

**Department Inventory Tool: FY 21-22 Budget**

ORE Version: Dec 31, 2021, with updates Feb 9, 2022  
 For guidance and upcoming workshops, click here.

About this worksheet		
Department name	Date last updated	Notes
Office of Economic and Workforce Development ("ECN")	5/2/2022	Initial inventory submitted as part of department progress report, per guidance from Office of Racial Equity. Will be further refined during development of Phase Two Racial Equity Action Plans

A. Department priority issue areas for improving racial equity or closing racial equity gaps, especially within its existing services		
Issue area	Brief description	Notes or examples
Nonprofit Capacity Building and Organizational Development	Support the capacity, development and resiliency of organizations providing services and resources to low-income communities, prioritizing BIPOC organizations and those deeply rooted in communities that have historically been undercapitalized and faced barriers to resource development.	Overall, 14 of 17 community-focused facility acquisitions through Nonprofit Sustainability Initiative are BIPOC-led. In FY21-22, 24% of skilled volunteer access users (Catchall) are Black-led orgs.
Equity in Staffing, Staff Parity, and Professional Development	Ensure policies and practices that promote equitable compensation along race and gender lines. Ensure staff and Commission have tools and understanding around racial equity and the gaps. Consistency with the goals of the Racial Equity Action Plan, including hiring appropriate staffing for the REAP implementation.	Staffing- Hire (1) Racial Equity Manager, (1) Race Equity Support Staff, and an HR Analyst to ensure equity work is appropriately resourced.
Budget Transparency and Equity in Contracting and Investments	Community representation and voice in services, grants, reflects San Francisco demographics	Community Panelist Pilot Program-diverse representation on RFF panels. Community engagement meetings (all districts), presentations to stakeholder groups, community budget hearings to collect feedback pre-release/prior to the budget cycle. Joint
Amplifying BIPOC stories	Support local filmmakers of color, center the voices of BI-POC DEWD staff in decision making	Expanding investment in local film festivals that lift up BIPOC stories (CAAM, Frameline, etc). Promote use of rebate program to attract BIPOC filmmakers to film here. Low budget production permit fees. Establish ERGs/process to lift up the voices of BIPOC staff to define what an equitable disciplinary process, progressive discipline structure look like
Housing Equity	Support the housing pipeline to ensure all levels of housing are developed.	Entitled Housing that will be made available through MCHCD's affordable housing program that centers BIPOC, Low- Income, and displaced residents Ensure that Housing entitled through Development Agreements is permitted and constructed efficiently and without delay.  Ensure that all Developer commitments to build affordable housing and are faithfully executed to support BIPOC, Low- Income, and displaced residents.
Equity in Public/Community Participation	Ensure that all members of the community including those that are disenfranchised, experiencing barriers, and most impacted are a part of planning and development processes and programs under OEWD's purview.	Did the community that participated in the community process represent, "the community." / ensuring outreach lists and public meetings are inclusive and accessible / Ensure that community commitments made by Developers and City in Development Agreements are faithfully executed.
Equitable access to economic prosperity	Advancing equity and shared prosperity for all by investing in small businesses, entrepreneurs and communities. This requires proactively implementing strategies that reverse the impacts of racially discriminatory policies that have led to generations of disinvestment and economic inequities that have significantly disrupted the economic growth and prosperity of BIPOC communities.	Manufacturing, Co-op investments, support businesses interested in co-op model, succession planning to create opportunities for ownership and wealth-building.
Small Business Equity and Capacity Building	Aims to create a thriving and diverse small business community.	one on one counseling for small businesses, Legacy Business program, grant and loan programs, goal of retaining and supporting BIPOC and women-led small businesses.
Employment Equity	Employment Equity and San Francisco Workforce Diversity ensures that OEWD's programs and services do not disadvantage or limit access, training, or employment opportunities based on race, ethnicity, gender	CityBuild; DreamKeeper Initiative; FilmSF partners with labor and Opportunities for All on internships with large scale productions.

B. Item name and description			C. Overall resources				D. Racial equity alignment	E. Racial equity-related activity information Complete only for line items that are aligned with a department priority equity issue area (D) if applicable							
Name of activity, function, program, service, or initiative <i>Suggest 10 words or less</i>	Brief description of purpose <i>Suggest 50 words or less. Note any intended demographics or communities</i>	Activity/service type <i>1 - Public-facing activity or service 2 - For other City departments 3 - Within department only</i>	Estimated FTEs and/or budget amount	Funding type <i>Note whether funding is City general fund, restricted government source, or other</i>	Estimated number of contracted service providers or consultants for this activity/service, if any	Names of 5 largest contracted service providers or consultants for this activity/service, if any <i>By total contract amount</i>	Department priority equity issue areas <i>List any priority equity issue areas from (A) that are relevant to this activity. If none, leave blank.</i>	Locations <i>Note neighborhood(s) in which activity/service facility is located. See list on next tab for examples</i>	Open to general public or application/referral required <i>1 - General public 2 - Application or referral required</i>	Estimated number of people served <i>Suggest 10 words or less</i>	Estimated racial/ethnic demographics of people served <i>Suggest 30 words or less</i>	Additional demographics of people served <i>Suggest 30 words or less. See list on next tab for examples.</i>	Community input and decision-making opportunities <i>Suggest 30 words or less. See list on next tab for examples. If none, leave blank</i>	Estimated FTEs and/or budget specifically for racial equity improvements	Names of contracted providers or consultants for racial equity improvements, if any <i>Include as attachment if too many to list in cell</i>
Business Development Division (BD)	The Business Development division provides specialized support to address the unique needs of businesses in a variety of key sectors. For emerging and established businesses alike, our term serves as a centralized clearinghouse of information and services to support these industries' ongoing success.	1 - Public-facing activity or service	7 FTE, \$4.7M	General Fund (includes DGI)	12	Community Vision GlobalSF Catchall SF New Deal Livable City	Nonprofit capacity building; Small Business Equity and Capacity Building	Citywide	1 - General public	Technically our clients are businesses.	Technically our clients are businesses.	Technically our clients are businesses.	The Business Development Division solicits ongoing feedback on program through program managers and CBO providers, Business organizations, budget community meetings, and a community panelists program to review some procurements.	2 of the 7 business development team members (note: 1 position is vacant) sit on the departments racial equity working group. Further, these two individuals are incredibly active in the Department's DKI work.	none
Nonprofit Sustainability Initiative - acquisitions	Acquisition Grants provide critical financial support to assist nonprofits in becoming owners of their facilities, and to expand the total amount of nonprofit-owned commercial space in San Francisco. Acquisition Grants can fund up to 25% of the property's purchase price (\$1 million maximum).	1 - Public-facing activity or service	\$ 2,000,000.00	General Fund	1	Community Vision	Nonprofit capacity building	Open to nonprofits citywide. Those awarded this year serve: Chinatown, Visitacion Valley, Sunnyside, Tenderloin, South of Market, North of Market, Bayview/Hunter's Point,	2 - Application or referral required	This year's budget has conditionally awarded acquisition grants to three nonprofits. Over the first five years we have supported the creation of 161,097 square feet of permanent, newly nonprofit-owned space throughout the City, including 14 Black, Asian, Latino and Filipino-led organizations, populations that have historically faced disparities in philanthropic giving and barriers to growth. We cannot give year by year numbers because it takes 18+ months to close each grant so those awarded in this fiscal year will likely be many months from closing and officially being in our tally.	The top 5 priority criteria include that the organization is Are deeply rooted in low-income communities, communities of color, and historically underserved communities in San Francisco. This year's three awardees identify primary beneficiaries of their services as Black, Filipino, Latinx, Middle Eastern, Samoan, Tongan, Vietnamese, Chinese, and mixed race.	Children and youth, Formerly incarcerated, immigrant, people whose primary language is not English, Low income communities, and Seniors.	The Panel that reviews applications includes community participants with expertise in nonprofit leadership and/or real estate. Program guidelines are regularly revisited with feedback from community meetings and grantee reports.	N/A	N/A

