



# RACIAL & SOCIAL EQUITY INITIATIVE

San Francisco Planning Department's **Racial and Social Equity Initiative** aims to advance equity in the Department's internal and external operations such as community planning, policy development, how we spend our time and money and land use planning. To accomplish this, the Department is creating an Action Plan with specific goals, actions and accountability plan. The Action Plan will also contain tools and trainings to help staff carry out this work. The need for the project is three-fold:

1. Government and the Planning profession have historically played a significant role in creating and allowing racial and social inequity to continue and, therefore, have a large responsibility to change inequitable practices;
2. The City's commitment to a diverse, equitable and inclusive workforce so that staff can be better equipped to work with diverse communities we serve, and;
3. People of color across San Francisco are facing the same, if not worsening conditions across nearly every social or economic measure.

## PROJECT DETAILS & WHAT WE WILL DELIVER

### Racial and Social Equity Action Plan Phase I (2016- 2019)



- Create the **Racial and Social Equity Action Plan Phase I** related to internal functions.
- Deliver Racial and Social Equity 101 **training** to all Department staff and Commissions.
- Generate an **interim Racial and Social Equity Assessment Tool** to apply the equity lens to our work.

### Racial and Social Equity Action Plan Phase II (2019-2020)



- Develop the Plan's **Phase II** that relates to external Department functions with community input.
- Develop and begin implementation and measure accountability for Phase I.
- Generate **tailored Racial and Social Equity Assessment Tools** for Department operations.

### Implementation, monitoring, and updates to the Plan (ongoing)



- Implement, track and update the **Racial and Social Equity Action Plan** every three years, engage community, and produce an annual monitoring report.



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## PROJECT TIMELINE

<b>January - December 2016</b>	Participation of 15 Department staff (“Core Team”) in year-long, nationwide Government Alliance on Race and Equity (GARE) training Racial and Social Equity Initiative and Action Plan Phase I launch
<b>Winter 2016-17</b>	Internal, Departmental staff survey completed by 190 staff Human Rights Commission all-City agencies’ GARE participation and Citywide Racial Equity Working Group (CREW) coordination launch
<b>Spring 2017</b>	Racial and Social Equity 101 training for all Department staff development and launch
<b>Spring 2018</b>	Racial and Social Equity Action Plan Phase II planning launch
<b>Winter 2018-19</b>	<b>Milestone: Racial and Social Equity Action Plan Phase I published</b> January and February 2019 Informational Hearings at the Planning and Historic Preservation Commissions
<b>Spring-Fall 2019</b>	<b>Milestone:</b> Initial 101 Racial and Social Equity training for all Department staff and Commissions complete <b>Milestone:</b> San Francisco creates new Office of Racial Equity
<b>1 Fall 2019</b>	<b>Action Plan Phase I</b> adoption actions scheduled at the Planning Commission (November 21, 2019) and by the Historic Preservation Commission (December 4, 2019)
<b>2 Fall - Winter 2019</b>	<b>Action Plan Phase II</b> initial round of community engagement
<b>3 2020</b>	<b>Action Plan Phase II</b> draft at the Commissions (spring 2020), adoption by December 2020

NEXT STEPS

## RACIAL AND SOCIAL EQUITY FAQs

### What is Racial and Social Equity?

Racial and social equity is the condition that would be achieved if one’s racial or other identity no longer predicted, in a statistical sense, one’s opportunity to thrive. Racial and social equity is the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

### Why is the Department Leading with Race?

We believe that challenging racism is essential for creating a just and equitable society. Therefore, we “lead with race” and are also working on other oppressions (sexism, ableism, heterosexism, etc.). The City of San Francisco challenges all forms of oppression. The Department is leading with race to acknowledge the role of government and to confront that racial inequities continue to exist in our community. In addition:

- » To have maximum impact, focus and specificity are necessary. Strategies to achieve racial equity may often differ from those to achieve equity in other areas. “One-size-fits all” strategies are rarely successful.
- » A racial equity framework that is clear about the differences between individual, institutional, and structural racism, as well as the history and current reality of inequities, has applications for other marginalized groups.
- » Race can be an issue that keeps other marginalized communities from effectively coming together. An approach that recognizes the inter-connected ways in which marginalization takes place will help to achieve greater unity across communities.

It is critical to address all areas of marginalization and an institutional approach is necessary. As government

deepens its ability to eliminate racial inequity, it will be better equipped to transform systems and institutions impacting other marginalized groups.

### How can the Department contribute to advancing Racial and Social Equity?

The Department’s work deeply impacts the lives of San Francisco residents. By assessing and implementing our work with a racial and social equity lens, we have the opportunity to achieve a number of goals, including but not limited to: improvements in service delivery; more inclusive community engagement; processes leading to greater efficiency in project approval; better informed policy development; more accessible and relevant programs; more diverse, representative and competent staff. The Department can help meet the needs of San Francisco’s diverse population, especially those who are most vulnerable.