

Women 1st Subcommittee of the Reentry Council City & County of San Francisco

AGENDA

Wednesday, May 5, 2021
5:30pm to 7:00pm

Join Zoom Meeting

<https://us02web.zoom.us/j/84636246547?pwd=ZXJsdjFla204WFVrZC9pc0dUMms2QT09>

Meeting ID: 846 3624 6547

Passcode: 140606

Dial by your location

- +1 669 900 6833 US (San Jose)
- +1 408 638 0968 US (San Jose)
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- +1 253 215 8782 US (Tacoma)
- +1 646 876 9923 US (New York)
- +1 301 715 8592 US (Washington DC)
- +1 312 626 6799 US (Chicago)

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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. 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/sfreenry/>

Note: Public comment will be taken throughout the meeting or by email to reentrycouncil@sfgov.org

Women 1st Subcommittee of the Reentry Council City & County of San Francisco

1. Introductions/Role Call (discussion only)
2. Sharing of Resources, Upcoming Events, or Announcements (discussion only)
3. San Francisco Office of Racial Equity Information (discussion only)
4. The San Francisco Black, Jewish and Allies Unity Group - Malcolm Gissen, Co-Chair of the Criminal justice and Prison Reform (discussion only)
5. Legislation the Reentry Council voted to support Update (discussion only)
6. Continuing to discuss and refine priorities
7. Member Roundtable and Agenda Items for Next Meeting (discussion only)
8. Adjournment

**Next Meeting:
Wednesday, June 2, 2021 @5:30pm – 7:00pm
Zoom Meeting**

Women 1st Subcommittee of the Reentry Council City & County of San Francisco

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.

MEETING MATERIALS

Copies of agendas, minutes, and explanatory documents are available through the Reentry Council's website at <http://sfreentry.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 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 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.

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

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/>

Women 1st Subcommittee of the Reentry Council City & County of San Francisco

Priorities in Discussion

- Emergency Resource Listing
- Women Resource Outreach Pop-Up
- Resource List/Toolkit / Hotline; Emergency Services and longer care needs
- Identifying Gaps -- Gaps in Services and also time points
- **COVID Vaccine Information -- easy to understand -- dispel the myth - Mega Black / HRC**
- **Single dose vaccine -- outreach/ distribution**
- **Outreach to DPH to argue our point for using single dose vaccine in community**
- Access to Employment Related Network -- Big Job Fair -- Virtual
- Women Conference SF
-
- Pigeon hole -- barriers to accessing services because eligibility is so tight
- Preventative Care -- Where can get needs met
- Mental Health
- Wellness
- Safe sex
- Self-Care
- DV Housing beds --- Family, Formerly incarcerated housing

Women 1st Subcommittee

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For more information about the
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Reentry Council of the City and County of San Francisco

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: 2nd 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 1st 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)
- 8th 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)

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.



Departmental Racial Equity Action Plans

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

Office of Racial Equity

A division of the Human Rights Commission



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)

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.

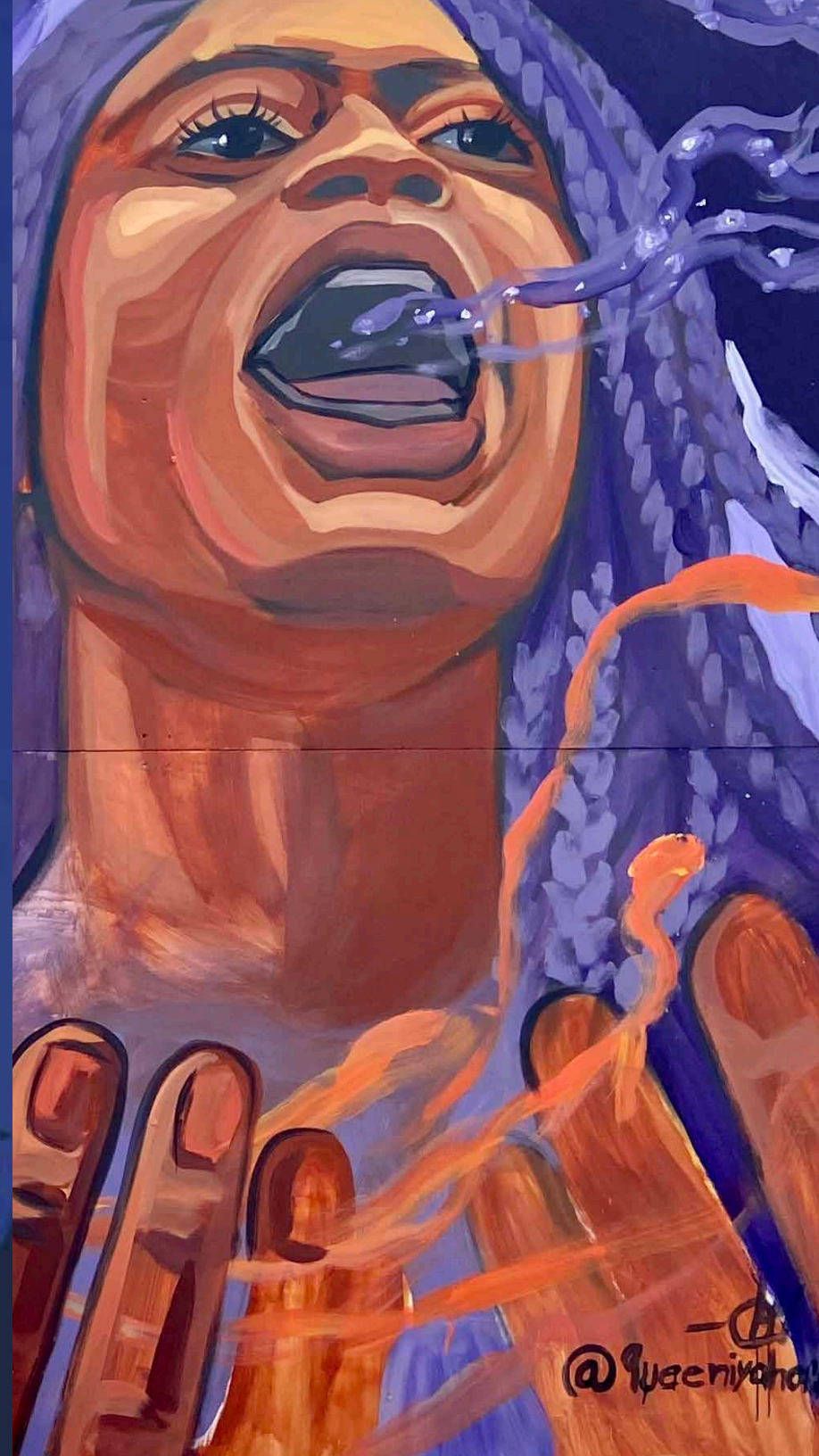
Office of Racial Equity Director: Shakirah Simley

