



SAN FRANCISCO PLANNING'S RACIAL & SOCIAL EQUITY ACTION PLAN

LOGISTICS

San Francisco Planning is committed to creating a **safe and inclusive** environment free from disruption. Hateful speech or actions will not be tolerated. Respectful community participation is critical to a successful project.



Recording

Audio, video, and chat will be monitored and recorded.

This presentation will be transmitted live in our Facebook page.



Audio and Video

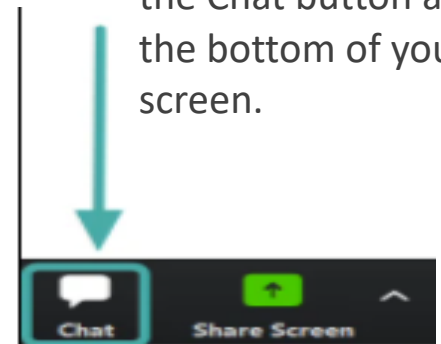
We respect all participants in this convening today and want to create a safe space for all.

By default, all participants will be muted, and video is disabled. Video will be on for speakers only.



Chat

To participate in the chat, please select the Chat button at the bottom of your screen.



AGENDA AND GOALS

Agenda

1. Arrive, introductions and logistics (5 min)
2. Planning's Racial & Social Equity Plan Overview (20 min)
3. Discussion (35-45 min)
4. Next Steps (5-10 min)

Goals

1. Learn about the Racial & Social Equity Action Plan and provide initial feedback on how to address existing equity challenges
2. Let us know if and how you'd like to be involved

San Francisco Planning

RACIAL & SOCIAL EQUITY ACTION PLAN

COMMISSIONS' EQUITY RESOLUTIONS (SUMMER 2020)

- Prioritize racial and social equity in our work and dedicate more resources focusing on communities of color and other vulnerable communities, including for community engagement
- Develop policies and programs to incorporate equity into the **General Plan**, and for an equitable recovery from COVID-19
- Use the Racial & Social Equity tool to assess budget and policies
- Prioritize hiring and promotion practices to address diversity at all staff levels
- Develop metrics for accountability

EQUITY DEFINITION

Racial Equity (SF ORE): The systematic fair treatment of people of all races that results in equal outcomes, while recognizing the historical context and systemic harm done to specific racial groups.

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

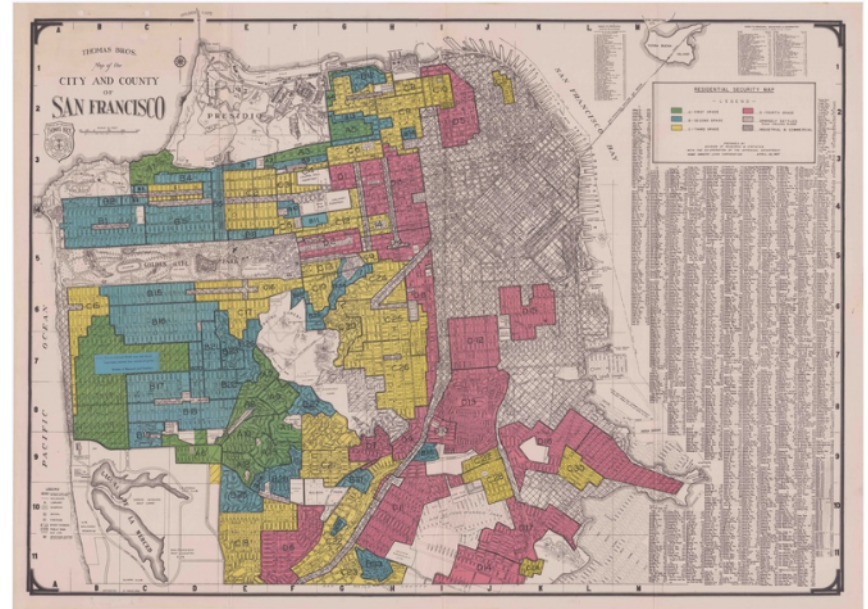
Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

