

**CITY AND COUNTY OF SAN FRANCISCO**

**BOARD OF SUPERVISORS**

**BUDGET AND LEGISLATIVE ANALYST**

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June 5, 2023

**TO:** Budget and Appropriations Committee

**FROM:** Budget and Legislative Analyst



**SUBJECT:** June 9, 2023 Special Budget and Appropriations Committee Meeting

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| <b>Item 5</b><br><b>File 23-0313</b>   | <b>Department:</b><br>Human Rights Commission |
| <b>EXECUTIVE SUMMARY</b>   |   |
| <p><b>Legislative Objectives</b></p> <ul style="list-style-type: none"> <li>• The proposed ordinance would appropriate \$50 million of General Fund General Reserve for the establishment of the Office of Reparations under the Human Rights Commission.</li> </ul> <p><b>Key Points</b></p> <ul style="list-style-type: none"> <li>• In 2020, the Board of Supervisors passed an ordinance establishing the San Francisco African American Reparations Advisory Committee (AARAC) to advise the Board, the Mayor, the Human Rights Commission, and the public on the development, adoption, and implementation of a San Francisco Reparations Plan. The AARAC's draft report was published in December 2022 and details an extensive history of racial discrimination in San Francisco against Black residents and businesses. The draft report provides recommended actions related to economic empowerment, education, health, and public policy. The final report is expected to be issued June 30, 2023.</li> <li>• One of the AARAC recommended actions is to create an Office of Reparations within the City as a measure of community accountability to implement the AARAC recommendations. Other AARAC recommended actions include programming not currently provided by the City.</li> </ul> <p><b>Fiscal Impact</b></p> <ul style="list-style-type: none"> <li>• Based on our review of the organizational chart of the Human Rights Commission and scope of the AARAC's draft recommendations, we estimate that the Office of Reparations would require three City staff, administrative support, and specialized professional services.</li> <li>• The two-year cost of the Office would be \$1.6 million, with \$48.4 million of the proposed appropriation remaining for programming, which would be informed by the task force recommendations and Human Rights Commission Director.</li> <li>• Given the scope of the AARAC draft recommendations, the proposed \$50 million is not sufficient to implement all recommended actions. It would, however, provide an opportunity to pilot new programming.</li> </ul> <p><b>Recommendation</b></p> <ul style="list-style-type: none"> <li>• We consider approval of the proposed ordinance a policy matter for the Board of Supervisors because it would fund the establishment of a new division of the Human Rights Commission to implement new programming.</li> </ul> |   |

**MANDATE STATEMENT**

City Charter Section 9.105 states that amendments to the Annual Appropriations Ordinance, after the Controller certifies the availability of funds, are subject to Board of Supervisors approval by ordinance.

**BACKGROUND**

In 2020, the Board of Supervisors passed an ordinance<sup>1</sup> establishing the San Francisco African American Reparations Advisory Committee (AARAC) to advise the Board, the Mayor, the Human Rights Commission, and the public on the development, adoption, and implementation of a San Francisco Reparations Plan that determines the scope and eligibility of a citywide reparations program, examines structural discrimination, and proposes institutional reforms (File 20-1190).

The first meeting of the AARAC took place on June 1, 2021. The AARAC focused its work on four issue areas including Economic Empowerment, Education, Health, and Policy. Each subcommittee held public meetings with experts and public input to refine recommendations. The AARAC's draft report published in December 2022 and details an extensive history of racial discrimination in San Francisco against Black residents and businesses. The report also outlines recommendations to redress discriminatory government practices that have created generational harm and disparate social outcomes for San Francisco's African American residents. According to the United Nations as quoted in the AARAC draft report, reparations consist of: (1) cessation, assurances and guarantees of non-repetition; (2) restitution and repatriation; (3) compensation; (4) satisfaction; and (5) rehabilitation.

The draft report includes three overall recommended actions, which emerged consistently across the four issue areas, as well as specific objectives and recommendations for each issue area. The final report is expected to be issued June 30, 2023.

As shown in Exhibit 1 below, one of the overall recommendations is to create an Office of Reparations within the City as a measure of community accountability to implement the AARAC recommendations.

