



# ***PROGRESS REPORT***

*JUNE 30, 2020*

**OFFICE *of* RACIAL EQUITY**

A DIVISION OF THE SAN FRANCISCO HUMAN RIGHTS COMMISSION

AND STILL  
I SEE..  
NO  
CHANGES!  
ZPAC



Free Press  
Family

Hoa  
@whoart

## Letter from the Director

In this moment of reckoning and resurgence, we must remind ourselves of the power of movements. The eight minutes and 46 seconds in which George Floyd's life was stolen reignited the decades-long Black freedom struggle and protest against police violence and domestic terror. Amidst our national uprising, we can't forget that here in progressive San Francisco, this is also our moment of reckoning. It's time to atone for the racial harm woven into the founding and growth of this City.

Our movement for racial justice must go beyond statements, thoughts and prayers. It is a daily exercise, practiced in personal conversations and in public spaces. It happens around kitchen tables, in classrooms, boardrooms and in the street. It prioritizes the leadership, voices and organizing of Black and brown people. It is unapologetic, intersectional and resilient. Our movement must be as relentless as the unjust systems built to stymie the potential and power of generations.

Over the past six months, I've been proud to serve as the inaugural Director for the Office of Racial Equity, a division of the San Francisco Human Rights Commission. I'm honored to work with Executive Director Sheryl Evans Davis and my SF HRC colleagues to address the structural and systemic racial inequities that are prevalent within San Francisco City government, and within the City at large. The past six months have also shown us once more that there is much work to do to make space for bright Black futures, transform how we police communities, address COVID health disparities for Black and Latinx people, end anti-Asian xenophobia, and enshrine an equitable systems transformation framework post-COVID-19. And while COVID-19 deepens existing inequality across the country, here in San Francisco we need to deepen our commitment to equity, empowering community, and undoing racism. We need to stay vigilant in our own backyard, and stop adding salt to open wounds by upholding this myth of San Francisco exceptionalism.

As we move forward into recovery, our fight will not just be against a virus. It's a fight against systemic oppression. It's a fight for our democracy. We must recognize that "returning to normal" in an unjust society that was never "normal" for so many in our community is a troubling proposal. Instead, we must not only flatten the curve, but also equalize opportunity and radically reimagine and build something more just and hopeful. To accomplish these visions for the future, the Office of Racial Equity will radically partner, listen and collaborate; I encourage you to find ways to do the same. As we look towards the next six months and beyond, I thank you all for your solidarity and partnership in this work. Through these dark days, I am inspired by Arundhati Roy and her piece, "The Pandemic Is A Portal."

***"Historically, pandemics have forced humans to break with the past and imagine their world anew. This one is no different. It is a portal, a gateway between one world and the next.***

***We can choose to walk through it, dragging the carcasses of our prejudice and hatred, our avarice, our data banks and dead ideas, our dead rivers and smoky skies behind us. Or we can walk through lightly, with little luggage, ready to imagine another world. And ready to fight for it."***

I'm ready, and I hope you are too.



Shakirah Simley  
Director, Office of Racial Equity  
San Francisco Human Rights Commission

# OFFICE OF RACIAL EQUITY VISION

*Transforming systems to support the collective liberation of Black, indigenous, and people of color in San Francisco.*

## ABOUT THE OFFICE OF EQUITY

In July 2019, the Office of Racial Equity (ORE) (Ordinance No 188-19) was created by Supervisors Sandra Lee Fewer and Vallie Brown as a division of the San Francisco Human Rights Commission. In December 2019, Director Shakirah Simley and Senior Policy Advisor Sami Iwata joined the ORE team. ORE was legislated in response to the City's growing racial disparities, and as a means to address the history of structural and institutional racism in San Francisco's delivery of services to the public and its own internal practices and systems. Creating ORE was the result of successful advocacy and organizing by Black City workers, labor leaders and community members. With the establishment of ORE, San Francisco joins a national movement to address the government's role in resolving the inequitable outcomes it created.