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Nonprofit Sustainability Initiative - Space Stabilization	Lease Stabilization Grants support expenses associated with lease renewals, relocation, and renovation. Organizations must have a fully executed Letter of Intent (LOI), Purchase and Sale Agreement (PSA), or lease with a term of three years or more in order to apply.	1 - Public-facing activity or service	\$ 500,000.00	General Fund	1	Community Vision	Nonprofit capacity building	Open to nonprofits citywide. Those awarded this year serve: Ingleside, Excelsior, Crocker-Amazon, Mission, Bernal Heights, Hunters Point, Tenderloin, South of Market, Japantown, Western Addition, Inner Mission, Castro, Sunset, Noe Valley, North of Market, Bayview, Haight Ashbury, Polk, Russian Hill.	2 - Application or referral required	This year's budget has conditionally awarded grants to 9 nonprofits.	The top 5 priority criteria include the organization is Are deeply rooted in low-income communities, communities of color, and historically underserved communities in San Francisco. This year's awardees identify primary beneficiaries of their services as Filipino Black, Latinx, Asian, Vietnamese, Laotian, Chinese, Multiracial, indigenous/Native American, Arab, Middle Eastern, Thai, and Cambodian	Low income communities, Seniors, Children and youth, HIV+ Population, LGBTQ+ and gender non conforming, unsheltered population, hemophiliacs (not on the list, but called out as a key constituency for one of our grantees).	The Panel that reviews applications includes community participants with expertise in nonprofit leadership and/or real estate. Program guidelines are regularly revisited with feedback from community meetings and grantee reports.	N/A	N/A	
Skilled volunteer matching	providing 150 nonprofits with access to skilled volunteer matching platform. In California volunteers are critical to nonprofit organizations and outnumber paid workers.	1 - Public-facing activity or service	\$ 100,000.00	General Fund	1	Catchafire	Nonprofit capacity building	Citywide	2 - Application or referral required	150 organizations	Black-led organizations matched on 23% of all project hours. Other nonprofits accessing the nonprofits are led by and focusing on LGBTQ, Transgender, Latinx, Unsheltered, and AAPI communities	Unsheltered, LGBTQ, Transgender, Children and youth, immigrants, people whose first language is not English	Community panelists were used to select the program provider for 2022. OEWD conducts an annual info session and a mid-year satisfaction survey. This support is prioritized for nonprofits starting up services to address racial disparities, and those who may have trouble successfully applying for funding to gain access to OEWD contract opportunities.	N/A	N/A	
BIPOC fund development cohort	support BIPOC leaders in professional development related to fundraising and the creation of organizational fund development plans. 10 leaders will receive support annually.	1 - Public-facing activity or service	\$ 900,000.00	General Fund	2	in appeals right now so still TBC	Nonprofit capacity building	Citywide	1 - General public	40 organizations	Nonprofits with Black executive leadership, primarily African American and substantially serving low-income Black, Latinx/ola, Asian, Pacific Islander and People of Color communities that may be starting up or growing a new line of service, advancing justice, equity, diversity and inclusion within their operations.	This program provides professional development to employees of nonprofits, as described in P32.	RFP panel included a community panelist.	N/A	N/A	
Shared Spaces Compliance and arts and culture grants	intended to benefit Shared Spaces operators across the City, while prioritizing vulnerable areas. The goals of the Shared Spaces Equity Grants Program are to Help increase access to the benefits of the Shared Spaces program Provide financial support to small businesses and community organizations through the pandemic and throughout pandemic recovery Target funds to neighborhoods and individuals in greatest need, focusing on priority geographies, equity communities and those hardest hit by the pandemic Create processes that are scalable and replicable improving systems with each grant round	1 - Public-facing activity or service	\$ 1,400,000.00	General Fund	1	SF New Deal	Nonprofit capacity building	Citywide	2 - Application or referral required	400	Grantee is required to target funds to neighborhoods and individuals in greatest need, focusing on priority geographies, equity communities and those hardest hit by the pandemic	N/A	RFP panel included a community panelist.	N/A	N/A	
SF Biz Connect	Uplift small businesses and create new connections that result in new business spending at local and small San Francisco businesses.	1 - Public-facing activity or service	\$ 60,000.00	General Fund	1	Kultivate labs	Small Business Equity and Capacity Building	Citywide, emphasis on SoMa	1 - General public	72 businesses plus 100 served as groups in workshops	Grantee has focused their small implementation on businesses that are led by entrepreneurs who are a part of the SoMa Pilipinas network	immigrant communities	They were the only applicant to the RFP.	N/A	N/A	
Economic Recovery and Regeneration Division (ERR)	The Economic Recovery and Regeneration Division is tasked with the ongoing maintenance, stewardship, and creative approaches to maintain San Francisco's dynamism and economic health. The Division was created to respond to the needs of the moment and to continually assess and respond to evolving needs that emerge into the future in a way that supports community-driven efforts in areas in need of improvement or healing	1 - Public-facing activity or service	4 FTE, \$22M	General Fund	15	Mid Market Foundation, SF TID, Lower Polk CBD, Parks Alliance, Community Youth Center, Downtown Streets	Equitable access to economic prosperity (EN)	Citywide, emphasis on economic core	1 - General public	ERR supports the return of economic activity within San Francisco's most impacted geographies, industries and communities as a result of the pandemic through the activation of places. Activities range in strategy and implementation - details are given below with estimates of impact.	ERR's work support the public at large. Because of the emphasis on safety and activation of underutilized places within the city as well as peer driven models for programming there may be a disproportionate impact for essential workers, low-income and BIPOC communities that are more impacted by public safety and disinvestment	N/A	N/A	N/A	N/A	
Ambassadors	Ambassadors are stewards of the public realm. They provide a consistently safe and welcoming presence for the public on streets and within the city's public spaces, manage the conditions of the street, and notify departments of safety or cleanliness issues that need to be resolved.	1 - Public-facing activity or service	\$19,950,000 - 1 FTE	General Fund	3	Mid Market Foundation, SF Tourism Improvement District Management Corporation, Lower Polk CBD	Equitable access to economic prosperity	mid-market, tenderloin, lower polk, union square, chinatown, fishermen's wharf, embarcadero, financial district, east cut, yerba buena	1 - General public	based on the number of residents and visitors to the geographies served, we estimate over 300,000	42% Asian, 36% White, 13% Latinx, 8% Black	The mid-market safety ambassadors which are allocated more than 50% of the total Ambassador program primarily serve the tenderloin community which has the highest concentration of children, elders, and disabled community members in SF.	N/A	TL/ML-Market Community Based Safety Program: Am Indian or Alaskan Native (4) 1% Asian (6) 2% Black or African American (239) 62% Hawaiian or Pacific Islander (8) 2% Hispanic or Latino (68) 18% White (45) 12% Two or more races (13) 3% SF Tourism Improvement District: Not Hispanic/Latino (unspecified) (24) 24% Asian (10) 10% Black/African American (34) 34% Native Hawaiian or Other Pacific Islander (5) 5% Two or more races (7) 7% White (20) 20%	N/A	N/A
Shine On, SF Campaign	Shine On, SF is a multi-departmental effort to facilitate cleanliness and caretaking of public spaces across the city by San Francisco residents. OEWD's Shine On, SF funding supports the administration of the campaign and activations created to bring attention and spur momentum around cleanliness and care taking	1 - Public-facing activity or service	\$500,000 - 5 FTE	General Fund	3	Parks Alliance, Together SF, En2Action	Equitable access to economic prosperity	pilot mini grants made to Mission, Chinatown, Glen Park, Sunset, and Potrero Hill, clean ups in Outer Mission, Lower Haight, Tenderloin, Bayview, and Outer Richmond with additional activations in Fillmore, Civic Center, Embarcadero, Union Square, Dogpatch, Excelsior and Castro neighborhoods	1 - General public	based on the number of participants in mini grant activities and participants at activations and volunteer activities, we expect that over 10,000 people were served.	N/A	cleaning up streets brings benefit to sight and mobility challenged communities as well as seniors and children who are less able to navigate cluttered sidewalks	N/A	N/A	N/A	
