

# Reentry Council

## City & County of San Francisco

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### Subcommittee on Legislation, Policy & Practices

#### AGENDA

Wednesday, May 26, 2021

2:30pm to 4:30pm

#### Join Zoom Meeting

<https://us02web.zoom.us/j/83945174319?pwd=Vi9tZmR1L2N0dzJZWtNzOFduL0J5dz09>

Meeting ID: 839 4517 4319

Passcode: 739257

#### Dial by your location

- +1 408 638 0968 US (San Jose)
- +1 669 900 6833 US (San Jose)
- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)
- +1 646 876 9923 US (New York)
- +1 301 715 8592 US (Washington D.C)
- +1 312 626 6799 US (Chicago)

Meeting ID: 839 4517 4319

Passcode: 739257

**REMOTE MEETING VIA VIDEOCONFERENCE** Watch via Zoom: In accordance with Governor Gavin Newsom’s statewide order for all residents to “Stay at Home” – and with the numerous local and state proclamations, orders and supplemental directions – aggressive directives have been issued to slow down and reduce the spread of the COVID-19 virus.

Reentry Council and Subcommittees meetings will be held through videoconferencing will allow remote public comment via the videoconference or through the number noted above. Members of the public are encouraged to participate remotely by submitting written comments electronically to [victoria.westbrook@sfgov.org](mailto:victoria.westbrook@sfgov.org). These comments will be made part of the official public record in these matters and shall be brought to the attention of the members of the Reentry Council member. Explanatory and/or Supporting Documents, if any, will be posted at: <https://sfgov.org/sfreentry/>

**Note:** Public comment will be taken throughout the meeting or by email to [reentrycouncil@sfgov.org](mailto:reentrycouncil@sfgov.org)

# Reentry Council

## City & County of San Francisco

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1. Introductions/Roll
2. The San Francisco Black, Jewish and Allies Unity Group - Malcolm Gissen, Co-Chair of the Criminal justice and Prison Reform (discussion only)
3. Update on Fair Chance Ordinance - Steve Adami
4. 2021 Legislation Reentry Council voted to Support
5. San Francisco Office of Racial Equity Information (discussion only)
6. LPP Action Plan Priority Group Updates (discussion and possible action)
7. 2021 Calendar
8. Member Roundtable and Agenda Items for Next Meeting (discussion only)
9. Adjournment

**Next Meeting:**  
**Wednesday, July 28, 2021 @2:30-4:30pm**  
**Zoom Meeting**

# Reentry Council

## City & County of San Francisco

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### SUBMITTING WRITTEN PUBLIC COMMENT TO THE REENTRY COUNCIL

Persons who are unable to attend the public meeting may submit to the Reentry Council, by the time the proceedings begin, written comments regarding the subject of the meeting. These comments will be made a part of the official public record, and brought to the attention of the Reentry Council. Written comments should be submitted to: Victoria Westbrook, Interim Reentry Policy Planner, Adult Probation Department, 564 Sixth St., San Francisco, CA 94102, or via email: [victoria.westbrook@sfgov.org](mailto:victoria.westbrook@sfgov.org).

### MEETING MATERIALS

Copies of agendas, minutes, and explanatory documents are available through the Reentry Council's website at <http://sfireentry.com> or by calling Victoria Westbrook at (415) 930-2202 during normal business hours. The material can be Faxed or mailed to you upon request.

### ACCOMMODATIONS

To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact Victoria Westbrook, at [reentry.council@sfgov.org](mailto:reentry.council@sfgov.org) or (415) 930-2202 at least two business days before the meeting.

### TRANSLATION

Interpreters for languages other than English are available on request. Sign language interpreters are also available on request. For either accommodation, please contact Victoria Westbrook, at [reentry.council@sfgov.org](mailto:reentry.council@sfgov.org) or (415) 930-2202 at least two business days before the meeting.

### CHEMICAL SENSITIVITIES

To assist the City in its efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City accommodate these individuals.

### KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE (Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library, and on the City's web site at: [www.sfgov.org/sunshine](http://www.sfgov.org/sunshine).

### FOR MORE INFORMATION ON YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE OR TO REPORT A VIOLATION OF THE ORDINANCE, CONTACT THE SUNSHINE ORDINANCE TASK FORCE:

Administrator  
Sunshine Ordinance Task Force  
City Hall, Room 244  
1 Dr. Carlton B. Goodlett Place,  
San Francisco, CA 94102-4683.  
Telephone: (415) 554-7724  
Fax: (415) 554-5163  
E-Mail: [soft@sfgov.org](mailto:soft@sfgov.org)

### CELL PHONES

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Co-Chairs may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

### LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by San Francisco Lobbyist Ordinance (SF Campaign and Governmental Conduct Code sections 2.100-2.160) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco CA 94102, telephone (415) 581-2300, FAX (415) 581-2317, and web site <http://www.sfgov.org/ethics/>

**Westbrook, Victoria (ADP)**

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**From:** Westbrook, Victoria (ADP)  
**Sent:** Monday, May 3, 2021 2:30 PM  
**To:** Westbrook, Victoria (ADP)  
**Subject:** Monthly Newsletter - The SF Black Jewish (and Allies) Unity Group

# **The San Francisco Black, Jewish (and Allies) Unity Group**

BLACKS, JEWS (AND ALLIES) DEDICATED TO  
RACIAL JUSTICE



*"And that's how it's done. 🍌 This is just the beginning."*

Quote and Portrait of George Floyd by [Joshua Cousin](#)

## Monthly Newsletter



This is our monthly newsletter to keep the community updated on our latest events, findings, and initiatives. Interested in getting further involved? [Visit our website to learn more!](#)

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## **Unity Group Statement on the Conviction of Derek Chauvin**

While the Unity Group believes that the jury hearing the trial of police officer Derek Chauvin did the right thing in convicting him of all three counts, the conviction serves only as a reminder of the blatant racism that exists in America and the seemingly unrestrained brutalizing of minority people that far too many police officers in our country have engaged in far too often. We are only...

[Read More](#)

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## **Honoring Mattie Scott - Recipient of the 2021 Brady Organization Action Award**



We are very proud to report that unity group member, **Mattie Scott of San Francisco, was one of several well-known Americans who were honored by the Brady Organization on April 29 as a recipient of their 2021 Action Award.**

In recognizing Mattie Scott's contribution to gun violence prevention, Brady lavished praise on her courage, bravery, resilience, and enormous strength in being such a strong advocate for gun safety and so supportive of victims of gun violence. They also mentioned Mattie Scott's strong bonds with Speaker of the House Nancy Pelosi and Vice President Kamala Harris and how Mattie has worked to gain their support for gun violence prevention.

[Read More](#)

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## Upcoming Committee Meetings

With so many initiatives under our belt, please take a moment to [sign up for one of our action committees](#). See below for details of each committee meeting

date and contact [sfunitygroup@gmail.com](mailto:sfunitygroup@gmail.com) for meeting access.

**Monthly Membership Meeting | May 13, 6:00 PM PT**

**Health and General Welfare Committee | May 20, 5:30 PM PT**

**Criminal Justice and Prison Reform Committee | May 25, 6:00 PM PT**

**Community and Economic Development Committee | May 27, 6:00 PM PT**

**Civic Engagement Committee | May 27, 6:00 PM PT**

**Get Involved**

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## **Recent Committee Activity - Get Involved!**

### **Civic Engagement Committee**



Demand passage of the For the People Act, the John Lewis Voting Rights Advancement Act and D.C. Statehood and to address one of the greatest obstacles to the passage of civil and voting rights – and one of the last vestiges of slavery – the filibuster! [Sign up here](#) for schedules and events.

### **Support Time Done in CA by Supporting SB731**

**(a campaign by the Religious Action Center of Reform Judaism, or RAC)**

Eliminate legal barriers that prevent Californians who have served their time




from eligibility for work, housing and more, even though they have served their time. Help them rejoin society through [this bill](#).

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### ***Civic Engagement Training Replay***

## Civic Engagement Defined

-  Seek to influence
-  Try to persuade
-  Bring pressure to bear
-  Consistent and persistent

*Our Civic Engagement Committee would like to share a training held by the [Center for Common Ground](#). View the training recording [here](#). View the presentation slides [here](#).*

This is what "civic engagement" looks like. The advice in this Powerpoint, created by Andrea Miller of the Center for Common Ground who was a professional Congressional lobbyist, could apply to a petition, a call or write-in campaign, or to an in-person, or virtual, office meeting. **Civic engagement is an exciting opportunity to reach out to those who make policy decisions that directly relate to racial justice.**

You can read the notes from the most recent committee meeting [here](#). Consider joining our Civic Engagement committee! If interested, please email Dee Seligman at [deesel91@gmail.com](mailto:deesel91@gmail.com).

**Read the Most Recent Meeting Notes**

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## Criminal Justice and Prison Reform Committee

***Take Action: Keep Incarcerated & Detained Families Connected!***



**Please make your voice heard right now** by telling the CPUC Commissioners to do their part to keep all California families connected! Through the link below you are templated a letter that will go directly to the CPUC Commissioners. Change the subject line slightly and add your own flare to the text to ensure that it doesn't get flagged as spam right away!

**Take Action Now**

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### ***Discussion with Linda Connelly:***

### ***Recommendations for the Re-Entry Process***

At the latest meeting on April 27, our guest speaker, Linda Connelly, an expert in the reentry process, advocated for some improvements in the reentry process. Linda said Governor Newsom is seeking to improve reentry so that far fewer people discharged from prison return to prison (currently well over 50% within 3 years). Among Linda's recommendations were:

- Need to **address root causes of crime**, including more community programs for substance abuse.
- **Make reentry a priority.** Start the reentry process a year early. NC does this.
- **Education.** Goal would be to get all incarcerated people a HS diploma, vocational training where possible, and expand college courses with online learning available in every prison.
- Create **smooth transitions** from...

[Read More](#)

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## **Health and Welfare Committee**

Robert gave a wrap up of last month's activities including the Unity Group comment read by Howard on March 25 at the Mental Health Services Oversight

and Accountability Commission's Meeting in support of the San Francisco Department of Public Health Culturally Congruent and Innovative Plan for Black/African American Communities innovation projects.

**The proposal was funded, and our comment was so well received that Jessica Brown, the author of the proposal, met with us last week to discuss partnering together to help implement the project.**

Click the link below to read more!

**[Read the Most Recent Meeting Notes](#)**

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## **No Amount of Training Can Prevent Police Brutality**

*Written by [Akerah Mackey-Watkins](#) and [Marvin Slaughter](#)*

# #Thirteen

"The killing of 13-year-old Adam Toledo by officers of the Chicago Police Department (CPD) has led to renewed calls for improved police training. **But no amount of training can fix the institution of policing; we need an entirely new system and organization to build on.**

The CPD [Education and Training Division](#) already provides over 900 hours of basic training to all recruits. They claim to provide “progressive and comprehensive training to develop policing skills, enhance leadership abilities, and promote a solid ethical foundation to all CPD recruits” so they can maintain their stature among “the nation’s premier law enforcement organizations.”

Click the link below to read the full article.

[Read More](#)

## Understanding Reparations: A Three Part Series

"Join the [Union for Reform Judaism](#) for "[Understanding Reparations: A Three Part Series](#)", sponsored by the Union for Reform Judaism in partnership with Temple Emanuel of Beverly Hills and Temple Sinai of Washington D.C."

### **Session 1: Unpacking the Meaning, May 6, 5:00 PM PT**

Presented by Temple Emanuel of Beverly Hills, Yolanda Savage-Narva, the Union for Reform Judaism and Professor Darin Johnson, Howard University.

### **Session 2: The Historical and Economic Perspective, May 16, 12:00 PM PT**

Presented by Temple Sinai, Professor Richard F. America, McDonough School of Business of Georgetown University, Mr. Richard Rothstein (author of Color of Law) and Valerie Wilson, PhD, Economic Policy Institute. Moderated by Deitra Reiser, PhD, Transform for Equity.

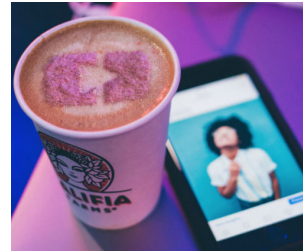
### **Session 3: A Jewish Perspective for Repair, May 23, 12:00 PM PT**

Presented by Temple Sinai, Rabbi Hannah Goldstein, Temple Sinai, Nkechi Taifa, Esq, Justice Roundtable, and Rabbi Jonah Pesner, Religious Action Center for Reform Judaism. Moderated by Deitra Reiser, PhD, Transform for Equity.

[Learn More](#)

## Ways to Support Black Owned Businesses in the Bay Area

Check out this article to learn more about ways you can support, donate and pay patronage to Black owned Businesses in the Bay Area.



[Read More](#)

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## Community Events Calendar

Learn more about upcoming community events [here](#). See a few listed below.

[Night of Powertray: When Power Hits the Mic](#)

[Prisons Make Us Safer: And 20 Other Myths About Mass Incarceration](#)

[New American Dream: REVOLUTIONARY DESIGN](#)

[Behind the Blue Line: White Supremacy and Policing](#)

[Breaking Bread: A Fresh Look at Virtual Diplomacy](#)

[View Calendar Here](#)

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## Keep Updated with the SF Unity Group

Make sure to like our [Facebook Page](#) (or join our [fb group!](#)), follow our [Instagram](#) and [Twitter](#) and visit our [website](#) to keep updated on our latest events, findings and initiatives. For additional questions or inquiries, do not hesitate to reach out. You can contact us using the button below!

**Contact Us**



*Copyright © 2021 San Francisco Black Jewish (& Allies) Unity Group, All rights reserved.*

You are receiving this email because you opted in via our website.

**Our mailing address is:**

San Francisco Black Jewish (& Allies) Unity Group  
762 Fulton St  
San Francisco, CA 94102-4119

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## 2021 Legislation

**1. AB 417 (McCarty) Rising Scholars Network: justice-involved students.**

This bill would authorize the California Community Colleges Chancellor's Office to establish a program, named the Rising Scholars Network, to enter into agreements with up to 50 community colleges to provide additional funds for services in support of postsecondary education for formerly and currently incarcerated individuals.

**2. AB 717 (Stone) Prisoners: identification cards.**

This bill would require the California Department of Corrections and Rehabilitation to provide a California Identification card or driver's license to every person released from state prison.

**3. AB 990 (Santiago) Prisons: inmate visitation.**

This bill would increase access to visits and calls in California prisons.

**4. AB 1007 (Cabrillo) Forced or Involuntary Sterilization Compensation Program.**

This bill would establish the Forced or Involuntary Sterilization Compensation Program to provide compensation to women forcibly sterilized under California's eugenic laws, as well as those sterilized without medical necessity or informed consent while incarcerated in state prison, county jail or a state or local mental health facility.