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<sup>1</sup> File 20-1190 was approved December 18, 2020. The ordinance requires the AARAC to submit to the Board of Supervisors a draft San Francisco Reparations Plan. The Board may act by resolution to accept, reject, or modify the draft plan. The AARAC must submit a final plan incorporating feedback received from the Board, the Mayor, the Human Rights Commission, and the public in response to the draft plan.

<https://sfgov.legistar.com/View.ashx?M=F&ID=9024111&GUID=62CFC079-20DA-41C4-B048-C07BF494E6CC>

**Exhibit 1: AARAC Draft Overall Recommendations**

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- 1 The City and County of San Francisco and its agencies should issue a formal apology for past harms, and commit to making substantial ongoing, systemic, and programmatic investments in Black communities to address historical harms

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  - 2 Establish an independent Office of Reparations within the City to execute the reparations plan. This agency must be charged with tracking and ensuring the continued success of programs that come out of these recommendations

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  - 3 Create and fund a committee of community stakeholders - such as a Reparations Stakeholder Authority or similar - to ensure equity and continuity in the implementation of relevant policy initiatives, independent of the City and County of San Francisco

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Source: Draft AARAC Report, December 2022

Objectives and recommendations for each of the four issue areas from the draft report are provided in Attachment 1, which was prepared by the AARAC. The AARAC recommended actions include programming not currently provided by any City program.

**California Task Force**

The issue of reparations is also being explored statewide. California Assembly Bill 3121 enacted in 2020 established a state Task Force to study and develop reparations proposals for Black Americans. An interim report was issued in 2022 and a final report is expected to be issued before July 1, 2023.<sup>2</sup> Preliminary recommendations address issues of housing segregation, unequal education, political disenfranchisement, environmental injustice, employment, legal system, health, and the wealth gap, among others.<sup>3</sup>

**Proposition 209**

Proposition 209, which bans state and local government affirmative action programs in the areas of public employment, public education, and public contracting based on race, sex, or ethnicity, may pose a challenge to implementing a portion of the AARAC recommendations. Generating local support to repeal Proposition 209 is one of the AARAC recommendations. Proposition 209 does not prohibit the City from investing in communities that have been historically marginalized, under-invested in, and disenfranchised.

**DETAILS OF PROPOSED LEGISLATION**

The proposed ordinance would appropriate \$50 million of General Fund General Reserve for the establishment of the Office of Reparations under the Human Rights Commission.

**Office of Reparations**

The purpose of the Office of Reparations would be to implement recommendations made by the San Francisco African American Reparations Advisory Committee (AARAC) in their draft report.

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<sup>2</sup> Source: California Department of Justice, <https://oag.ca.gov/ab3121>

<sup>3</sup> <https://oag.ca.gov/system/files/media/ab3121-interim-report-preliminary-recommendations-2022.pdf>

Initial duties of the Office could include developing legislative and policy proposals for the Mayor and the Board of Supervisors, developing programming and investment criteria, and ongoing community outreach. The Office would also need legal advice on how to implement new reparations programming.

**FISCAL IMPACT**

Based on our review of the organizational chart of the Human Rights Commission and scope of the AARAC’s draft recommendations, we estimate that the City staff necessary for the creation of the Office of Reparations would include one manager (1824 Principal Administrative Analyst), one policy analyst (1823 Senior Administrative Analyst), and one community staff person (9774 Senior Community Development Specialist I). Final decisions regarding staffing would be subject to the Board of Supervisors’ approval. In addition, we estimate approximately \$200,000 per year in costs for professional services (such as legal, actuarial, or other specialized research), pro-rated at 50 percent in year one of the Office, as well as funding for administrative support for the office, based on 15 percent of City staff costs.

As shown below in Exhibit 2, we estimate two-year costs to be \$1.6 million, with \$48.4 million of the proposed appropriation remaining for programming, which would be informed by the task force recommendations and Human Rights Commission Director.