The Office of Racial Equity has the authority to enact a citywide Racial Equity Framework, to direct Departments of the City and County of San Francisco to develop and implement mandated Racial Equity Action Plans, and to analyze the disparate impacts of pending ordinances, as well as various other policy and reporting functions. In addition, the legislation requires that City departments designate employees as racial equity leaders acting as a liaison to the Office, and requires the Department of Human Resources to assess and prioritize racial equity with the City's workforce. Lastly, the Office centers racial equity within the City's budget process, and can make recommendations on funding of departments should certain racial equity metrics not be met.

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*The Office of Racial Equity (ORE) was created [pursuant to Ordinance No 188-19](#).*

## WHAT DO WE MEAN BY RACIAL EQUITY?

*“Racial equity is a set of social justice practices, rooted in a solid understanding and analysis of historical and present-day oppression, aiming towards a goal of fairness for all. As an outcome, achieving racial equity would mean living in a world where race is no longer a factor in the distribution of opportunity. As a process, we apply racial equity when those most impacted by the structural racial inequities are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.”*

- Adapted from Anti-Oppression Resource and Training Alliance (AORTA)

## HOW ARE WE WORKING TOWARDS RACIAL EQUITY?

We work to reconcile historic wounds by repairing government-sanctioned racial harm.

We daylight racial disparities and monitor progress towards advancing racial equity.

We advocate for successful policies that provide tangible and immediate gains for historically oppressed people.

We prioritize our Black, indigenous and communities of color so they are safe, nourished, housed, joyful, and economically secure, and so that they may unlock all of their potential.

We respect, trust and center community agency, wisdom, and expertise.

We convene and coalition-build to support the broader movement for racial justice.



## OUR WORK TO DATE

The Office of Racial Equity (ORE) is in the foundational stages of building its team, operations and processes; this work will continue to take time. In spite of the unforeseen challenges of the COVID-19 global pandemic, the ORE team is still working hard to fulfill its legislative mandate, including by pushing for equity in the City's disaster response and recovery. The work of the Office of Racial Equity over the past six months has been in the following program areas:

- COVID-19 Response and Recovery
- Departmental Connections & Technical Assistance
- Reports and Analysis
- Tools and Content
- Convenings, Events and Webinars
- Media
- Developing Focus Areas and Priorities

## ORE COVID-19 RESPONSE AND RECOVERY

### *Emergency Operations Center (EOC) Equity Team*

As the global and national health emergency of novel coronavirus (COVID-19) reached the United States, San Francisco stepped up to center equity and address the disparate impact of the pandemic on vulnerable communities. In partnership with Department of Emergency Management Director Maryellen Carroll and the Mayor's Office, SF Human Rights Commission Executive Director Sheryl Davis asked ORE Director Shakirah Simley to deploy as an essential worker to the City's Emergency Operations Center and develop an "EOC Equity Team". In asking Director Simley to shift her focus to our citywide COVID-19 response, much like other city employees deployed as Disaster Service Workers, Director Simley had to reprioritize the focus of the Office of Racial Equity.

Beginning in early March 2020, the Office of Racial Equity built up and trained a diverse EOC team to center and operationalize equity in San Francisco's incident command center. Over the past 4 months, the EOC Equity Team directed support and resources, specifically towards our Black, Latinx, API, low-income, transitional-aged youth, senior and disabled communities, non-English monolingual speakers, undocumented workers, unhoused neighbors, and food insecure individuals. As these same populations also experience greater COVID-related disparities and negative social determinants of health, this intersectional equity lens was imperative in the City's disaster response to the pandemic.