**5. SB 262 (Hertzberg) Bail.**

This bill would require zero-dollar bail for most misdemeanor and felony offenses; require the Judicial Council to prepare, adopt, and annually revise a statewide bail schedule for the exempt offenses; and require the return of money or property paid to obtain bail, as specified.

**6. SB 271 (Wiener) County sheriffs: eligibility requirements.**

This bill would restore California's long-standing eligibility criteria for candidates seeking the office of Sheriff.



# State Legislation Proposal Form

This form should be used to submit legislative proposals for consideration by the State Legislation Committee. We ask that you keep your submissions under two pages. Before submission, proposals must be reviewed and approved by the Department Head or Commission. Please send completed forms to Eddie McCaffrey in the Mayor's Office at Edward.McCaffrey@sfgov.org and cc Rebecca Peacock at Rebecca.Peacock@sfgov.org.

<b>Date Submitted</b>	5/3/2021
<b>Submitting Department</b>	Reentry Council
<b>Contact Name</b>	Victoria Westbrook
<b>Contact Email</b>	Victoria.westbrook@sfgov.org
<b>Contact Phone</b>	415-930-2202
<b>Reviewed and approved by Department Head?</b>	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
<b>Reviewed and approved by Commission?</b>	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A

## AB 417

### Asm. McCarty, District 07, Democrat

### 2021 Family Unity Bill

## Rising Scholars Network: justice-involved students

#### Recommended Position

- SPONSOR                                     SUPPORT  
 SUPPORT if amended                     OPPOSE  
 OTHER & Describe

#### Summary

AB 417 authorizes the California Community Colleges (CCC) Chancellor's Office (CCCCO) to establish a program, named the Rising Scholars Network, to enter into agreements with up to 50 community colleges to provide additional funds for services in support of postsecondary education for formerly and currently incarcerated individuals.

#### Background/Analysis

SB 1391 (Hancock), Chapter 695, Statutes of 2014, expanded access to face-to-face community college courses for incarcerated students through collaboration between the California Community Colleges and the California Department of Corrections and Rehabilitation (CDCR). Under the initial policy and funding framework of SB 1391, four pilot colleges were selected to offer instruction inside prisons.

Subsequently, other colleges were able to leverage resources to provide courses inside state prisons in their local areas. In total, 19 colleges piloted credit bearing, face-to-face, degree building education programs at 34 of the 35 CDCR state prisons. Over 5,000 students are enrolled each semester in these courses. The 2018-19 budget also provided new resources (\$5 million one-time) to the California Community Colleges to support the creation and expansion of reentry programs for formerly incarcerated persons.

AB 1809 (Committee on Budget), Chapter 33, Statutes of 2018, created a grant program similar to the grant program created by this bill. Specifically, AB 1809 appropriated \$5 million one-time Proposition 98 General Fund to the CCC for a one-time reentry grant program to support currently and formerly incarcerated individuals. The bill requires a report on the use of these funds by July 31, 2022.

According to the CCC Chancellor's Office, 44 colleges received \$113,000 each from the \$5 million appropriated by AB 1809. The colleges receiving funds reported need in excess of those

funds. For this reason, the CCC Chancellor indicates \$10 million in funding for the grant program would better align with need. \$10 million would provide 50 campuses with grants that average \$190,000, if 5% of grant amounts were used for program administration.

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### **Challenge**

Incarceration clearly interferes with people's ability to continue their education, hence the low levels of educational attainment. Studies suggest that justice-involved students are less likely to recidivate. A 2013 study by the Rand Corporation found inmates who participated in educational programs were 43% less likely to recidivate than those who did not participate. Specifically, individuals who participated in college programs had 51% lower odds of recidivating.

Justice-involved students face unique challenges as they strive to reintegrate into their communities and navigate the higher education system. 29% of the U.S. population in 2008, compared to less than 4% of formerly incarcerated people, held a college degree. This is, in part, due to a lack of support services and the absence of a sense of community for justice-involved students on college campuses. Many of these students are still under community supervision, needing to follow strict guidelines that may interfere with their schooling. Having a program on campus which understands and addresses the unique challenges justice-involved students face is essential to their success...through the Rising Scholars Network, we will be able to provide services to California Community College justice-involved students and help them achieve the academic success and financial stability a higher education provides.

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### **Solution/Recommended Proposal**

Specifically, the bill authorizes the CCC Chancellor's Office to enter into agreements with up to 50 CCCs to administer a grant program to expand the number of formerly and currently incarcerated individuals participating and succeeding in the community colleges. In

addition, the CCC Board of Governors (BOG) is to adopt regulations for the program and shall review applications for the funds from CCCs. Funds are to be used for various support and services for formerly and currently incarcerated individuals, including tutoring, counseling and professional development for faculty and staff.

The bill allows the CCC BOG to designate up to 5% of the grant funds for program administration. It also requires, beginning December 31, 2023, and every two years thereafter, the CCC BOG submit a report to the Governor describing the program's impacts and makes recommendations on expanding the program to additional CCCs.

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### **Departments Impacted & Why**

No other departments impacted.

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### **Fiscal Impact**

1. One-time Proposition 98 General Fund costs of between \$5 million and \$10 million for the grant program. (More discussion of the rationale for this amount in grant funding is provided below.)
2. Minor and absorbable General Fund costs to the CCC Chancellor's Office to administer the grant program. The Chancellor's Office indicates it currently has staff dedicated to programs for formerly and currently incarcerated individuals and that the 5% designated in the bill for administration would cover costs.

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### **Support / Opposition**

#### **Supported by:**

Allan Hancock Joint Community College  
California Community Colleges Chancellor's Office  
California Competes: Higher Education for a Strong Economy  
Faculty Association of California Community Colleges  
SEIU California

#### **Opposed by:**

None on file



# State Legislation Proposal Form

This form should be used to submit legislative proposals for consideration by the State Legislation Committee. We ask that you keep your submissions under two pages. Before submission, proposals must be reviewed and approved by the Department Head or Commission. Please send completed forms to Eddie McCaffrey in the Mayor's Office at Edward.McCaffrey@sfgov.org and cc Rebecca Peacock at Rebecca.Peacock@sfgov.org.

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<b>Contact Name</b>	Victoria Westbrook
<b>Contact Email</b>	Victoria.westbrook@sfgov.org
<b>Contact Phone</b>	415-930-2202
<b>Reviewed and approved by Department Head?</b>	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
<b>Reviewed and approved by Commission?</b>	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A

## AB 717

### Asm. Stone, District 29, Democrat

## Expanding the California Identification Program

#### Recommended Position

- SPONSOR                       SUPPORT  
 SUPPORT if amended         OPPOSE  
 OTHER & Describe

#### Summary

AB 717 will require the California Department of Corrections and Rehabilitation (CDCR) to provide a California Identification card or driver's license to every person released from state prison.

#### Background/Analysis

A government-issued identification (ID) card is essential to securing healthcare, employment, housing, and public benefits such as Medi-Cal and CalFresh. An ID is critical to build a successful life in the community including getting a job, accessing healthcare, opening a bank account, renting an apartment and acquiring benefits. An ID is more vital than ever amidst the COVID-19 (Coronavirus) pandemic because it allows people to visit their primary care providers, as opposed to visiting local emergency rooms that are overburdened by the pandemic.

Yet, securing a form of identification in the community can be overwhelming. Often, one must order a birth certificate for \$25 and

wait one or more months; if born in New York City, for example, the current wait is 20 weeks. After receiving the birth certificate, they must schedule an appointment with the Department of Motor Vehicles (DMV), pay another \$33 to \$38, and wait another 3-4 weeks. Meanwhile, they have no access to income, healthcare, housing, or banks. These barriers to successful reintegration increase rates of recidivism and contribute to mass incarceration.

The existing CAL-ID Program provides an avenue for eligible individuals to obtain a valid California ID upon their release from any CDCR facility. However, the program's narrow edibility criteria inhibits most people from receiving ID cards. The criteria excludes people who have been incarcerated for more than 10 years, individuals with outstanding DMV fines, and those currently without documentation such as their social security card or birth certificate.

According to CAL-ID Program data from July to December 2019, CDCR released 16,528 people from custody. Only 29% of these individuals were released with IDs, leaving 71% of these individuals without identification.

To reduce the transmission of COVID-19, Governor Newsom's administration has been necessarily accelerating the release of people from incarceration. Unfortunately, most people leave without identification and have limited access to DMVs. A legal ID has always been a lifeline for people returning home from prison, and its importance has only compounded amidst the pandemic.

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### **Challenge**

AB 2308 (Stone, 2014) expanded the Cal-ID program in an attempt to ensure that all people being released from state prisons would be released with ID. Yet, to be eligible for program, a person must have previously held a California ID, have a recognizable photo on file with the DMV from within the last 10 years, possess a DMV-verifiable social security number, birth date, and proof of legal presence in the United States, and must not owe any fines or fees.

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### **Solution/Recommended Proposal**

AB 717 will require CDCR to process original, renewal, and duplicate requests for California ID cards and driver's licenses. Specifically, this bill would require CDCR to:

- Ensure all CDCR facilities have necessary equipment to process California ID cards, including DMV-approved cameras
- Assist incarcerated people with obtaining necessary documents such as birth certificates and social security cards
- Establish an expeditious timeline for people in prison to obtain the necessary documents for an original, renewal, or duplicate ID
- Provide an annual report on the implementation of the CAL-ID Program

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### **Departments Impacted & Why**

No other departments impacted.

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### **Fiscal Impact**

1. *Costs (General Fund (GF)) ranging from \$12 million to \$13 million dollars annually in additional staffing costs associated with providing driver's licenses or*

*identification (ID) cards to inmates. In accordance with an interagency agreement between CDCR and DMV, it has been negotiated and budgeted for DMV to issue up to 20,664 identification cards each fiscal year from July 2018 through June 2021 at a cost of \$9.00 per ID (at a total cost of \$185,976 per fiscal year). This bill requires CDCR to ensure that all inmates released from state prison, not just those inmates characterized as eligible, are provided a valid driver's license or ID card. This may significantly increase the number of cards CDCR is required to verify and facilitate before an inmate is released from custody.*

2. *Costs (GF), likely in the millions of dollars to tens of millions of dollars, to DMV in additional staff and infrastructure to coordinate with CDCR to issue driver's licenses and IDs.*

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### **Support / Opposition**

#### **Supported by:**

*San Francisco Public Defender  
San Francisco District Attorney's Office  
A New Way of Life Reentry Project (co-sponsors)  
Anti-Recidivism Coalition (co-sponsor)  
California Coalition for Women Prisoners (co-sponsor)  
Los Angeles Regional Reentry Partnership (co-sponsor)  
Our Road Prison Project (co-sponsor)  
Root & Rebound (co-sponsor)  
San Diego County District Attorneys (co-sponsor)  
San Diego Reentry Roundtable (co-sponsor)  
W. Haywood Burns Institute (co-sponsor)  
A Helping Hand in Recovery  
Alameda County Public Defender's Office  
American Civil Liberties Union of California  
ARI Works Advance Reentry Initiative  
Blameless and Forever Free Ministries  
California Attorneys for Criminal Justice  
California Catholic Conference  
California Public Defenders Association  
California Reentry Program  
Californians for Safety and Justice*

**No Opposition on file**



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<b>Reviewed and approved by Commission?</b>	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A

## AB 990

### Asm. Santiago, District 53, Democrat

### 2021 Family Unity Bill

## Increasing Access to Visits and Calls in California Prisons

#### Recommended Position

- SPONSOR                       SUPPORT  
 SUPPORT if amended         OPPOSE  
 OTHER & Describe

#### Summary

AB 990 would increase access to visits and calls in California prisons.

#### Background/Analysis

Visits keep families connected. Research clearly establishes that children are more emotionally stable and healthy if they maintain frequent contact with their incarcerated parents.

Visits help incarcerated people thrive after release. Research also shows that regular visits and communication with loved ones improve in-custody behavior and help incarcerated people thrive after release by providing them with a social support system to fall back on.

#### Challenge

Unfortunately, California is not realizing the full benefits of visiting. Because of numerous practical barriers, as few as 10% of incarcerated people receive visits in many institutions.

Visits can be denied for reasons unrelated to visiting security. Visits are frequently denied based on immaterial omissions or inaccuracies on visitor applications even though the information is available on a criminal background report. Visits are denied based on law enforcement histories unrelated to visiting, which greatly restricts visiting in communities heavily impacted by policing. Visiting is treated as a privilege, not a right, since the repeal of visiting as a PC 2601 civil right in 1995.

Inadequate facilities and hours are barriers to visits and calls. Visits used to be available 7 days a week, but are now offered only 2 days a week, which causes severe overcrowding and early termination of visits. Phone calls are limited to 15 minutes, video calls to 30 minutes a month, and insufficient devices are available.

Disrespect and unpredictability are barriers to visits. Visiting rooms are alienating and even traumatizing for children, who are searched by guards and then not allowed to touch or play with their parents. Disrespect is also a major barrier for adults, especially women whose clothing is scrutinized and who are unnecessarily subjected to strip searches.

Costs and travel time are barriers to visits. Cost and travel time are significant obstacles in this large state with prisons located in remote areas. Family members often drive for hours and pay for food and lodging only to have their visits cut short due to overcrowding or arbitrary rule enforcement.

**Solution/Recommended Proposal**

**1. Recognize Visiting as a Civil Right of Family Members**

- a) Recognize in-person contact visiting as a civil right of family members that can be denied only for:
  - Serious abuse of visiting access,
  - Inadequate identification, or
  - Nonconsent of the incarcerated person
- b) Specifically prohibit denials based on:
  - Disciplinary action for non-visiting violations Restricted housing status
  - Omissions or inaccuracies on application if shown on DOJ report
  - Visitor's or incarcerated person's criminal history if unrelated to visiting
- c) Restore visiting as civil right of incarcerated people
- d) Establish a visitor application review committee with participation of directly-impacted people
- e) Ensure meaningful judicial review and enforcement of visiting rights

**2. Increase Visiting & Calling Facilities and Hours**

- a) Offer in-person visits and free calls daily 8a-8p Provide limited-access tablets/cellphones free to incarcerated people.
- b) Provide emergency calls and visits to seriously ill and hospitalized incarcerated people.
- c) If in-person visiting is impossible due to a pandemic, replace all hours with free video calls

**3. Make Visiting Rooms More Family-Friendly**

- a) Require minors to be screened by social workers rather than correctional officers; strip searches to be conducted by medical staff; and

property searches to be done in the presence of the visitor.

- b) Restrict the reasons guards can terminate a visit:
  - Permit enforcement only of published regs
  - Clarify clothing requirements
  - Clarify physical contact requirements and permit hand holding, non-intimate touching, holding children on laps
  - Require a warning before termination
- c) Provide a visitor/caller advocate in visiting and video calling rooms

**4. Make Visiting Hours More Reliable**

Limit the reasons visits can be cancelled and provide accommodations and additional hours if cancellations occur.