Our Vision and Values

OFFICE *of* **RACIAL EQUITY**

A DIVISION OF THE SAN FRANCISCO HUMAN RIGHTS COMMISSION

Shakirah M. Simley, Director



Queeniyah
@Queeniyah

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.

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

20 Section 1. Findings.

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

22 San Francisco has a long history of creating and/or enforcing laws, policies, and

23 institutions that perpetuated racial inequity in our city, much of which is difficult to document

24 due to historical erasure. The conditions that have created such racial inequity are also

25 compounded by the intersection of race with class, gender, sexuality, immigration status, and

other identities and experiences that have resulted in inequitable treatment or opportunities.

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

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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

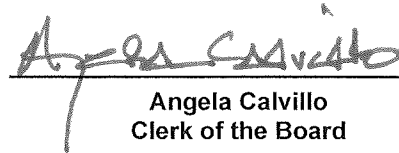
July 30, 2019 Board of Supervisors - FINALLY PASSED

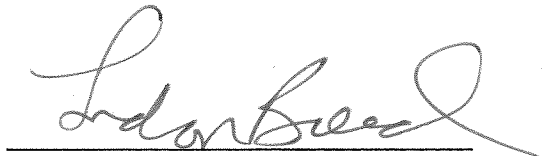
Ayes: 10 - Brown, Fewer, Haney, Mandelman, Mar, Peskin, Ronen, Safai, Stefani and Yee

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

Westbrook, Victoria (ADP)

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!](#)

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](#)

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](#)

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 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

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](#).

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](#).

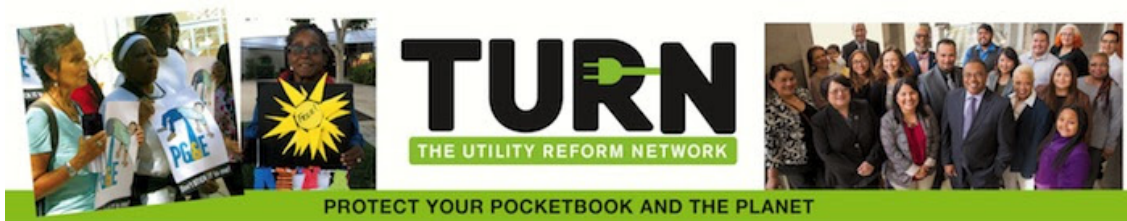
This is what "civic engagement" looks like. The advice in this Powerpoint, created by Andrea Miller of the Center for Common Ground who was a professional Congressional lobbyist, could apply to a petition, a call or write-in campaign, or to an in-person, or virtual, office meeting. **Civic engagement 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.

Read the Most Recent Meeting Notes

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

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](#)

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](#)

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.

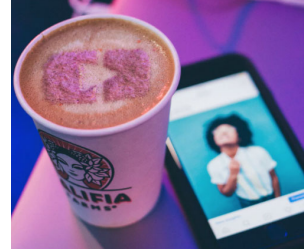
Session 3: A Jewish Perspective for Repair, May 23, 12:00 PM PT

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](#)

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](#)

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



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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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