### Focus Areas of the EOC Equity Team:

- Prioritizing Structurally Vulnerable Populations
- Transit Equity
- Health Disparities
- COVID-19 Guidelines Enforcement
- Inclusive and Disaggregated Data
- Outreach, Communication and Language Inclusivity
- Food Security and Access
- Housing and Safe Shelter
- Deliberate and Intentional Resource Allocation
- Small Business Support
- Access and Functional Needs (AFN)/Disability Issues
- Internal DSW issues

## HIGHLIGHTS OF THE EOC EQUITY TEAM

- Informed daily decision-making and strategy development within EOC Management and SFDPH leadership on critical equity gaps and issues impacting communities of concern.
- Developed equity tracking tools and equity review documents that highlight challenges, responses and recommendations to inform the EOC's approach to work and problem-solving.
- Deployed and trained 10 Assistant Equity Officers from 7 different departments over the course of 16 weeks to meet the equity demands of the EOC, Departmental Operations Centers, and other city agencies.
- Worked collaboratively with SF Department of Public Health (SFDPH), Department of Homelessness and Supportive Housing, the Human Services Agency, and the EOC Logistics teams to advocate for the equitable delivery and distribution of critical resources to vulnerable populations, such as hotel rooms, safe shelter, delivered meals, Personal Protective Equipment (PPE), and face coverings to under-resourced individuals and communities.
- Resolved a host of Access and Functional Needs (AFN) and Disability issues in collaboration with the Mayor's Office on Disability. Developed a uniform protocol to ensure accessibility needs are met for every presentation, meeting, and/or training delivered over the web.
- Worked with SFDPH and EOC Operations teams to develop, establish and execute multiple culturally-appropriate COVID testing sites in the Fillmore/Western Addition, Mission, Bayview, Hunter's View, Potrero, Sunnyside and Tenderloin neighborhoods.
- Worked with SFDPH to promote more culturally competent and multilingual contact tracing strategies; and connected diverse communities to contact tracing training and volunteering opportunities.
- Successfully collaborated with SFDPH to expand the definition and [prioritization of vulnerable populations in our clinical care and decision making](#).
- Developed and reviewed population and neighborhood specific outreach strategies, collateral, social media, and resource materials with the EOC Joint Information Center, [including a Latinx Outreach Toolkit](#), a [LGBTQ resource page](#), unhoused resource page and [content for vulnerable renters](#). Assisted with the development of major campaigns, such as 'CityTest SF' for testing access, 'We Got You Covered' for universal face coverings, and 'Text to 9-1-1 Service' for people who cannot safely place a voice call to 9-1-1.
- Assessed and shared equity issues with SFDPH's various policy guidance and Public Health Orders. Advocated to city departments and law enforcement agencies to provide in-language, culturally responsive outreach before enforcement strategies are rolled out.



## HIGHLIGHTS OF THE EOC EQUITY TEAM (CONTINUED)

- Coordinated the creation and staffing of the “EOC Affordable Housing and Congregate Living Unit” to meet the needs of congregate housing providers. Developed and co-hosted [a webinar to assist housing providers](#) in stopping the spread of COVID-19 within vulnerable communities. Ensured delivery of critical cleaning supplies to maintenance staff of SROs (Single Room Occupancy housing).
- Identified transportation equity gaps in San Francisco Municipal Transportation Agency’s planned reduced service and Slow Streets strategies, especially to meet the needs of communities who live in: Bayview Hunters Point, Sunset, Outer Mission, and Outer Richmond. Successfully championed for increased service on the 8 and 8X lines.
- Worked with the EOC Community Branch for inclusive outreach, webinars and other communications, to strengthen neighborhood-based outreach to small businesses and residents.
- Collaborated with the Office of Economic & Workforce Development, EOC Feeding Unit, and Human Services Agency to target and develop support for small, struggling food businesses to meet increasing citywide food insecurity needs.
- Guided the EOC Advanced Planning and SF Data teams towards more inclusive [COVID-19 data tracking and sharing](#), and contextualizing data so not further stigmatize communities. The Team also specifically called for disaggregating COVID data by race/ethnicity, disability, Sexual Orientation and Gender Identity (SOGI), neighborhood, and housing type.
- Worked collaboratively with Tenderloin community stakeholders on the development of [Tenderloin Neighborhood Safety Assessment and Plan for COVID-19](#) with multiple city departments, pushed for accountability, transparency and execution of said plan.
- Coordinated critical care and resources to monolingual individuals, who “fell through the cracks” and faced structural barriers to health care.
- Worked with the EOC Logistics Team to ensure and increase PPE provision to vulnerable populations, including incarcerated individuals.
- Worked with the District Attorney’s Office, Office of Sexual Harassment and Assault Response and Prevention (SHARP), the Domestic Violence Taskforce and 311 to address increased needs and temporary housing for victims of intimate partner abuse.
- Advocated to SF Department of Human Resources for the release of data on race and gender disparities with Disaster Service Worker (DSW) deployment, and provided recommendations for DSW recruitment and deployment to center equity for frontline workers.
- Lastly, the team worked hard to ensure all DSWs felt safe and included on site at Moscone West.

