

Advisory Council Meeting Summary DRAFT

August 24, 2021, 5:30-7:30 p.m.

Council Members Present: Tiffany Carter, Majeid Crawford, Norma Garcia, Oscar Grande, Lara Kiswani, Raquel Redondiez, Del Seymour, Mary Travis-Allen, Ben Wong, Malcolm Yeung

Council Members Absent: Mahsa Hakimi

City Staff Present: Tameeka Bennett, Miriam Chion, Carla De Mesa, Rich Hillis (Planning Director).

Facilitator: Del Seymour

Topic: This meeting was focused on the Equity Council priorities on issues and strategies as well as paths to actions.

1. Opening

Del welcomed Equity Council members provided some reflections and reminders of the work at hand. He asked Mary to read the acknowledgement of the Ramaytush Ohlone Land. Del reviewed the common ground and read the agenda.

2. Equity Council Goals, Context Resetting, and Planning responses to Equity Council questions

Rich provided an overview of Goals, Context Resetting, and Planning responses to Equity Council questions.

Based on the Equity Resolutions adopted by the Planning Commission, input from Equity Council members, and Equity Plans, these are the overarching **goals** to guide the Equity Council's work:

- Focus on low- and middle-income families of color.
- Increase the American Indian and the Black population and provide stability to communities of color.
- Expand access to resources for low- and middle-income families of color.
- Expand participation for American Indian communities, Black communities, and communities of color.

Context Resetting by Equity Council

1. Today we face a window of opportunity.
2. We need to get to work.
3. Define specific goals and deliver bold actions in 18 months.
4. Build trust by working on specific tasks together.
5. City staff need to define clear paths of influence on decision-making.
6. Equity Council will assess how and when to engage with their networks.
7. Small groups of Equity Council members and staff need to work in between meetings.

In response to Equity Council questions, Rich also provided an overview of the Planning Department historic and present inequities and summarize key efforts in the past year:

- Internal Equity plan: Trainings, budget equity tool, hiring guidelines, creation of Community Equity Division, increasing staff on community engagement and strategies
- Equity resolutions: Mandates to address racial and social equity by Planning Commission and Historic Preservation Commission
- Interagency: Directors' meetings focused on addressing equity in housing plan and recovery, interagency collaboration creating the Equity Council

3. Targeting Key issues and Strategies

Miriam summarized the key issues and strategies identified by Equity Council members individually, at previous Equity Council meetings and in their reports.

Issues	Potential Strategies	Approval and Implementation Paths
Displacement of low- and middle-income communities of color	<ul style="list-style-type: none">•Community stability strategies (i.e., neighborhood preference programs, housing rehab funding)•Emergency response – rent stabilization•Support middle-income homeowners	Policies, Strategies, Regulation: <ul style="list-style-type: none">•Housing Element•Capital Planning•MOHCD Funding

Issues	Potential Strategies	Approval and Implementation Paths
Invisibility of communities, marginality, erasure	<ul style="list-style-type: none"> •Reframing narratives of communities •Data disaggregated by community, challenges, and improvements •Expand staff dedicated to Cultural Districts to ensure visibility and coordination •Increase opportunities for youth and staff of color in planning 	<p>Planning:</p> <ul style="list-style-type: none"> •Budget •Communications and engagement strategy •Data team priorities •Equity Plan <p>Interagency:</p> <ul style="list-style-type: none"> •MOHCD/Planning reframing work •Recovery Strategies: DPH, MOHCD, OEWD, Planning
Community opportunities are constrained by fragmented City strategies	<ul style="list-style-type: none"> •Community clinics that integrate access to health, housing, and jobs •Increase accountability on community strategies 	<p>Planning: Inventory Reports</p> <p>Interagency:</p> <ul style="list-style-type: none"> •MOHCD/Planning reframing work •Recovery Strategies: DPH, MOHCD, OEWD, Planning
Communities of color have limited access to wealth creation, job opportunities	<ul style="list-style-type: none"> •Funding for community organizations in all plans •Tech coalition to open job opportunities •Access to life science and production jobs •Small business coops – Shared Spaces 	<p>Planning: Budget, Work Programs</p> <p>Interagency:</p> <ul style="list-style-type: none"> •Planning-OEWD Strategy •Planning-OEWD-CBOs-Small Biz collaboration

Miriam also described the three Pathways to Equity Outcomes:

1. Proposals for strategies within the Planning Department

Example: budget for community engagement, staff assignments to communities of color, priority projects

- a. Equity Council small group works with staff to draft priority strategies
- b. Deliberation of Equity Council strategies with Planning Director and staff
- c. Commitment from Planning Director
- d. Implementation of strategies
- e. Equity Council share wins with their networks

2. Proposals for interagency strategies

Example: Cultural Districts, Neighborhood Preference Programs, small business coops, community clinics

- a. Equity Council small group works with staff to draft priority strategies
- b. Planning staff presents Equity Council strategies to City partners

