

San Francisco Elections Commission  
Diversity, Equity, Inclusion, Belonging, Justice Initiatives  
President Stone  
February 28, 2023

## 2022 Review: Elections Commission Racial Equity Discussion Lookback

Documents the Commission's investment in racial equity, broadly defined  
(*Meeting minutes included as hyperlinks*)

Agenda items entirely designated to racial equity initiatives are in bold.  
Includes discussion of topics directly tied to Commission work.

- [May 18](#)
  - Agenda Item #10: Director's Report
    - In reviewing the Department of Elections racial equity report, Commissioner Shapiro asked how the Department measured progress toward its goals and how it assesses internal culture and climate.
  - Agenda Item #14: Items for Future Meetings
    - Commissioner Shapiro proposed Racial Equity as a separate agenda item, with support from President Jerdonek.
  
- [June 15](#)
  - Agenda Item # 10: Items for Future Agendas
    - Commissioner Shapiro sought Commission support for the following topics pertaining to equity initiatives:
      - Subtopic c) Commission Vacancies
      - Subtopic f) Land Acknowledgment
      - Subtopic g) Racial Equity Plan
        - Includes Department's Racial Equity plan but also our own Commission, including seeking more diverse representation on the body but also assessing our own policies through a Racial Equity lens.
  
- [July 20](#)
  - **Agenda Item #9: Letter to Commission Appointing Authorities**
    - VP Shapiro (with support from Commissioner Dai) -
      - Discussion and for appointing authorities about vacancies
      - Commission letter to appointing authorities seeking better diversity and representation to fill vacancies.
      - Shapiro asked for Commission consensus to cosign to be most effective.

- Agenda Item #10: Director’s Report
  - VP Shapiro asked the Director for more information on the Department’s community outreach planning from department & requested to shadow Racial Equity Team meetings.
- Agenda Item #12: Agenda Items for Future Meetings
  - VP Shapiro proposed Racial Equity & Land Acknowledgment for upcoming agenda, including how Commission can incorporate racial equity into our own work and how we approach new commissioners coming on board.
  - President Jerdonek proposed Racial Equity as an agenda item for BOPEC to designate more time to the topic.
- [August 10 – BOPEC](#) (Chair: VP Shapiro, Committee Members: President Jerdonek and Commissioner Dai)
  - **Agenda Item #5: Racial Equity**
    - Chair Shapiro shared that the Commission’s ability to review the Department’s Racial Equity plan proves difficult without Commission investment in and commitment to its own equity work.
      - Presented suggestions for how the Commission could apply the City’s racial equity framework in Commission operating policies, citing several specific sections of the City Framework. Proposals and discussion with Committee members included:
        - Incorporating Racial Equity commitments into Commission’s bylaws;
        - Evaluating the criteria for “fair” within our “free, fair, and functional” mandate through an equity lens;
        - Examining compensation for Commissioners to increase appointment access for diverse socioeconomic communities and communities of color;
        - Prioritizing community participation and soliciting feedback in Commission policy development;
        - Agendizing racial equity activities/discussions in Commission meetings, including community-based work;
        - Considering redistricting initiative a racial equity initiative;
        - Utilizing the City’s Racial Equity Action Plan Executive Summary, Page 12 under “Organizational Culture of Belonging and Inclusion” as a reference for developing inclusive Commission culture.
    - Committee established the following priorities for the Commission’s immediate attention:
      - Demographic information incorporated on Commission website
      - Land acknowledgment
      - Racial Equity training
    - Racial Equity was the majority of BOPEC’s convening. To view the full discussion, [see the video here](#) (Agenda item #5 begins at minute 14:40).

- [September 21](#)
    - **Agenda Item #7: Racial Equity**
      - VP Stone (formerly Shapiro) provided an update on BOPEC discussion.
        - Asked the Commission what ways we are considering diversity and inclusion and how do we think about the policies and priorities of the communities we serve.
        - Progress on the Land Acknowledgment and relationship development with American Indian community.
        - Pronouns should be included on the website for all members of the commission.
        - Jerdonek shared information regarding compensation for Commissioners as an equity issue.
      - Commission unanimously passed motion to include Commissioner pronouns on the body's website.
    - Agenda Item #10: Agenda Items for Future Meetings
      - Diversity, Equity, Inclusion, Belonging and Justice initiatives.
- [October 19](#)
  - **Agenda Item #7: Diversity, Equity, Inclusion, Belonging, Justice (DEIBJ) Initiatives**
    - VP Stone submitted and presented on resolution for the Commission to recite a land acknowledgment at the opening of every Commission meeting and a renewed partnership with the American Indian community of San Francisco.
    - Commission unanimously passed resolution.
- [November 16](#)
  - Agenda Item #9: Possible Closed Session Regarding Public Employee Appointment/Hiring: Director of Elections.
    - Commissioner Dai shared that the vote represented the Commission's action taken on the City's racial equity plan by giving people an opportunity to compete.