Citywide Public Space Activations	Citywide Public Space Activations support the cleaning, beautification, and activation of key areas of economic activity in San Francisco neighborhoods, and in the post-pandemic context the city's downtown office core and key adjacent tourist areas.	1 - Public-facing activity or service	\$ 650,000 - 5FTE	General Fund	8	Paint the Void, Community Youth Center, En2Action (subgrantee: Outer Sunset Farmers Market & Mercantile), Union Square Bid, SF TID	Equitable access to economic prosperity	supported cleaning of sidewalks and public spaces in Bayview, Mission, Fillmore, Richmond, and Sunset as well as murals in TKTKT, and activation projects in the downtown corridor	1 - General public	based on the number of residents and visitors to the geographies served, we estimate over 500,000	PTV Target Neighborhoods: 94124 (Bayview) 94107 (Dog Patch/Mission Bay) 94110 (Mission) 94131 (Bernal Heights) 94134 (Vis Valley & Sunnymale) 94103 (SoMa) 94112 (OMI/Excelsior) Chinatown (94108, 94133, 94111, 94102, and 94109) 94115 (Western Addition) 94102 (Tenderloin)	N/A	N/A	Paint the Void — Artist portfolio: 27.2% Black (25), 10.9% Asian (10), 13% Hispanic (12), 1.1% Native American (1), 47.8% White (44) CYC — 100% of FTE power washers are POC Outer Sunset Farmers Market — 52% of total OSFMM vendors are POC	N/A	N/A
Finance and Administration (FA)	The Finance and Administration Division is responsible for implementing OEWD's budget, human resources, contracting and procurement, and finance functions across the department.	3 - Within department only	16 FTE, \$3.3M	General Fund, Restricted State and Federal, other	N/A	N/A	Equitable access to economic prosperity	Citywide	1 - General public	The Finance and Administration Division provides services to ~128 department staff, counterparts at other City Departments, and more than 200 unique City Suppliers.	N/A	N/A	Community input is solicited annually at Budget Town Hall sessions, and Suppliers have an opportunity to give feedback to changes in general policies and directives that they are subject to.	N/A	N/A	

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Payment timeline improvements	OEWD tracks the time it takes for Suppliers to get paid, from the point they submit an initial invoice to the point the City pays the payment. In FY21-22, a working group of finance and contracts staff began regular working meetings to focus on improvements to the payment cycle, to include minimizing the number of staff touching the invoice approval process, integrating technology to expedite review and approval, and identifying needs for training (staff and Suppliers) on best practices in invoicing. Additionally, OEWD began implementing advances at a much greater scale in FY21-22 to ensure nonprofits can access cashflow as quickly as possible – testing initially with the Dream Keeper portfolio which is primarily led by Black/African American Directors and/or substantially serving the Black/African American community	1 - Public-facing activity or service	8 FTE are involved at varying levels	General Fund, Restricted State and Federal, other	N/A	N/A	Equitable access to economic prosperity	Citywide, emphasis on smaller, lower-capacity grantees.	1 - General public	Approximately 200 Suppliers	We do not have a current demographic breakdown of our Suppliers, however, we began tracking this information for some populations in FY21-22.	N/A	N/A	N/A - to be addressed when Contracts and Grants Division and Finance Division reach staffing capacity in FY22-23	N/A
Organizational sustainability	OEWD Contracts and Grants Division staff are responsible for providing proactive and routine technical assistance and guidance to nonprofits, to include directed outreach on funding and training opportunities that align with the mission and/or need of particular Suppliers.	1 - Public-facing activity or service	6 FTE	General Fund, Restricted State and Federal, other	N/A	N/A	Nonprofit Capacity Building and Organizational Development	Citywide, emphasis on smaller, lower-capacity grantees.	1 - General public	Approximately 200 Suppliers	We do not have a current demographic breakdown of our Suppliers, however, we began tracking this information for some populations in FY21-22.	N/A	N/A	N/A - to be addressed when Contracts and Grants Division and Finance Division reach staffing capacity in FY22-23	N/A
Improving accessibility and transparency in procurement	With support from the Racial Equity Procurement and Grantmaking Subcommittee, the Contracts and Grants Division has employed multiple equity interventions in FY21-22, to include the Community Panelist pilot, increasing technical assistance opportunities by offering drop-in technical assistance sessions for RFP applicants, and increasing collaboration with other departments and funders to ensure interested applicants are aware of funding that best suits their needs and mission.	1 - Public-facing activity or service	2 FTE	General Fund	N/A	N/A	Budget Transparency and Equity in Contracting and Investments	Citywide, emphasis on smaller, lower-capacity grantees.	2 - Application or referral required	200-300 Suppliers and Interested Bidders	Citywide, with emphasis on organizations based in/ substantially serving Black, Indigenous and People of Color.	N/A	Community Panelist Pilot Program	Currently, 2 FTE (Contracts and Grants Director and Contracts and Grants Administrator) primarily contribute to these efforts. 1 new FTE (to be hired) will focus exclusively on this in FY22-23.	N/A
Promoting equitable hiring, promotions, discipline and separation practices	OEWD's Human Resources (HR) division is responsible for promoting equitable HR practices and has focused this year on providing more transparent information to staff with respect to opportunities for upward mobility, and employing best practices in hiring via SmartRecruiters.	3 - Within department only	2 FTE	General Fund	N/A	N/A	Equity in Staffing, Staff Parity, and Professional Development	N/A	1 - General public	~128FTE	See OEWD Demographic Data.	N/A	Primary opportunities for Staff to provide feedback are through the survey and community engagement work of OEWD's Racial Equity Working Group, in support of the development of our Racial Equity Action Plan.	N/A - to be addressed more explicitly when HR Division reaches staff capacity in FY22-23.	N/A
FILM SF (FILM)	Film SF is part of the Mayor's Office of Economic & Workforce Development that inspires, attracts and supports creative productions in San Francisco. We provide hands on permitting to a wide variety of projects, ranging from student films and still photography to feature films and television series. It is our mission to ensure that each and every production has a successful shoot in our cinematic city. Film SF supports every production, regardless of budget size. We offer reduced permit fees to qualified low budget productions.	1 - Public-facing activity or service	4 FTE, \$1.2M	City general fund, Film Rebate program, other	1	San Francisco Film Society	Amplifying BIPOC stories	Citywide	1 - General public	300+	Targets BIPOC filmmakers, specifically Asian American people in film.	BIPOC and women	Industry representatives, business workers, etc.	N/A	N/A
Promotion of rebate program at CAAM	promote resources and rebate program to filmmakers at CAAM film festival	1 - Public-facing activity or service	1 FTE (10 hours annually)	Grants for the Arts, Permit fees	\$0	N/A	Amplifying BIPOC stories	SOMA	1 - General public	100	Targets BIPOC filmmakers, specifically Asian American people in film.	API	Festivals/Filmmakers provide input on outreach needed for rebate	N/A	N/A
Film Space Grant (can be more intentional about grantee allocating more residencies to people of color)	grant to SFFILM to provide low-cost or free office/production space for local filmmakers	1 - Public-facing activity or service	1 FTE (40 hours annually)	Grants for the Arts, Permit fees	n/a	n/a	Amplifying BIPOC stories	SOMA	2 - Application or referral required	200-300 (includes those attending events) 20 filmmakers in the residency cohort	N/A	n/a on attendees	Non-profit media organizations provide input on needs for the local film community	N/A	N/A
Vendor Discount Program	participating businesses offer a discount to productions while filming in SF	1 - Public-facing activity or service	1 FTE (20 hours annually, to be increased in FY22-23)	Grants for the Arts, Permit fees	n/a	n/a	Amplifying BIPOC stories	Citywide	2 - Application or referral required	10.00	N/A	data not collected at this time	Businesses can sign up for the program, in the future, we will focus outreach on BIPOC owned businesses	N/A	N/A
Incentives: Rebate Program/Permit fees	rebate productions that shoot 50-65% of their film/TV series in SF, low budget production permit fees for short film, feature film and tv/web series	1 - Public-facing activity or service	1 FTE (30 hours annually)	General Fund for Rebate	n/a	n/a	Amplifying BIPOC stories	Citywide	2 - Application or referral required	approx. 10	N/A	data not collected at this time, in the future focus on attracting BIPOC filmmakers	Public can provide input on rebate extension process. Public provided input on adding short film low budget production permit fee category	N/A	N/A
Commission meetings	invite guest speakers to share their experiences and involvement around racial equity within the film and media industry	1 - Public-facing activity or service	2 FTE (40 hours annually)	Grants for the Arts, Permit fees	n/a	n/a	Employment Equity	Citywide	1 - General public	50	N/A	BIPOC	Public can provide input on resources/opportunities for learning and education	N/A	N/A
