SAN FRANCISCO PLANNING’S RACIAL & SOCIAL EQUITY ACTION PLAN
San Francisco Planning is committed to creating a safe and inclusive environment free from disruption. Hateful speech or actions will not be tolerated. Respectful community participation is critical to a successful project.

**Recording**
Audio, video, and chat will be monitored and recorded.

This presentation will be transmitted live in our Facebook page.

**Audio and Video**
We respect all participants in this convening today and want to create a safe space for all. By default, all participants will be muted, and video is disabled. Video will be on for speakers only.

**Chat**
To participate in the chat, please select the Chat button at the bottom of your screen.
AGENDA AND GOALS

Agenda

1. Arrive, introductions and logistics (5 min)
2. Planning’s Racial & Social Equity Plan Overview (20 min)
3. Discussion (35-45 min)
4. Next Steps (5-10 min)

Goals

1. Learn about the Racial & Social Equity Action Plan and provide initial feedback on how to address existing equity challenges
2. Let us know if and how you’d like to be involved
COMMISSIONS’ EQUITY RESOLUTIONS (SUMMER 2020)

- Prioritize racial and social equity in our work and dedicate more resources focusing on communities of color and other vulnerable communities, including for community engagement.

- Develop policies and programs to incorporate equity into the General Plan, and for an equitable recovery from COVID-19.

- Use the Racial & Social Equity tool to assess budget and policies.

- Prioritize hiring and promotion practices to address diversity at all staff levels.

- Develop metrics for accountability.
**Equity Definition**

**Racial Equity (SF ORE):** The systematic fair treatment of people of all races that results in equal outcomes, while recognizing the historical context and systemic harm done to specific racial groups.

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**Equality**

The assumption is that everyone benefits from the same supports. This is equal treatment.

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**Equity**

Everyone gets the supports they need (this is the concept of “affirmative action”), thus producing equity.

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**Justice**

All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.
WHY RACIAL EQUITY?

• Disparities across measures (income, health, education, housing, etc.) are either stagnant or increasing

• City staff could be more diverse and better represent our communities, particularly in management and leadership

• Government and the Planning field historically played a significant role in racial and social inequity

• Government has a responsibility to advance racial and social equity

1937 San Francisco “residential security map” (a.k.a. “red-lining map”) created by the Home Owner’s Loan Corporation.
## Household Income by Race/Ethnicity (2010)

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Median Household Income</th>
<th>% of San Francisco Median Household Income ($71,304)</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>$83,796</td>
<td>117.5%</td>
</tr>
<tr>
<td>African American</td>
<td>$30,840</td>
<td>43.3%</td>
</tr>
<tr>
<td>American Indian/Alaska Native</td>
<td>$51,087</td>
<td>71.6%</td>
</tr>
<tr>
<td>Asian</td>
<td>$60,648</td>
<td>85.1%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>$57,560</td>
<td>80.7%</td>
</tr>
<tr>
<td>Other Race</td>
<td>$52,599</td>
<td>73.8%</td>
</tr>
<tr>
<td>Two or More Race</td>
<td>$66,473</td>
<td>93.2%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>$55,985</td>
<td>78.5%</td>
</tr>
</tbody>
</table>

Source: San Francisco 2014 Housing Element, Table I-16
Figure 1. Housing Burden by Race (Median Monthly Rent 2015 = $1,840)
Transforming systems to support the collective liberation of Black, Indigenous, and People of Color in San Francisco.

Created in 2019, the Office of Racial Equity works to:

- Advocate for successful policies that provide tangible and immediate gains for historically oppressed people.
- Convene and coalition-build to support the movement for racial equity.
- Daylight disparities and monitor progress towards collective liberation.
OFFICE OF RACIAL EQUITY

- Responsibilities
  - Oversee and assist departmental Action Plan development
  - Develops the City’s Racial Equity framework and policy priorities
  - Publish a biennial Racial Equity Report Card
  - Analyze pending Board of Supervisor Ordinances for potential disparities
  - Create Budget Equity Assessment Tool
EQUITY PLAN COMPONENTS

- **Phase 1 Action Plan** (internal operations) – *adopted in 2019*
  - Racial & Social Equity Vision
  - Staff training and baseline survey
  - Interim Racial & Social Equity Assessment Tool

- **Phase 2 Action Plan** (external operations)
  - Community engagement
  - Tailored Racial & Social Equity Assessment Tools

- **Ongoing**
  - Implementation and integration
  - Monitoring and tracking
  - Plan updates every three years, annual reporting
SF PLANNING RACIAL AND SOCIAL EQUITY VISION

We envision a city where public life and public spaces reflect the past, present and future of San Franciscans. We envision a city where a person's race does not determine their lives' prospects and success.
Equity Plan Accomplishments to Date

- Phase 1 Action Plan adopted in 2019, updated in 2020
- Staff has begun utilizing and applying the Equity Assessment Tool
- Commissions’ Resolutions – summer 2020
- Community Equity Division formed to elevate equity – summer 2020
- Community Equity Advisory Council forming – will launch in 2021
- Equity Budget Tool applied to the proposed FY21-22 budget
- All-staff trained in Racial Equity Foundations
TOOL APPLICATION EXAMPLE: CALLE 24 SPECIAL AREA DESIGN GUIDELINES

Equity Goals

- Increase cultural and aesthetic representation of Latino community in built environment

- Guidelines are attainable for low-income and immigrant property and businessowners and do not contribute to displacement

- Decrease community, project applicant, and staff resources for design review
PUBLIC ENGAGEMENT
PUBLIC ENGAGEMENT GOALS

- Share information with the Public
- Meaningful and Relevant Engagement
- Organize and Build Capacity for Engagement
Engagement Timeline

1st Round of Engagement
- Oct-Feb 2019-2020

2nd Round of Engagement
- Spring – Fall 2021

Public Draft
- Fall 2021

Final Draft & Adoption
- Winter 2021

Implementation
- Ongoing
WHAT WE ARE ASKING

- What would you add to the definition of Racial & Social Equity?
- What are the disparities that create challenges in the Department’s processes?
- What are some potential solutions to address those challenges/inequities so we have more equitable outcomes and processes?
- How can you or your organization be involved in creation of Plan and implementation of change?
WORK AREAS

- Community Outreach, Engagement, and Communication
- Policy, Community Plans, and Legislation Development
- Permit Review

SF Planning Mission

generating an extraordinary vision for the General Plan and in neighborhood plans; fostering exemplary design through planning controls; improving our surroundings through environmental analysis; preserving our unique heritage; encouraging a broad range of housing and a diverse job base; and enforcing the Planning Code.
REFLECTIONS?

ON DEFINITIONS OF RACIAL & SOCIAL EQUITY?

ON DISPARITIES / INEQUITIES?

ON SOLUTIONS/IDEAS FOR EQUITABLE COMMUNITY ENGAGEMENT AND COMMUNICATION, POLICY AND COMMUNITY PLANNING, AND PERMIT REVIEW?

To “raise your hand” during a meeting, click on the icon labeled "Participants" at the bottom center of your computer or phone screen. At the bottom of the window, click the button labeled "Raise Hand."
HOW CAN YOU BE INVOLVED?

1. Sign up for the project email list to learn about future events
   1. https://tinyurl.com/SFPListserv

2. Take 2-3 minutes to fill out this short poll
   1. https://tinyurl.com/SFPRSEfeedback

3. Send any additional comments on how you’d like to be involved, questions or ideas on the chat or by email: cpc.equity@sfgov.org

4. A formal survey will go out to all event registrants at the end of all events next week
THANK YOU

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www.sfplanning.org/project/racial-and-social-equity-action-plan