**Exhibit 2: Estimated Two-Year Cost for the Office of Reparations**

| Job Classification                             | Duties  | FY 2023-24<br>FTE | FY 2023-24<br>Cost | FY 2024-25<br>FTE | FY 2024-25<br>Cost | Two-Year<br>Total<br>Amount |
|--|---|-------------------|--------------------|-------------------|--------------------|-----------------------------|
| 1824 Principal Administrative Analyst          | Oversight of the office and legislation development | 0.79              | \$171,989          | 1.00              | \$223,459          | \$395,448                   |
| 1823 Senior Administrative Analyst             | Developing programming and investment criteria      | 0.79              | \$150,390          | 1.00              | \$195,563          | \$345,953                   |
| 9774 Senior Community Development Specialist I | Community outreach and educating the public         | 0.79              | \$142,510          | 1.00              | \$185,242          | \$327,752                   |
| <b>Subtotal, City Staff</b>                    |   | <b>2.37</b>       | <b>\$464,889</b>   | <b>3.00</b>       | <b>\$604,264</b>   | <b>\$1,069,153</b>          |
|  | Administrative Support (15%)                        |                   | \$92,978           |                   | \$120,853          | \$213,831                   |
|  | Professional Services                               |                   | \$100,000          |                   | \$200,000          | \$300,000                   |
| <b>Total</b>                                   |   |                   | <b>\$657,867</b>   |                   | <b>\$925,117</b>   | <b>\$1,582,984</b>          |

Source: BLA Analysis

Notes: Positions costs include salary and fringe benefits at the top step of the classification. Actual staff costs may be lower due to delays in hiring and/or positions filled at lower steps of the salary range.

Given the scope of the AARAC draft recommendations, the proposed \$50 million is not sufficient to implement all recommended actions. It would, however, provide an opportunity to pilot new programming.

### **General Reserve**

Administrative Code Section 10.60 requires the City to budget a General Reserve of at least 3.0 percent of General Fund revenues to address revenue weakness, excess spending, or other needs not anticipated during the annual budget process. The balance requirement is reduced to 1.5 percent of General Fund revenues if the City withdraws from the Rainy Day Reserve and then increases 0.25 percent per year until the 3.0 percent balance requirement is fully restored. The General Reserve balance is required to be 1.75 percent of budgeted regular General Fund revenues in FY 2022-23 and 2.00 percent of budgeted General Fund Revenues in FY 2023-24.

According to the Controller's Office FY 2022-23 Nine-Month Budget Status Report, the FY 2021-22 ending balance of the General Reserve was \$43.8 million, and the FY 2022-23 approved budget includes a \$64.4 million deposit. In the current year, the Mayor and the Board of Supervisors have appropriated \$50.4 million of the General Reserve for Police overtime and street cleaning, resulting in a projected year-end balance of \$57.8 million. In FY 2023-24, the required deposit is projected to be \$70.8 million, resulting in a \$128.6 million balance at the end of FY 2023-24.

If the Board of Supervisors approves the appropriation from the General Reserve to establish the Office of Reparations and implement the AARAC's recommendations, the General Reserve balance would be reduced by \$50.0 million to \$7.8 million at the end of FY 2022-23. Any uses of the reserve during the current year (FY 2022-23) will increase the required deposit in the budget year (FY 2023-24) by a like amount.

### **RECOMMENDATION**

We consider approval of the proposed ordinance is a policy matter for the Board of Supervisors because it would fund the establishment of a new division of the Human Rights Commission to implement new programming.