**5. Provide Transportation Assistance if Prison is Distant from Home**

Provide transportation assistance to a primary support person (and minors) if incarcerated person is placed more than 100 miles away

**Departments Impacted & Why**

No other departments impacted.

**Fiscal Impact**

Unknown

**Support / Opposition**

**Supported by:**

**Co-authors:**

Asm. Ash Kalra; Asm. Mark Stone; Sen. Sydney Kamlager; Sen. Nancy Skinner

**Co-sponsors:**

Coalition for Family Unity  
 A New Way of Life  
 All of Us or None  
 Anti-Recidivism Coalition (ARC)  
 The Bail Project  
 California Families Against Solitary  
 Essie Justice Group  
 Root & Rebound  
 Young Women's Freedom Center

**Opposed by:**

California Correctional Peace Officers Association  
 California State Sheriffs' Association Riverside Sheriffs' Association  
 Sheriffs' Association



# State Legislation Proposal Form

This form should be used to submit legislative proposals for consideration by the State Legislation Committee. We ask that you keep your submissions under two pages. To be included at an upcoming meeting, proposals should be submitted by 5:00pm on the Wednesday before the meeting. Before submission, proposals must be reviewed and approved by the Department Head or Commission. Please send completed forms to Eddie McCaffrey in the Mayor's Office at [edward.mccaffrey@sfgov.org](mailto:edward.mccaffrey@sfgov.org) and cc Rebecca Peacock at [Rebecca.peacock@sfgov.org](mailto:Rebecca.peacock@sfgov.org).

<b>Date Submitted</b>	5/3/2021
<b>Submitting Department</b>	Reentry Council
<b>Contact Name</b>	Victoria Westbrook
<b>Contact Email</b>	Victoria.westbrook@sfgov.org
<b>Contact Phone</b>	415-930-2202
<b>Reviewed and approved by Department Head?</b>	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
<b>Reviewed and approved by Commission?</b>	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A

## AB 1007

### Asm. Carrillo, District 51, Democrat

## Forced or Involuntary Sterilization Compensation Program

#### Recommended Position

- SPONSOR                                     SUPPORT  
 SUPPORT if amended                     OPPOSE  
 OTHER & Describe

#### Summary

This bill establishes the Forced or Involuntary Sterilization Compensation Program (FISCP) to provide compensation to women forcibly sterilized under California's eugenic laws, as well as those sterilized without medical necessity or demonstrated informed consent while incarcerated in state prison, county jail or a state or local mental health facility. This bill also requires the FISCP be administered by the California Victims Compensation Board (CalVCB).

#### Background/Analysis

In 1909, California authorized the involuntary sterilization of people who were institutionalized that were deemed "unfit for reproduction." The state went on to administer the most aggressive eugenic sterilization program in the United States, sterilizing more than 20,000 people statewide. Research indicates that the

majority of eugenic sterilizations affected women and girls, with Latinas being 59% more likely to be sterilized.

Though the state's eugenic law was repealed in 1979, a later state audit revealed 144 people were sterilized during labor and delivery without proper consent while incarcerated in California women's prisons from 2006 to 2010. 94 out of 144 women captured in the state audit (65%) described themselves as Black, Hispanic, Mexican, or other. An additional 100 women were involuntarily sterilized in prison during labor and delivery dating back to the late 1990s, as well as a small number of forced sterilizations performed during other surgeries.

Current law prohibits the sterilization of people incarcerated in county jails and state prison facilities for the purpose of birth control and offers additional protections to prevent coercion surrounding non-medically necessary sterilizations outside the scope of birth control.

#### Solution/Recommended Proposal

AB 1007 will provide acknowledgment of this injustice by



establishing a program to compensate confirmed survivors who were sterilized in California state institutions and prisons. In 2022, when the bill would go into effect, there will be an estimated 350 surviving individuals sterilized under eugenics laws and 250 survivors of prison sterilization abuse.

Additionally, markers or plaques will be placed at designated sites, raising awareness of the unjust sterilization of thousands of women.

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### Departments Impacted & Why

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No other departments impacted.

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### Fiscal Impact

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1. Cost pressure (GF), likely in the millions of dollars annually, to compensate victims of forced sterilization until all victims of forced sterilization are identified and all eligible applications are reviewed. This bill states the FISCP will become operative only upon an appropriation to CalVCB. There are approximately 700 victims of forced sterilization by a California state agency. If 25% of these victims receive \$25,000 each, the total cost for compensation will be approximately \$4.4 million dollars. Additionally, Cal VCB does not have discretion to deny compensation to any claimant who is a qualified, so costs may be higher if more than 25% of claimants apply for compensation.
2. Costs (GF) of approximately \$1.4 million dollars to CalVCB to administer the FISCP, including additional staff and outreach costs over a three year period to provide compensation to possibly eligible victims.
3. Costs (GF) of approximately \$200,000 for the Department of State Hospitals to hire one twoyear limited-term position to provide records at the request of CalVCB.
4. Cost (GF) in fiscal years 2021-22 and 2022-23 in the low hundreds of thousands of dollars for the Department of Developmental Services to hire one additional position for a little more than two years.
5. Costs (GF), possibly in the mid-hundreds of thousands of dollars annually, to the

Secretary of State in increased workload to confer with CalVCB on determinations for eligibility.

6. Likely minor and absorbable costs to the California Department of Corrections (CDCR) to provide notice to possible victims and access to inmate or patient records.

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### Support / Opposition

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#### Supported by:

California Latinas for Reproductive Justice (sponsor)  
Alliance for Humane Biotechnology  
American Association of University Women – California Asian Americans Advancing Justice  
California Association of Regional Center Agencies  
Black Women Birthing Justice  
California Coalition for Women Prisoners  
California Immigrant Policy Center  
California Pan - Ethnic Health Network  
California Physicians Alliance  
California Prison Focus  
California Public Defenders Association (CPDA)  
California Women's Law Center  
Center for Genetics and Society Center for Reproductive Rights  
Citizens for Choice  
Crime Survivors for Safety and Justice  
Critical Resistance Dignity and Power Now  
Disability Rights California Disability Rights  
Education and Defense Fund Dolores Huerta Foundation  
Ella Baker Center for Human Rights  
Empowering Pacific Islander Communities (EPIC)  
End Solitary  
Santa Cruz County Fair Chance Project  
Fairview Families and Friends, INC Felony Murder Elimination Project  
Feminist Majority Foundation  
Forward Impact DbA Represent Justice  
Fresno Barrios Unidos  
Lawyering for Reproductive Justice  
California Legal Services for Prisoners With  
California National Association of Social Workers,

#### Opposed by:

None on record



recognizance. (Pen. Code § 1275.) Additional statutory rules apply if the defendant is charged with a serious felony or domestic violence. (Pen. Code § 1270.1.)

The existing bail system has come under scrutiny because of claims that it does not promote public safety and it unfairly penalizes defendants who are poor while allowing defendants who have means to buy their way out of jail. The Chief Justice of the California Supreme Court set up a working group to study pretrial detention practices and provide recommendations for reform. The study found that California's "pretrial and release detention system unnecessarily compromises victim and public safety because it bases a person's liberty on financial resources rather than the likelihood of future criminal behavior and exacerbates socioeconomic disparities and racial bias." (Judicial Council of Cal., Pretrial Detention Reform: Recommendations to the Chief Justice (2017), p. 1.) The working group recommended several reforms including implementing a robust risk-based pretrial assessment and supervision to replace the monetary bail system.

On any given day in California, 63% or roughly 46,000 people in the state's jails are awaiting trial or sentencing, and 97% of those who make bail use a bail agent to secure their release. This means that thousands of Californians accused of crimes end up paying a fee to stay out of jail, before ever being found guilty by a judge or jury.

The current pretrial framework, including the process of bail, presents staggering costs not only for people accused and their families, but for local governments, which pay an average of \$100 per day to hold someone in jail pending trial. By comparison, the Pretrial Justice Institute reports that the cost of supervising a person in the community is about 10% of the cost of keeping them in jail. These costs – both human and financial – are unjustifiable.

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#### **Solution/Recommended Proposal**

SB 262 would:

- Require bail to be set at zero dollars for all offenses except specified exempt crimes

(see Background, above, for a list of those offenses).

- Require the Judicial Council to prepare, adopt, and annually revise a bail schedule for the exempt offenses.
- State the intent of the Legislature to enact further changes to current law to ensure that a defendant is not detained pending trial simply due to an inability to pay for the amount of bail in the statewide schedule.
- Require specified sheriff, police, and court employees who are allowed to approve and accept bail to approve and accept bail in the amount fixed by the bail schedule.
- Allow the bail bond licensee to retain a surcharge of up to 5 percent of the amount paid by the arrestee or on behalf of the arrestee.

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#### **Departments Impacted & Why**

No other departments impacted.

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#### **Fiscal Impact**

- The Judicial Council reports a one-time annual cost of \$563,000 and ongoing annual costs of \$170,000 for workload associated with preparing, adopting, and revising a statewide bail schedule. (General Fund)
- The Department of Insurance reports potential workload costs of \$8,000 in FY 2021- 2022, \$38,000 in FY 2022-2023, and \$14,000 annually thereafter in processing additional surety rate filings. (Special fund\*)
- Unknown, likely-minor workload cost savings to the superior courts in the 58 counties to no longer have to annually revise uniform countywide bail schedules. (Special fund\*\*)

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#### **Support / Opposition**

**Supported by:**

Unknown

**Opposed by:**

Unknown



manage thousands of employees, the vast majority of whom are unarmed, non-sworn civilians. The three primary duties of the Sheriff are to police unincorporated areas, operate the county jail, and attend to and execute orders of the courts. In 41 counties, the Sheriff is also the Coroner whose authority includes investigating the cause of in-custody deaths. Sheriffs can be the most powerful elected official in a county and yet only a small pool of people may seek the position.

Nationwide, only fifteen states including California require law enforcement experience prior to seeking the office of Sheriff.

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### Challenge

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Protests against police brutality have called for elected officials to reimagine public safety by, among other things, shifting some duties away from armed officers to unarmed civilians and social workers. The criteria imposed by the state in Gov. Code §24004.3 has significantly narrowed the pool of candidates for office of the Sheriff and makes it harder to reimagine our criminal justice system.

Many current Sheriffs lack mental health or de-escalation training. As recent COVID-19 outbreaks in our jails demonstrates, the skills Sheriffs need to protect public safety include strong management, leadership, and the ability to move quickly and make difficult decisions, rather than the ability to fire a weapon. Lawsuits throughout the state are raising awareness of the dire inadequacy of health care and mental health services provided in our county jails. Moreover, the ongoing cooperation between many Sheriffs and the U.S. Immigration and Customs Enforcement (ICE) further demonstrates that many Senator Scott Wiener, 11th Senate District Senate Bill 271 – The Sheriff Democracy and Diversity Act SB 271 Fact Sheet – Updated 4.19.21 elected Sheriffs do not share the values of their constituents. We have also seen Sheriffs refusing to enforce health orders while California's death and hospitalization numbers rose.

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### Solution/Recommended Proposal

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SB 271 simply reverts California law to what it was from the State's founding until 1989 and thus allows voters to choose from a broader pool of candidates with more diverse backgrounds and skill sets and greater accountability. This bill will not prevent candidates with law enforcement experience from seeking or occupying the office. Instead, SB 271 will allow for a broader pool of candidates with more diverse skill sets, lead to greater gender and ethnic diversity in candidates, and provide for better management of Sheriff departments.

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### Departments Impacted & Why

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No other departments impacted.

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### Fiscal Impact

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None

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### Support / Opposition

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#### Supported by:

San Francisco District Attorney, Chesa Boudin  
San Francisco Public Defender  
California Immigrant Policy Center (co-sponsor)  
NextGen California (co-sponsor)  
Secure Justice (co-sponsor)  
Wellstone Democratic Renewal Club (co-sponsor)  
California Faculty Association (co-sponsor)  
Anti Police-Terror Project  
Asian Americans Advancing Justice – California  
Alameda County Public Health Commission  
American Civil Liberties Union of California  
Californians for Safety and Justice  
California Nurses Association  
California Public Defenders Association  
Change Begins with Me Indivisible Group  
City of Alameda  
City of Emeryville  
Coalition for Humane Immigrant Rights (CHIRLA)  
Coalition for Police Accountability  
Ella Baker Center for Human Rights

#### Opposed by:

California Statewide Law Enforcement Association

To visit the Office of Racial Equity Website: <https://www.racialequitysf.org/>



## ABOUT THE OFFICE OF RACIAL EQUITY

In July 2019, the Office of Racial Equity (ORE) ([Ordinance No 188-19](#)) was created by Supervisors Sandra Lee Fewer and Vallie Brown as a Division of the San Francisco Human Rights Commission. In December 2019, Director Shakirah Simley and Senior Policy Advisor Sami Iwata joined the ORE team. ORE was legislated in response to the City's growing racial disparities as a means to address the history of structural and institutional racism in San Francisco's delivery of services to the public and our own internal practices and systems. Creating ORE was the result of successful advocacy and organizing by Black City workers, labor leaders, and community members. With the establishment of ORE, San Francisco joins a national movement to address the government's role in resolving the inequitable outcomes it created.

The Office of Racial Equity has authority to enact a citywide Racial Equity Framework, to direct Departments of the City and County of San Francisco to develop and implement mandated Racial Equity Action Plans, and to analyze the disparate impacts of pending ordinances, as well as various other policy and reporting functions. In addition, the legislation requires that City departments designate employees as racial equity leaders acting as a liaison to the Office, and requires the Department of Human Resources to assess and prioritize racial equity with the City's workforce. Lastly, the Office centers racial equity within the City's budget process, and can make recommendations on funding of departments should certain racial equity metrics not be met.



Per [Ordinance No 188-19](#), "Each City department shall develop a Racial Equity Action Plan in alignment with the [ORE Citywide Racial Equity Framework](#). By December 31, 2020, each City department shall submit its Racial Equity Action Plan to the Office of Racial Equity, the Mayor, and the Board of Supervisors, and shall post it on the department's website."

The City departments below have submitted their plans for Phase 1 of the Framework, which focuses on City workforce equity. Plans are posted on each Department's respective website.

Phase 2 of the ORE Citywide Racial Equity Framework will be released in 2021. Departments will then update their plans to incorporate Phase 2.

# Legislation Mandates

The Office of Racial Equity's legislation mandates change through specific strategies, actions, and learning and evaluation through public-facing reports and scorecards.