Support pathways for young adults into film and media industry	Collaboration with Mayor's Opportunities for All and IATSE Local 16 to provide internships on major studio productions for young adult San Franciscans	1 - Public-facing activity or service	1 FTE (5 hours annually)	Grants for the Arts, Permit fees	n/a	n/a	Employment Equity	Citywide	2 - Application or referral required	3	N/A	Women, BIPOC, young adults	Non-profit media organizations provide input on their client needs	N/A	N/A
Mixers	industry mixers to bring together the production community and support a local business interested in attracting more production	1 - Public-facing activity or service	We have not been able to do this due to COVID	Grants for the Arts, Permit fees	n/a	n/a	Employment Equity	Citywide	1 - General public	n/a	N/A	n/a	Businesses and the production community provide input on venues to host mixers and partnerships	N/A	N/A
Invest in Neighborhoods (IIN)	Invest in Neighborhoods (IIN) is an initiative within the Office of Economic and Workforce Development. The IIN programs leverage partnerships between City agencies and nonprofits to enhance and strengthen neighborhood commercial corridors around San Francisco. The IIN Small Business and Neighborhood services strengthen small businesses, improve physical conditions, increase quality of life, and build community capacity.	1 - Public-facing activity or service	21 FTE, \$50.5M	General Fund, Restricted State and Federal, other	105	North East Community Federal Credit Union, Main Street Launch, SF Black Wall Street Foundation, Children's Council of San Francisco, SF Housing Development Corporation	Equitable access to economic prosperity	Citywide, with a focus on Chinatown, Tenderloin, SOMA, Western Addition, Mission, Bayview/Hunter's Point, Outer Mission and Excelsior	1 - General public	Over 5000 small businesses; additional services provided at a neighborhood scale - exact counts are unavailable	For small business services, estimated 60% are minority-owned; additional services provided at a neighborhood scale - exact demographics are unavailable	For small business services, targeted populations include women-owned businesses, immigrant-owned businesses, and seniors; additional services provided at a neighborhood scale - exact demographics are unavailable	Varies by program	Not applicable	Not applicable
Small Business Programs - Technical Assistance	Community organizations receive Community Development Block Grant (CDBG) Funds to support small businesses through a variety of programs primarily providing business technical assistance as well as loans. CDBG serves Low and Moderate Income persons.	1 - Public-facing activity or service	\$1,713,869	Restricted Federal, General Fund.	18	Renaissance Entrepreneurship Center, Mission Economic Development Agency (MEDA), Main Street Launch, Southeast Asian Community Center (SEACC), San Francisco Small Business Development Center	Small Business Equity and Capacity Building, Equitable access to economic prosperity	Assistance will be directed in HUD designated Neighborhood Revitalization Strategy Areas (NRSA). These are areas of low and moderate income minority concentrated areas. Areas are: Tenderloin, Chinatown, South of Market, Mission, Bayview/Hunter Point and Visitacion Valley.	2 - Application or referral required	4956	Estimate over 60% minority-owned businesses	Number of businesses engaged in a language other than English is 108.	OEWD CDBG Staff submit annual proposed projects to Advisory Committee who then vote to accept/deny recommendations. Recommendations are then present to general public for comments via an Annual Action Plan. The plan is discussed at an evening meeting. Comments from the public are saved with the Plan. The plan is then submitted to HUD for review and approval.	Not applicable	Not applicable
Small Business Programs - Technical Assistance	Business Technical Assistance for Seniors, low income communities, BIPOC	1 - Public-facing activity or service	\$128,864	General Fund	1	Community Living Campaign	Small Business Equity and Capacity Building, Equitable access to economic prosperity	Citywide	1 - General public	40	50% BIPOC entrepreneurs	100% over the age of 50; 90% Low Income	Input and decision making is given through each funded organization on how they want to inform their services to meet the needs of their community.	Not applicable	Not applicable
Small Business Programs - Small Business Loan Programs	Small Business Loans are made available through and in partnership with Community Development Financial Institutions	1 - Public-facing activity or service	\$150,000	General Fund, Restricted State and Federal, other	2	Main Street Launch, MEDA	Small Business Equity and Capacity Building, Equitable access to economic prosperity	Citywide	2 - Application or referral required	5	Estimate over 60% minority-owned businesses		Loan program details are based on feedback from clients	Not applicable	Not applicable
Small Business Programs - Small Business Grant Programs	Small Business Grants are administered to support small businesses with capital needs. Programs prioritize businesses in historically disinvested neighborhoods and business owners from low-income households. Outreach is focused to businesses that speak a primary language other than English, women-owned businesses and minority-owned businesses.	1 - Public-facing activity or service	\$11,192,000	General Fund	10	North East Community Federal Credit Union, Main Street Launch, Renaissance Center, Tenderloin Community Benefit District, Economic Development on Third	Small Business Equity and Capacity Building, Equitable access to economic prosperity	Bayview/Hunter's Point, Chinatown, Excelsior, Western Addition, Tenderloin, SOMA, Outer Mission, Mission	2 - Application or referral required	2000	Based on our previous small business grant programs, we expect that 75% of awarded businesses are minority-owned	Based on our previous programs we expect that at least 50% of our awardees will be women-owned businesses. Our programs also prioritize business owners from low-income households and historically disinvested communities. We provide language services for business owners whose primary language is not English.	During the development phase of each grant, program staff host feedback workshops with community stakeholders to help develop program details. After programs close, staff will send out feedback surveys to awardees to inform future programs.	Not applicable	Not applicable
Geographic Focus - Opportunity Communities - Neighborhoods - Mission	The Opportunity Neighborhood's program targets neighborhoods that have experienced historic disinvestment. The goal of the program is to implement an economic development strategy that executes projects in collaboration with community partners, that advance equitable and shared prosperity for San Franciscans by growing sustainable jobs, supporting businesses of all sizes, creating great places to live and work, and helping communities achieve self-sufficiency.	1 - Public-facing activity or service	\$932,800	General Fund	3	MEDA, CANA, Valencia Corridor Merchants Association	Equitable access to economic prosperity	Mission	1 - General public	Services are administered at a neighborhood level intended to benefit the businesses and residents of the Mission.	Services are administered at a neighborhood level intended to benefit the businesses and residents of the Mission.	Services are administered at a neighborhood level intended to benefit the businesses and residents of the Mission. These communities often include low-income households, people whose primary language is not English, and undocumented communities.	Input and decision making is given through each funded organization or merchants association on how they want to inform their services to meet the needs of their community.	Not applicable	Not applicable

B. Item name and description		C. Overall resources				D. Racial equity alignment	E. Racial equity-related activity information <i>Complete only for line items that are aligned with a department priority equity issue area (D) if applicable</i>								
Geographic Focus - Opportunity Communities - Neighborhoods - Chinatown (+ API)	The Opportunity Neighborhood's program targets neighborhoods that have experienced historic divestment. The goal of the program is to implement an economic development strategy that executes projects in collaboration with community partners, that advance equitable and shared prosperity for San Franciscans by growing sustainable jobs, supporting businesses of all sizes, creating great places to live and work, and helping communities achieve self-sufficiency.	1 - Public-facing activity or service	\$2,805,000	General Fund	15	North East Community Federal Credit Union, Chinese Historical Society of America, Chinese Culture Foundation, Center for Asian American Media, Chinatown Community Development Center, Self-Help for the Elderly, Manilatown Heritage Foundation	Equitable access to economic prosperity	Chinatown, Inner Richmond, Outer Richmond, Sunset/Parkside, SOMA	1 - General public	Services are administered at a neighborhood level intended to benefit the businesses and residents of Chinatown and other predominantly API communities.	Services are administered at a neighborhood level intended to benefit the businesses and residents of Chinatown and other predominantly API communities.	Services are administered at a neighborhood level intended to benefit the businesses and residents of Chinatown and other predominantly API communities. These communities often include low-income households, people whose primary language is not English, and undocumented communities.	Input and decision making is given through each funded organization or merchants association on how they want to inform their services to meet the needs of their community.	Not applicable	Not applicable
