

City and County of San Francisco
Office of Racial Equity

Our City, Our Home Oversight Committee
Oct 26, 2023

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

About the Office of Racial Equity

- Legislated mandate is to address **institutional racism across the City and County's systems and services**
- Established in 2019 in response to **growing racial disparities** in San Francisco
- Result of **successful advocacy and organizing by Black City workers, labor leaders, and community members**
- Division of the **SF Human Rights Commission**

Legislated mandate

Citywide Racial Equity Framework

- Establish a citywide racial equity framework and racial equity indicators
- Phase One: Workforce
- Phase Two: Services and contracts

Department Racial Equity Action Plans

- Align departments in developing and implementing racial equity action plans and annual progress reports
- Provide training, technical assistance, and capacity building

Policy, budget, and legislation analysis

- Analyze racial equity impacts of pending ordinances
- Create tools for departments to assess racial equity in budget and policy decisions
- Recommend policy priorities for racial equity

*Develop strategies
and set goals*

*Implement new
practices*

Community



*Learn individually
and collectively*

*Analyze data and
adjust practices*

Last year's focus (2022)

PROVIDE TECHNICAL ASSISTANCE TO MEET LEGISLATED TIMELINES

Comply with reporting requirements in legislation

UNDERSTAND PAIN POINTS

Identify department needs and challenges that are met vs. unmet by existing approach

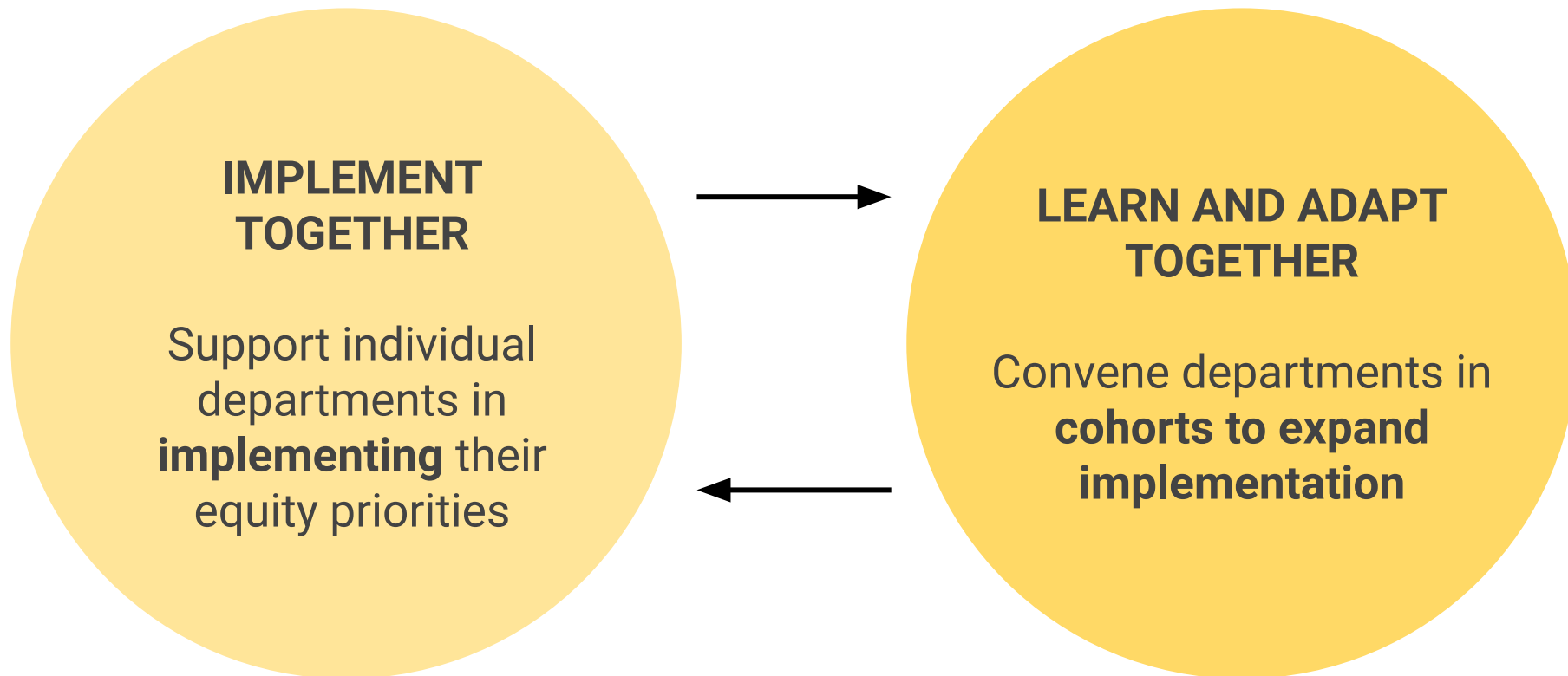
PREPARE FOR PHASE TWO

Scope Phase Two (community-facing) equity framework and gather data from departments

CREATE COLLABORATIVE CULTURE

Develop collaborative processes with RE Leaders and community council

This year's focus (2023)



Upcoming initiatives

- Racial Equity Index
- Race/Ethnicity Data Standard
- Budget Equity Tool
- Phase Two Racial Equity Framework and Action Plans
 - Service delivery
 - Contracting

For further discussion

- What have been your learnings on budget equity? What practices would you recommend expanding?
- How might you use a citywide racial equity index? What data have you found most helpful, and what data have you been missing?
- What topics or guidance would you prioritize for a Citywide Phase Two Racial Equity Framework?
- What other resources, learning spaces, or technical assistance would be useful to you from ORE?