Office of Racial Equity  
Legislation

Office of Racial Equity Mandate  
Summary

Budget and Legislative Analyst Report on Racial  
Equity Offices

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# Office of Racial Equity

A division of the Human Rights Commission



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*Racial equity is a set of social justice practices, rooted in a solid understanding and analysis of historical and present-day oppression, aiming towards a goal of fairness for all. As an outcome, achieving racial equity would mean living in a world where race is no longer a factor in the distribution of opportunity. As a process, we apply racial equity when those most impacted by the structural racial inequities are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.*

*- adapted from Anti-Oppression Resource and Training Alliance (AORTA)*

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## ORE Legislative Mandates

1. The **creation of an Office of Racial Equity** and staff to oversee the following:
2. Development of **Citywide Racial Equity Framework and related policy priorities**—a frame and specific recommendations made to the Mayor and Board of Supervisors about changes to the city's laws, programs, policies, budget and focus areas to address and repair racial disparities; and
3. **Racial Equity Action Plans** for city departments, with recommendations for budget reductions should benchmarks not be met; and
4. The formation of **Racial Equity Leaders** and Core Teams per city department/agency, which are committed to coordinating and designing equitable systems change with respective city departments, and;
5. **Capacity-building and technical assistance** to city departments to advance racial equity strategies; and
6. A **Racial Equity Policy Analysis Tool** for Legislation at the Board of Supervisors to illuminate the impact of policy on communities of color-- before a public vote on policy; and
7. A **Budget Equity Tool** to assess how the City budget decisions and priorities benefit and/or burden communities, specifically communities of color; and
8. The formation of **Racial Reconciliation processes** to publicly address the specific needs of a racial group and its community and culture to 1) repair historical harm done by structural racism and



government-sanctioned actions and 2) inform the process of government service delivery.

9. An **annual release of data about the City's workforce by race** including but not limited to compensation, hires, promotions, disciplinary actions, complaints made (and whether they were investigated); and
10. **Reporting on data regarding City's contracting by race**; and
11. A **biennial report card or 'Racial Equity Index' on how San Francisco as a whole is faring** (cross-sector) with regards to indicators by race, including housing, income/wealth, transit, health, environment, policing/criminal justice and other factors; and
12. **Evaluation** of ORE in five years to determine whether staffing and structures are sufficient to most effectively achieve its mission and objectives.

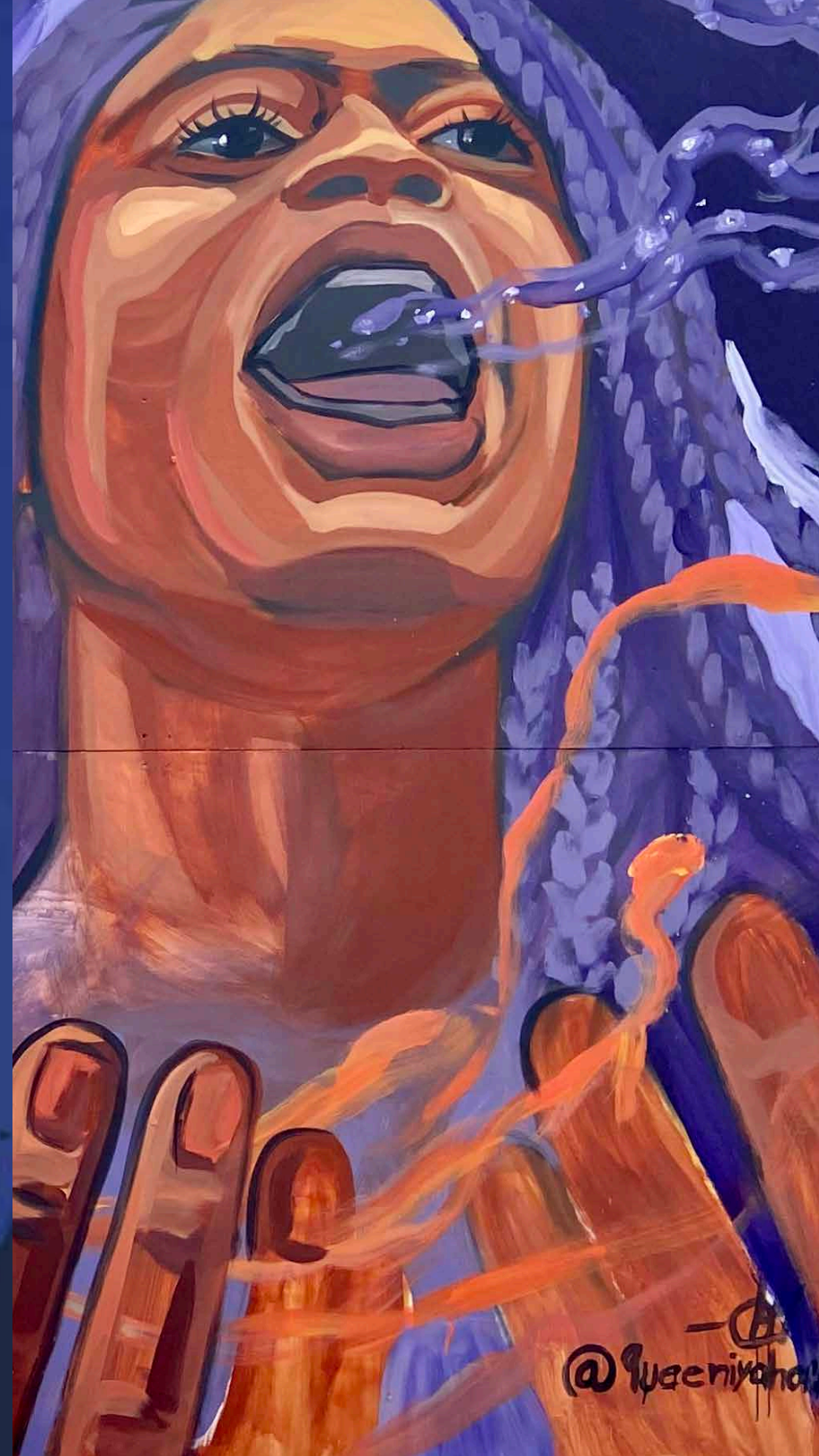
**Office of Racial Equity Director:** Shakirah Simley

# Our Vision and Values

**OFFICE** *of* **RACIAL EQUITY**

A DIVISION OF THE SAN FRANCISCO HUMAN RIGHTS COMMISSION

Shakirah M. Simley, Director



VISION

# The North Star

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





# The Pathway

## The Office of Racial Equity (ORE) will:

- **Demand and hold San Francisco institutions accountable** to dismantle racism.
- **Ensure that the City becomes a place that feels like home for everyone**, from the newly arrived to legacy Black, Indigenous, People of Color (BIPOC) families in San Francisco.
- **Ensure the City respects and trusts** community agency, wisdom, and expertise.
- **Convene and coalition-build** to support the movement for racial equity.
- **Prioritize our communities of color** so they are safe, nourished, housed, joyful, and economically secure so that they may unlock all of their potential.
- **Reconcile historic wounds to repair** government-sanctioned racial harm.
- **Daylight racial disparities and monitor progress** towards collective liberation.
- **Advocate for successful policies** that provide tangible and immediate gains for historically oppressed people.
- **We nurture and help make communities whole.**

COMMUNITY LISTENING

# The Spirit

These are messages and feedback we've received from community members and leaders from multiple places, including: Office of Racial Equity legislative committee hearings, SF Board of Supervisors' hearings addressing workplace discrimination for Black city workers, comments from SF Human Rights Commission meetings and various neighborhood and community-based meetings.

**Black lives matter.**  
**Black homes matter.**

We need to **acknowledge** the indigenous people of this land —we are still here.

*I don't want to feel **invisible** in the city that is my home.*

**One job should be enough.**

**I shouldn't be afraid** to go to the doctor because of how they treat me.

**I want to be treated with dignity and respect.**

**I want to be valued at work.**

I just want people to leave me alone, let me **do my thing** like everyone else.

**I want to move and live freely.**

## GUIDING PRINCIPLES

# The Looking Glass

### TO RESTORE THE SOUL OF THE CITY:

- We act with integrity and center humanity.
- We shift power paradigms whenever necessary.
- We dig for root causes and look upstream for solutions.
- We ground-truth from people closest to the problem and pain.
- We lead with solid, thoughtful, quality data, and analysis.
- We are nimble, adaptive, and proactive.
- We drive individual and institutional self-examination for continuous improvement.



## PILLARS

# The Focus Areas

- **Housing and Homelessness**
- **Transportation and Mobility**
- **Justice System**
- **Community Health and Wellness**
- **Climate and Environment**
- **Workforce and Fair Employment**
- **Information Technology and Digital Equity**
- **Education, Knowledge and Community Wisdom**
- **Wealth Building and Economic Justice**
- **Arts and Culture**
- **Food Justice and Sovereignty**
- **LGBTQIA+ and Gender Justice**
- **Youth and Elders**



MEASUREMENTS

## The Yardstick

Citywide Racial Equity Index

•  
Social Determinants of Health

•  
Policing and Law Enforcement

•  
Happiness, Hope and Optimism

•  
Injury/Pain Index to Measure Inequality



VALUES

# The Heart

Readiness Strengthening Social Fabric Well-Being Growth  
Mobility Safety Net Encouragement **Regeneration** **Vibrancy** Success  
**Stabilize** **Equal Justice** **Belonging**  
Contentment **Self-Determination** Together  
Responsibility **Economic Vitality** **Security**  
**Pathways** **Connectivity** **Empathy**  
**Community** **Prosperity** Interconnectedness  
Adaptive Inter-being Empowerment Beauty  
Building Inclusive **Resilience** Knowledge Valuing

## ASPIRATION

# The Future

What are the outcomes we envision for the Office of Racial Equity? How would we describe the City after the ordinance has been fully implemented in the future?

- **San Francisco is a City where Black, indigenous and communities of color**, whether they're newly arrived or multi-generational natives, feel like this is their home and can thrive for future generations.
- **We've closed racial disparities** that have most critically impacted/caused the most harm to our Black and indigenous communities.
- **We can name and root out anti-Blackness.**





- **We have a standard, recognized, prioritized and deeply felt definition of racial equity** within San Francisco (both within the City and community) — why it’s important, and the individual and collective responsibilities necessary to advance towards racial equity.
- **We have institutionalized a racial equity lens** within the functions, policy-making, budget-decisions, capital and strategic planning, service delivery of City and County of San Francisco. We have led with community to institutionalize and affirm this lens.
- **We have successfully created, distributed, and seen full adoption of the spirit, actions and the content of the ORE mandate.** When possible, these tools and products are visually represented physically and digitally, accessible to community and multilingual.





- **The ORE has pushed for structural changes within the City Budget** process leading towards more financial resources, capacity and support going towards racial equity work and communities of color and historically under-served communities.
- **The ORE has pushed for meaningful policies and legislation** that has provided tangible and immediate gains for racial equity and historically oppressed peoples. These policies are successfully enacted locally and serve as a model for state and federal change.



1 [Administrative Code - Office of Racial Equity]

2  
3 **Ordinance amending the Administrative Code to create an Office of Racial Equity as a**  
4 **Division of the Human Rights Commission Department, with authority to create a**  
5 **citywide Racial Equity Framework, assist City departments with the development of**  
6 **Racial Equity Action Plans, analyze and report on the impact of ordinances on racial**  
7 **equity, and carry out various other policy and reporting functions regarding racial**  
8 **equity; require City departments to create Racial Equity Action Plans and to provide**  
9 **annual updates on such Plans; require City departments to designate employees as**  
10 **racial equity leaders, and require the Department of Human Resources to produce an**  
11 **annual report concerning racial equity in the City workforce.**

12 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.  
13 **Additions to Codes** are in *single-underline italics Times New Roman font*.  
14 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.  
15 **Board amendment additions** are in double-underlined Arial font.  
16 **Board amendment deletions** are in ~~strikethrough Arial font~~.  
17 **Asterisks (\* \* \* \*)** indicate the omission of unchanged Code  
18 subsections or parts of tables.

17 Be it ordained by the People of the City and County of San Francisco:

18 Section 1. Findings.

19 **(a) History of Structural Racism.**

20 San Francisco has a long history of creating and/or enforcing laws, policies, and  
21 institutions that perpetuated racial inequity in our city, much of which is difficult to document  
22 due to historical erasure. The conditions that have created such racial inequity are also  
23 compounded by the intersection of race with class, gender, sexuality, immigration status, and  
24 other identities and experiences that have resulted in inequitable treatment or opportunities.  
25

1        With the acknowledgement that these findings are by no means an exhaustive list of  
2 systemic racism in San Francisco, this history includesing but is not limited to the following:

3                (1) The state of California has had a violent history with regard to  
4 American Indians, which has included genocide, exploitation, and dispossession of land,  
5 carried out by means of the State's laws and policies. In 1854, the federal government  
6 established an Indian policy for California, and in subsequent actions the federal, state, and  
7 city authorities essentially decimated the local indigenous population, including the Ohlone  
8 populations who inhabited San Francisco and the South Bay Area, spending in excess of \$1.4  
9 million in the process.

10                (2) As American chattel slavery was actively occurring and being contested in  
11 the Southern United States, the Compromise of 1850 was passed by Congress, admitting  
12 California to the Union as a free state but also enacting the Fugitive Slave Act which required  
13 that all escaped slaves, upon capture, be returned to their masters. Compliance with the  
14 Fugitive Slave Act was required of all states in the Union, including California. In 1852,  
15 California legislators passed a fugitive slave law of its own, reinforcing the existence of  
16 Antebellum slavery in the state into the 1960s.

17                (32) In 1870, San Francisco passed its first zoning law, Order 939 Regulating  
18 Lodging Houses, also known as the Cubic Air Ordinance. This legislation was created at the  
19 urging of anti-Chinese labor groups that had formed in response to heightened Gold Rush  
20 immigration. The new law required 500 cubic feet of space per occupant of any lodging room  
21 in the city, but it was only enforced in areas housing mostly Chinese residents, resulting in  
22 hundreds of arrests.

23                (43) In 1880, San Francisco enacted an ordinance prohibiting the operation of a  
24 laundry in a wooden building without a permit. At the time, about 95% of laundries in the City  
25 were operated in wooden buildings, and approximately two-thirds of those laundries were

1 owned by Chinese people. The Board of Supervisors denied permits to all Chinese applicants  
2 while virtually all non-Chinese applicants were granted permits. In 1886, the United States  
3 Supreme Court, reviewing this ordinance, ruled that a law that is race-neutral on its face but is  
4 administered in a prejudicial manner violates the 14th Amendment to the United States  
5 Constitution.