Geographic Focus - Opportunity Communities - Neighborhoods - Bayview	The Opportunity Neighborhood's program targets neighborhoods that have experienced historic divestment. The goal of the program is to implement an economic development strategy that executes projects in collaboration with community partners, that advance equitable and shared prosperity for San Franciscans by growing sustainable jobs, supporting businesses of all sizes, creating great places to live and work, and helping communities achieve self-sufficiency.	1 - Public-facing activity or service	\$968,000	General Fund, Federal Funding	15	Renaissance Entrepreneurship Center, North East Federal Credit Union, Main Street Launch, San Francisco Small Business Development Center, Economic Development on Third, African American Arts and Cultural District, EnZaction	Equitable access to economic prosperity	Bayview Hunters Point	1 - General public	Services are administered at a neighborhood level intended to benefit the businesses and residents of Bayview Hunters Point.	Services are administered at a neighborhood level intended to benefit the businesses and residents of Bayview Hunters Point. Bayview has the highest concentration of African Americans in San Francisco.	Services are administered at a neighborhood level intended to benefit the businesses and residents of Bayview Hunters Point. These communities often include low-income households, seniors, formerly incarcerated population, single female-led households, immigrant communities, children and youth, people with behavioral health issues, people whose primary language is not English.	Input and decision making is given through each funded organization or merchants association on how they want to inform their services to meet the needs of their community.	Not applicable	Not applicable
Geographic Focus - Opportunity Communities - Neighborhoods - Tenderloin/Central Market	The Opportunity Neighborhood's program targets neighborhoods that have experienced historic divestment. The goal of the program is to implement an economic development strategy that executes projects in collaboration with community partners, that advance equitable and shared prosperity for San Franciscans by growing sustainable jobs, supporting businesses of all sizes, creating great places to live and work, and helping communities achieve self-sufficiency.	1 - Public-facing activity or service	\$1,090,000	General Fund	5	Tenderloin Community Benefit District, Urban Alchemy, Lower Polk CBD, CounterPulse, Tenderloin Merchants Association	Equitable access to economic prosperity	Tenderloin, Mid-Market, SoMa, Lower Polk	1 - General public	Services are administered at a neighborhood level intended to benefit the businesses and residents of the Central Market/Tenderloin.	Services are administered at a neighborhood level intended to benefit the businesses and residents of the Central Market/Tenderloin. The Tenderloin neighborhood is 70% BIPOC.	Services are administered at a neighborhood level intended to benefit the businesses and residents of Central Market/Tenderloin. These communities often include low-income households, seniors, formerly incarcerated population, single female-led households, immigrant communities, children and youth, people with behavioral health issues, people whose primary language is not English, unsheltered population, and LGBTQ+ populations.	To meet the specific needs of their community, input and decision making is sourced through each funded organization, block safety group, or merchants association.	Not applicable	Liz Ogbu in partnership with Envelope Design
Geographic Focus - Opportunity Communities - Neighborhoods - Lower Fillmore	The Opportunity Neighborhood's program targets neighborhoods that have experienced historic divestment. The goal of the program is to implement an economic development strategy that executes projects in collaboration with community partners, that advance equitable and shared prosperity for San Franciscans by growing sustainable jobs, supporting businesses of all sizes, creating great places to live and work, and helping communities achieve self-sufficiency.	1 - Public-facing activity or service	\$575,000	General Fund	7	SF Housing Development Corporation, Filmore Collaborative, Renaissance Parents of Success, Renaissance Entrepreneurship Center, African American Art Culture Complex, New Community Leadership Foundation	Equitable access to economic prosperity	Western Addition, Japantown	1 - General public	Services are administered at a neighborhood level intended to benefit the businesses and residents of Western Addition.	Services are administered at a neighborhood level intended to benefit the businesses and residents of Western Addition, a historically African American neighborhood.	Services are administered at a neighborhood level intended to benefit the businesses and residents of Western Addition. These communities often include low-income households, seniors, formerly incarcerated population, single female-led households, immigrant communities, children and youth, people with behavioral health issues, people whose primary language is not English and residents of public housing.	Input and decision making is given through each funded organization or merchants association on how they want to inform their services to meet the needs of their community.	Not applicable	Not applicable
Geographic Focus - Opportunity Communities - Cultural Districts	The Cultural Districts effort is a place-making and place-keeping program. The vision is to preserve, strengthen and promote cultural communities, and its goals are to support legacy businesses, nonprofits, community arts, and traditions. Neighborhood-based community groups and their cultural values lead each District's efforts. The program's aim is to support specific cultural communities or ethnic groups that historically have been discriminated against, displaced, and oppressed.	1 - Public-facing activity or service	\$2,121,400	General Fund	5	JCYC, Calle 24, KultiVate Labs,	Equitable access to economic prosperity	Mission, SOMA, Japantown	1 - General public	Services are administered at a neighborhood level intended to benefit the businesses and residents of each district.	Services are administered at a neighborhood level intended to benefit the businesses and residents of each district.	Services are administered at a neighborhood level intended to benefit the businesses and residents of each district. Some districts are currently intended to benefit Latino, API, Native American and African American populations.	Each Cultural District has a Board that oversees the cultural district and is composed of property owners, nonprofits, business owners and/or residents within each district.	Not applicable	Not applicable
Geographic Focus - Opportunity Communities - DKI	This initiative provides economic support for San Francisco's Black and African Americans who enroll in one of our approved Entrepreneur Training Programs. As part of the Dream Keeper Initiative funding, OEWD has awarded Black-serving community organizations with funding to provide services and achieve improved economic development outcomes for African American businesses, entrepreneurs, and the African American and Black communities in San Francisco more broadly. The Dream Keeper Initiative aims to break the cycle of poverty and involvement in the criminal justice system for the families in its City programs and ensure that new investments provide economic opportunity to San Francisco's who are most in need. Investments focus on helping African American small businesses and entrepreneurs in San Francisco start, stabilize, or grow their businesses. Funding to organizations is directed at providing training and technical assistance to guide businesses towards growth; providing relief and supporting recovery from impacts of the COVID-19 pandemic; stabilizing African American community anchor businesses in neighborhood spaces and celebrating the presence and contributions of historically African American neighborhoods to drive economic development.	1 - Public-facing activity or service	\$7,500,000	General Fund	17	African American Art & Culture Complex, Bayview Opera House, Inc., EnZaction, Inc., Homeless Children's Network, Children's Council of San Francisco, San Francisco Housing Development Corporation, St. James Infirmary, Urban Ed Academy	Equitable access to economic prosperity	Citywide, Bayview Hunters Point, Western Addition, OMI, and Visalacion Valley	1 - General public	Funding in this area is divided between neighborhood-level funding and direct entrepreneur/small business support. Neighborhood services are administered at a neighborhood level intended to benefit the businesses and residents of historically and predominantly African American communities. For the direct entrepreneur support, it is estimated to serve 500 people	Some services are administered at a neighborhood level intended to benefit the businesses and residents of predominantly African American communities. For the direct entrepreneurship support, we estimate over 90% of participants will be African American.	Some services are administered at a neighborhood level intended to benefit the businesses and residents of predominantly African American communities. These communities often include low-income households, seniors, formerly incarcerated population, single female-led households, immigrant communities, children and youth, people with behavioral health issues, people whose primary language is not English.	DKI Include community at the decision table. To select its first nonprofit partners for the Dream Keeper Initiative, OEWD launched a Community Panelist Pilot Program, inviting members of the public to nominate themselves to evaluate grants. 136 nominations were received, including 40 from Black and African-American individuals – the highest of any racial group.	2.5 FTE	Not applicable
