

San Francisco Office of Racial Equity

Community Sessions
February 9 and 11, 2022



Agenda

- Welcome
 - What is the Office of Racial Equity?
 - Tell us about yourself (Menti)
 - Upcoming ORE work for 2022
 - JET Council application process
 - Q&A
- 

Land Acknowledgement

We acknowledge that we are on the unceded ancestral homeland of the Ramaytush Ohlone who are the original inhabitants of the San Francisco Peninsula. As the Indigenous stewards of this land and in accordance with their traditions, the Ramaytush Ohlone have never ceded, lost nor forgotten their responsibilities as the caretakers of this place, as well as for all peoples who reside in their traditional territory. As Guests, we recognize that we benefit from living and working on their traditional homeland. We wish to pay our respects by acknowledging the Ancestors, Elders and Relatives of the Ramaytush Community and by affirming their sovereign rights as First Peoples. (Gregg Castro and Jonathan Cordero, Ramaytush Ohlone)

What is the Office of Racial Equity (ORE)?

About the Office of Racial Equity

- Legislated in 2019, in response to the **growing racial disparities in San Francisco and systemic racism in the City's delivery of services, practices, and systems**
- Created because of **successful advocacy and organizing by Black City workers, labor leaders, and community members**
- ORE is part of the San Francisco Human Rights Commission
- ORE's authority includes:
 - Enact a citywide Racial Equity Framework
 - Direct City departments to develop and implement Racial Equity Action Plans
 - Analyze the disparate impacts of pending ordinances

LEARNING & EVALUATION

- Annual Workforce Audit
- City Contracts Audit
- Racial Equity Scorecard/Index

STRATEGY

- Citywide Racial Equity Framework
- Policy Priorities
- Budget Priorities

COMMUNITY INPUT

ACTION

- Racial Equity Action Plans
- RE Leaders and Teams
- Policy Analysis
- Budget Equity Tool
- Racial Reconciliation

OFFICE OF RACIAL EQUITY

Mandate

Departments are responsible for delivering the underlined items.

Justice and Equity for Transformation (JET) Council

- An advisory body comprised of 7 to 15 core members (non-City employees) to help bring community into ORE initiatives
- Work with ORE to review, feedback and create processes for transparency and accountability
- Seeking organizers and advocates who elevate community voices!
- **Applications due: Friday, Feb 25, by 5 p.m.**

Tell us about yourself!

Go to Menti.com and enter:

9476 2207

<https://www.menti.com/hwjsxgkfb9>

Upcoming ORE Work for 2022



VISION

The North Star

Transforming systems
to advance **collective
liberation**



ORE Priorities for 2022

- Race/Ethnicity Data Standard
- Racial Equity Index
- Budget Equity
- Citywide Racial Equity Training
- City/County Legislation Review
- Department Racial Equity Action Plans
 - Phase One Progress Reports
 - Phase Two Framework
- Technical Assistance for Department Racial Equity Leaders

Race/Ethnicity Data Standard

What is it?

- **Standardize guidelines on how to collect race/ethnicity data (e.g. categories, questions) across the City**

What have we done?

- Reviewed issues and race/ethnicity categories with researchers
- Interviewing community members for perspectives on providing race/ethnicity data to City

Role of JET Council:

- **Refine guidelines based on community expertise and identify data issues for ORE to address with City departments**

Your identity

American Indian or Alaskan Native

Asian or Asian American

Black or African American

Native Hawaiian or other Pacific Islander

White

Multiracial

Other

Do you identify as Hispanic or Latino?

Yes, I identify as Hispanic or Latino.

No

Race	Ethnicity
Asian	African American/Black
Hispanic or Latino	Asian/Pacific Islander
American Indian/Alaska Native	Biracial
Black/African American	Decline to State
Multiple Races	European Heritage
Native Hawaiian & Other Pacific Islander	Latino/a/Hispanic
Not Reported	Middle Eastern
Not Tracked	Multi-Racial
Some Other Race	Native American / American Indian
White Non-Latino/Caucasian	Other
	Unknown
	White

Your ethnicity *

African American/Black

Asian

Latino/a

Native American

Native Hawaiian or Other Pacific Islander (NHOP)

White

Multiethnic

Other

I do not wish to say

Race

American Indian

Asian Indian

African American*

Cambodian

Chinese

Filipino

Guamanian

Hawaiian

Hispanic

Japanese

Korean

Laotian

Other

Other Asian

Pacific Islander

Samoa

Unknown

Vietnamese

White

Asian -

Chinese

Filipino

Japanese

Korean

Mongolian

Central Asian

South Asian

Southeast Asian

Other Asian

Black +

Indigenous +

Latino +

Middle Eastern/West Asian or North African +

Pacific Islander +

White +

Ethnicity

American Indian Or Eskimo Filipino Other White

Asian Or Pacific Islander Hispanic Unknown N/A

Black

Racial Equity Index

What is it?