6 (54) In 1937, San Francisco was one of 239 cities that was “redlined,” by the  
7 Federal Home Loan Bank Board and the Home Owners’ Loan Corporation. This process  
8 involved the creation of “residential security maps” which divided cities into areas that were  
9 appropriate for investment and areas that were more risky. In San Francisco, neighborhoods  
10 with large populations of people of color including the Western Addition, the Haight,  
11 Chinatown, and parts of the Mission were deemed risky. Some San Francisco neighborhoods  
12 were deemed risky by the Home Owners’ Loan Corporation because of “undesirable racial  
13 elements,” explicitly referring to Black residents, Jews, immigrants, and other people of color.  
14 While residents in majority-white neighborhoods saw their property values and wealth rise,  
15 people of color in redlined neighborhoods were denied loans, city investment, and  
16 infrastructure upgrades. This, in addition to the practice of racial covenants, resulted in  
17 systemic concentrations of poverty and blight in racially segregated communities.

18 (65) In 1942, shortly after the bombing of Pearl Harbor and the U.S.’s official  
19 involvement in World War II, and in response to President Franklin Roosevelt’s Executive  
20 Order to exclude Japanese from the West Coast, the San Francisco Police Department joined  
21 the FBI in sweeps and the internment of thousands of persons of Japanese ancestry in  
22 “relocation camps.” More than 1105,000 Japanese people on the West Coast were sent to  
23 internment camps; evicted and then incarcerated via internment camps; most Japanese  
24 Americans from San Francisco were sent to Tanforan Racetrack near San Francisco  
25 International Airport. As World War II continued, African Americans were recruited from the

1 South to the Bay Area for jobs in the shipyards and other war industries; many moved into  
2 the homes, businesses, and properties in the Fillmore that were left behind vacant by  
3 interned Japanese Americans. were declared a “slum area” by San Francisco government  
4 officials and the city made plans to tear it down.

5 (76) In 1947, the San Francisco Planning Commission submitted a plan to raze  
6 and rebuild a large zone in the Fillmore encompassing 36 blocks. The following year, the San  
7 Francisco Redevelopment Agency was founded, which subsequently used the redlined map  
8 redlining and the Planning Commission’s proposed plan to institute “urban renewal” in the  
9 Fillmore and Western Addition, a historically which had become a vibrant Black neighborhood  
10 but that was deemed “blighted” by San Francisco authorities. Over the next twenty years in  
11 the names of “slum clearance,” many homes were razed, businesses destroyed, and more  
12 than 10,000 Blacks residents were displaced as a result of the policy. Urban renewal was also  
13 instituted in other San Francisco neighborhoods, including South of Market, where 4,000 low-  
14 income and working class residents of color and more than 700 small businesses were  
15 displaced.

16 (8) In the 1950s and beyond, particularly in the context of a national Civil Rights  
17 Movement, systemic racism in San Francisco became much less explicit. Moving away from  
18 overtly race-based exclusionary policies regarding land or business ownership, the City’s  
19 more recent and increasingly sophisticated racism has been defined by inaction or lack of  
20 intervention with regards to racial discrimination in employment, housing, education, health  
21 care, or the criminal justice system.

22 (7) According to the San Francisco District Attorney’s Office, in 2000, African-  
23 Americans were 7.8% of San Francisco’s population but comprised 41% of marijuana arrests.  
24 By 2010 and 2011, African-Americans made up about 50% of the marijuana-related arrests,  
25 yet represented only 6% of the City’s population.



1  
2           **(b) Current Racial Disparities.**

3           Although the City has taken steps to undo the damage caused by past policies and  
4 practices, the racial disparities caused continue to the present day. Despite progress in  
5 addressing explicit discrimination, racial inequities continue to be deep, pervasive, and  
6 persistent in San Francisco. Across every social indicator, when data is disaggregated by  
7 race, the legacy of more than two hundred years of racially discriminatory government policies  
8 is evident, as measured by the following:

9           (1) Unemployment: According to a study by the Brookings Institution, in 2015,  
10 San Francisco had the ninth-highest general employment rate in the country (79%), but it was  
11 one of the cities with the highest employment disparity between Black people (53%) and white  
12 people (84%) in the country.

13           (2) ~~Life Expectancy:~~ Health: According to a study on life expectancy by the San  
14 Francisco Health Improvement Partnership (“SFHIP”), the life expectancy at birth in San  
15 Francisco from 2015-17 was 72.1 for Blacks, 76 for Pacific Islanders, 81.7 for white people,  
16 85.1 for Latinxs, and 87 for Asians. The 2019 San Francisco Community Health Needs  
17 Assessment found that racial health inequities and poverty were foundational issues that  
18 affect the health of San Franciscans, including nutrition, stress, heart disease, and more.

19           (3) ~~Maternal Mortality:~~ In San Francisco, Black women are twice as likely as  
20 white women to give birth prematurely, and Black and Pacific Islander women have the  
21 highest rates of prenatal morbidity. SFHIP also found that between 2007 and 2016, Black  
22 mothers had about 4% of births in San Francisco, but experienced 50% of maternal deaths,  
23 and 15% of infant deaths. While the overall rate of infant mortality in California has been  
24 declining since 2005, the American Indian/Alaska Native infant mortality rate in California  
25 remains high, averaging 6-7 infant deaths per 1,000 live births between 2005 and 2012.

1 Mothers of American Indian/Alaska Native infants are more likely to experience preterm birth  
2 and low birth weight babies compared to all California mothers. Food insecurity in San  
3 Francisco also strongly trends along racial lines, for instance, 20–30% of Black/African  
4 American and Latinx pregnant women are food insecure.

5 (34) Household Income: In San Francisco, median income for white households  
6 was \$106,919 in 2016, \$105,295 for Asian households, \$70,290 for Latinx households, and  
7 \$46,571 for Black households. Black residents experience poverty at 3 times the overall  
8 poverty rate in San Francisco, with 46% of Black children living in poverty (in comparison to  
9 27% of Pacific Islander children, 15% of Latinx children, 10% of Asian children, and 3% of  
10 white children). Nearly 40% of San Francisco households that bring in less than 30% of Area  
11 Median Income (AMI) are Asian American or Pacific Islander. The majority of Latinx  
12 households in SF make less than 100% AMI, with the largest proportion of Latinx households  
13 falling in the 30-50% AMI designation.

14 (45) Housing and Displacement: The impact of the redlining that went into effect  
15 in 1937 in San Francisco can still be seen today; 87% of redlined neighborhoods in San  
16 Francisco are low-income neighborhoods currently undergoing gentrification. The 2010  
17 Census data showed a decline in the number of children of every racial group in San  
18 Francisco except white and multiracial children, including Black, Latinx, and Asian and Pacific  
19 Islander. Between 1990 and 2014-15 there was a significant decrease in the percentage of  
20 low-income workers living in San Francisco, while a 30% increase in median rent paid was  
21 associated with a 21% decrease in low-income households of color – a correlation not seen  
22 for low-income white households. Further, as housing prices rose, the share of low-income  
23 Black households in San Francisco living in high-poverty, segregated neighborhoods rose  
24 from 41% in 2000 to 65% in 2015, in comparison to low-income Asian (27%), Latinx (19%),  
25 and White (12%) households. Black and Latinx residents have the lowest home ownership

1 rates at 31% and 32% respectively. Latinxs reported the highest percentage, 24%, of having  
2 been threatened with eviction, with 11% of those evictions having been raised with no cause,  
3 exceeding the percentage of no-cause evictions for other racial groups. 34% of Latinxs also  
4 reported having faced unstable living conditions in the last five years with 36% stating they  
5 would have no other options if they were forced to move from their current residence.

6 (56) Criminal Justice: In 2015, the Burns Institute found that Black adults in San  
7 Francisco are 11 times as likely as white adults to be booked into County Jail; Latinx adults  
8 are 1.5 times as likely to be booked as white adults. Blacks accounted for 41% of those  
9 arrested between 2008 and 2014, 43% of those booked into jail, 38% of cases filed by the  
10 San Francisco District Attorney's Office, and 39% of new convictions despite only accounting  
11 for 6% of the population of the county. Of incarcerated people in San Francisco County Jail,  
12 53% are Black. Among youth in the juvenile justice system, 54% are Black. The effects of the  
13 40+ year War on Drugs continue to reverberate disproportionately in communities of color;  
14 according to the San Francisco District Attorney's Office, in 2000, African-Americans were  
15 7.8% of San Francisco's population but comprised 41% of marijuana arrests. By 2010 and  
16 2011, African-Americans made up about 50% of the marijuana-related arrests, yet  
17 represented only 6% of the City's population. Of incarcerated people in San Francisco County  
18 Jail, 53% are Black. Among youth in the juvenile justice system, 54% are Black. According to  
19 the Urban Indian Health Institute, San Francisco has been identified as one of the cities with  
20 the highest number of missing and murdered indigenous women cases with status unknown.  
21 Racial misclassification compounds inequitable outcomes for these cases, especially involving  
22 victims from tribes that are not federally recognized; for instance the Ohlone people, the  
23 indigenous people of what is now San Francisco, are not a federally-recognized tribe.

24 (67) Police Violence: Black and Latinx people have been disproportionately  
25 impacted by fatal police shootings. Since 2014, San Francisco police officers killed five people

1 – Alex Nieto, Amilcar Perez-Lopez, Mario Woods, Luis Góngora Pat, and Jessica Williams, all  
2 of whom were either Black or Latino. In 2016, then-Mayor Ed Lee and then-Chief of Police  
3 Gregory Suhr requested that the U.S. Department of Justice conduct an assessment of  
4 whether racial bias existed within the San Francisco Police Department.

5 (78) Homelessness: According to the 2017 San Francisco Point in Time Count,  
6 22% of homeless residents in San Francisco identified as Hispanic or Latinx (compared to  
7 being 15% of the general population), and 34% identified as Black or African-American  
8 (compared to being 6% of the general population).

9 (89) Education: 74.9% of Latinx students and 71.1% of Black students  
10 graduated in the San Francisco Unified School District class of 2016 compared to 94.7% of  
11 Asian students and 83.8% of white students. Racial and ethnic biases in discipline can also  
12 have a significant impact on educational achievement and discipline. African American and  
13 Latinx students are significantly more likely to be suspended or expelled for less serious  
14 infractions than are their white classmates. For instance, in San Francisco, African American  
15 students made up 37% of suspensions, compared to 7.3% of enrollment.

16 (940) City and County Workforce: Blacks comprised 23.4% of the City  
17 workforce in 1976 but only 15.2% in 2018, mimicking a dramatic decline in the Black San  
18 Francisco population and pointing to a push-out of the Black population as a whole. Black  
19 workers are concentrated in the lowest-paid job classes, and are in a minority in the highest-  
20 paid job classes. In 2018, while only approximately 15% of the workforce, Black workers  
21 made up 36% of dismissals, 24% of probationary releases, and 38% of medical separations.

22 **(c) The Need for an Office of Racial Equity in San Francisco.**

23 (1) According to a 2019 report from the Board of Supervisors' Budget and  
24 Legislative Analyst, municipalities across the United States have established Offices of Equity  
25 in order to address the longstanding social, economic, and racial disparities within their

1 jurisdictions. The report identified 32 cities in the United States with such offices, though not  
2 all of these offices focus solely on racial equity.

3 (2) The City lacks comprehensive data about racial disparities, with consistent  
4 updates, within the City's workforce, and lacks data about racial inequities in terms of access  
5 to services provided by or funded by the City. San Francisco must deepen its commitment to  
6 racial equity and join cities across the country in this work, by developing concrete tools like  
7 policy and budget analysis, public transparency, and accountability, to ensure that racial  
8 equity is achieved.

9 (3) There have been many reports and initiatives addressing racial disparities  
10 within the City over many years, including but not limited to the following: "One City or Two?  
11 Report of the San Francisco Fair Housing Planning Committee for the Racial, Ethnic and  
12 Economic Integration of Residential Neighborhoods in San Francisco," published in 1973;  
13 "The Unfinished Agenda: The Economic Status of African Americans in San Francisco, 1964-  
14 1990," published in 1993 by the Human Rights Commission of San Francisco's Committee on  
15 African American Parity; "Environmental Racism: A Status Report and Recommendations,"  
16 published by the Human Rights Commission in 2003; "Discrimination by Omission: Issues of  
17 Concern for Native Americans in San Francisco," published by the San Francisco Human  
18 Rights Commission in 2007; "Report of the San Francisco Mayor's Task Force on African-  
19 American Out-Migration," published in 2009; "Socioeconomic Equity in the City of San  
20 Francisco," published by the Budget and Legislative Analyst in 2013; several reports on racial  
21 bias within the San Francisco Police Department including a 2002 American Civil Liberties  
22 Union report, a 2007 City-commissioned Blue Ribbon Panel report on racial bias in policing, a  
23 2013 Burns Institute report on racial disparities in the justice system, a 2016 report by the  
24 federal Department of Justice documenting race-based policing, and a 2017 University of  
25 Pennsylvania report on racial disparities in criminal case outcomes; two Board of Supervisor

1 hearings held in 2018 on “African-American Workforce Hiring, Retention, Promotional  
2 Opportunities, Workplace Discrimination and Complaints;” and most recently a Mayoral  
3 executive directive to address recruitment and training with regards to racial discrimination.  
4 Beginning in 2016, the City launched an “Engineering for Equity” program in partnership with  
5 the Government Alliance for Race and Equity, training City employees as part of the Citywide  
6 Racial Equity Team and supporting City departments to develop strategies for racial equity in  
7 their programs and policy. The San Francisco Human Rights Commission now holds this  
8 important work, supporting City staff and departments in using the racial equity tools  
9 developed by the Government Alliance for Race and Equity. This ordinance is designed to  
10 build upon the foundation of these prior reports and initiatives and further advance racial  
11 equity to make tangible and lasting change.

12  
13 Section 2. Chapter 12A of the Administrative Code is hereby amended by adding  
14 Section 12A.19, to read as follows:

15 **SEC. 12A.19. OFFICE OF RACIAL EQUITY.**

16 *(a) Definitions. For purposes of this Section 12A.19, the following definitions shall apply:*

17 *“People of Color” means an inclusive and unifying term for persons who do not*  
18 *identify as White, who have been historically and systemically disadvantaged by*  
19 *institutionalized and interpersonal racism.*

20 *“Race” means a social and political construct that artificially divides people into*  
21 *distinct groups based on characteristics such as physical appearance (particularly color), ancestral*  
22 *heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic, and*  
23 *political needs of a society at a given period of time. Racial categories subsume ethnic groups.*

24 *“Racial Disparity” means a condition where one racial group systemically and*  
25 *disproportionately experiences worse outcomes in comparison to another racial group or groups.*

1 Racial Disparities may occur in a range of areas, including but not limited to education, employment,  
2 wealth, policing, criminal justice, health, transportation, housing, and homelessness.

3 “Racial Equity” means the systematic fair treatment of people of all Races that results  
4 in equal opportunities, participation, and/or outcomes, while recognizing the historical context  
5 and systemic harm done to specific racial groups, for everyone, so that Race can no longer be  
6 used to predict life outcomes.