WHY RACIAL 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 and leadership
- 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



1937 San Francisco “residential security map” (a.k.a. “red-lining map”) created by the Home Owner’s Loan Corporation.

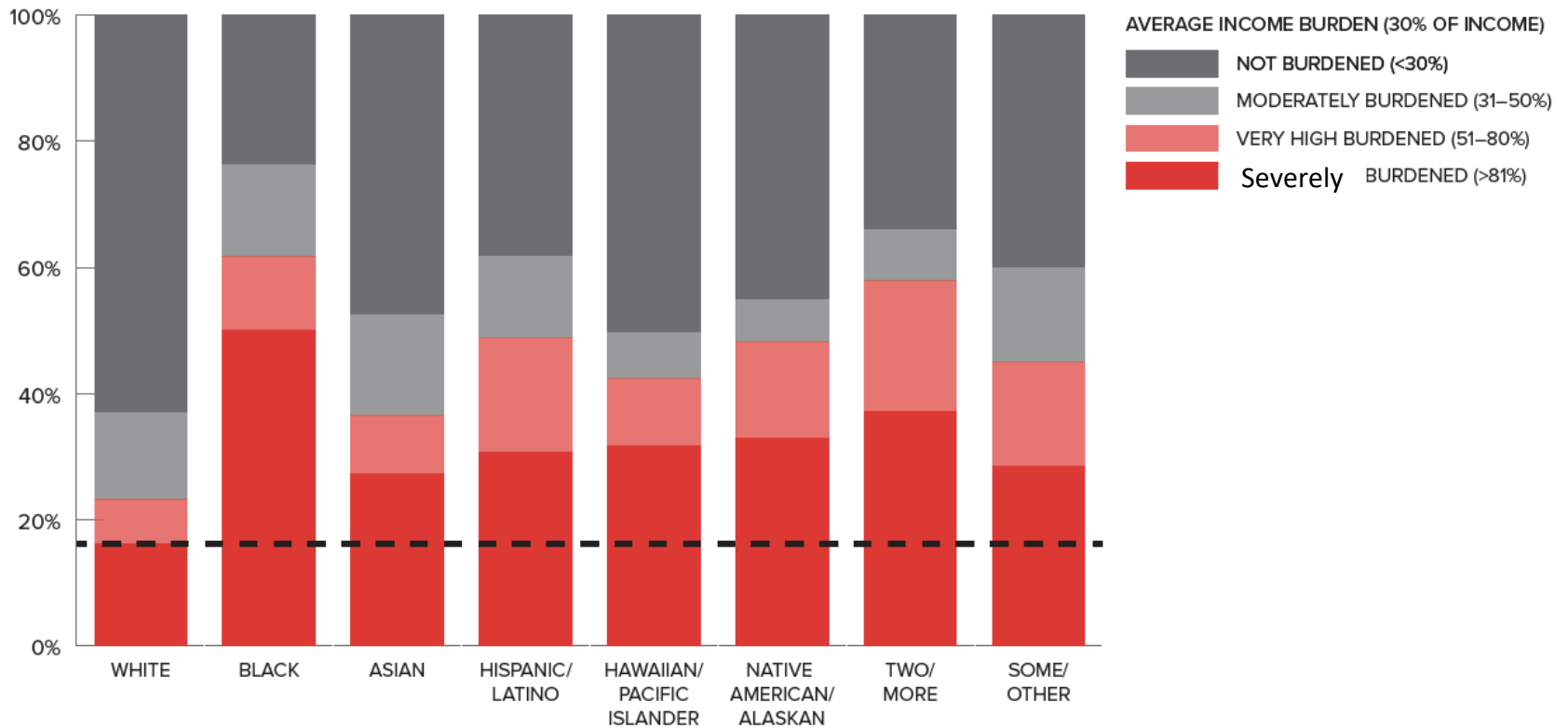
HOUSEHOLD INCOME BY RACE/ETHNICITY (2010)