- **Create a website that highlights racial equity indicators, issues, and data sources for San Francisco**

What have we done?

- **Compiled initial data and identified data issues that need to be addressed**

Role of JET Council:

- **Validate data indicators and methodology with community expertise**

Racial Equity Index Key Issue Areas



**Wealth-Building, Economic Justice,
Workforce & Fair Employment**



Transportation & Mobility



**Education, Knowledge, Community
Wisdom**



Policing & Criminal Justice



Community Health & Wellness



Housing, Land Use, Homelessness



**Information Technology &
Digital Equity**



Climate & Environment



Arts & Culture



Food Justice & Sovereignty



LGBTQIA+ & Gender Justice



Youth & Elders

City/County Legislation Review

What is it?

- Review proposed ordinances for racial equity impacts

What have we done?

- Reviewed ordinances and identified racial equity impacts to Board of Supervisors and Mayor

Role of JET Council:

- Provide community perspectives on racial equity impacts of newly introduced ordinances

Budget Equity

What is it?

- **Implement tools and practices to assess and improve the racial equity of budget decisions**

Where are we?

- **Created budget equity tools and piloting them with City departments**

Role of JET Council:

- **Identify collective budget priorities or practices for ORE to lift up**

Phase Two Racial Equity Action Plans

What is it?

- Create a framework for department Racial Equity Action Plans to address equitable service delivery, contracting, and grants

What have we done?

- Supporting implementation of department Phase One Racial Equity Action Plans (workforce practices and policies)
- Anticipate beginning development of Phase Two framework in mid-2022

Role of JET Council:

- **Provide recommendations on what should be required of departments in their Phase Two Racial Equity Action Plans**

The background of the slide is a solid bright yellow color. A large, soft, watercolor-style brushstroke in a lighter yellow and orange hue sweeps across the right side of the image, starting from the top right and moving towards the bottom left. The text is positioned on the left side of the slide, overlapping the yellow background.

JET Council Application Process

Justice and Equity for Transformation (JET) Council

- An advisory body comprised of 7 to 15 core members (non-City employees) to help bring community into ORE initiatives
- Work with ORE to review, feedback and create processes for transparency and accountability
- Seeking organizers and advocates who elevate community voices!
- **Applications due: Friday, Feb 25, by 5 p.m.**

Do you have...

- Deep community connections in San Francisco
- Expertise and areas of interest related to ORE's priorities for 2022
- Able to commit to attend 2-hour advisory meetings every two months (March to September 2022)

Application

Online application: <https://forms.gle/PM9eRQzXaCDyvJdB9>

OR

Paper applications: Human Rights Commission (25 Van Ness, 8th floor) which will also hold a drop box to submit completed applications

>> Due by Friday, Feb 25, 5 p.m.

Q&A session

A large, stylized, light-colored brushstroke or feather graphic is positioned diagonally across the right side of the image, extending from the top right towards the bottom center. The background is a solid, bright yellow color.

Links

- [Office of Racial Equity mandate and legislation](#)
- [Vision and values](#)
- [Department Phase One Racial Equity Action Plans](#)
- [Citywide Summary - Phase One Racial Equity Action Plans](#)
- [Racial Equity Index](#)
- [Racial Equity Budget Tools](#)



Visit the ORE website:
www.racialequitysf.org/

Email us:
RacialEquitySF@sfgov.org



Timeline of ORE Key Priorities



Framework ORE is guided by:

Phase 1

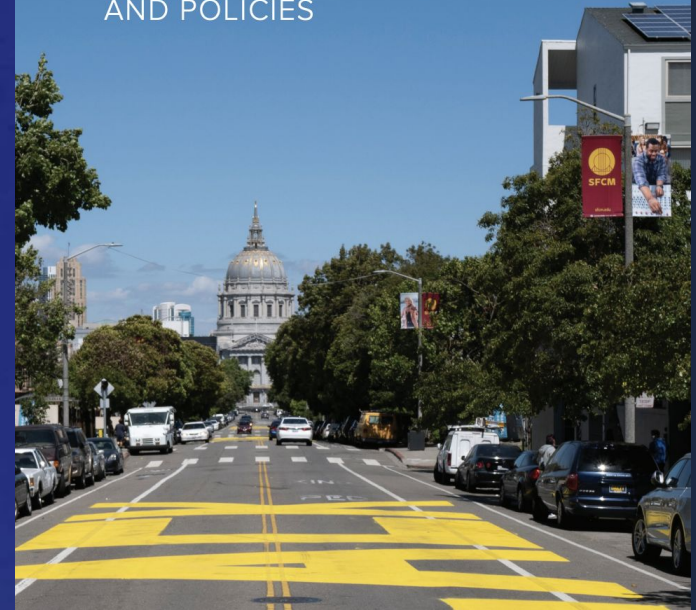
Focuses on internal programs and policies, workforce as well as boards/commissions. Phase 1 includes a Racial Equity Departmental Assessment and Employee Survey for departments to deliver to inform their plan.¹ Citywide Racial Equity Framework Phase 1 will center on internal, overarching strategies regarding our workforce.