7 “Racial Equity Action Plan” means a process and strategic plan for a City department,  
8 guided by the citywide Racial Equity Framework, to enact institutional and structural change to  
9 achieve Racial Equity. A Racial Equity Action Plan shall include Racial Equity indicators to measure  
10 current conditions and impact, outcomes resulting from changes made within programs or policy, and  
11 performance measures to evaluate efficacy, that demonstrate how a City department will address  
12 Racial Disparities within the department as well as in external programs.

13 “Racial Equity Framework” means a document outlining the City’s vision, goals, and  
14 overarching strategies to address structural Racism and Racial Disparities, and advance Racial  
15 Equity in the City, with a focus on the work of City government. It should provide guidelines for  
16 addressing implicit and explicit bias, addressing individual, institutional, and structural Racism, and  
17 advocating for more inclusive policies and practices that reduce Racial Disparities and promote Racial  
18 Equity. The Racial Equity Framework shall set forth a vision for Racial Equity in the City and include  
19 goals and strategies to advance Racial Equity and address structural Racism and Racial Disparities.  
20 The Framework shall also include metrics by which departments, through the ensuing Racial  
21 Equity Action Plans, can measure performance to address racial disparities within the  
22 department’s workforce, service provision, grants, and contracts.

23 “Racial Equity Report Card” means an assessment measured in public data to provide a  
24 snapshot or similar indicator of Racial Disparities that exist across the City in specific areas such as  
25

1 but not limited to education, employment, wealth, policing, criminal justice, health, transportation,  
2 environment, housing, and homelessness.

3 “Racial Reconciliation” means a multi-method approach using facilitated dialogue and  
4 restorative justice processes, and possibly other tools, to build trust and bridge divides while publicly  
5 acknowledging past wrongs created by individual and systemic Racism, and addressing the present  
6 consequences.

7 “Racism” means racial prejudice and/or discrimination, which may be supported  
8 intentionally or unintentionally by institutional power and authority, used to the advantage of one or  
9 more Races and the disadvantage of one or more other Races.

10 (b) **Creation of the Office of Racial Equity.** There is hereby created the Office of Racial  
11 Equity (“Office”), which shall be a division of the Human Rights Commission Department under the  
12 authority and direction of the Executive Director of the Human Rights Commission.

13 (c) **Mission and Purpose.** The purpose of the Office is to advance Racial Equity in the City  
14 and repair harm done by government policy decisions that have created, upheld, or exacerbated Racial  
15 Disparities in the City. The Office will achieve this goal through policy analysis and development, data  
16 collection and analysis, and support and accountability for City departments. The Office will address  
17 structural Racism that limits opportunities for and impacts the wellbeing of P~~e~~ople of C~~e~~olor in the  
18 City. The Office will provide leadership and coordination to facilitate training, accountability,  
19 planning and evaluation tools, policy direction, and solutions to achieve Racial Equity within City  
20 government and across the City. The Office will work with City departments to eliminate Racial  
21 Disparity in City policies, processes, decisions, and resource allocations, and will work with other  
22 governmental entities, private businesses, non-government organizations, academia, and community  
23 members to achieve measurable results reducing disparities within the City and throughout the  
24 community. The Office will work to resolve policy issues rooted in racial bias and discrimination,  
25 including examining through an intersectional lens, how Racial Disparities intersect engage with



1 disparities by gender, class, and sexuality, and more, through research, education, and policy  
2 interventions. The Office will work with community partners to promote Racial Equity and inclusion  
3 within the City and throughout the region, producing measurable improvements and disparity  
4 reductions.

5 (d) Powers and Duties of the Office. The Office shall have the powers, and shall perform the  
6 duties, set forth in this subsection (d).

7 (1) Racial Equity Framework. The Office shall develop a Racial Equity Framework  
8 for the City to be submitted to the Board of Supervisors no later than June 30, 2020, for consideration  
9 and possible adoption. The Racial Equity Framework shall be updated and resubmitted to the Board of  
10 Supervisors for possible approval at least every three five years thereafter.

11 (2) Departments' Racial Equity Action Plans. The Office shall oversee the  
12 development of each City department's Racial Equity Action Plan and shall review and provide  
13 necessary input to the department during development and implementation. The Office shall issue  
14 guidance to City departments concerning the development process and content to include in Racial  
15 Equity Action Plans and the content to include in the annual reports on progress under the Racial  
16 Equity Action Plans required by subsection (e).

17 (3) Racial Equity Report Card. The Office shall publish a biennial Racial Equity  
18 Report Card on the status of Racial Equity and indicators of success by Race in the City in seven six  
19 areas: (A) wealth, employment, and economic security, (B) transportation, (C) housing, land use, and  
20 homelessness, (D) education, (E) health, and (F) policing and criminal justice, and (G) environment.  
21 The Report Card is designed to measure indicators by Race for San Francisco as a whole in  
22 the above areas and is not limited to City government performance. The Office may partner with  
23 the Controller's Office, other City departments, or, consistent with the civil service provisions of the  
24 Charter, an academic or non-profit policy institution to create the Report Card. The Office shall  
25

1 submit the first Report Card to the Mayor and the Board of Supervisors no later than December 31,  
2 2021.

3 (4) **Analysis of Pending Ordinances.** After January 1, 2021, the Office shall analyze  
4 and report on ordinances introduced at the Board of Supervisors in the areas of housing/land use,  
5 employment, economic security, public health and public safety that may have an impact on Racial  
6 Equity or Racial Disparities. The Clerk of the Board of Supervisors shall refer all such ordinances to  
7 the Office within ~~eight~~ five days of introduction. The Office may request that the Clerk of the Board of  
8 Supervisors refer an ordinance to the Office. The Office shall prepare a report concerning the  
9 ordinance that includes an analysis of whether the proposed ordinance would promote Racial Equity  
10 by helping to close opportunity gaps for communities of color, or impede Racial Equity by furthering  
11 Racial Disparities. The Office may solicit assistance from other City departments, and, consistent with  
12 the civil service provisions of the Charter, other experts or professionals as may be appropriate. The  
13 Office shall submit its report to the Board of Supervisors within 30 days of receiving the ordinance  
14 from the Clerk of the Board of Supervisors, or prior to the consideration of the ordinance by a  
15 committee of the Board of Supervisors or the full Board of Supervisors, whichever occurs sooner.

16 (5) **Racial Reconciliation.** The Office shall develop a process of Racial Reconciliation  
17 to publicly address the specific needs of a racial group and its community and culture. The process  
18 shall engage City stakeholders and community members to address the root causes of racial inequities  
19 and divisions and ensure that the Racial Equity Framework, departments' Racial Equity Action Plans,  
20 and any other steps taken are centered on a model of healing-informed governing for Racial Equity, to  
21 repair ~~historical~~ harm done by structural Racism government-sanctioned actions.

22 (6) **Development of Policy Priorities for Racial Equity.** The Office shall work to  
23 identify existing policies and practices in the City that contribute to, uphold, or exacerbate Racial  
24 Disparities or lead to barriers to opportunities for communities of color, and shall develop legislative  
25 priorities to address these disparities, to be recommended to the Mayor and Board of Supervisors.

1                    (7) **Departmental Strategies for Racial Equity.** The Office shall support capacity  
2 building and provide technical assistance for City departments to invest in strategies for Racial Equity,  
3 including: employee training and support, convening of City department meetings concerning Racial  
4 Equity, development of Racial Equity programming, and assisting departments with changes to  
5 departmental policies and practices to improve Racial Equity outcomes.

6                    (8) **Budget Equity Assessment Tool.** The Office shall create a budget equity  
7 assessment tool for City departments to use in order to determine whether budget requests and annual  
8 allocations benefit or burden communities of color. The Office shall develop this Assessment tool  
9 to be submitted for possible approval by the Board of Supervisors, by December 31, 2021.

10                   (9) **Public Accountability and Transparency.** In addition to ensuring that City  
11 departments are abiding by the requirements of this Section 12A.19 and providing for public  
12 access to any plans or reports referenced, the Office shall hold itself to a high standard of  
13 public transparency. The Office shall abide by principles of integrity, inclusivity, transparency,  
14 all with the ultimate aim of creating bold change for Racial Equity in San Francisco. The Office  
15 shall provide monthly reports to the Human Rights Commission on the Office's work and  
16 activities. The Office shall prioritize regular engagement with community stakeholders and  
17 residents impacted by systemic racism, to collect input into the process and to guide the  
18 development of the Office's work and plans.

19                   (e) **Racial Equity Action Plans and Annual Reports.** Each City department shall develop a  
20 Racial Equity Action Plan in alignment with the Racial Equity Framework. By December 31, 2020,  
21 each City department shall submit its Racial Equity Action Plan to the Office, the Mayor, and the  
22 Board of Supervisors, and shall post it on the department's website. The Racial Equity Action Plan  
23 shall include internal metrics concerning the department's plans to achieve equity within the  
24 department and external metrics concerning the department's services to the public.  
25 Departments may consider ways of measuring equity outcomes in hiring and promotional

1 opportunities as well as contracts and provision of services. Prior to submission of these  
2 plans, departments shall present them publicly, through the department's commission or other  
3 oversight or advisory body. If a department does not have a commission, or other oversight  
4 or advisory body, the Office may convene a public meeting for presentation of the  
5 department's Plan. *The Racial Equity Action Plans shall be updated by December 31 every ~~five~~ three*  
6 *years thereafter. City departments shall integrate the Racial Equity Action Plan into departmental*  
7 *five-year strategic plans, as appropriate. Beginning in 2022, each department shall prepare an*  
8 *annual report on the department's progress towards goals set forth in the Racial Equity Action Plan.*  
9 *The annual report shall include relevant data on the status of Racial Equity in the department's*  
10 *workforce and its provision of services to the public, including both direct services as well as*  
11 *services provided through grants and contracts. Each department shall submit its annual report to*  
12 *the Office, the Mayor, and the Board of Supervisors by ~~April~~ March 1 for the preceding calendar year.*  
13 *The Board of Supervisors shall consider the annual reports in connection with the budget process. If a*  
14 *department is not compliant with regards to the Action Plan and annual reports, or if progress*  
15 *is not being made to address key Racial Equity disparities, the Board of Supervisors intends*  
16 *to exercise its discretion to withhold spending authority or freeze hiring during the budget*  
17 *process for the following fiscal year.*

18 *(f) Department Racial Equity Leaders. Each City department with an annual budget under*  
19 *\$40 million shall designate at least one staff person to serve as a "racial equity leader," to coordinate*  
20 *the department's Racial Equity strategy, Racial Equity Action Plan, and programs. Each City*  
21 *department with an annual budget over \$10 million shall designate at least one staff person per*  
22 *departmental division, and submit a staffing plan to the Office identify at least one staff person*  
23 *per 50 full-time equivalent positions to ensure sufficient capacity, to be "racial equity leaders,"*  
24 *to coordinate the department's Racial Equity strategy, Racial Equity Action Plan, and relevant*  
25 *programs. Department leadership must consider existing duties for racial equity leaders so*

1 that this responsibility is not in addition to existing duties without adjustment of work  
2 responsibilities. Each City department with more than one racial equity leader shall develop internal  
3 systems to ensure communication about the department's Racial Equity strategy, Racial Equity Action  
4 Plan, and programs, and coordination with the Office of Racial Equity. Department heads and  
5 designated department senior management shall engage with and support the racial equity  
6 leaders in the development of the above measures, to ensure these measures and outcomes  
7 are a priority for the department. The Office shall provide ongoing training for racial equity  
8 leaders. Racial equity leaders shall not be retaliated against for advancing plans to address  
9 racial disparities within the department's operations or service provision.

10 (g) **Annual Workforce Report.** The Department of Human Resources, with support from the  
11 Office and the Office of the Controller, shall release an annual report concerning Racial Equity in the  
12 City government workforce. The report shall include an analysis of the status of City employees by  
13 race, including current employees, new hires, applicant pools (to the extent available),  
14 promotions, classifications, salaries, civil service and exempt positions, disciplinary actions,  
15 probationary releases, medical separations, and complaints regarding racial discrimination, and  
16 retaliation in the workplace along with their status and disposition. The data in the Workforce  
17 Report shall be disaggregated by race, sub-ethnicity, gender, and department, except to the  
18 extent disaggregation would violate any employee's right to privacy. In addition, data will be  
19 disaggregated by city of residence for current employees, applicants, promotions, new hires,  
20 classifications and salaries. The Department of Human Resources shall complete the first report by  
21 December 31, 2019 March 1, 2020, and shall submit it to the Office, the Mayor, and the Board of  
22 Supervisors. After the initial report, annual Workforce Reports shall be released publicly and in  
23 conjunction with the department annual reports released on March 1 of each year as outlined  
24 in subsection (e). Nothing in this subsection (g) requires the Department of Human Resources to  
25 release information that would violate any employee's right to privacy or any applicable law.

1           (h) Contracts Report. The Controller's Office and the City Administrator, with support  
2 from the Office, shall develop processes and systems to gather and report on racial and  
3 gender equity in City contracting. No later than June 30, 2020, the offices shall submit to the  
4 Mayor and Board of Supervisor an implementation plan to achieve this goal, including project  
5 timelines, costs, and the ability to disaggregate data by contract type, level of contracting, and  
6 race, sub-ethnicity and gender.

7           (i) Evaluation of Office. Five years after the creation of the Office, the Controller shall  
8 conduct an evaluation of the Office with the intent to determine whether the existing structures  
9 and staffing are sufficient and how the Office can most effectively to achieve its mission and  
10 objectives.

11           (j) Composition of Office. Subject to the budgetary and fiscal provisions of the Charter, the  
12 Office shall be staffed by a Director and ~~no fewer than five~~ four other full time employees, including  
13 a Director, Deputy Director, and three policy analysts.

14           (k) Powers and Duties of Human Rights Commission. With respect to the work of the Office,  
15 the Human Rights Commission shall hold all the powers and duties set forth in Section 12A.5 of this  
16 Administrative Code and Section 4.102 of the City Charter. This includes, but is not limited to, the  
17 power to hold public hearings on any subject relevant to the Office.

18           (l) Undertaking for the General Welfare. In enacting and implementing this Section 12A.19,  
19 the City is assuming an undertaking only to promote the general welfare. It is not assuming, nor is it  
20 imposing on its officers and employees, an obligation for breach of which it is liable in money damages  
21 to any person who claims that such breach proximately caused injury.

