
City Planning (CPC)

Data

NOTE: DHR and ORE to provide this slide for all departments.

RSE Action Plan: Focus Area 6: Organizational Culture of Inclusion and Belonging

The 2023 San Francisco (SF) Planning Wellness Survey was sent out to 220 employees across classifications via SurveyMonkey from July 5, 2023 to July 28, 2023. This report documents findings of analyses conducted with data gathered from 63 (28.6% response rate) employees in SF Planning. **Thus, the salient purpose of this survey was to identify promising practices that contribute to a deeper sense of belonging and inclusiveness.** The limitations of this study include: (1) a relatively low response rate, (2) anonymous responses do not allow for more specific and direct solutions, and (3) the inability to address all employees' wellbeing concerns through a limited survey and wellbeing program. The principal investigators were the Planning Department's wellbeing team, which included: Veronica Flores and Reanna Tong, and the department champion for the wellbeing program, Tom DiSanto. The key findings are organized into three categories that are reflective of excellence in wellbeing programming: (1) diversity of wellbeing and office culture programs offered at SF Planning, (2) providing opportunities to build community within the department, and (3) celebrating department staff. Key findings that offer critical feedback on the department's programming include: (1) more racial and social equity trainings with monitored outcomes from the training, (2) a need for management to put what is learned from trainings into practice by supporting and recognizing cultural differences among staff, and (3) challenges adjusting to the many structural changes within the department.

- When asked what is one thing the Planning Department has done or is doing well to support staff well-being, employees indicated:

"Having a supportive supervisor and manager who understands what you are going through personally and professionally."

"The fact that they have a wellness team is a good step. I enjoy that management is flexible and supportive of people with kids."

"Identifying staffs' individual strengths and interests."

"The newsletters . . . are very well organized."

FY23-24: What is a racial equity practice that you have **learned or implemented in the last year?**

Community Equity Division Office Hours:

- The Department focused on decreasing racial disparities in planning processes by increasing **community engagement** within marginalized communities.
- This practice, which was not included in the last progress report, was a priority because racial equity has been centered in two commission resolutions: [Resolution No. 20738](#) and [Resolution No. 1127](#).
- Based on process improvement recommendations from the Community Equity Division: Community Development and Engagement Team, Equity Office Hours was **restructured (revamped)** to be more effective and efficient in meeting divisional needs.
- Ensuring that Community Equity Division staff have sufficient time to review prep materials for Equity Office Hours is essential to ensuring that participants have culturally relevant briefs.
- During the upcoming year, Community Equity Division staff will focus on partnering with divisions to develop division-specific thresholds for Equity Office Hours.

FY24-25: What is a racial equity practice that is a **priority for your dept/division to learn or implement this upcoming year?**

Mentorship Program:

- SF Planning would like to address racial disparities in mobility and professional development by providing a culturally relevant professional learning experience for newer staff, especially those from racially minoritized communities, so that they can receive meaningful coaching, guidance, and exposure to a diverse cohort of leaders in the SF Planning Department; improve their advancement within the Department; increase their participation, and elevate their unique voices.
- The mentorship program has been included in the HR Plan to increase racial and social equity and the Racial and Social Equity Plan Manager has partnered with the Chief of Staff to develop, implement, evaluate, and improve the program.
- By the end of the mentorship program, participants will be able to:
 - Develop a healthy working relationship with senior leaders and/or middle managers
 - Identify and describe the organizational culture, structure, procedures, and practices in the SF Planning Department
 - Transform career development insights into clear pathways to professional success
 - Develop and/or maintain cultural competence
 - Develop a critical consciousness that challenges the status quo of racial and social minoritization

Resources

- [Racial and Social Equity Action Plan & Progress Reports](#)
- [Racial and Social Equity Dashboard \(CPC\)](#)