# ECONOMIC EMPOWERMENT

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| <b>FINANCIAL REPARATIONS</b>  | <p><b>Objective 1: Create a comprehensive suite of financial reparations that is made immediately available to those who qualify under the eligibility parameters set forth by the Committee.</b></p>   |
|   | 1.1 Provide a one-time, lump sum payment of \$5 million to each eligible person.  |
|   | 1.2 Supplement African-American income of lower income households to reflect the Area Median Income (AMI) annually for at least 250 years (\$97,000 in 2022).   |
|   | 1.3 Provide access to a spectrum of financial education, from beginning to advanced.  |
|   | 1.4 Create public bank framework to ensure that unbanked people have fair options and expanded access to credit, loans, financing and other tools for leveraging financial power.   |
|   | 1.5 Recruit a Black-owned community bank to San Francisco or expand an existing institution with a Black-owned partner financial institution or a Freedman's Bank.  |
|   | 1.6 Finance a comprehensive debt forgiveness program that clears all educational, personal, credit card, payday loans, etc.   |
|   | 1.7 Offer retirement planning services, and services available to augment current retirees' financial state, particularly for low-wage workers.   |
|   | 1.8 Introduce tax credits for those who qualify for Reparations: Payroll tax, business tax, property tax, etc.  |
|   | 1.9 Create a Black Reparations Trust or other entity that can accept funds for the sole purpose of investing in Black communities.  |
| <b>RENTAL HOUSING + HOMEOWNERSHIP</b>   | <p><b>Objective 2: Ensure that all members of the affected community have access to affordable, quality housing options at all income levels.</b></p>   |
|   | 2.1 The Mayor's Office of Housing and Community Development (MOHCD) should remove barriers to qualification for subsidized and Below Market Rate (BMR) rental units; MOHCD should offer first choice for rental units to those who qualify for Reparations, and the City should cover any cost differentials that may serve as a barrier to qualification.  |
|   | 2.2 Guarantee continued funding for the Dream Keeper Down Payment Assistance Loan Program (DK-DALP) and convert the program from a loan to a forgivable grant over the course of 10 years, which shall be offered to eligible Reparations recipients, regardless of income.   |
|   | 2.3 The City and County of San Francisco should cover additional monthly costs (e.g. Homeowners Association fees, parking fees, etc) related to housing stabilization in new constructions  |
|   | 2.4 The City and County of San Francisco should underwrite costs associated with refinancing existing mortgage loans.   |
|   | 2.5 The City and County of San Francisco and MOHCD should offer grants for home maintenance and repair costs.   |
|   | 2.6 MOHCD should address and remove barriers built into the BMR program that limits wealth-building potential   |
|   | 2.7 Convert public housing units into condominiums with a \$1 buy-in for qualifying residents so the residents can own not only their unit but all of the common areas, as well.  |
|   | 2.8 Create a market of culturally relevant affordable housing development professionals, establish programs that give preference to developments that build units for 50-80% AMI, including fast track for approvals, bonding and other builder support.  |
|   | 2.9 Offer special consideration to Certificate of Preference (COP) holders.   |
|   | 2.10 Apply the entirety of Action 2.9 to Section 8 voucher holders.   |
|   | 2.11 Establish (and provide at least five years of initial funding for) a community land trust governed by Black residents to procure and develop properties in target neighborhoods. In addition to housing, this Land Trust would own commercial and retail properties, investing particularly in vacant storefronts along commercial corridors in Black cultural districts like the Southeast sector, and would offer flexible leases at discounted rates to African-American tenants. |
| 2.12 Make all residential vacancies of 3 or more months immediately available to Black homeowners or renters as part of COP, Section 8 voucher holders and/or Reparations recipients. |   |
| <b>TIVES</b>  | <p><b>Objective 3: Support and promote collective ownership models and "nontraditional" pathways to ownership.</b></p>  |
|   | 3.1 Promote the development of new and continued growth of existing Black-led housing cooperatives by taking actions to expand available opportunities including:   |

