



RACIAL & SOCIAL EQUITY ACTION PLAN

San Francisco Planning Department's (SF Planning) **Racial and Social Equity Action Plan (Action Plan)** aims to advance equity throughout SF Planning's internal and external operations such as community planning, policy development, how we spend our staff time and budget, and land use planning. To accomplish this, SF Planning has created an Action Plan with specific goals, actions, and accountability metrics. The Action Plan also contains tools and trainings to help staff carry out this work.

Why we need an Racial and Social Equity Action Plan?

1. Government and the urban planning profession have historically played a significant role in creating and allowing racial and social inequities to continue, and therefore we have a responsibility to address inequitable practices.
2. The City has a commitment to maintain a diverse, equitable, and inclusive workforce so that staff can be better equipped to work with the diverse communities we serve.
3. People of color across San Francisco are facing unequal, and sometimes worsening, conditions across nearly every social or economic measure, such as unemployment, health, household income, access to housing, criminal justice, education, police violence, and homelessness.

ACTION PLAN TIMELINE AND GOALS

Phase 1 (2016–2019)



- Create the **Action Plan**
- Deliver a **Racial and Social Equity 101 training** to all SF Planning staff and Commissions
- Produce **Racial and Social Equity Assessment Tools**

Phase 2 (2019–2023)



- Launch priority project 1: **Equity Audit of the Planning Code**
- Launch priority project 2: **Equity Impact Analysis Guidelines**
- Engage residents to consult the Action Plan and help shape SF Planning projects
- Assess Phase 1 results
- Customize **Racial and Social Equity Assessment Tools**

Phase 3 (ongoing)



- Implement, track, and update the **Racial and Social Equity Action Plan** every three years
- Engage with communities
- Produce annual monitoring reports

We Are Here



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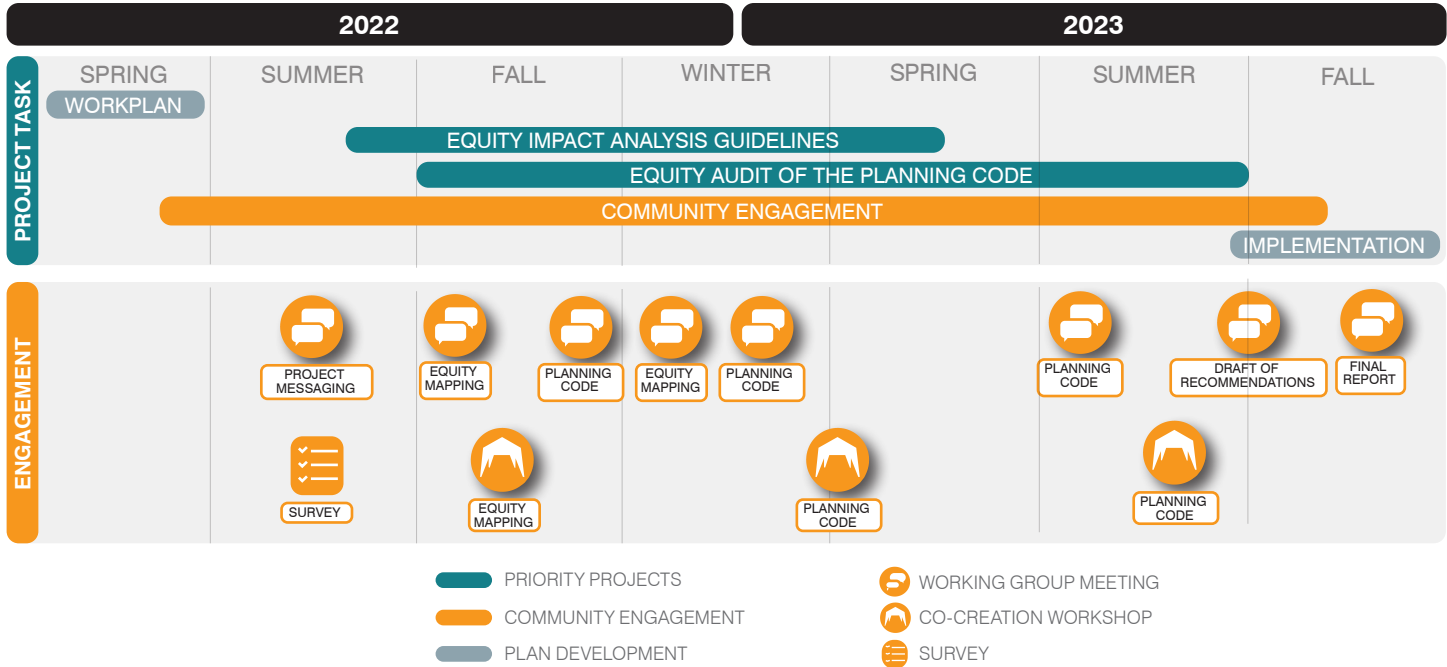
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Phase 2 (2019-2023)