Geographic Focus - Community Benefit Districts	Community Benefit Districts (CBDs) strive to improve the overall quality of life in targeted commercial districts and mixed-use neighborhoods through a partnership between the City and local communities. In California, CBDs are also known as Business Improvement Districts. Once an area has voted to establish a CBD, local property owners are levied a special assessment to fund improvements to their neighborhood. The funds are administered by a non-profit organization established by the neighborhood.	1 - Public-facing activity or service	\$432,476	Other	5	Castro/Upper Market Community Benefit District, Excelsior Action Group, Noe Valley Association, Union Square Business Improvement District, Ocean Avenue Association	Equitable access to economic prosperity	Castro/Upper Market, Tenderloin, South of Market, Financial District/South Beach, Japantown, North Beach, West of Twin Peaks (boundaries do not fit perfectly within the analysis neighborhood boundaries; refer to website to see CBD boundaries: <a href="https://oewd.org/community-benefit-districts">https://oewd.org/community-benefit-districts</a> )	2 - Application or referral required	Services are administered at a neighborhood level intended to benefit the businesses, residents and property owners of each district.	Services are implemented at a neighborhood level; many districts are located in neighborhoods with high ethnic and cultural diversity such as Tenderloin, Japantown, Ocean Ave, etc.	Not available	Each CBD has a Board that oversees the CBD and is composed of property owners, nonprofits, business owners and/or residents within each district.	Not applicable	Not applicable
Geographic Focus - Construction Mitigation	OEWD partners with SFMTA, SFPUC and Public Works to implement and lead the small business component of the City's Construction Mitigation Program. OEWD is the Business Liaison and point of contact for business support, targeted business education, technical assistance and the corridor-specific marketing campaign (Open For Business). OEWD puts together a suite of services to support both the short-term and longer-term needs of businesses in construction impacted zones. The tasks and services provided for each project by OEWD is funded by the lead project department.	1 - Public-facing activity or service	N/A	Other	2	CivicEdge, En2Action	Equitable access to economic prosperity	Nob Hill, Western Addition, Tenderloin, SOMA, Chinatown, Financial District/South Beach, Sunset/Parkside, West of Twin Peaks, Mission	2 - Application or referral required	over 500	Not available	Not available	Community meetings with affected merchants, door-to-door outreach to determine services, working group for each affected corridor.	Not applicable	Not applicable
Impact Policy and Communications (IPC)	The IPC Team is a shared service of the Department	3 - Within department only	12 FTE, \$3.06M	General Fund, DKI Employment Pipeline Funds, & State Restricted Sources	1	Harvard Community Partners	ALL	City-Wide	N/A	N/A	N/A	N/A	Varying	N/A	N/A
Operations	OEWD seeks to create efficiencies in business operations in order to optimize service delivery to stakeholders, which include BIPOC communities	3 - Within department only	1 FTE	General Fund	0	n/a	ALL	City-Wide	N/A	N/A	N/A	N/A	OEWD staff will work with staff, service delivery partners, and clients to understand the "customer" experience, and understand if BIPOC communities are disadvantaged and require support to ensure equity is achieved	N/A	N/A

B. Item name and description			C. Overall resources				D. Racial equity alignment	E. Racial equity-related activity information <i>Complete only for line items that are aligned with a department priority equity issue area (D) if applicable</i>							
Policy	OEWD is involved in responding to proposed legislation, drafting legislation, or engaging with stakeholders to evaluate impact of policy on community, and will work to amend legislation to reduce/remove harm or improve the legislation to achieve equity	4 - All of above	2 FTE	General Fund	0	n/a	ALL	City-Wide	N/A	N/A	N/A	N/A	Community input is conducted at varying levels. For engagement through the 3 Commissions of OEWD, engagement is done at Commission meetings. For annual budget process, OEWD conducts 3 townhalls. For program development, OEWD program staff will conduct engagement with targeted populations. In General OEWD will keep open line of communication with individual stakeholders and coalitions throughout the fiscal year	N/A	N/A
Data and Performance	OEWD seeks to develop Theory of Change models for all the service areas for the department to ensure that OEWD is clearly articulating at the onset the desired impact that services will have on the community it is serving, define what metrics will be measured throughout program delivery, and create regular evaluation of services in order to ensure that OEWD is delivering service to the Community in an equitable way	3 - Within department only	6 FTE	General Fund & DKI Employment Pipeline Funds	1	\$0 - Civic Bridge Project with Harvard Business Partners	ALL	City-Wide	N/A	N/A	N/A	N/A	OEWD will work with staff to understand issues and articulate the change that is needed to achieve success for the population being served by the program area. In particular, defining what success looks like at the end of the service being delivered	N/A	N/A
Communications & Marketing	OEWD seeks to highlight and amplify the impact of programs and services to BIPOC stakeholders, and create events that increase activity in BIPOC communities	3 - Within department only	3 FTE	General Fund	0	N/A	ALL	City-Wide	N/A	N/A	N/A	N/A	OEWD staff will work with program staff and clients assisted who will be highlighted in communications or marketing campaigns	N/A	N/A
Special Projects	OEWD is currently taking two projects that are not aligned with OEWD's Mission and typical services - ADA Policy and Program Delivery and the creation of the City's Domestic Service Worker Paid Sick Leave System	1 - Public-facing activity or service	.75 FTE	General Fund and State Business Registration Revenue	0	N/A	N/A	City-Wide	N/A	6	N/A	N/A	OEWD staff develop community engagement plans, and conduct stakeholder engagement sessions with advisory groups on the development and implementation of programs	N/A	N/A
Joint Development and Housing Delivery (JD)	The Joint Development and Housing Delivery Teams work together in two phases to get development projects entitled and built, and community benefits promised and realized.	1, 2, and 3	15 FTE, \$17.5M	Developer Reimbursement; General Fund; City Work Orders	N/A	BAE Urban Economics; Century Urban;	Housing Equity	SOMA, Bayview, Western Addition, Dogpatch	1 - General public	not available	not available	not available	There are opportunities for community input in the DA phase and post entitlement. DA phase will include multiple opportunities for community to actively engage and develop terms and opportunities to give public comment at the different commissions involved and at the BOS. Continued outreach is written into post entitlement requirements and the Housing Delivery team ensures those requirements are being met.	N/A	N/A
Negotiate Development Agreements	Ensure agreements between the City and developer includes community benefits commensurate with the Planning changes. Benefits include production of affordable housing, childcare facilities, community stabilization funding, environmental and transit improvements, etc.	1 - Public-facing activity or service	3 FTE	Developer Reimbursement	N/A	N/A	Budget Transparency and Equity in Contracting and Investments (FAJ/D/WF)	Project areas	1 - General public	not available	not available	not available	Numerous community meetings with different stakeholders throughout the process. Community members provide input during the development stage and have opportunities throughout the Planning and Board approval process to provide public comment.	N/A	N/A
Assist projects through entitlement process	Work toward project entitlement by coordinating across city departments, liaise with district supervisor, troubleshoot process challenges.	2 - For other City departments	0.75 FTE	Developer Reimbursement	N/A	N/A	Housing Equity	Citywide	1 - General public	not available	not available	not available	N/A	N/A	N/A
Create Community Training Workshop	Build the capacity of community members by creating materials to teach folks about development and development agreements. Will lead to more transparent conversations and empowered community members.	1 - Public-facing activity or service	0.3 FTE	General Fund	N/A	N/A	Equity in Public/Community Participation	Western Addition, Bayview	1 - General public	not available	not available	not available	Project that is currently being developed so that community has at minimum a baseline understanding of development, so there is a better understanding of what is happening and how they can advocate on behalf of their community.	N/A	N/A
Troubleshoot issues post entitlement	Assist with any questions, changes, or issues may come post entitlement. Projects need to be realized so that the negotiated community benefits be realized.	1 - Public-facing activity or service	0.5 FTE	Developer Reimbursement	N/A	N/A	Housing Equity & Budget Transparency and Equity in Contracting and Investments (FAJ/D/WF)	Entitled Project Sites Located Citywide	1 - General public	not available	not available	not available	N/A	N/A	N/A