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| <b>SPATIAL JUSTICE, COOPERATION AND COMMUNITY SPACE OWNERSHIP</b>   | <p>3.2 Dedicate significant funding and resources to restore and preserve historic landmarks, cultural centers, murals and other vital assets of importance to San Francisco’s diverse Black communities across all neighborhoods in the city.</p>   |
|   | <p><b>Objective 4: Create and sustain thriving, complete neighborhoods that include commercial activity, open spaces, safe streets and affordable housing for Black San Franciscans, in order to address the impact and legacy of displacement in the Redevelopment Era.</b></p>   |
|   | <p><b>Objective 5: Create vibrant community hubs and support cultural institutions centered on the Black community (e.g. 1550 Evans, Fillmore Heritage center, African American Arts and Culture Complex, SF African American Arts and Culture District, others identified through community outreach)</b></p>                 |
|   | <p>5.1 Purchase and run Black historical/focused community centers and cultural institutions or expand city departments (such as the public library) to provide these services.</p>  |
|   | <p>5.2 Fully fund African-American cultural districts and seed them with the first five to ten years of operating expenses to set them up for success.</p>   |
| <b>JOB CREATION AND SUCCESSION</b>  | <p><b>Objective 6: Prioritize Black San Franciscans in local growth industries. Align educational, professional and economic development pathways to ensure successful outcomes across all employment levels in these industries.</b></p>  |
|   | <p>6.1 Expand Opportunities for All to include more positions in City government so that government employment represents a viable pathway for attaining job security and economic mobility.</p>   |
|   | <p>6.2 Improve the City and County of San Francisco’s Department of Human Resources to ensure accountability and consequences for racial discrimination.</p>   |
|   | <p>6.3 Create grant opportunities for internships to ensure Black people have access and can take on unpaid internships which have a positive effect on creating industry knowledge and getting hired.</p>   |
|   | <p>6.4 Prioritize members of San Francisco’s current and past African American communities for employment opportunities, training programs, professional certification, partnerships and contracting. Additionally, create dedicated placement services to assist both experienced, mid-career and entry-level candidates.</p> |
| <b>BLACK BUSINESS OWNERSHIP AND ENTREPRENEURSHIP</b>  | <p><b>Objective 7: Support Black entrepreneurs and ensure that Black-owned businesses thrive in San Francisco.</b></p>   |
|   | <p>7.1 Invest in direct payments and training programs.</p>  |
|   | <p>7.2 Tax relief and incentives: Exemptions from payroll tax and property tax; Assistance from the City with outstanding taxes to ensure that people are up-to-date on tax liabilities.</p>   |
|   | <p>7.3 Establish benchmarks for approval for equity applicant programs, e.g. 99% approval within 30 days. Those eligible for Reparations should receive prioritized licensing for all services.</p>  |
|   | <p>7.4 Through an Economic Trust and a Land Trust, create industry campuses which house industry incubators.</p>   |
|   | <p>7.5 Use the reduced commercial real estate occupancy in Downtown San Francisco as an opportunity to invest in building acquisition to house a multi-industry campus.</p>  |
|   | <p><b>Objective 8: Fill funding gaps for Black entrepreneurs and expand opportunities to access capital.</b></p>   |
|   | <p>8.1 Bolster foundation support and San Francisco government-financed grant programs for entrepreneurs and business owners.</p>  |
|   | <p>8.2 Use the City’s existing Legacy Business Rent Stabilization Grant program as a model for creating a grant/loan program for Black business owners to purchase commercial real estate.</p>   |
| <p>8.3 Leverage the Community Reinvestment Act to offer 0%/low interest rate loans (convertible to grants) to qualifying business owners.</p> |  |