## THE OFFICE OF RACIAL EQUITY WOULD LIKE TO UPLIFT THE INDIVIDUALS WHOSE WORK WAS INVALUABLE AS MEMBERS OF EOC EQUITY TEAM:

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Porsche Bunton - Department of Human Resources

Mitzi Gallardo Chavez - Department of Human Resources

Brittini Chicuata - Human Rights Commission

Tuquan Harrison - Human Rights Commission

Mei Ling Hui - Recreation and Parks Department

Heather Kittel - Department of Human Resources/Mayor's Office on Disability

Julieta Kusnir - Department of Human Resources

Sandra Panopio - Arts Commission

Iowayna Peña - Office of Economic and Workforce Development

Robynn Takayama - Arts Commission

Tracy Zhu - SF Public Utilities Commission





## COVID ECONOMIC RECOVERY TASKFORCE AND RE-OPENING ACTIVITIES

As San Francisco entered the Recovery Phase, ORE Senior Advisor Sami Iwata was asked to staff the Economic Recovery Task Force (ERTF). She is Co-chair of the Community Engagement and Listening team, launching and managing an eleven-person team. The Task Force first convened on April 24 and will conclude October 8, 2020.

In order to support the ERTF's stated goal of a resilient and equitable recovery for all, Sami's Community Engagement & Listening (CEL) team focuses on helping center equity and also amplifying critical unmet needs and proposed solutions from marginalized communities.

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### The Community Engagement & Listening Team's work includes:

- Synthesizing Task Force member research (complete)
- Assisting with meeting and facilitation planning for initial Task Force small groups (complete), and 4 Policy Work Groups developing recommendations
- Initiating original research and community engagement including:
  - Hearing with Office of Civic Engagement & Immigrant Affairs's Immigrant Rights Commission on June 8, 2020, with over 100 attendees and attended by two Task Force co-chairs on COVID impacts
  - Partnering with Community Based Organizations to conduct additional research to understand vulnerable population and neighborhood impacts
  - Disability community interviews and research to uplift COVID impacts
- Developing Equity Lens for ERTF recommendations
- Engaged Director Simley to provide input on 2 proposed Task Force programs:
  - PPE "reopening kit" (not implemented)
  - Shared Streets (equity impact TBD)

## DEPARTMENTAL CONNECTIONS & TECHNICAL ASSISTANCE

The Office of Racial Equity began working on building out internal processes, researching models from other jurisdictions, and drafting the citywide racial equity framework with the Controller's City Performance Team. This work paused due to the COVID-19 pandemic, but will resume in Summer 2020.

