACIAL &
SOCIAL
EQUITY
INITIATIVE

Next Steps

- Convene community leaders and resume community engagement
- Release a Phase II Draft Framework in late summer/fall
- Continue implementation of Phase I and Equity Resolutions
- Prioritize high-impact, systemic level changes to produce more effective change
- Continue to build staff capacity and conduct equity impact analysis
- Prioritize community equity within the Department's organization