

1 **Resolution Affirming the Human Rights Commission’s Recommendation to Board of Supervisors to**
2 **Advance Racial Equity by Affirming the City and County of San Francisco’s Responsibility to Address**
3 **Existing Inequities and by Creating a Racial Equity Indicators Dashboard for Transparency and**
4 **Accountability.**

5 WHEREAS, under Mayor Ed Lee’s leadership, the City and County of San Francisco (the City) developed a
6 Strategic Planning Framework in which equity and inclusion were identified as key priorities for all City
7 operations and Departmental services; and

8 WHEREAS, despite evident prosperity in measures such as low unemployment rate, stark disparities
9 exist for City residents, especially along racial lines. Race currently predicts worse outcomes for people
10 of color across the spectrum of key indicators including education, income, housing stability,
11 incarceration and life expectancy; and

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13 WHEREAS, at its hearings on October 26, 2017 and January 25, 2018, the Human Rights Commission
14 heard about data challenges and existing racial inequities from several City departments; and

15 WHEREAS, the Human Rights Commission also learned at the hearing that 13% of departments do not
16 capture race/ethnicity data, and of those departments and programs that do, this information is not
17 consistent across the board, so therefore there is no data standard for the primary lens needed to track
18 and progress on disparities across systems; and

19 WHEREAS, racial equity is defined as closing the gaps so that race does not predict one’s success while
20 also improving outcomes for all; and

21 WHEREAS, addressing institutional racism across all levels of government requires leadership and
22 political will; and

23 WHEREAS, jurisdictions around the country such as Seattle, Portland, and Minneapolis, are working to
24 address racial inequities in their existing systems by first explicitly naming their responsibility to do so,
25 which is the foundation to begin integrating equity best practices throughout their systems; and

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27 WHEREAS, as a best practice to provide transparency and accountability, these jurisdictions identify a
28 set of key Racial Equity Indicators to track and report progress towards, and those are presented in an
29 accessible and meaningful format to the public, such as a dashboard; and

[Affirming the Human Rights Commission’s Recommendations to Advance Racial Equity in the City and County of San Francisco’s Programs, Policies and Services]

1 WHEREAS, the Racial Equity Indicators to be meaningful for systemic change will require data governed
2 by a data standard for race and ethnicity; and

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4 WHEREAS, the Human Rights Commission is dedicated to participating to help realize these best
5 practices in the City, and **now, therefore,**

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7 **BE IT RESOLVED**, that the Human Rights Commission recommends that the Board of Supervisors pass a
8 resolution affirming that the City has a collective — and urgent — responsibility to address inequities in
9 its existing systems and their ongoing impacts on San Francisco communities of color. By doing so, the
10 City can more explicitly begin to integrate racial equity best practices such as an equity assessment
11 analysis, into its strategic and operational plans; budgeting; hiring; and management and reporting
12 systems for accountability and performance.

13 BE IT FURTHER RESOLVED, that the City adopt a data standard for race and ethnicity and require
14 departments and programs to comply by a certain date.

15 BE IT FURTHER RESOLVED, that the Human Rights Commission recommends that the Board of
16 Supervisors allocate resources for a working group to create a Racial Equity Indicators dashboard. Work
17 will include identifying the key stakeholders including the community, defining the featured set of
18 indicators, and defining roles/responsibilities. The working group will present a recommended course of
19 action and potential items for budget consideration to the Board, with a deadline aligned with the
20 urgency of the task.

21 BE IT FURTHER RESOLVED, that as a pervasive area of racial disparity is in San Francisco’s criminal justice
22 system, that the Board of Supervisors require the criminal justice departments to develop a means to
23 publicly track and report on key indicators in their system, disaggregated by race, such as arrest and
24 incarcerations rates, and that that effort align with the Racial Equity Indicators work above.

25 BE IT FURTHER RESOLVED, that the Human Rights Commission urges the Board of Supervisors and the
26 Mayor’s Office to continue to work with each other, other City agencies, and community stakeholders to
27 carefully examine and address racial inequities in current City programs, policies and services, and
28 develop bold and forward-thinking strategies to advance racial equity in San Francisco.

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- 1 BE IT FURTHER RESOLVED, that a copy of this Resolution be submitted to the San Francisco Board of
- 2 Supervisors and the Mayor.