



Juvenile Probation Department Racial Equity Action Plan

JUVENILE PROBATION COMMISSION MEETING
NAOMI WRIGHT, DIVERSITY EQUITY & INCLUSION MANAGER
DECEMBER 13, 2023

Overview

- Background
- San Francisco Office of Racial Equity – Vision, Approach & Directive
- Racial Equity Action Plan Activities
- Timeline
- Racial Equity Action Plan Phase 1
- Boards and Commissions Focus
- Next Steps

Background

- In 2019, Mayor London Breed signed racial equity legislation mandating the development of a city-wide racial equity framework and the creation of the Office of Racial Equity.
- To implement Ordinance 188-19, Office of Racial Equity (ORE) created a [City's Racial Equity Framework](#) that directs City Departments to develop and implement mandated Racial Equity Action Plans. Departmental Plans were required to be submitted to ORE by December 31, 2020.

San Francisco Office of Racial Equity

Vision, Approach & Directive

Vision of the San Francisco Office of Racial Equity

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

- Ordinance No. 188-19

What is the Approach of the Office of Racial Equity?

- 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.

How Will Racial Equity Progress be Achieved/ Gauged?

- 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
- A Budget Equity Tool to assess how the City budget decisions and priorities benefit and/or burden communities, specifically communities of color
- 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.
- 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
- Reporting on data regarding City's contracting by race; and
- 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
- Evaluation of ORE in five years to determine whether staffing and structures are sufficient to most effectively Summary achieve its mission and objectives.

Racial Equity Action Plans

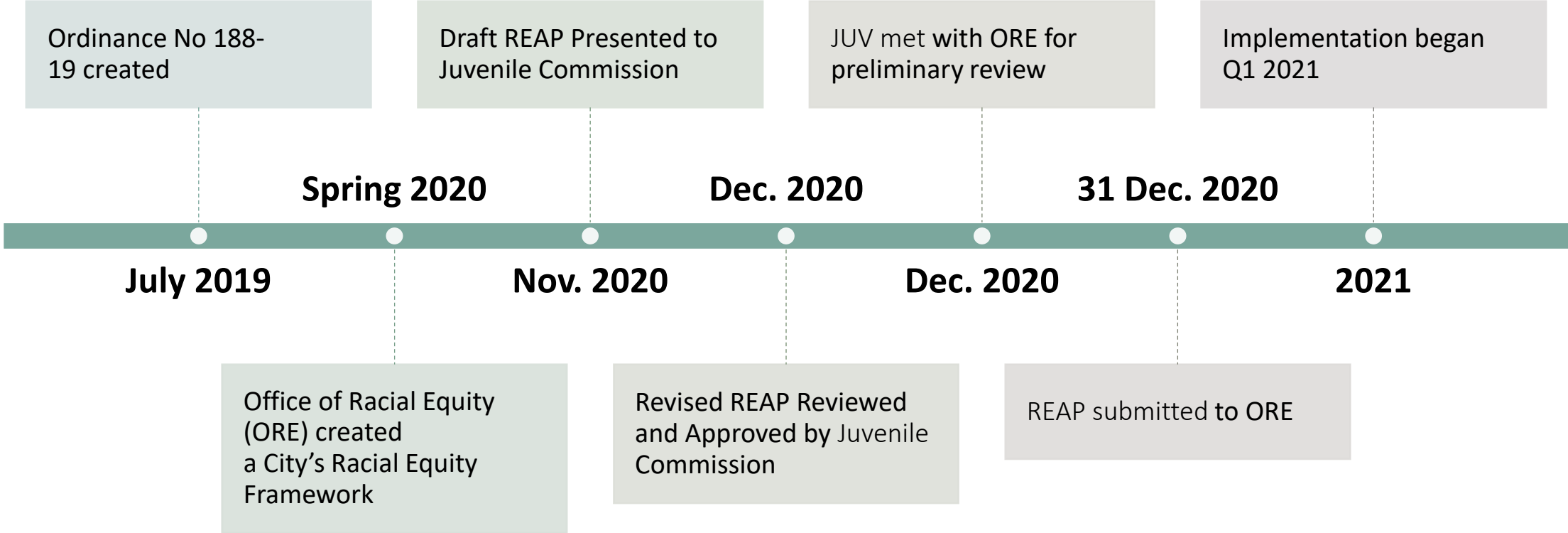
- **Phase 1: Internal Programs and Policies**

- Focuses on workforce as well as boards & commissions
- Includes a Racial Equity Departmental Assessment and Employee Survey for departments to deliver to inform their plan.
- Will center on internal, overarching strategies regarding the workforce.
- Phase 1 template issued by ORE in July 2020.

- **Phase 2: External Focus on Community**

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

Timeline



Phase 1



1) hiring and recruitment



2) retention and promotion



3) discipline and separation



4) diverse and equitable leadership and management



5) mobility and professional development



6) organizational culture of inclusion and belonging



7) boards and commissions

Phase 1



1) hiring and recruitment



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7) boards and commissions

Boards and Commissions

- 6.1.4. - Regularly report to staff, board, and commissioners on RE Action Plan updates.
- 7.1.1. - Review and revise bylaws and rules of order to create other commission procedures to include inclusive language and align with the department's RE Action Plan.
- 7.1.2. - Collect current board and/or commission demographic data and include in the department annual report.
- 7.1.3. - Have board/commission adopt a resolution around racial equity.
- 7.1.4 - Racial equity-related items are regularly agendaized.
- 7.1.5 - Expand ability for board/commission members to hear from diverse voices from a place of influence.
- 7.1.6 - Pass a resolution on a Ramaytush Ohlone Land Acknowledgement.[5]
- 7.1.7. - Incorporate Proposition C 2020 passage which removes the requirement of U.S. citizenship and voter registration for individuals to serve on city boards, commissions, and advisory bodies.
- 7.1.8. - ORE Racial equity assessment tools inform decision making of commission
- 7.3.1. - Incorporate racial equity section into commission's onboarding binder so that new members are immediately oriented to this work.
- Section incorporated into binder for all future appointments and provided to all current members to incorporate into their already existing binders.

Next Steps

- Begin implementation of REAP commission related items via Governance & Finance Committee.
- Review of 2023 Racial Equity Survey Results completed by JUV Staff in October 2023
- Racial equity-related items are agendaized in commission meetings.



Thank You!

QUESTIONS?