### Departmental Listening and Assessment Tour

Beginning in January, the Office of Racial Equity met with over 15 City department leaders to review the ORE mandate, discuss departmental racial equity priorities, understand specific equity issues, and plan for 2020-2021. Those departments were:

- Public Defender
- Treasurer and Tax Collector
- Office of Workforce and Economic Development
- San Francisco Public Library
- SF Public Utilities Commission
- SF Fire Department
- SF Police Department
- SF Planning
- Port of San Francisco
- SF Arts Commission
- San Francisco Airport
- Department of Children, Youth and Families
- Our Children Our Families Council
- War Memorial
- San Francisco City Attorney
- SF Municipal Transportation Agency
- Department of Human Resources
- Mayor's Office of Housing and Community Development

### Technical Assistance

Over the past six months, the Office of Racial Equity has provided direct support and technical assistance to a number of City departments with emerging racial equity needs, including:

- **Mayor's Office of Housing and Community Development (MOHCD):** Concerned about an initial review of MOHCD's 2020-2025 Community Development Services Request for Proposal (RFP) proposed funding list, and witnessing the funding disparity that yielded only 2% of all grant dollars being distributed to Black-led organizations, ORE and SF HRC collaboratively met with organization leaders and urged MOHCD to immediately address this funding disparity, and reconcile harm with Black and POC-led community-based organizations.
- **SF Planning:** Held initial conversations and began review of the [2022 Housing Element](#) and provided critical feedback on [Housing Affordability Strategies](#). ORE also supported the [Planning Commission's Resolution No. 20738 on Racial Equity](#) and is preparing to work with SF Planning's Racial and Social Equity Initiative on their Phase II implementation.
- **SF Environment (SFE):** Provided review of strategies and input on an equity evaluation scale for SFE's Climate Action Plan Racial and Social Equity Assessment.
- **Controller, City Performance:** Provided initial equity review with the Nonprofit Monitoring and Capacity Building Program, and analyzed areas of improvement to better support structurally-vulnerable nonprofits and black-led community organizations.
- **Office of Workforce and Economic Development:** Assessed departmental strategies to outreach to under-resourced small, local businesses.

## REPORTS AND ANALYSIS

- [2020 Annual Workforce Report, Phase I:](#)

The ORE worked with the SF Controller and Department of Human Resources to produce a report pursuant to its ordinance; [this report](#) was released on March 10, 2020 to Mayor London Breed and the SF Board of Supervisors. The report affirms what is well-established in previous public hearings and organizing by City workers - Black City employees have lower-paying jobs, are less likely to be promoted, and are disciplined and fired more frequently.

To understand and daylight these disparities on a Departmental level, the ORE also called for Phase II of this Workforce report to be completed by the end of 2020 by all City departments. Phase II report will illustrate the intersection of department-specific employment decisions and race as well as gender, namely for hiring, promotions, professional development, terminations, medical separations, and compensation decisions for all City employees. Due to the persistence of structural racism and inequities within City workplaces, more work will need to be done by all City agencies to ensure that our worksites are inclusive, equitable, safe and supportive for all employees. This includes realizing programs that increase and retain Black staff employment across departments and classifications and executing real consequences against individuals and departments with ongoing patterns of racial discrimination.



- **Hearing on African American Workforce, Racial Equity & Discrimination:**

Earlier in the year, ORE met with District 10 Supervisor Shamann Walton and staff to discuss policy solutions and plan for a hearing to meet the demands of Black employees. The basis for this work is established through the following pieces of legislation and were to be considered together:

- 1. [170282](#) – [Hearing - Workforce Programs and African American Unemployment and Economic Mobility]

- 2. [181229](#) – [Affirming the Board of Supervisors’ Commitment to Advancement of Racial Equity in the City and County Programs, Policies and Services]

- 3. [190799](#) – [Condemning the Increase of Racial Profiling and Discrimination Harassment]

Originally scheduled for March 19, 2020 at the SF Board of Supervisors Government Audit and Oversight Committee, this hearing was unfortunately postponed due to the shelter-in-place order and prohibition on in-person, non-essential committee hearings due to COVID-19 concerns. As of June 30, 2020, this hearing has not yet been rescheduled. We await guidance from the Office of Supervisor Walton on when this hearing will take place. **In the meantime, the Office of Racial Equity uplifts the following strategies to enact structural change on behalf of City and County employees:**