Ethnicity	Median Household Income	% of San Francisco Median Household Income (\$71,304)
White	\$83,796	117.5%
African American	\$30,840	43.3%
American Indian/Alaska Native	\$51,087	71.6%
Asian	\$60,648	85.1%
Native Hawaiian/Pacific Islander	\$57,560	80.7%
Other Race	\$52,599	73.8%
Two or More Race	\$66,473	93.2%
Hispanic or Latino	\$55,985	78.5%

Source: San Francisco 2014 Housing Element, Table I-16

HOUSING BURDEN BY RACE/ETHNICITY (2015)

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



OFFICE OF RACIAL EQUITY

OFFICE *of* RACIAL EQUITY

A DIVISION OF THE SAN FRANCISCO HUMAN RIGHTS COMMISSION

www.racialequitysf.org

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

Created in 2019, the Office of Racial Equity works to:

- Advocate for successful policies that provide tangible and immediate gains for historically oppressed people.
- Convene and coalition-build to support the movement for racial equity.
- Daylight disparities and monitor progress towards collective liberation.

OFFICE OF RACIAL EQUITY

- Responsibilities
 - Oversee and assist departmental Action Plan development
 - Develops the City's Racial Equity framework and policy priorities
 - Publish a biennial Racial Equity Report Card
 - Analyze pending Board of Supervisor Ordinances for potential disparities
 - Create Budget Equity Assessment Tool

EQUITY PLAN COMPONENTS

- **Phase 1 Action Plan** (internal operations) – *adopted in 2019*
 - Racial & Social Equity Vision
 - Staff training and baseline survey
 - Interim Racial & Social Equity Assessment Tool
- **Phase 2 Action Plan** (external operations)
 - Community engagement
 - Tailored Racial & Social Equity Assessment Tools
- **Ongoing**
 - Implementation and integration
 - Monitoring and tracking
 - Plan updates every three years, annual reporting



SF PLANNING RACIAL AND SOCIAL EQUITY VISION

We envision a city where public life and public spaces reflect the past, present and future of San Franciscans. We envision a city where a person's race does not determine their lives' prospects and success.

EQUITY PLAN ACCOMPLISHMENTS TO DATE

- Phase 1 Action Plan adopted in 2019, updated in 2020
- Staff has begun utilizing and applying the Equity Assessment Tool
- Commissions' Resolutions – summer 2020
- Community Equity Division formed to elevate equity – summer 2020
- Community Equity Advisory Council forming – will launch in 2021
- Equity Budget Tool applied to the proposed FY21-22 budget
- All-staff trained in Racial Equity Foundations

TOOL APPLICATION EXAMPLE: CALLE 24 SPECIAL AREA DESIGN GUIDELINES

Equity Goals

- Increase cultural and aesthetic representation of Latino community in built environment
- Guidelines are attainable for low-income and immigrant property and business owners and do not contribute to displacement
- Decrease community, project applicant, and staff resources for design review



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PUBLIC ENGAGEMENT

PUBLIC ENGAGEMENT GOALS

- Share information with the Public
- Meaningful and Relevant Engagement
- Organize and Build Capacity for Engagement



