[Affirming the Board of Supervisors’ Commitment to Advancement of Racial Equity in the City and County Programs, Policies and Services]

Resolution affirming the Board of Supervisors’ commitment to advancing racial equity; and affirming the City and County of San Francisco’s responsibility to address existing inequities in City programs, policies, and services.

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

WHEREAS, Despite evident prosperity in measures such as low unemployment rate, stark disparities exist for City residents, especially along racial lines; and

WHEREAS, Race currently predicts worse outcomes for people of color across the spectrum of key indicators including education, income, housing stability, incarceration and life expectancy; and

WHEREAS, On September 19, 2018, the Board of Supervisors Government Audit and Oversight Committee held a hearing regarding African-American workforce hiring, retention, promotional opportunities, and data tracking of work place discrimination complaints in the City and County of San Francisco; and

WHEREAS, On November 27, 2018, the Board of Supervisors held an additional hearing to discuss the same issues; and

WHEREAS, At those two hearings, the Board heard reports from the Department of Human Resources and other City departments, and from many members of the public; and

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

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

WHEREAS, Addressing institutional racism across all levels of government requires
leadership and political will; and

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

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

WHEREAS, The Racial Equity Indicators to be meaningful for systemic change will
require data governed by a data standard for race and ethnicity; now, therefore, be it

RESOLVED, That the Board of Supervisors acknowledges the City’s collective and
urgent responsibility to address inequities in its systems and their ongoing impacts on San
Francisco’s communities of color, and affirms the importance of taking legislative and
administrative steps to eliminate inequities in the City; and, be it

FURTHER RESOLVED, That the Board intends to take appropriate action in the
coming months to adopt best practices, such as equity assessment analyses, into its strategic
and operational plans to ensure equity in City programs, policies and services.
Resolution affirming the Board of Supervisors' commitment to advancing racial equity; and affirming the City and County of San Francisco's responsibility to address existing inequities in City programs, policies, and services.

March 14, 2019 Government Audit and Oversight Committee - CONTINUED TO CALL OF THE CHAIR

October 15, 2020 Government Audit and Oversight Committee - RECOMMENDED

October 27, 2020 Board of Supervisors - ADOPTED

Ayes: 11 - Fewer, Haney, Mandelman, Mar, Peskin, Preston, Ronen, Safai, Stefani, Walton and Yee

I hereby certify that the foregoing Resolution was ADOPTED on 10/27/2020 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without her approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

London N. Breed
Mayor

Angela Calvillo
Clerk of the Board