Priority Projects & Community Engagement (2022-2023)



PHASE 2 TIMELINE



Priority Project 1: Equity Audit of the Planning Code

- Define circumstances in the Planning Code that may lead to racial and social disparities and advantages.
- Map, analyze, and summarize disparities and advantages across racial and social groups as they relate to the Planning Code and enforcement actions.
- Identify priorities for audit in the Planning Code.
- Use mapped data, research, analysis, and community input to recommend changes and make updates to the Planning Code to better address racial and social disparities and advantages.



What will this mean for you / communities?

- A reference point on where and how to advance equity in San Francisco.
- A clearer picture on how the Planning Code impacts San Francisco's communities
- A way to identify discriminatory sections in Planning code, while providing improvements and solutions.



Priority Project 2: Equity Impact Analysis Guidelines

- Map, analyze, and summarize key indicators related to racial and social disparities and advantages.
- Summarize how SF Planning's review processes impact, affect or perpetuate disparities and/or advantages across racial and social groups.
- Use mapped data, research, analysis, and community input to recommend changes and develop the Equity Impact Analysis Guidelines.



What will this mean for you / communities?

- Guidelines on how to evaluate progress on equity in San Francisco Planning decisions.
- Recommendations to ensure racial and social equity impacts are identified and analyzed.



Community Engagement

- Engage and collaborate with working groups and the public on the Equity Impact Analysis Guidelines and Equity Audit of the Planning Code.
- Focus engagement on communities that are typically underrepresented in SF Planning's review processes, and which are experiencing socioeconomic impacts that create disparities in their communities.

Note: Phase 2 of the Action Plan began in 2019 and is expected to continue through 2023. However, due to the COVID-19 pandemic, the Office of Racial Equity requested departments focus on implementation of Phase 1. Framework and directions for Phase 2 will be issued to Departments in the fall of 2022. SF Planning identified two priority projects based on earlier community feedback and set aside resources to act on them.



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RACIAL AND SOCIAL EQUITY FAQs

RACIAL & SOCIAL EQUITY

ACTION PLAN

What is Racial and Social Equity?

Racial equity is 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. Social equity is fairness and justice in the management of public institutions, forming of policy and delivery of public services, taking into account historical and current inequities among groups, such as along gender identity, sex, religion and disability status.

Why is SF Planning Leading with Race?

SF Planning believes that challenging racism is essential for creating a just and equitable society, and acknowledges the role of government to confront racial inequities that continue to exist in our communities. Therefore, we “lead with race” while also working to address and challenge other forms of oppression like discrimination based on sex, age, religion, physical ability, and other categories.

It is critical to address all areas of marginalization with an institutional approach (government agencies, non-profits, and private companies).

As the City government deepens its ability to eliminate racial inequity, it will be better

equipped to transform existing systems and institutions that are impacting other marginalized groups.

How can SF Planning contribute to advancing Racial and Social Equity?

SF Planning'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 multiple goals, including but not limited to:

- improved processes and better customer service
- more inclusive community engagement
- efficient project approvals
- better-informed policy development
- more accessible and responsive work programs to those most in need
- more diverse, representative, and culturally competent staff

SF Planning can help meet the needs of San Francisco's diverse population, especially those who are most vulnerable.

General Terms

San Francisco Planning Code

Sets the quantitative limits and qualitative rules for how land is used and developed in San Francisco (e.g., zoning, building heights that establishes where land uses such as housing and office can locate, and how tall they may be).

Review Processes

SF Planning's role in reviewing building permits, development applications, and business permits and preparing Planning Code and General Plan amendments, in compliance with local and state laws.

Racial and Social Equity Impact Analysis

An analysis of a proposed action's potential impacts to different racial, ethnic, and social groups and an identification of strategies to advance racial and social equity and mitigate negative consequences from the proposed action.

» Racial and Social Equity Audit

An examination or inspection of the Planning Code to identify limits and rules that are causing unequal outcomes to communities.

» Working Group

Group of people from SF Planning and communities working together to achieve Racial and Social Equity.

» Co-creation workshops

Meetings to collaborate with different communities to assess, complement and make agreements about the Racial and Social Equity Action Plan.