ENGAGEMENT TIMELINE

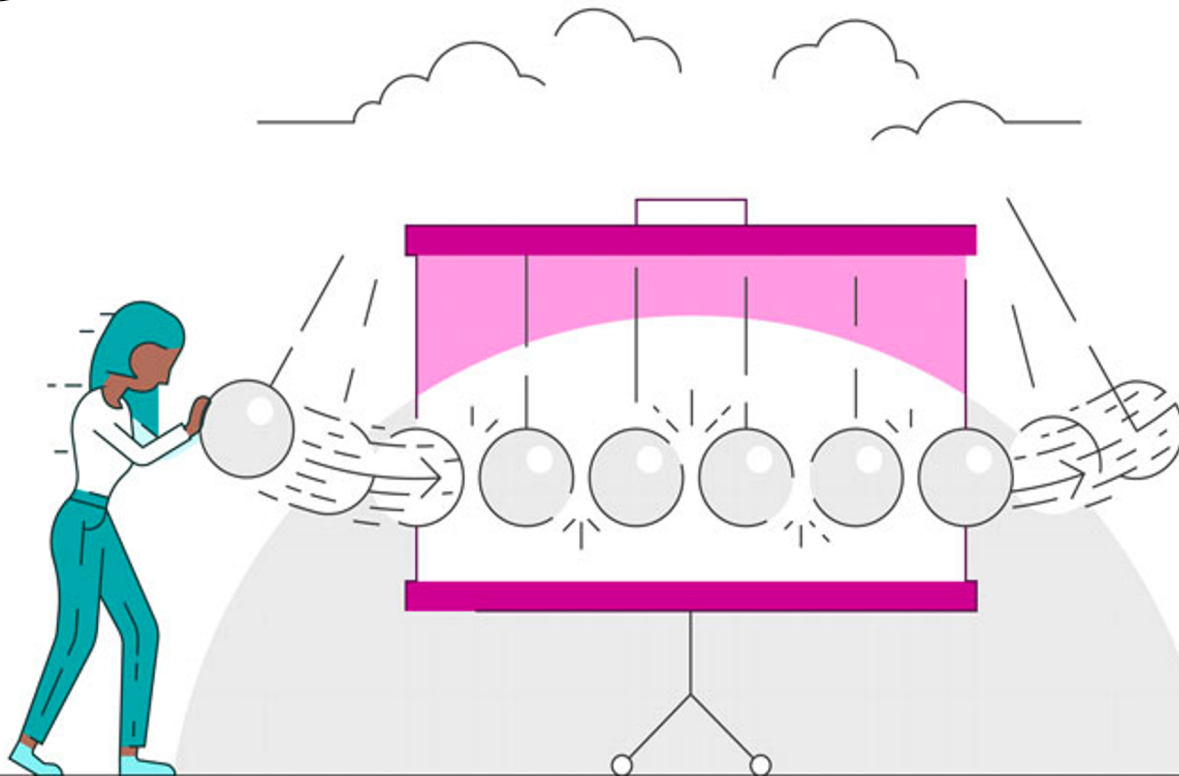
*1st Round of
Engagement
Oct-Feb
2019-2020*

2nd Round of
Engagement
Spring – Fall
2021

Public Draft
Fall 2021

Final Draft
&
Adoption
Winter 2021

Implementation
Ongoing



WHAT WE ARE ASKING

- What would you add to the definition of Racial & Social Equity?
- What are the disparities that create challenges in the Department's processes?
- What are some potential solutions to address those challenges/inequities so we have more equitable outcomes and processes?
- How can you or your organization be involved in creation of Plan and implementation of change?

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WORKSHOP

WORK AREAS

- Community Outreach, Engagement, and Communication
- Policy, Community Plans, and Legislation Development
- Permit Review

SF Planning Mission

generating an extraordinary vision for the General Plan and in neighborhood plans; fostering exemplary design through planning controls; improving our surroundings through environmental analysis; preserving our unique heritage; encouraging a broad range of housing and a diverse job base; and enforcing the Planning Code.

REFLECTIONS?

ON DEFINITIONS OF RACIAL & SOCIAL EQUITY?

ON DISPARITIES / INEQUITIES?

**ON SOLUTIONS/IDEAS FOR EQUITABLE COMMUNITY
ENGAGEMENT AND COMMUNICATION, POLICY AND
COMMUNITY PLANNING, AND PERMIT REVIEW?**

To “raise your hand” during a meeting, click on the icon labeled "Participants" at the bottom center of your computer or phone screen. At the bottom of the window, click the button labeled "**Raise Hand.**"

HOW CAN YOU BE INVOLVED?

1. Sign up for the project email list to learn about future events
 1. <https://tinyurl.com/SFPlistserv>
2. Take 2-3 minutes to fill out this short poll
 1. <https://tinyurl.com/SFPRSEfeedback>
3. Send any additional comments on how you'd like to be involved, questions or ideas on the chat or by email: cpc.equity@sfgov.org
4. A formal survey will go out to all event registrants at the end of all events next week

THANK YOU

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www.sfplanning.org/project/racial-and-social-equity-action-plan



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