- c. Deliberation of Equity Council strategies with City directors
- d. City agencies' Director's agreement to implement strategies
- e. Equity Council share wins with their networks

3. Proposals for city policies, investments, or regulation

Example: Housing Element policies, proposals for affordable housing allocation in City capital planning, Shared Spaces regulation

- a. Equity Council small group works with staff to draft priority strategies
- b. Deliberation of Equity Council strategies with City directors and staff
- c. Staff incorporate Equity Council proposals in staff reports
- d. Staff present reports to Mayor, Planning Commission, Board of Supervisors
- e. Equity Council community networks support approval of proposals
- f. Equity Council share wins with their networks

Equity Council Discussion:

The discussion questions below guided small group discussions. Responses were shared out and reflected upon by the entire group:

1. Do these issues capture the Equity Council's core collective challenges?
2. What strategies would you want to **prioritize** under each issue to deliver equity actions within the 18-month window?

Bringing communities of color to the Planning Department: We want to see more details around recruitment. Planning needs to find creative ways to recruit people of color like going to places in the community you haven't been before. We want to know how we get our community into the Planning Department; what is the process? Focus on creating pipelines directly from SFUSD so that our students know what Planning is; focus on pipelines through our universities to the Planning Department. Planners need to be in the community, interacting in the community, hearing a broader voice of the community to inform critical decisions. Sometimes people of color are hired at the Planning Department as tokens, and they do not represent the community. The hiring selection panelist have to be uncomfortable with considering someone who don't talk like them or look like them.

Opening planning possibilities to youth: It is important to build a pipeline of future planners, from tiny kids to youth. Can we explore a youth advisory council? They will not be setting the tone, but they will understand what the Planning Department does, and they can begin building the communities they want to be in. We need to shape our future by listening to our children's desires.

Community conversations: How can we work with planners to stop harmful development. Beyond the long-term plans, we need staff on the ground who understand and collaborate on critical projects

that are being built today. The fragmentation of city strategies is an issue that we see time and again preventing the implementation of community organizations' strategies. Citywide strategies do not always transfer down to the local community; the City needs to also incorporate the community's solutions in their strategies and plans. The city's responsibility is to address the needs of its constituents by listening to people on the ground who know how to solve community problems.

Return of the displaced communities: We need to address not just risk of displacement but the return of already displaced communities, particularly American Indian, Black and Latino. We need to name the policies that displaced our communities. Communities gaining control over community assets: land, buildings, community centers, grocery stores, clinics, etc., will reduce displacement.

Integration of strategies across agencies, a challenge and a need: Planning has limited resources and leverage to lead comprehensive efforts. It is very difficult to address the fragmentation within the City. This is also a very important task. We have thoughtful strategies in front of us. We have powerful planning voices. We need to convince people that the strategies are valuable. We need to identify common ground issues and show our communities we are taking collective action toward solutions.

Equity and Equality: We need to make a distinction between equity and equality. Equity is to provide what is needed. Equality is to assign the same level of resources to each party regardless of need. At some point, the American Indian community had no place to go, no housing available to buy or rent. Other groups had choices. Each community has its specific needs – sometimes our communities are pitted against each other. For example, the Fillmore community played a part in displacing the Japanese community.

Shifting the housing conversation towards housing that we can afford: Market rate housing is not affordable to our communities. The trickle down approach of building luxury units to get a few affordable or to hope that some housing at the bottom becomes affordable hasn't worked. Our communities need access to good wages and wealth creation opportunities. What policies are needed to make this happen? What needs to change structurally? NIMBY's are able to lock projects and keep families out- how do we combat that? We need to work on Community Land Trusts, land banking, public banking, and other alternative housing solutions.

Invisibility of communities: The invisibility of race in communities and places is a very important issue. Planning is not in the community. Planning needs to go beyond the brick-and-mortar. We need to reframe planning to incorporate the cultural, spiritual, and social dimensions of our communities. We need to design our communities as places where we live and play. Planning needs to accommodate our social and cultural resources. Calle 24 is a success to be repeated. Bayview, 3rd street needs more of that.

Building generational wealth: We need to create opportunities for wealth building. We need to support small businesses in our communities of color. We need to create opportunities for middle-income housing where it is needed.

Shaping our strategies, consulting with our communities: The summary of key issues reviewed at this meeting is going in the right direction to help this council start to implement these strategies. This

is a good process because these are our issues and comments, it's not just staff directing us with random issues. As we move towards implementation, we need to engage our communities, we need to go back to the community to talk to people about what the possible strategies are and be able to host a discussion and get feedback.

The meeting concluded with Equity Council members signing up to work in small groups to establish and present strategies to address the key issues identified:

1. Displacement of low- and middle-income communities of color
2. Invisibility of communities, marginality, erasure
3. Community opportunities constrained by fragmented City strategies
4. Communities of color have limited access to wealth creation and job opportunities

Next Steps

- Staff to support formation of small groups
- Discussion of Planning Budget at next meeting
- Next meeting: September 28, 5:30 pm - 7:30 pm