Consult on City land use policy	collaborate with other City departments on land use policies programs	2 - For other City departments	0.7 FTE	General Fund	N/A	N/A	Housing Equity	Citywide	1 - General public	not available	not available	not available	N/A	N/A	N/A
Interagency and developer coordination in support of Development Agreement implementation	Coordinate with City agencies and development partners to ensure that entitled development is permitted and constructed efficiently and without delay and to ensure that all City and developer commitments are faithfully executed.	2 - For other City departments	3.6 FTE	Developer reimbursement	N/A	N/A	Housing Equity	Citywide	1 - General public	not available	not available	not available	Some projects have post entitlement community outreach requirements. The team ensures that these requirements are being met and community is kept apprised of any happenings.	N/A	N/A
Identify and implement development-related process improvements	Collaborate with City agencies and development partners to identify, design, and implement process improvements that streamline design review, permitting, and project implementation processes.	2 - For other City departments	0.9 FTE	Two work orders, general fund, etc	N/A	N/A	Housing Equity	Citywide	1 - General public	not available	not available	not available	N/A	N/A	N/A
Office of Small Business (OSB)	The Office of Small Business and Small Business Commission are committed to supporting the growth and prosperity of all small businesses, especially those owned by historically marginalized communities, to foster an inclusive and thriving San Francisco.	1 - Public-facing activity or service	6 FTE, \$3.5M	General Fund	N/A	N/A	Small Business Equity and Capacity Building (OSB)	Citywide	1 - General public	5000+	14% Latinx, 18% Asian, 21% white/Caucasian, 4% African American, 2% Arab, 40% unknown more info here: <a href="https://sf.gov/sites/default/files/2022-02/Annual%20Report%20FY%2020-21.%20SBAC_0.pdf">https://sf.gov/sites/default/files/2022-02/Annual%20Report%20FY%2020-21.%20SBAC_0.pdf</a>	14% Latinx, 18% Asian, 21% white/Caucasian, 4% African American, 2% Arab, 40% unknown	Feedback from BIPOC small businesses, public comment/discussion at Commission meetings	N/A	N/A
Business counseling	one on one counseling for small businesses in English, Spanish, and Chinese	1 - Public-facing activity or service	1 FTE + 1.6M in grants	general fund	N/A	N/A	Small Business Equity and Capacity Building (OSB)	citywide	1 - General public	5000 people	14% Latinx, 18% Asian, 21% white/Caucasian, 4% African American, 2% Arab, 40% unknown more info here: <a href="https://sf.gov/sites/default/files/2022-02/Annual%20Report%20FY%2020-21.%20SBAC_0.pdf">https://sf.gov/sites/default/files/2022-02/Annual%20Report%20FY%2020-21.%20SBAC_0.pdf</a>	14% Latinx, 18% Asian, 21% white/Caucasian, 4% African American, 2% Arab, 40% unknown	Feedback from BIPOC small businesses, public comment/discussion at Commission meetings	N/A	N/A
Legacy Business Program	Grants and technical assistance for small businesses 30+ years old	1 - Public-facing activity or service	2 FTE	general fund	One	N/A	Small Business Equity and Capacity Building (OSB)	citywide	2 - Application or referral required	270+ businesses		N/A	N/A	N/A	N/A
Small business commission racial equity committee	Raise up needs and voices of BIPOC small businesses through implementation of REAP	1 - Public-facing activity or service	0.1 FTE	general fund	N/A	N/A	Small Business Equity and Capacity Building (OSB)	citywide	1 - General public	n/a	n/a	n/a	N/A	N/A	N/A
Policy/advocacy	Policy recommendations to further racial equity among small businesses in SF	2 - For other City departments	0.6 FTE	general fund	N/A	N/A	Small Business Equity and Capacity Building (OSB)	citywide	1 - General public	n/a	n/a	n/a	Feedback from BIPOC small businesses, public comment/discussion at Commission meetings	N/A	N/A
Small business information/resources	Sharing grant application info in multiple languages, sharing COVID19 guidance for businesses	1 - Public-facing activity or service	0.25 FTE	general fund	N/A	N/A	Small Business Equity and Capacity Building (OSB)	citywide	1 - General public	n/a	9,461 people viewed newsletters in languages other than English	n/a	N/A	N/A	N/A
ADA accessibility assistance	Helping small businesses with ADA compliance	1 - Public-facing activity or service	0.5 FTE	general fund	N/A	N/A	Small Business Equity and Capacity Building (OSB)	citywide	1 - General public	n/a	n/a	n/a	N/A	N/A	N/A
Small business permit assistance (starting 2022 calendar year)	Provide assistance and troubleshoot issues with permitting	1 - Public-facing activity or service	2 FTE	general fund	N/A	N/A	Small Business Equity and Capacity Building (OSB)	citywide	1 - General public	n/a	n/a	n/a	N/A	N/A	1 FTE
Workforce Division (WF)	The Workforce Development Division of the Office of Economic & Workforce Development (OEWD) coordinates the San Francisco Workforce Development System, which is a network of public, private, and nonprofit service providers that serve San Francisco job seekers and employers. We offer San Francisco employers services and assistance to attract, grow and retain a diverse workforce	1 - Public-facing activity or service	66 FTE, \$60.9M overall budget (\$32M in grants)	General Fund, Restricted State and Federal funds, other	76	Goodwill Industries, FACES SF, JVS, Mission Hiring Hall, Hospitality House, MEDA, Centers for Equity and Success, Self-Help for the Elderly, Young Community Developers, Inner City Youth	Employment Equity	Bayview, Chinatown, Excelsior, Tenderloin, SOMA, Mission, Hunters Point, Western Addition, OMI, Sunset, Richmond, Financial District, Civic Center	1 - General public	6,000 - 8,500	The Workforce Division prioritizes service delivery in a neighborhood-based strategy to economically vulnerable populations, historically excluded populations, and in service of interrupting occupational segregation. The Workforce Division's service delivery is inclusive for people who are unemployed or underemployed regardless of race/ethnicity. Workforce programs total enrollments typically equal at or above 25% Black/African-American, Asian Pacific Islander, and Latinx clients.	Women and Gender Minorities, Youth and Young Adults, Low-income, People Experiencing Homelessness, Public Housing Residents, Re-Entry/Justice-Involved, ESL/Mono-Lingual Speakers, Neighborhood Based, Single Parents, People with Disabilities, Veterans, LGBTQ+, Positive Parenting/Fatherhood, Lack of High School Diploma or GED, Older Adults, Immigration Status	The Workforce Division solicits ongoing feedback on programs through program managers and workforce providers, procurement and budget community meetings, a community panelists program to review procurements, provider and client surveys, and the Workforce Investment San Francisco Board.	\$12.75M	N/A

B. Item name and description		C. Overall resources				D. Racial equity alignment	E. Racial equity-related activity information <i>Complete only for line items that are aligned with a department priority equity issue area (D) if applicable</i>								
Neighborhood Job Centers	Neighborhood Job Centers offer workforce services in specific neighborhoods. Services offered include job search assistance and preparation; career planning and exploration; access to education and training services; and access to computers, internet, fax machines, copy machines, and more.	1 - Public-facing activity or service	2 FTE + \$5.5M in grants	General Fund, Restricted State and Federal funds	6	FACES SF, Hospitality House, Self-Help for the Elderly, Young Community Developers, Centers for Equity and Success (additional - MEDA, Young Community Developers (Sub: Inner City Youth))	Employment Equity	Bayview, Chinatown, Excelsior, Tenderloin, SOMA, Mission, Hunters Point, Western Addition, OMI, Sunset	1 - General public	3200	The Workforce Division prioritizes service delivery in a neighborhood-based strategy to economically vulnerable populations, historically excluded populations, and in service of interrupting occupational segregation. The Workforce Division's service delivery is inclusive for people who are unemployed or underemployed regardless of race/ethnicity. Workforce programs total enrollments typically equal at or above 25% Black/African-American, Asian Pacific Islander, and Latinx clients.	Women and Gender Minorities, Youth and Young Adults, Low-income, People Experiencing Homelessness, Public Housing Residents, Re-Entry/Justice-Involved, ESL/Mono-Lingual Speakers, Neighborhood Based, Single Parents, People with Disabilities, Veterans, LGBTQ+, Positive Parenting/Fatherhood, Lack of High School Diploma or GED, Older Adults, Immigration Status	The Workforce Division solicits ongoing feedback on programs through program managers and workforce providers, procurement and budget community meetings, a community panelists program to review procurements, provider and client surveys, and the Workforce Investment San Francisco Board.	N/A	N/A