- Swifter action on discrimination in firings, disciplinary action, and the systems in place for hiring, testing, and promotions.
- An immediate audit and internal revisiting of existing Equal Employment Opportunity (EEO) complaints and their timelines.
- Stronger oversight and accountability for complaints of racism and anti-blackness due to the lack of perceived support from Department of Human Resources
- Strategies that will create another mechanism to address and mediate violations that don’t meet EEO standards, but still enact harm upon employees.
- Stronger protections for vulnerable workers of color given COVID-19 related budget shortfalls, hiring freezes, layoffs and furloughs.
- Redress for inequities within departmental Disaster Service Worker deployment and recruitment.
- Standardized supervisory training for all managers and people who hire, fire and manage and develop teams.
- Policies that will dismantle occupational segregation in “snow-capped classifications”, and undo racial and gender pay gaps.
- Support for departmental affinity groups for historically marginalized communities to create safe spaces at work.





- **Racial Impact Assessment:** The Office of Racial Equity is currently refining a legislative analysis tool to assess a policy's potential to impact racial disparities, in either a negative or positive way. In May 2020, ORE leveraged this tool with legislation introduced by Supervisor Sandra Lee Fewer to close County Jail No. 4 at Hall of Justice, by November 1, 2020.
- County Jail No. 4 Closure - [File No. 200372 Administrative Code](#): On May 5th, 2020, Director Simley presented the first Racial Equity Impact Assessment at the meeting of the whole for the SF Board of Supervisors. The Assessment affirmed the following: *"This policy will reduce harm and reduce racial disparities in the criminal justice system that have most critically impacted Black, Latinx, and Native American/indigenous communities. This legislation will reduce disparities by reducing unnecessary uses of detention and encouragement of the use of alternatives, such as pre-trial diversion programs. The closure of County Jail #4 (CJ4) and a safe reduction of San Francisco's jail population will significantly mitigate racial disparities in San Francisco. Passage of this legislation and the establishment of the Safety and Justice Challenge Subcommittee will promote more long-lasting and equitable public health and public safety measures for justice-involved individuals, deputy sheriffs, jail health employees, and the community at large."*



## TOOLS AND CONTENT

### **COVID-19 Response & Recovery Racial Equity Toolkit**

Given racial disparities due to COVID-19 and the structural inequities impacting BIPOC (Black, indigenous and people of color) communities pre-pandemic, the Office of Racial Equity created the [“COVID-19 Response & Recovery Racial Equity Toolkit: Fighting COVID-19 with Solidarity and Care for All.”](#) The goal of this resource is to aid policy-makers, organizations and community groups in prioritizing and maintaining a racial equity lens in messaging, discussions, practices, policies and decision-making regarding COVID-19. The audience for this document is also local jurisdictions who are responding to the COVID-19 crisis and are looking for examples from the City and County of San Francisco’s response.

### **Racial Equity Initiative Best Practices**

As part of preparation for the citywide racial equity framework, ORE worked with the Controller’s City Performance team to identify and interview key peer cities that have created offices or programs to advance racial equity. A particular focus was the creation of their racial equity frameworks and their lessons learned about the process and outcomes. Preliminary findings synthesized information from seven jurisdictions including Long Beach, Seattle, Portland, Madison WI, New York City, Multnomah County OR, and King County WA.

### **Bay Area Regional Health Inequities Initiative (BARHII)**

ORE contributed to BARHII’s upcoming “Embedding Equity into Emergency Operations” Brief



## CONVENINGS, EVENTS AND WEBINARS

**The Office of Racial Equity attended and hosted a number of in-person and digital gatherings:**

*Digital Equity SF 2020 Conference  
(Digital Equity Initiative, MOHCD)*

Member of 3-month-long planning committee for February 11, 2020 event, convening community organizations, focused on closing San Francisco's digital divide.

