

# MOVING TOWARDS RACIAL EQUITY IN SAN FRANCISCO



## A Citywide Initiative Hosted by the **SAN FRANCISCO HUMAN RIGHTS COMMISSION**

---

### **Introduction:**

San Francisco is a proud participant in the [Government Alliance on Race and Equity](#) (GARE), a national network of municipal, regional and state governments working to achieve racial equity and advance opportunities for all. GARE is a joint project of Race Forward and the Haas Institute for a Fair & Inclusive Society. GARE recognizes that racial inequities currently exist across all indicators for success, including education, criminal justice, jobs, housing, public infrastructure and health, regardless of intent, region of the country or size of jurisdiction.

**Racial Equity** is defined as just and fair inclusion into a society in which all people can participate, prosper, and reach their full potential. Said another way, a racially equitable society is one in which racial disparities in health, education, wealth, and other areas do not exist.

As a member of GARE, San Francisco joins more than [100 cities and 30 states](#) committed to:

- Implementing policy change at multiple levels and across multiple sectors to drive larger systemic change;
- Setting goals and measures to track progress, with the recognition that strategies must be targeted to close disparity gaps; and
- Recognizing that systems and structures that are failing communities of color are actually failing everyone economically and psychologically. Advancing racial equity is for the City's collective benefit.

### **Snapshot of San Francisco Racial Inequities:**

- [Life Expectancy](#) On average, Black/African American residents live 10 years less than Whites, 14 years less than Asian and Pacific Islanders and 11 years less than Latino(as)
- [Household Income](#) While household income for white families is over \$100,000, household income for Black/African American families is \$30,000 a year.
- [Homelessness](#) 29% of homeless youth respondents to the 2017 Homeless Unique Youth Count and Survey are Hispanic or Latino.
- [Education](#): 74.9 % of Latino students and 71.1% of black students graduated in the SFUSD class of 2016 compared to 94.7 % of Asian students and 83.8 % of white students.
- [Health](#): Statues and symbols glorifying the conquest and genocide of Native American people exist throughout the city in the face of high dropout rates of Native American students, low life expectancy rate and the high percentage of stress-related illnesses.
- [Criminal Justice](#): 53 % of inmates in San Francisco County Jail are black while African Americans comprise about 5 % of the City's total population

### **About the San Francisco Racial Equity Team:**

Working closely with the San Francisco Human Rights Commission (HRC), more than 50 city employees representing housing, transit, law enforcement, youth services, health, environment and other service areas have enrolled in curriculum and created a peer-based collaborative to institutionalize racial equity within their departments. The HRC develops tailored training curriculum for each department, supports employees in the delivery of those trainings, and advises departments on how to account for and address potential racial inequities created, perpetuated or ignored by department decisions, resource allocations, and policies.

## Participating Departments

Adult Probation Department	Human Services Agency
Arts Commission	Office of Economic and Workforce Development
Child Support Services	Recreation and Parks
Department of Children, Youth & Their Families	Public Utilities Commission
Department of the Environment	Planning Department
Department of Human Resources	San Francisco County Transit Authority
Department of Police Accountability	San Francisco District Attorney's Office
Department of Public Health	San Francisco Municipal Transit Authority
Homelessness and Supportive Housing	San Francisco Port
HOPE SF, Office of the Mayor	San Francisco Public Library
Mayor's Office of Housing and Community Development	Commission on Status of Women

### Impact

- More than 50 city employees trained who, in turn train senior management and other staff with a potential reach of 18,299 employees
- Departments form Racial Equity working groups to build organizational capacity and prioritize areas of focus internally and in services
- Cohort participants collaborate across departments to jointly address racial disparities.
- Racial Equity tools are used to change the policies, programs and practices that are perpetuating inequities and to create new policies and programs.
- Results Based Accountability strategies are employed to measure the success of specific programmatic and policy changes, and second, to develop baselines, set goals and measure progress towards goals.

### Recruitment

The Human Rights Commission will begin accepting applications for San Francisco's fourth GARE Cohort on October 1, 2018. Thirty city employees will be selected to participate in the cohort.

In this 12-month program, city employees will receive:

- A Racial Equity training curriculum tailored for their department,
- A Racial Equity Tool to be used in policy, practice, program and budget decisions,
- A capacity building plan and organizational structure to institutionalize equity within their own jurisdiction,
- Example policies and practices that help advance racial equity,
- Support on developing a Racial Equity Action Plan for their departments,
- On-going peer to peer consultations with a citywide racial equity team,
- Technical assistance from the Human Rights Commission on implementing racial equity action plans.

#### Program Requirements:

32 hours/month (average) for trainings and to operationalize racial equity work in your department

#### Application:

To be considered for the 2019 cohort, please complete the [application](#)

Application Deadline: Wednesday, November 21, 2018

Conditional Acceptance: December 7, 2018

#### GARE 2019 Information Sessions and Film Screenings

October 3 "13<sup>th</sup>" Netflix Documentary on the 13<sup>th</sup> Amendment of the Constitution

October 10 "The Problem with Apu" document on the harmful stereotypes embodied in The Simpsons character.

October 17 "Chinese Exclusion Act" PBS documentary on the making of The Chinese Exclusion

October 24 "Dolores" PBS documentary on Dolores Huerta organizer and founder of the first farm workers union with César Chávez.