# EDUCATION

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| FORMAL RECOGNITION OF INSTITUTIONAL HARMS | <p><b>Objective 1: Acknowledge the harm done to past generations of Black students in San Francisco and take steps to prevent future harms.</b></p> <p>1.1 The San Francisco Unified School District (SFUSD) and the City and County of San Francisco should formally acknowledge the historic failure to adequately serve Black children in San Francisco due to past racist practices.</p> <p>1.2 Ensure funding to African American Student Achievement, including the continued funding of the African American Achievement and Leadership Initiative.</p> <p>1.3 Identify and distribute local, state and federal funding available for school infrastructure to update school buildings that are outdated, unhealthy, and in disrepair.</p> <p>1.4 Incentivize the state education agency to conduct deep racial equity audits, eliminate racially biased curriculum, implement strategies to promptly address negative racial impacts, and establish frameworks for applying a racial equity lens to future policy and programming decisions.</p> <p>1.5 Ensure that schools across San Francisco have adequate funding that prioritizes neighborhoods that have had a legacy of educational disinvestment.</p> <p>1.6 Establish benchmarks and goals related to Black student retention at SFUSD and Department of Early Childhood.</p> <p>1.7 Offer financial compensation for families affected by the education harms that the SFUSD has perpetuated throughout the years on Black students.</p> |  |
|   | <p><b>Objective 2: Make meaningful financial investments in Students and Communities to Address Past Structural Harms</b></p> <p>2.1 Expand eligibility to the equity incentives in the city’s Kindergarten 2 College (K2C) program to prioritize Black SFUSD students at schools across the district to add funds monthly to students’ accounts based on grades, evidence of student achievement and other benchmarks.</p> <p>2.2 Offer scholarships for other educational options beyond SFUSD (boarding schools, private schools, parochial schools, etc.)</p>   |  |
|   | <p>2.3 Fund tuition assistance for 2-4 year college institutions, trade school and other post-secondary school options.</p>   |  |
|   | <p>2.4 Invest in pathways for Black SFUSD graduates who return to San Francisco to work at SFUSD. The city will provide funding to eligible returning professionals to offset the cost of housing, student loans, etc.</p>  |  |
|   | <p>2.5 Eliminate student loan debt for Black people in San Francisco who went through SFUSD</p>   |  |
|   | <p><b>Objective 3: Invest in educational infrastructure to ensure that all SFUSD students have equitable access to quality school buildings and resources.</b></p> <p>3.1 Establish an Afrocentric K-12 school in San Francisco, similar to existing culturally specific schools in SFUSD. Study innovative public school models such as Cleveland, Ohio’s iPromise School to implement best practices for urban education and pedagogy in a brand new K-12 school built intentionally for African-American student enrollment.</p> <p>3.2 Equip all SFUSD students with technology that equips them to be competitive in the 21st century, including access to laptops and internet/wifi access supplemented for students.</p>   |  |
|   | <p>3.3 Establish a satellite Historically Black College or University (HBCU) campus in San Francisco. Create an incentive package and facilitate relationships with the technology sector to attract an HBCU, with the intention of strengthening the pipeline into the technology industry.</p>  |  |
|   | <p><b>Objective 4: Introduce curriculum that elevates and promotes Black history and culture, and offers students a foundation of culturally competent skills.</b></p> <p>4.1 Introduce a mandatory core Black History and Culture curriculum into all SFUSD grade levels, per the guidelines set forth by the Fund Black History Resolution adopted by the SFUSD in 2020.</p> <p>4.2 Offer culturally-competent after school programs and weekend cultural enrichment opportunities.</p> <p>4.3 Offer culturally-competent early childhood education programs for students ages 0-5 that prioritize fundamentals to prepare students for kindergarten.</p> <p>4.4 Incorporate meditation, yoga and other mindfulness principles into the classroom and afterschool programs.</p> <p>4.5 Teach and model healthy coping skills, anger management, navigating gender relations, empowerment and anti-bullying in schools.</p>  |  |
|   | - PATHWAYS  | <p><b>Objective 4: Introduce curriculum that elevates and promotes Black history and culture, and offers students a foundation of culturally competent skills.</b></p> <p>4.1 Introduce a mandatory core Black History and Culture curriculum into all SFUSD grade levels, per the guidelines set forth by the Fund Black History Resolution adopted by the SFUSD in 2020.</p> <p>4.2 Offer culturally-competent after school programs and weekend cultural enrichment opportunities.</p> <p>4.3 Offer culturally-competent early childhood education programs for students ages 0-5 that prioritize fundamentals to prepare students for kindergarten.</p> <p>4.4 Incorporate meditation, yoga and other mindfulness principles into the classroom and afterschool programs.</p> <p>4.5 Teach and model healthy coping skills, anger management, navigating gender relations, empowerment and anti-bullying in schools.</p> |
|   |   | <p>4.1 Introduce a mandatory core Black History and Culture curriculum into all SFUSD grade levels, per the guidelines set forth by the Fund Black History Resolution adopted by the SFUSD in 2020.</p>  |
|   |   | <p>4.2 Offer culturally-competent after school programs and weekend cultural enrichment opportunities.</p>   |
|   |   | <p>4.3 Offer culturally-competent early childhood education programs for students ages 0-5 that prioritize fundamentals to prepare students for kindergarten.</p>  |
|   |   | <p>4.4 Incorporate meditation, yoga and other mindfulness principles into the classroom and afterschool programs.</p>  |

