Racial and Social Equity Action Plan

Phase 1 (2016–2019)
- Create the Racial and Social Equity Action Plan Phase 1 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.
- Work with the community to develop Phase 2 of the Action Plan for external Department functions.
- The draft of Phase 2 includes two priority projects: an Equity Audit of the Planning Code, and Equity Impact Analysis Guidelines.
- Update and begin implementation and measuring accountability for Phase 1.
- Create tailored Racial and Social Equity Assessment Tools for Department operations.

Phase 2 (2019–2023)
- Work with the community to develop Phase 2 of the Action Plan for external Department functions.
- The draft of Phase 2 includes two priority projects: an Equity Audit of the Planning Code, and Equity Impact Analysis Guidelines.
- Update and begin implementation and measuring accountability for Phase 1.
- Create 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 with communities, and produce annual monitoring reports.

San Francisco Planning Department’s Racial and Social Equity Action Plan (Action Plan) aims to advance equity in the Department’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, the Department has created an Action Plan with specific goals, actions, and accountability metrics. The Action Plan 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 inequities to continue, and therefore we have a responsibility to address inequitable practices;
2. The City’s 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; and
3. People of color across San Francisco are facing disparate, 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.
**Racial and Social Equity Action Plan Phase 2 Priority Implement Projects:**

**Equity Audit of the Planning Code and Equity Impact Analysis Guidelines (2022-2023)**

Note: Full development of the Phase 2 Action Plan was delayed due to COVID-19. 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 late 2022. The Planning Department identified these two priority projects based on earlier community feedback and set aside resources to act on them.

**Equity Audit of the Planning Code**

- Define circumstances in the Planning Code that may lead to racial and social disparities and advantages in San Francisco.
- 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 the mapped data, research, analysis, and community input to recommend changes and make updates to the Planning Code, so that it better addresses racial and social disparities and advantages.

**Equity Impact Analysis Guidelines**

- Map, analyze, and summarize key indicators related to racial and social disparities and advantages in San Francisco.
- Summarize the extent which the Department’s review processes consider such disparities and advantages.
- Use the mapped data, research, analysis, and community input to recommend changes and develop the Equity Impact Analysis Guidelines.

**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 the Department’s review processes, and which are experiencing socioeconomic impacts that create disparities in their communities.

**PHASE 2 TIMELINE**

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**ENGAGEMENT**

- LANGUAGE APPROACH
- EQUITY MAPPING
- PLANNING CODE
- IMPACT ANALYSIS
- SURVEY
- POP-UP WORKSHOP
- DRAFT OF RECOMMENDATIONS
- FINAL REPORT
- WORKING GROUP MEETING
- POP-UP WORKSHOP
- SURVEY

**San Francisco Planning**

sfplanning.org
What is Racial and Social Equity?
Racial and social 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.

Why is the Department Leading with Race?
We believe that challenging racism is essential for creating a just and equitable society, and the Department 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.

- To have maximum impact, focus and specificity are necessary. The Department’s tailored strategies to achieve racial equity may often differ from those to achieve equity in other areas. A “one-size-fits all” approach is rarely successful.

- The racial equity framework, which is an understanding and analysis of the root causes of racial disparities, must be clear about the differences between individual, institutional, and structural racism, as well as the history and current reality of inequities. It can also be applied to support 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 achieve greater unity across communities.

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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 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; and more diverse, representative, and culturally competent staff. The Department can help meet the needs of San Francisco’s diverse population, especially those who are most vulnerable.

General Terms:
- Review Processes
  The Department’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.

- 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).

- 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.