22           (m) Severability. If any section, subsection, sentence, clause, phrase, or word of this Section  
23 12A.19, or any application thereof to any person or circumstance, is held to be invalid or  
24 unconstitutional by a decision of a court of competent jurisdiction, such decision shall not affect the  
25 validity of the remaining portions or applications of the Section. The Board of Supervisors hereby

1 declares that it would have enacted this Section, including each and every subsection, sentence, clause,  
2 phrase, and word not declared invalid or unconstitutional, without regard to whether any other portion  
3 of this Section or application thereof would be subsequently declared invalid or unconstitutional.  
4

5 Section 3. Effective Date. This ordinance shall become effective 30 days after  
6 enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the  
7 ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board  
8 of Supervisors overrides the Mayor's veto of the ordinance.  
9

10 APPROVED AS TO FORM:  
11 DENNIS J. HERRERA, City Attorney

12 By:



13 BRADLEY A. RUSSI  
14 Deputy City Attorney

15 n:\legana\as2019\1900343\01375555.docx  
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**City and County of San Francisco**  
**Tails**  
**Ordinance**

City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4689

**File Number:** 190547

**Date Passed:** July 30, 2019

Ordinance amending the Administrative Code to create an Office of Racial Equity as a Division of the Human Rights Commission Department, with authority to create a citywide Racial Equity Framework, assist City departments with the development of Racial Equity Action Plans, analyze and report on the impact of ordinances on racial equity, and carry out various other policy and reporting functions regarding racial equity; require City departments to create Racial Equity Action Plans and to provide annual updates on such Plans; require City departments to designate employees as racial equity leaders; and require the Department of Human Resources to produce an annual report concerning racial equity in the City workforce.

July 11, 2019 Government Audit and Oversight Committee - AMENDED, AN AMENDMENT OF THE WHOLE BEARING SAME TITLE

July 11, 2019 Government Audit and Oversight Committee - CONTINUED AS AMENDED

July 18, 2019 Government Audit and Oversight Committee - RECOMMENDED AS COMMITTEE REPORT

July 23, 2019 Board of Supervisors - PASSED ON FIRST READING

Ayes: 11 - Brown, Fewer, Haney, Mandelman, Mar, Peskin, Ronen, Safai, Stefani, Walton and Yee

July 30, 2019 Board of Supervisors - FINALLY PASSED

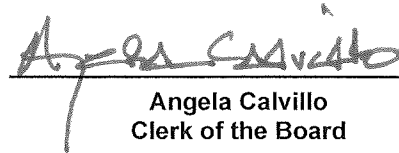
Ayes: 10 - Brown, Fewer, Haney, Mandelman, Mar, Peskin, Ronen, Safai, Stefani and Yee

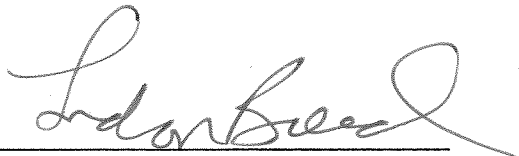
Excused: 1 - Walton



File No. 190547

I hereby certify that the foregoing Ordinance was FINALLY PASSED on 7/30/2019 by the Board of Supervisors of the City and County of San Francisco.

  
Angela Calvillo  
Clerk of the Board

  
London N. Breed  
Mayor

8.9.19  
Date Approved

### **Legislation, Policy, & Practices Priorities**

1. Legislation Recommendations to the Reentry Council
2. Lobbying Day in Sacramento
3. Representation at Prop C and Mental Health SF oversight committees from/for justice involved perspective to advocate on budget
4. Planning for reentry at entry
5. Educational campaign to spread awareness and help change the narrative

# Reentry Council of the City and County of San Francisco

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## 2021 Meeting Calendar

**Council Meetings:** 4th Thursday of the first month of each quarter 10am-12pm

- January 28, 2021 - Zoom Meeting
- April 22, 2021 - Zoom Meeting
- July 22, 2021 - Zoom Meeting
- October 28, 2021 - TBD

**Subcommittee on Direct Services:** 2<sup>nd</sup> Thursday of all uneven months 5:30-7:30pm

- January 14, 2021 - Zoom Meeting
- March 11, 2021 - Zoom Meeting
- May 13, 2021 - Zoom Meeting
- July 8, 2021 - Zoom Meeting
- September 9, 2021 - TBD
- November 11, 2021 - TBD

**Subcommittee on Legislation, Policy and Practices:** 4th Wednesday of all uneven months 2:30-4:30pm

- January 27, 2021 - Zoom Meeting
- March 24, 2021 - Zoom Meeting
- May 26, 2021 - Zoom Meeting
- July 28, 2021 - Zoom Meeting
- September 22, 2021 - TBD
- November 24, 2021 - TBD

**Women 1<sup>st</sup> Subcommittee:** 1st Wednesday of all months 5:30-7:30pm

- May 5, 2021 - Zoom Meeting
- June 2, 2021 - Zoom Meeting
- July 7, 2021 - Zoom Meeting
- August 4, 2021 - TBD
- September 1, 2021 - TBD
- October 6, 2021 - TBD
- November 24, 2021 - TBD

**Slated Community Events supported and/or hosted by Reentry Council**

- 4th Annual Community Appreciation Dinner at Cathedral of St. Mary of the Assumption Event Center located at 1111 Gough St (Date to be Announced)
- 3rd Annual Recovery Summit at the Koret Auditorium in the Main Library (Date to be Announced)
- 8<sup>th</sup> Annual Restorative Justice Reentry Conference and Resource Fair at Cathedral of St. Mary of the Assumption Event Center located at 1111 Gough St (Date to be Announced)

# Subcommittee on Legislation, Policy & Practices

## Reentry Council of the City & County of San Francisco

---

### *Roster of Members*

**Bobby Jones-Hanley (Co-Chair)**

Member of the Reentry Community  
Corporate Representative  
America Works

[bjones-hanley@americaworks.com](mailto:bjones-hanley@americaworks.com)

**William Palmer (Co-Chair)**

Member of the Reentry Community  
Communication Fellow  
Legal Services for Prisoners with Children

[williammpalmer2@gmail.com](mailto:williammpalmer2@gmail.com)

**Tara Agnese**

Research Director  
San Francisco Adult Probation Department  
880 Bryant St., Room 200  
San Francisco, CA 94103

[tara.agnese@sfgov.org](mailto:tara.agnese@sfgov.org)

**Tara Anderson**

Grants & Policy Manager  
District Attorney's Office  
850 Bryant Street, Room 322  
San Francisco, CA 94103

[tara.anderson@sfgov.org](mailto:tara.anderson@sfgov.org)

**Joe Calderon, CHW**

Southeast Health Clinic  
2401 Keith St.  
San Francisco, CA 94124

[joseph.calderon@ucsf.edu](mailto:joseph.calderon@ucsf.edu)

**Linda Connelly**

President  
Successful Reentry

[lconnelly@successfulreentry.com](mailto:lconnelly@successfulreentry.com)

**Norma Ruiz**

Member of the Reentry Community  
Mayoral Appointee of the Reentry Council

[nrmaruiz7@gmail.com](mailto:nrmaruiz7@gmail.com)

**Sheenia Branner**

Member of the Reentry Community  
Mayoral Appointee to Reentry Council  
Program Manager

Recovery Survival Network

[rsn.sheenia@gmail.com](mailto:rsn.sheenia@gmail.com)

**Josef Norris**

Member of the Reentry Community Development  
Coordinator

Code Tenderloin

[onpaperpress@gmail.com](mailto:onpaperpress@gmail.com)

**Nicholas Gregoratos**

Directing Attorney, Prisoner Legal Services  
Sheriff's Department  
850 Bryant St., #442

San Francisco, CA 94103

**Becky LoDolce**

Principal Administrative Analyst  
San Francisco Adult Probation Department  
880 Bryant Street, Room 200

San Francisco, CA 94103

[rebecca.lodolce@sfgov.org](mailto:rebecca.lodolce@sfgov.org)

**Emmeline Sun**

Case Manager  
Citywide Forensic Case Management  
564 6<sup>th</sup> Street

San Francisco, CA 94103

[emmeline.sun@ucsf.edu](mailto:emmeline.sun@ucsf.edu)

**Danica Rodarmel**

State Policy Director  
Public Defender's Office

[Danica.rodarmel@sfgov.org](mailto:Danica.rodarmel@sfgov.org)

Or

**Carolyn Goosen**

Public Defender's Office

[Carolyn.goosen@sfgov.org](mailto:Carolyn.goosen@sfgov.org)

# Subcommittee on Legislation, Policy & Practices

## Reentry Council of the City & County of San Francisco

---

**John Grayson III**

Member of the Reentry Community  
Student  
San Francisco State University  
[johngrayson228@yahoo.com](mailto:johngrayson228@yahoo.com)

**Iyabo Williams**

Member of the Reentry Community  
Business Liaison  
San Francisco Public Works (DPW)  
[iyabowilli@yahoo.com](mailto:iyabowilli@yahoo.com)

**Heather Leach**

Member of the Reentry Community  
Housing Stabilizing Case Management  
[hleach@ecs-sf.org](mailto:hleach@ecs-sf.org)

**Stephanie Lomas**

Member of the Reentry Community  
[stephlomas@hotmail.com](mailto:stephlomas@hotmail.com)

**Bruce Smith**

Member of the Reentry Community  
[bsmith58b@gmail.com](mailto:bsmith58b@gmail.com)

**Nicole Violet Hardee**

Member of the Reentry Community  
[nicolegortonhardee@gmail.com](mailto:nicolegortonhardee@gmail.com)

**Ken Oliver**

Member of the Reentry Community  
Director of Business Development  
CROP  
[ken.oliver@croporg.org](mailto:ken.oliver@croporg.org)

**Nina Catalano**

Senior Planner  
Tipping Point Foundation  
[ncatalano@tippingpoint.org](mailto:ncatalano@tippingpoint.org)

**Cynthia Joseph**

Reverend  
[reverendcynt59@yahoo.com](mailto:reverendcynt59@yahoo.com)

**Kyle Wicks**

Site Director  
America Works  
[kwicks@americaworks.com](mailto:kwicks@americaworks.com)

**Gregory Nottage**

Executive Director  
Streets Team Enterprises  
[Gregory@streetsteamenterprises.org](mailto:Gregory@streetsteamenterprises.org)

**Malcolm Gissen**

[malcolm@mgissen.com](mailto:malcolm@mgissen.com)

**Melinda Benson**

Sheriff's Department  
[melinda.benson@sfgov.org](mailto:melinda.benson@sfgov.org)

**Melody Fountila**

Employment Specialist  
Human Services Agency  
[melody.fountila@sfgov.org](mailto:melody.fountila@sfgov.org)

*For more information, please contact  
Victoria Westbrook, Interim Reentry Policy  
Planner, at [victoria.westbrook@sfgov.org](mailto:victoria.westbrook@sfgov.org) or  
(415) 930-2202 or visit <http://sfgov.org/reentry>*

# Subcommittee on Direct Services

## Reentry Council of the City & County of San Francisco

---

### *Roster of Members*

**Oscar Salinas (Co-Chair)**

Member of the Reentry Community  
Customer Service Supervisor  
San Francisco Health Plan  
[oscarsalinas.5831@gmail.com](mailto:oscarsalinas.5831@gmail.com)

**Alisea Wesley-Clark (Co-Chair)**

Member of the Reentry Community  
Case Manager  
Westside Community Services  
[aclark@westside-health.org](mailto:aclark@westside-health.org)

**Sheenia Branner (Co-Chair)**

Member of the Reentry Community  
Mayoral Appointee to Reentry Council  
[rsn.sheenia@gmail.com](mailto:rsn.sheenia@gmail.com)

**Ernest Kirkwood**

Member of the Reentry Community  
[kirkwoodernest@yahoo.com](mailto:kirkwoodernest@yahoo.com)

**Jeanie Austin**

Jail and Reentry Services Librarian  
San Francisco Public Library  
[Jeanie.austin@sfpl.org](mailto:Jeanie.austin@sfpl.org)

**Eric Reijerse**

Program Manager, Community Justice  
Center (CJC)  
SF Dept. of Public Health  
[erick.reijerse@sfdph.org](mailto:erick.reijerse@sfdph.org)

**Dana Drusinsky**

Deputy Public Defender  
Office of the Public Defender  
[dana.drusinsky@sfgov.org](mailto:dana.drusinsky@sfgov.org)

**Dorenda Hayes**

Community Member  
[dorendahaynes@hotmail.com](mailto:dorendahaynes@hotmail.com)

**Freda Randolph Glenn**

Operations Manager  
Department of Child Support Services  
[freda.randolph@sfgov.org](mailto:freda.randolph@sfgov.org)

**Destiny Pletsch**

Reentry Services Coordinator  
San Francisco Adult Probation Department  
[destiny.pletsch@sfgov.org](mailto:destiny.pletsch@sfgov.org)

**Ayoola Mitchell**

SF Sheriff's Department  
[ayoola.mitchell@sfgov.org](mailto:ayoola.mitchell@sfgov.org)

**Maggie Rivera**

Women Rising Case Manager  
Community Works West  
[mrivera@communityworkswest.org](mailto:mrivera@communityworkswest.org)

**Alex Weil**

Citywide Forensic Team  
[alexander.weil@ucsf.edu](mailto:alexander.weil@ucsf.edu)

**Andres Salas**

Reentry Services Coordinator  
San Francisco Adult Probation Department  
[andres.salas@sfgov.org](mailto:andres.salas@sfgov.org)

**Melody Fountila**

HSA Employment Specialist  
3120 Mission Street  
San Francisco, CA 94110  
[melody.fountila@sfgov.org](mailto:melody.fountila@sfgov.org)

**William Palmer**

Member of the Reentry Community  
Communication Fellow  
Legal Services for Prisoners with Children  
[williammpalmer2@gmail.com](mailto:williammpalmer2@gmail.com)

# Subcommittee on Direct Services

## Reentry Council of the City & County of San Francisco

---

**Josef Norris**

Member of the Reentry Community  
Development Coordinator  
Code Tenderloin  
[onpaperpress@gmail.com](mailto:onpaperpress@gmail.com)

**Nicholas Parise**

Member of the Reentry Community  
Program Coordinator  
Hospitality House  
[nparise@hospitalityhouse.org](mailto:nparise@hospitalityhouse.org)

**Jabari Jackson**

Member of the Reentry Community  
BOS Appointee to Reentry Council  
[jrj41510@gmail.com](mailto:jrj41510@gmail.com)

**Ennis Johnson**

Member of the Reentry Community  
COVID-19 Investigation  
City and County of San Francisco  
[ennis50@yahoo.com](mailto:ennis50@yahoo.com)

**John I. Grayson III**

Member of the Reentry Community  
Student - SFSU  
[johngrayson228@yahoo.com](mailto:johngrayson228@yahoo.com)

**John Robles**

Member of the Reentry Community  
Community Relations Manager  
HealthRIGHT360  
[jrobles@healthright360.org](mailto:jrobles@healthright360.org)

**Jerry Smith**

Member of the Reentry Community  
Independent Contractor  
Mount Tamalpais College  
[jerryesmith2020@gmail.com](mailto:jerryesmith2020@gmail.com)

**Iyabo Williams**

Member of the Reentry Community  
Business Liaison  
San Francisco Public Works (DPW)  
[iyabowilli@yahoo.com](mailto:iyabowilli@yahoo.com)