**CREATING BLACK-CENTERED EDUCATIONAL**

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| 4.6 Introduce a comprehensive nutrition curriculum that incorporates gardening and agriculture at all grade levels.   |
| 4.7 Commit to funding and hosting nonpartisan voter education events to supplement civic education curriculum with practical resources about voting and the electoral process.  |
| <b>Objective 5: Create pathways for African-American students to pursue both traditional and non-traditional educational opportunities.</b>   |
| 5.1 Reinstate trade pathways and vocational opportunities into the SFUSD curriculum including culinary, woodshop, electrical engineering, automotive and other vocational programs.   |
| 5.2 Invest in the Arts Program, with an emphasis on culturally-based practices at schools densely populated with African American students. Collaborate with existing institutions such as the African American Arts and Cultural District to create relevant and meaningful arts curriculum. |
| 5.3 Increase funding for existing programs that support college readiness and completion. Programs must have a proven track record and be monitored by a Reparations Oversight Committee.   |
| 5.4 Increase funding for existing programs that support 1:1 tutoring. Programs must have a proven track record and be monitored by a Reparations Oversight Committee.   |
| 5.5 Collaborate with local employers to create a secondary school curriculum that prepares students for careers and internships in emerging industries.   |
| 5.6 Provide scholarship funding for students to pursue supplemental educational opportunities inside and outside of San Francisco. Include a requirement for students to bring their talents back to San Francisco to prevent further regional brain drain.                                   |
| 5.7 Fund after school programs that include media literacy/analysis skills and cultural empowerment to counteract the harmful images of Black youth in mainstream media.  |

**RECRUITING, RETAINING AND SUPPORTING AFRICAN-AMERICAN EDUCATORS**

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| <b>Objective 6: Prioritize Black San Franciscans in local growth industries. Align educational, professional and economic development pathways to ensure successful outcomes across all employment levels in these industries.</b>  |
| 6.1 Expand Opportunities for All to include more positions in City government so that government employment represents a viable pathway for attaining job security and economic mobility.   |
| 6.2 Improve the City and County of San Francisco's Department of Human Resources to ensure accountability and consequences for racial discrimination.   |
| 6.3 Create grant opportunities for internships to ensure Black people have access and can take on unpaid internships which have a positive effect on creating industry knowledge and getting hired.   |
| 6.4 Prioritize members of San Francisco's current and past African American communities for employment opportunities, training programs, professional certification, partnerships and contracting. Additionally, create dedicated placement services to assist both experienced, mid-career and entry-level candidates. |
| <b>Objective 7: Develop incentives for retaining Black educators in the SFUSD.</b>  |
| 7.1 Provide housing stipends for Black educators commensurate with market-rate housing needs.   |
| 7.2 Create a grant program to improve teacher preparation, recruitment, and ongoing professional development that fully incorporates culturally responsive pedagogy.  |
| 7.3 Provide funding for teacher pathway programs and continuing education opportunities.  |
| 7.4 Provide stipends for books, materials, etc Provide scholarships for San Francisco-based students attending public and private universities pursuing careers in education.   |
| <b>Objective 8: Building and sustaining a pipeline of Black educators.</b>  |
| 8.1 Provide funding and other resources for new teachers to pursue tutors of their own choice for teaching certification tests.   |
| 8.2 Using the Urban Ed Academy model, expand the program to include Black women and build professional pipelines to attract and retain Black woman educators  |
| 8.3 Compensate Black educators for the harm they experience teaching a white supremacy curriculum.  |

**LINE**

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| <b>Objective 9: Offer creative, community-informed options to support students who are most at risk of becoming involved in the criminal justice system.</b>  |
| 9.1 Work in consultation with the District Attorney and Public Defender's offices to implement a cash incentive program (similar to Richmond's Office of Neighborhood Safety gun violence intervention model) that offers a stipend to those who are at risk of being justice-involved for achieving educational benchmarks like degree completion. |
| 9.2 Introduce City College programs designed to provide access to degree programs while incarcerated and to ease the transition into educational pathways upon release.   |
| 9.3 Partner with the California State Department of Corrections and Rehabilitation and the San Francisco County jail to provide alternative pathways to college degrees while incarcerated through nontraditional instruction programs (i.e. mail-in packets, tablets, correspondence training programs, etc.)                                      |

**Objective 10: Invest in holistic, comprehensive wraparound services for SFUSD youth and their families.**

10.1 Supporting the SFDPH in creating a criteria for therapy within the school district to focus on trauma stemming from gun violence, war zones and Post Traumatic Stress Disorder (PTSD).

10.2 Offer rehabilitation and substance abuse counseling for youth that is easily accessible with culturally competent staff.

10.3 Offer tutoring, mentoring and counseling through nonprofit and community-based organizations that are already engaged in this work.