CityBuild Academy	CityBuild Academy is a 12- to 18-week pre-apprenticeship training in partnership with City College of San Francisco including hands-on training and instruction in the 26 Building Trades, classroom instruction, case management and retention services, supportive services, industry certifications, job referrals and placement assistance, math tutoring and preparation, and vocational English as a second language.	1 - Public-facing activity or service	11 FTE + \$5.2M in grants	General Fund, Work Orders, Restricted State (ETP)	7	Mission Hiring Hall, A. Philip Randolph Institute, San Francisco Community College District (City College), Young Community Developers, Brightline Defense (additional: Charity Cultural Services Center, Laborers Training & Retraining Trust for Northern CA (Laborers Training Center))	Employment Equity	Bayview, Chinatown, Excelsior, Tenderloin, SOMA, Mission, Hunters Point, Western Addition, OMI, Sunset, Richmond, Treasure Island	2 - Application or referral required		The Workforce Division prioritizes service delivery in a neighborhood-based strategy to economically vulnerable populations, historically excluded populations, and in service of interrupting occupational segregation. The Workforce Division's service delivery is inclusive for people who are unemployed or underemployed regardless of race/ethnicity. Workforce programs total enrollments typically equal at or above 80% Black/African-American, Asian Pacific Islander, and Latinx clients.	Women and Gender Minorities, Youth and Young Adults, Low-income, People Experiencing Homelessness, Public Housing Residents, Re-Entry/Justice-Involved, ESL/Mono-Lingual Speakers, Neighborhood Based, Single Parents, People with Disabilities, Veterans, LGBTQ+, Positive Parenting/Fatherhood, Lack of High School Diploma or GED, Older Adults, Immigration Status	The Workforce Division solicits ongoing feedback on programs through program managers and workforce providers, procurement and budget community meetings, a community panelists program to review procurements, provider and client surveys, and the Workforce Investment San Francisco Board.	N/A	N/A
Dream Keeper Initiative	The Dream Keeper Initiative aims to break the cycle of poverty and involvement in the criminal justice system for the families in City programs and ensure that new investments, including in youth development, economic opportunity, community-led change, arts and culture, workforce, and homeownership, are accessible to San Francisco's families who are most in need. Educational Pathways, Industries of Opportunity, Community Research, Health Services, and Business and Community programs through the Arts, Fatherhood Programming.	1 - Public-facing activity or service	4 FTE + 12.75M in grants	General Fund	16	Young Community Developers, Collective Impact, Children's Council, Collective Impact, Dusty's Fishing Well (Additional: Homeless Children's Network, African American Art and Culture Complex, Centers for Equity and Success, PRC, Homeless Children's Network, San Francisco Housing Development Corporation, Bayview Opera House, Zacho SF, Urban Ed Academy, African American Shakespeare Company, San Francisco Bay Area Theatre Company, Rafiki Coalition for Health and Wellness (Sub: Vets Alley), National Coalition of 100 Black Women, Homeless Children's Network (Sub: Jarmstead Unlimited))	Employment Equity	Western Addition, Tenderloin, Bayview Hunters Point, Mission, SOMA,	1 - General public	610	The Workforce Division prioritizes service delivery in a neighborhood-based strategy to economically vulnerable populations, historically excluded populations, and in service of interrupting occupational segregation. The Workforce Division's service delivery is inclusive for people who are unemployed or underemployed regardless of race/ethnicity. Workforce programs total enrollments typically equal at or above 25% Black/African-American, Asian Pacific Islander, and Latinx clients.	Women and Gender Minorities, Youth and Young Adults, Low-income, People Experiencing Homelessness, Public Housing Residents, Re-Entry/Justice-Involved, ESL/Mono-Lingual Speakers, Neighborhood Based, Single Parents, People with Disabilities, Veterans, LGBTQ+, Positive Parenting/Fatherhood, Lack of High School Diploma or GED, Older Adults	The Workforce Division solicits ongoing feedback on programs through program managers and workforce providers, procurement and budget community meetings, a community panelists program to review procurements, provider and client surveys, and the Workforce Investment San Francisco Board.	12,750,000	N/A
Specialized Job Centers	Specialized Jobs Centers offer workforce services for immigrants, homeless, veterans, persons with disabilities, and customers with limited English proficiency. They offer one-on-one support with job search and skill development; referrals to training for high-demand industries; job readiness services to prepare individuals for the workforce; and provide direct job placement assistance.	1 - Public-facing activity or service	1 FTE + 1.6M in grants	General Fund, Restricted State and Federal funds	10	SF LGBT Center, Toolworks, Chinese for Affirmative Action, Five Keys Schools and Programs, Goodwill Industries (additional: Swords to Powshares, Southeast Asian Development Center, PRC, The Arc, Upwardly Global)	Employment Equity	Financial District, Chinatown, SOMA, Lower Nob Hill, Castro, Tenderloin	1 - General public	1175	The Workforce Division prioritizes service delivery in a neighborhood-based strategy to economically vulnerable populations, historically excluded populations, and in service of interrupting occupational segregation. The Workforce Division's service delivery is inclusive for people who are unemployed or underemployed regardless of race/ethnicity. Workforce programs total enrollments typically equal at or above 25% Black/African-American, Asian Pacific Islander, and Latinx clients.	Women and Gender Minorities, Youth and Young Adults, Low-income, People Experiencing Homelessness, Public Housing Residents, Re-Entry/Justice-Involved, ESL/Mono-Lingual Speakers, Neighborhood Based, Single Parents, People with Disabilities, Veterans, LGBTQ+, Positive Parenting/Fatherhood, Lack of High School Diploma or GED, Older Adults, Immigration Status	The Workforce Division solicits ongoing feedback on programs through program managers and workforce providers, procurement and budget community meetings, a community panelists program to review procurements, provider and client surveys, and the Workforce Investment San Francisco Board.	N/A	N/A
TechSF Academy	TechSF offers internships, apprenticeships, and job placement opportunities, as well as courses and introduction into skills such as HTML/CSS, Adobe Suite, JavaScript, Digital Marketing, Cybersecurity, and more. TechSF provides industry-recognized credentials.	1 - Public-facing activity or service	3 FTE + \$2.1M in grants	General Fund, Restricted State and Federal funds	9	JVS, Bay Area Video Coalition, City College SF, MEDA, Upwardly Global (additional: Mission Bt, Code TL, Five Keys, Goodwill YCD)	Employment Equity	Financial District, Bayview, Mission, Civic Center, OMI	2 - Application or referral required	292	The Workforce Division prioritizes service delivery in a neighborhood-based strategy to economically vulnerable populations, historically excluded populations, and in service of interrupting occupational segregation. The Workforce Division's service delivery is inclusive for people who are unemployed or underemployed regardless of race/ethnicity. Workforce programs total enrollments typically equal at or above 25% Black/African-American, Asian Pacific Islander, and Latinx clients.	Women and Gender Minorities, Youth and Young Adults, Low-income, People Experiencing Homelessness, Public Housing Residents, Re-Entry/Justice-Involved, ESL/Mono-Lingual Speakers, Neighborhood Based, Single Parents, People with Disabilities, Veterans, LGBTQ+, Positive Parenting/Fatherhood, Lack of High School Diploma or GED, Older Adults, Immigration Status	The Workforce Division solicits ongoing feedback on programs through program managers and workforce providers, procurement and budget community meetings, a community panelists program to review procurements, provider and client surveys, and the Workforce Investment San Francisco Board.	N/A	N/A
Young Adult Job Centers	Young Adult Job Centers offer workforce services for transition age youth with an emphasis on career exploration. YAAPs connect participants to education and/or employment as appropriate, and services include: job search assistance and job preparation workshops; coaching and support; paid and unpaid internship opportunities; financial literacy training; and college and financial aid application assistance.	1 - Public-facing activity or service	3 FTE + \$2.3M in grants	General Fund, Restricted State and Federal funds	8	Collective Impact, Latinx Street Youth Services, Community Youth Center, Bay Area Community Resources, Bayview YMCA (additional: Enterprise for Youth, New Door Ventures, Bridges from School to Work)	Employment Equity	Richmond, Sunset, Financial District, Tenderloin, Bayview, Western Addition, Mission	1 - General public	788	The Workforce Division prioritizes service delivery in a neighborhood-based strategy to economically vulnerable populations, historically excluded populations, and in service of interrupting occupational segregation. The Workforce Division's service delivery is inclusive for people who are unemployed or underemployed regardless of race/ethnicity. Workforce programs total enrollments typically equal at or above 25% Black/African-American, Asian Pacific Islander, and Latinx clients.	Low-income Youth and Young Adults, People Experiencing Homelessness, Public Housing Residents, Re-Entry/Justice-Involved, People with Disabilities, LGBTQ+, Lack of High School Diploma or GED, Immigration Status	The Workforce Division solicits ongoing feedback on programs through program managers and workforce providers, procurement and budget community meetings, a community panelists program to review procurements, provider and client surveys, and the Workforce Investment San Francisco Board.	N/A	N/A