**Healthier Leach**

Member of the Reentry Community  
Housing Stabilizing Case Manager  
Episcopal Community Services  
[hleach@ecs-sf.org](mailto:hleach@ecs-sf.org)

**Susan Lambert**

Member of the Reentry Community  
Reentry Self-Awareness Group Facilitator  
Enneagram Prison Project  
[suel@enneagramprisonproject.org](mailto:suel@enneagramprisonproject.org)

**Donna Hilliard**

Member of the Reentry Community  
Executive Director  
Code Tenderloin  
[hello@codetenderloin.com](mailto:hello@codetenderloin.com)

**Yolanda Morrissette**

Member of the Reentry Community  
BOS Appointee to Reentry Council  
[yoyopop48@gmail.com](mailto:yoyopop48@gmail.com)

**Kyle Wicks**

Site Director  
America Works  
[kwicks@americaworks.com](mailto:kwicks@americaworks.com)

**Emmeline Sun**

Case Manager  
Citywide Forensic Team (UCSF)  
[emmeline.sun@ucsf.edu](mailto:emmeline.sun@ucsf.edu)

*For more information, contact  
Victoria Westbrook,  
Interim Reentry Policy Planner, at  
[victoria.westbrook@sfgov.org](mailto:victoria.westbrook@sfgov.org) or  
(415) 930-2202 or visit  
<http://sfgov.org/reentry>*

# Women 1<sup>st</sup> Subcommittee

## Reentry Council of the City & County of San Francisco

---

### *Roster of Members*

**Juthaporn Chaloeicheep (Co-Chair)**

Member of the Reentry Community  
Substance Abuse Counselor  
Progress Foundation  
[chaloeicheepj@gmail.com](mailto:chaloeicheepj@gmail.com)

**Emily Dauria (Co-Chair)**

Assistant Professor  
UCSF, Psychiatry & Behavioral Sciences  
[Emily.Dauria@ucsf.edu](mailto:Emily.Dauria@ucsf.edu)

**Alisea Wesley-Clark**

Member of the Reentry Community  
Program Director – Her House  
Westside Community Services  
[aclark@westside-health.org](mailto:aclark@westside-health.org)

**Angie Wilson**

Member of the Reentry Community  
Director  
Women’s Resource Center (WRC)  
[angela.wilson@sfgov.org](mailto:angela.wilson@sfgov.org)

**Bionka Stevens**

[stvnbs@gmail.com](mailto:stvnbs@gmail.com)

**Cristina Tucker**

Member of the Reentry Community  
Student  
City College of San Francisco  
[ctucker.0306@gmail.com](mailto:ctucker.0306@gmail.com)

**Donna Hilliard**

Member of the Reentry Community  
Executive Director  
Code Tenderloin  
[donna@codetenderloin.org](mailto:donna@codetenderloin.org)

**Marilyn Jones, EdD**

Member of the Reentry Community  
Founder and Executive Director  
Because Black is Still Beautiful  
[bcuzbisb@gmail.com](mailto:bcuzbisb@gmail.com)

**Jeris Woodson**

Member of the Reentry Community  
Program Manager/Case Manager  
Westside Community Services  
[jwoodson@westside-health.org](mailto:jwoodson@westside-health.org)

**Lucero Herrera**

Member of the Reentry Community  
Young Women Freedom Center  
[lucero@youngwomenfree.org](mailto:lucero@youngwomenfree.org)

**Raquel Santia**

Member of the Reentry Community  
City College of San Francisco  
[rsantia9@mail.ccsf.edu](mailto:rsantia9@mail.ccsf.edu)

**Rebecca Jackson**

Member of the Reentry Community  
Program Director – Cameo House  
CJCJ  
[rjackson@cjcj.org](mailto:rjackson@cjcj.org)

**Shannon Wise**

Member of the Reentry Community  
Program Manager – Women’s Center  
Glide  
[swise@glide.org](mailto:swise@glide.org)

**Sonia Crites**

Program Director  
Amity Foundation  
[SCrites@amityfdn.org](mailto:SCrites@amityfdn.org)



# Women 1<sup>st</sup> Subcommittee

## Reentry Council of the City & County of San Francisco

---

### **Stephanie Gray**

Member of the Reentry Community  
Case Manager  
Gender Inclusive Reentry Program  
Community Forward SF  
[stephanie.gray@communityforwardsf.org](mailto:stephanie.gray@communityforwardsf.org)

### **Tina Brown**

Member of the Reentry Community  
Senior Resource Specialist  
Homelessness and Supportive Housing  
[tina.brown@sfgov.org](mailto:tina.brown@sfgov.org)

### **Tina Collins**

Member of the Reentry Community  
Student  
San Francisco State University  
[tina@codetenderloin.org](mailto:tina@codetenderloin.org)

### **Traci Watson**

Member of the Reentry Community  
Founder  
Sister's Circle  
[twatson@sistercircle.net](mailto:twatson@sistercircle.net)

### **Tumani Drew**

Member of the Reentry Community  
Lead Organizer  
Young Women Freedom Center  
[tumani@youngwomenfree.org](mailto:tumani@youngwomenfree.org)

### **Jenna J. Rapues, MPH**

Director  
Gender Health SF, DPH  
[jenna.rapues@sfdph.org](mailto:jenna.rapues@sfdph.org)

#### **Alternates:**

#### **Karen Aguilar**

Lead Patient Navigator  
Gender Health SF, DPH  
[karen.aguilar@sfdph.org](mailto:karen.aguilar@sfdph.org)

#### **Jasmine Carmona**

Patient Navigator  
Gender Health SF, DPH  
[jasmine.carmona@sfdph.org](mailto:jasmine.carmona@sfdph.org)

*For more information, please contact  
Victoria Westbrook, Acting Reentry Policy  
Planner, at [victoria.westbrook@sfgov.org](mailto:victoria.westbrook@sfgov.org) or  
(415) 930-2202 or visit  
<http://sfgov.org/reentry>*

# Reentry Council

## of the City & County of San Francisco

---

### *Roster of Members*

#### Co-Chairs

##### **Manohar Raju**

###### **Public Defender**

Office of the Public Defender  
City & County of San Francisco  
555 7<sup>th</sup> Street

San Francisco, CA 94103

[manohar.raju@sfgov.org](mailto:manohar.raju@sfgov.org)

(415) 553-1677

*Executive Assistant: Angela Auyong*

[angela.auyong@sfgov.org](mailto:angela.auyong@sfgov.org)

(415) 553-1677

*Alternate: Simin Shamji*

[simin.shamji@sfgov.org](mailto:simin.shamji@sfgov.org)

(415) 553-9316

##### **Honorable London Breed**

###### **Mayor of San Francisco**

City & County of San Francisco  
City Hall, Room 200

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

*Alternate: James Caldwell*

[james.caldwell@sfgov.org](mailto:james.caldwell@sfgov.org)

##### **Karen Fletcher**

###### **Chief Adult Probation Officer**

Adult Probation Department  
City & County of San Francisco  
850 Bryant Street, 2nd floor

San Francisco, CA 94103

[karen.fletcher@sfgov.org](mailto:karen.fletcher@sfgov.org)

*Executive Assistant: La Shaun Williams*

[lashaun.r.williams@sfgov.org](mailto:lashaun.r.williams@sfgov.org)

(415) 553-1687

*Alternate: Deputy Chief Jana Taylor*

[jana.taylor@sfgov.org](mailto:jana.taylor@sfgov.org)

##### **Chesa Boudin**

###### **District Attorney**

Office of the District Attorney  
City & County of San Francisco  
350 Rhode Island Street

North Building, Suite 400N

San Francisco, CA 94103

[districtattorney@sfgov.org](mailto:districtattorney@sfgov.org)

*Confidential Assistant: Robyn Burke*

[robyn.burke@sfgov.org](mailto:robyn.burke@sfgov.org)

(415) 553-1742

*Alternate: Cristine DeBerry*

[cristine.deberry@sfgov.org](mailto:cristine.deberry@sfgov.org)

(415) 553-1110

*2<sup>nd</sup> Alternate: Tara Anderson*

[tara.anderson@sfgov.org](mailto:tara.anderson@sfgov.org)

##### **Paul Miyamoto**

###### **Sheriff**

Sheriff's Department  
City & County of San Francisco  
City Hall, Room 456

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

[sheriff@sfgov.org](mailto:sheriff@sfgov.org)

*Executive Assistant: Johanna Saenz*

[johanna.saenz@sfgov.org](mailto:johanna.saenz@sfgov.org)

(415) 554-7225

*Alternate: Katherine Johnson*

[katherine.johnson@sfgov.org](mailto:katherine.johnson@sfgov.org)

*2<sup>nd</sup> Alternate: Alissa Riker*

[alissa.riker@sfgov.org](mailto:alissa.riker@sfgov.org)

# Reentry Council

## of the City & County of San Francisco

---

### Other Members

**Sheenia Branner**  
*Mayoral Appointee*

[Sheenia.branner@gloriasgift.org](mailto:Sheenia.branner@gloriasgift.org)

**Michael Brown**  
*Board Appointee (Seat 2)*

[mike\\_b1987@yahoo.com](mailto:mike_b1987@yahoo.com)

**Anthony Castellano**  
*Chief U.S. Probation Officer*  
Northern District of California  
U.S. Probation Office, U.S. District Court  
450 Golden Gate Avenue  
San Francisco, CA 94102

[anthony\\_castellano@canp.uscourts.gov](mailto:anthony_castellano@canp.uscourts.gov)

*Alternate: Assistant Deputy Chief*

[amy\\_rizor@canp.uscourts.gov](mailto:amy_rizor@canp.uscourts.gov)

**Dr. Grant Colfax**

Department of Public Health  
City & County of San Francisco  
1380 Howard Street  
San Francisco, CA 94103

*Alternate: Angelica Almeida*

[angelica.almeida@sfdph.org](mailto:angelica.almeida@sfdph.org)

*2<sup>nd</sup> Alternate: Robin Candler*

[robin.candler@sfgov.org](mailto:robin.candler@sfgov.org)

**Mark Culkins**

*Court Administrator*

Superior Court of California, County of San Francisco

[mculkins@sftc.org](mailto:mculkins@sftc.org)

*Alternate: Allyson West*

[Awest@sftc.org](mailto:Awest@sftc.org)

**Jabari Jackson**

*Board Appointee (Seat 4)*

[jrj41510@gmail.com](mailto:jrj41510@gmail.com)

**Shireen McSpadden**

*Director*

Department of Homelessness & Supportive Housing

[Shireen.mcspadden@sfgov.org](mailto:Shireen.mcspadden@sfgov.org)

*Assigned: Dedria Black*

*Deputy Director of Programs*

[dedria.black@sfgov.org](mailto:dedria.black@sfgov.org)

**Katy Miller**

*Chief Juvenile Probation Officer*

Juvenile Probation Department  
City & County of San Francisco  
375 Woodside Avenue, Room 243  
San Francisco, CA 94127

*Executive Secretary: Sheryl Cowan*

[Sheryl.cowan@sfgov.org](mailto:Sheryl.cowan@sfgov.org)

(415) 753-7556

*Alternate: Paula Hernandez*

[paula.hernandez@sfgov.org](mailto:paula.hernandez@sfgov.org)

**Yolanda Morissette**

*Board Appointee (Seat 1)*

[ymorissette@gmail.com](mailto:ymorissette@gmail.com)

**Trent Rhorer**

*Executive Director*

Human Services Agency  
City & County of San Francisco  
170 Otis Street

San Francisco, CA 94103

[trent.rhorer@sfgov.org](mailto:trent.rhorer@sfgov.org)

*Executive Assistant: Michaela Greeley*

(415) 557-6594

*Alternate: Susie Smith*

[susie.smith@sfgov.org](mailto:susie.smith@sfgov.org)

*2<sup>nd</sup> Alternate: Dan Kelly*

[dan.kelly@sfgov.org](mailto:dan.kelly@sfgov.org)

**Oscar Salinas**

*Board Appointee (Seat 3)*

[oscarsalinas.5831@gmail.com](mailto:oscarsalinas.5831@gmail.com)

# Reentry Council

## of the City & County of San Francisco

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**Karen Roye****Director**

Department of Child Support Services  
City & County of San Francisco  
617 Mission Street  
San Francisco, CA 94105

[karen.roye@sfgov.org](mailto:karen.roye@sfgov.org)

*Alternate: Freda Randolph Glenn*

[freda.randolph@sfgov.org](mailto:freda.randolph@sfgov.org)

**William Scott****Chief**

Police Department  
City & County of San Francisco  
1245 Third St.  
San Francisco, CA 94158

[William.scott@sfgov.org](mailto:William.scott@sfgov.org)

*Executive Assistant: Rowena Carr*

[Rowena.Carr@sfgov.org](mailto:Rowena.Carr@sfgov.org)

(415) 837-7000

*Alternate: Peter Walsh*

[peter.walsh@sfgov.org](mailto:peter.walsh@sfgov.org)

**Gregory Sims****District Administrator**

Division of Parole Operations  
California Department of Corrections &  
Rehabilitation  
1727 Mission St.  
San Francisco, CA 94102

[gregory.sims@cdcr.ca.gov](mailto:gregory.sims@cdcr.ca.gov)

(415) 703-3164

*Alternate: Martin Figueroa*

[martin.figueroa@cdcr.ca.gov](mailto:martin.figueroa@cdcr.ca.gov)

*2<sup>nd</sup> Alternate: Aspen Marshall*

[aspen.marshall@cdcr.ca.gov](mailto:aspen.marshall@cdcr.ca.gov)

**Malik Wade****Mayoral Appointee**

[malikwade415@gmail.com](mailto:malikwade415@gmail.com)

**Maria Su****Director**

Department of Children, Youth & Their  
Families

City & County of San Francisco

1390 Market Street, Suite 900

San Francisco, CA 94102

[maria@dcyf.org](mailto:maria@dcyf.org)

*Executive Assistant: Marisol Beaulac*

(415)554-3510

*Alternate: Jasmine Dawson*

[Jasmine.dawson@sfgov.org](mailto:Jasmine.dawson@sfgov.org)

**Joaquin Torres****Director of Office of Economic and  
Workforce Development**

City & County of San Francisco

*Alternate: Tajuana Gray*

[tajuana.gray@sfgov.org](mailto:tajuana.gray@sfgov.org)

**Staff****Victoria Westbrook****Acting Reentry Policy Planner/  
Women's Gender Responsive Coordinator**

Adult Probation Department

Community Assessment & Services Center

564 6<sup>th</sup> Street

San Francisco, CA 94103

[victoria.westbrook@sfgov.org](mailto:victoria.westbrook@sfgov.org)

(415) 930-2200

For more information about the  
Reentry Council of the City and  
Council of San Francisco, please  
visit [www.sfgov.org/reentry](http://www.sfgov.org/reentry)