

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

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

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

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

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

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

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

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

23 WHEREAS, The Human Rights Commission also learned at the hearing that 13% of
24 departments do not capture race/ethnicity data, and of those departments and programs that
25

1 do, this information is not consistent across the board, so therefore there is no data standard
2 for the primary lens needed to track and progress on disparities across systems; and

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

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

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

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

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

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

21 FURTHER RESOLVED, That the Board intends to take appropriate action in the
22 coming months to adopt best practices, such as equity assessment analyses, into its strategic
23 and operational plans to ensure equity in City programs, policies and services.



City and County of San Francisco

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

Tails Resolution

File Number: 181229

Date Passed: October 27, 2020

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

File No. 181229

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

Unsigned

London N. Breed
Mayor

11/6/2020

Date Approved

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.

Angela Calvillo
Clerk of the Board

11/06/2020

Date