*Supported HRC-community related work:*

African American x API Community Gatherings, post Oceola Ave incident

Supervisor Walton Reparations Community Meetings

Educational Equity with SF Unified School District + Presentations before the Human Rights Commission

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### SPECIAL ENGAGEMENTS

- Black History Month 2020 Speaking Engagements - Zuckerberg San Francisco General Hospital, San Francisco Port and SFMTA
- Hosted City of Chicago Chief Equity Officer and team to share strategies and best practices

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### CONVENINGS

Citywide Racial Equity Working Group (CREW): City employees working to advance racial equity in their departments, 225+ members on mailing list.

- February - 42 participants
- May - 76 participants (virtual)
- June - 80 participants (virtual)

Racial Equity in the Arts Working Group: Meets monthly, 65+ members, 40+ organizations.

### COVID-19- RELATED

- Northern California Grantmakers COVID-19 for Funders Weekly Webinars
- GARE Weekly Meetings on COVID-19
- State of California Access and Functional Needs (AFN) Statewide Calls
- BMAGIC Community Meeting - ORE Update
- Mo' MAGIC Community Meeting - ORE Update

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### ANTI-ASIAN RACISM AND DISCRIMINATION

- On April 7, 2020, ORE hosted a webinar on COVID-19 Racism: What Can Governments Do in Response. The session featured national data from the Stop AAPI Hate reporting site, created by Chinese for Affirmative Action and the Asian Pacific Policy and Planning Council. Leaders from both organizations shared a multi-pronged strategy with over 46 local and state government attendees. Additionally, ORE's [COVID-19 Response & Recovery Racial Equity Toolkit](#) offers strategies to combat racism from communications guidelines around anti-racism, anti-xenophobia, and anti-hate messaging, to providing information about bystander intervention training, and reporting options such as Stop AAPI Hate. This work is ongoing as the pandemic and related anti-Asian narratives evolve.

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### COMMUNITY WEBINARS

- Recipe for Restoration: Addressing Anti-Blackness in the OMI, June 5
- Recipe for Restoration: How to Be An Accomplice - June 12
- Racial Equity: Can We Do it? - June 30
- MOAD Community Resilience | Race, Equity and Accountability in SF - June 30



## MEDIA

- [Human Rights Commission Appoints Director For New Office Of Racial Equity](#) - SF Gate, Jan. 13
- [SF City Insider - Race, Power and Inequity in San Francisco](#) - SF Chronicle, Feb. 28
- [With COVID-19 heavily impacting African-Americans, Bayview officials seek more help](#) - Hoodline, May 1
- [The Bay Area Restaurant System Was Always Broken. How Do We Fix It?](#) - KQED, May 19
- [Being a white ally of African Americans means more than just protesting](#) - SF Chronicle, June 8
- [SF Human Rights Commission Statement on Racial Terror](#) - May 31

## NEXT STEPS AND PRIORITIES

### ***Moving forward the Office of Racial Equity will:***

- Advance equity in the 2020/2021 budget cycle by developing and promoting the use of a **Budget Equity Analysis tool**
- Increase **ORE staffing** and operational capacity to successfully execute the Office's mandate
- Convene **Racial Equity Leaders** across City departments to advance work on citywide Racial Equity Action plans
- Continue to develop and refine the **Citywide Racial Equity Framework**
- Participate in the Board of Supervisors Government Audit & Oversight Committee **hearing for Black City Workers**
- Create and convene a ORE **Community Advisory Working Group**
- Review proposed legislation at the SF Board of Supervisors using our ORE **Racial Impact Assessment Tool**
- Advocate for resources for and recovery of BIPOC communities given the **disparate impacts of the COVID-19 pandemic**

*The Office of Racial Equity thanks Nate Mahoney and Patricia Winston for their many wonderful photos.*

# STAY IN TOUCH WITH THE SF OFFICE OF RACIAL EQUITY

EMAIL: [racialequitysf@sfgov.org](mailto:racialequitysf@sfgov.org)

WEBSITE: [www.racialequitysf.org](http://www.racialequitysf.org)

PHONE: 415-252-2527