Phase 2

Focuses on City procurement, contracting/grants, and delivery of services and programs to San Franciscans. Phase 2 template will be informed more directly by community engagement. The Citywide Racial Equity Framework Phase 2 will center on external equity indicators and support for historically marginalized communities.

Citywide Racial Equity Framework

PHASE 1:
INTERNAL PROGRAMS
AND POLICIES



Framework document [HERE](#)

ORE key reports

2021

- Racial Equity Action Plan
Department Evaluations
- Legislative Review (Mayor/BOS)
- Citywide Race/Ethnicity Data
Standard
- Budget Equity Tools
- Racial Equity Index

2022

- Racial Equity Index
- Annual Department Progress
Report Template
- Legislative Review
(Mayor/BOS)
- Formation of advisory body

*Additional responsibilities: technical assistance to departments, monthly convenings and working sessions.

ORE key reports

- Racial Equity Action Plan
Department Evaluations
- Legislative Review (Mayor/BOS)
- Citywide Race/Ethnicity Data
Standard
- Budget Equity Tools
- Racial Equity Index
- Racial Equity Index
- Annual Department Progress
Report Template
- Legislative Review
(Mayor/BOS)
- Formation of advisory body

*Additional responsibilities: technical assistance to departments, monthly convenings and working sessions.

Race/Ethnicity Data Standard

Currently there is no citywide standard for collecting race/ethnicity data. These are just a few of many examples...

Your identity

American Indian or Alaskan Native

Asian or Asian American

Black or African American

Native Hawaiian or other Pacific Islander

White

Multiracial

Other

Do you identify as Hispanic or Latino?

Yes, I identify as Hispanic or Latino.

No

Race	Ethnicity
Asian	African American/Black
Hispanic or Latino	Asian/Pacific Islander
American Indian/Alaska Native	Biracial
Black/African American	Decline to State
Multiple Races	European Heritage
Native Hawaiian & Other Pacific Islander	Latino/a/Hispanic
Not Reported	Middle Eastern
Not Tracked	Multi-Racial
Some Other Race	Native American / American Indian
White Non- Latino/Caucasian	Other
	Unknown
	White

Your ethnicity *

African American/Black

Asian

Latino/a

Native American

Native Hawaiian or Other Pacific Islander (NHOP)

White

Multiethnic

Other

I do not wish to say

Race

American Indian

Asian Indian

African American*

Cambodian

Chinese

Filipino

Guamanian

Hawaiian

Hispanic

Japanese

Korean

Laotian

Other

Other Asian

Pacific Islander

Samoa

Unknown

Vietnamese

White

Asian

Chinese

Filipino

Japanese

Korean

Mongolian

Central Asian

South Asian

Southeast Asian

Other Asian

Black +

Indigenous +

Latino +

Middle Eastern/West Asian or North African +

Pacific Islander +

White +

Ethnicity

American Indian Or Eskimo Filipino Other White

Asian Or Pacific Islander Hispanic Unknown N/A

Black

Race/Ethnicity Data Standard

	Detailed categories		Core categories
Number of people involved	<i>Population</i>	←-----→	<i>Small sample</i>
Type of action people are taking	<i>Service enrollment</i>	←-----→	<i>Survey response</i>
Compensation involved	<i>Contracts, funding, employment</i>	←-----→	<i>None</i>
Impact on quality of life	<i>Essential</i>	←-----→	<i>Not essential</i>
Concerns around anonymity	<i>Low concern, or concerns can be addressed</i>	←-----→	<i>High concern, or concerns cannot be addressed</i>

Racial Equity Index

- Community requests for 2022:
 - **Validate data methodology and narratives** with community
 - Establish data consistency across City departments
 - Include more relevant indicators and data sources that **match racial/ethnic specific histories and experiences**, don't rely on high-level Census categories
 - **Create accountability for race/ethnicity data collection and analysis across City departments**
- Report submitted to BOS and Mayor per legislative requirement

Budget Equity Tool

Two budget equity tools developed:

- Program/Initiative Tool - identify the outcomes of a single program or initiative
 - Piloting in 2022
- Department Inventory Tool - racial equity work across overall budget and activities
 - Annual Progress Reports
 - Groundwork for Phase Two RE Action Plan
- Update submitted to BOS per legislative mandate

Racial Equity Index

Issue areas with initial data

- **Housing, homelessness, and land use**
- **Community health and wellness**
- **Policing and criminal justice**
- **Wealth-building, economic justice, and fair employment**
- **Education, knowledge, and community wisdom**
- **Climate, environmental, and transportation justice**

Issue areas to come

- Information technology and digital equity
- Gender justice
- Food justice and sovereignty
- Arts and culture
- Youth and older adults