



RACIAL EQUITY ACTION PLAN

WORKFORCE INVESTMENT SAN FRANCISCO

DECEMBER 9, 2020

www.oewd.org

San Francisco Office of Economic and Workforce Development

AGENDA

- **OEWD Mission**
- **Legislative Ordinance No-188-19** – Office of Racial Equity
- **Overview** of OEWD Racial Equity Action Planning Process
- **Summary** Racial Equity Action Plan Sections
- **Action Items** for Policy Boards and Commissions
- **Next Steps**

AGENDA

OEWD MISSION

The mission of the **Office of Economic and Workforce Development (OEWD)** is to 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 everyone achieve economic self-sufficiency.

OFFICE OF RACIAL EQUITY

“A Racial Equity Action Plan (RE Action Plan) shall include Racial Equity indicators to measure current conditions and impact, outcomes resulting from changes made within programs or policy, and performance measures to evaluate efficacy, that demonstrate how a City department will address Racial Disparities within the department as well as in external programs.”

— *ORE Legislative Mandate, Ordinance No. 188-19*

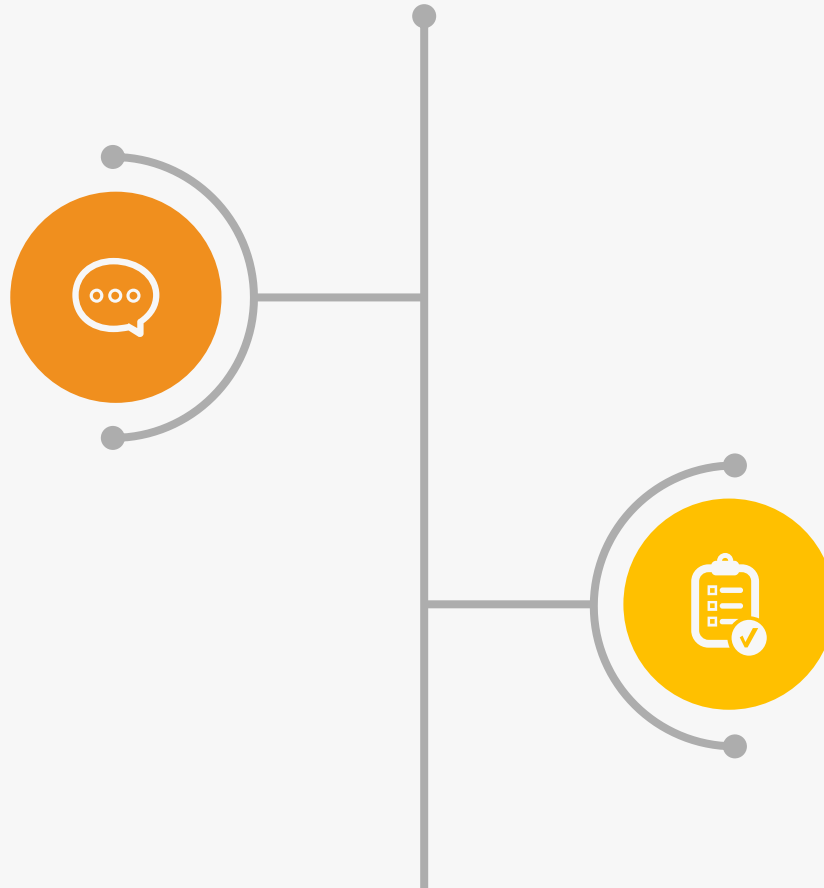


OVERVIEW: PLANNING PROCESS

RACIAL EQUITY PLAN TIMELINE

DECEMBER 2019

OEWD Director Joaquín Torres recommends **22 staff** across all OEWD divisions to serve as Racial Equity leaders



FEBRUARY 2020

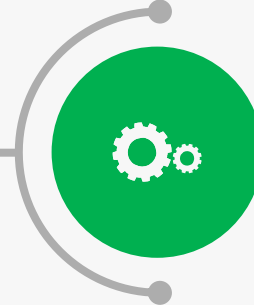
OEWD's Racial Equity Working Group (REWG) begins monthly meetings

AUGUST 2020

REWG forms sub-committees,
engaging an additional **10**

OEWD subject matter experts in:

- Procurement and Grantmaking
- Community and Public Engagement
- Benchmarking and Accountability
- Internal Workforce Development and Human Resources
- Policy Boards and Commissions
- Communications and Staffing



AUG - NOV 2020

REWG and sub-committees
lead development of draft
Phase 1 Action Plan, including
staff survey on organizational
climate



NOV – DEC 2020

Presentations to OEWD Policy
Boards and Commissions,
finalize department goals



DECEMBER 31, 2020

OEWD Racial Equity Action Plan due to ORE

OVERVIEW:

PHASE 1 RACIAL EQUITY ACTION PLAN SECTIONS

**Hiring
&
Recruitment**

**Retention
&
Promotion**

**Discipline
&
Separation**

**Diverse
&
Equitable
Leadership**

OVERVIEW:

PHASE 1 RACIAL EQUITY ACTION PLAN SECTIONS

**Mobility
&
Professional
Development**

**Organization
Culture of
Inclusion &
Belonging**

**Boards
&
Commissions**



ACTION ITEMS:

POLICY BOARDS AND COMMISSIONS

- **7.1.1. Review and revise by-laws** to include inclusive language and align with the department's RE Action Plan.
- **7.1.2. Collect current board and/or commission demographic data** and include in the department annual report.
- **7.1.3. Reserve board and/or commission seats** as a means to diversify participation.
- **7.1.4. Adopt ORE racial equity assessment tools** to inform decisionmaking of Boards and Commissions.

ACTION ITEMS:

POLICY BOARDS AND COMMISSIONS

- **7.2.1. Determine a regular and standardized protocol for accommodation requests**, centering people with disabilities, working people, parents, etc.

Examples: ASL interpretation, video conferencing, food during meetings, translations, etc.

- **7.2.2. Commit to ongoing racial equity training** being mindful of ongoing and current issues.
- **7.2.3. Develop a mentorship program** between newer and more experienced board/commission members.

NEXT STEPS

December 31, 2020

Draft 1 Action Plan due
to Office of Racial Equity

Early 2021

Office of Racial Equity
Review of Action Plan

February - April 2021

By-laws amendments for
Board and
Commission Review

March 2021 - June 2021

Implementation

DISCUSSION & QUESTIONS

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