10.4 Increase access to in-school mental health resources and wellness practices.

**Objective 11: Implement educational pathways to degree programs for unhoused residents and Transitional Aged Youth (TAY).**

11.1 Hire dedicated liaisons to visit Transitional Aged Youth (TAY) housing and other supportive housing sites across the city to provide guidance in pursuing education and advocate for unhoused people who want to pursue educational opportunities.

11.2 Develop a partnership with City College to ease transition into learning programs for unhoused residents and TAY.

**Objective 12: Establish independent oversight of educational programs related to Reparations.**

12.1 Introduce a Reparations Education Oversight Committee– a nonpartisan body formed by the city that includes legacy SFAARAC Members appointed to track the implementation and success of these programs that are uniquely serving the Black community.

# HEALTH

## Objective 1: Acknowledge the insult, assault and intergenerational harm caused by the City and County of San Francisco as it relates to the mental, physical and environmental health of Black San Franciscans.

1.1 Issue an official apology from the City and County of San Francisco and the San Francisco Department of Public Health (SFPDH) on the historic failure to adequately improve the social determinants of health for Black San Franciscans due to structural racism which has had lasting and generational impacts to the mental, physical and environmental wellbeing for Black residents.

1.2 Publically commit to the restoration for the ways that racism has caused insult to Black humanity and manifested in both visible and invisible trauma through the means of compensation, restoration and rehabilitation.

1.3 Investigate and hold health and wellness institutions liable for the racial trauma and harm they have inflicted on African American communities, and require them to be financially accountable and mandated to contribute to a San Francisco Reparations Fund.

1.4 Review, audit and improve city departments and policies responsible for community health and ensure public, philanthropic and city funding that is allocated toward Black health is appropriately and equitably spent

## Objective 2: Address and reduce health disparities by investing in structural, long-term solutions to the social determinants of health.

2.1 Create an actionable Black Health Plan that builds on the existing Black/African American Focus Area in the SFPDH Strategic Plan to address disparities across areas of wellness focusing on illness prevention, culturally-appropriate treatment modalities and violence prevention.

2.2 Build and/or adequately resource neighborhood-based clinics in communities with high concentrations of African Americans.

2.3 Equip practitioners with mandatory training and engagement with culturally responsive approaches, hiring, practices and systems of care.

2.4 Create free educational pathways to recruit, train and retain Black health care professionals with stipends/student loan forgiveness and or affordable housing for Black physicians and Registered Nurses working in San Francisco's Black neighborhoods.

2.5 Provide funding to San Francisco public schools, African American churches and other community spaces to increase culturally-appropriate access to wellness, nutrition education, health screening and other health resources.

## Objective #3: Create safer public spaces through improvements to the built environment.

3.1 Create, improve and allocate culturally specific Black spaces that rebuild and revitalize (1) social relationships, (2) social networks, and (3) Infrastructure of social support.

3.2 Revitalize San Francisco public housing sites to ensure safe, updated, liveable housing conditions for all residents.

3.3 Introduce land use controls to reduce the number of liquor stores, dispensaries, and fast food restaurants in Black communities and prioritize/incentivize access to fresh food and full service grocery stores.

## Objective #4: Address persistent issues in environmental and community health.

4.1 Declare community violence as a public health crisis and fund resources for effective interventions.

4.2 Address health impacts specific to harm caused by radiological and toxic chemical contaminants from the Hunters Point Naval Shipyard operations upon the Bayview Hunters Point community residents across generations and over the decades since the opening of the Hunters Point Naval Shipyard

4.3 Align with CA State Bill 1000 and the SF General Plan Environmental Justice Framework policy development, and support findings and recommendations of the 2021-22 Civil Grand Jury Report "Buried Problems and a Buried Process - The Hunters Point Naval Shipyard in a Time of Climate Change" and the actions identified within the report, e.g. holding accountability for the ongoing remediation and 100% cleanup of the Hunter Point Naval Shipyard, and particularly actions as they relate to climate change, sea level and groundwater rise and risks imposed on the shoreline communities, again identified as Environmental Justice (EJ) Communities by CalEnviroScreen.

**Objective #5: Reduce the ongoing burden of stress disparately endured by Black San Franciscans.**

5.1 Provide reparations direct payments to Black San Franciscans to alleviate the stress and anxiety caused by financial insecurity.

5.2 Provide free mental health, prenatal care, and rehabilitation treatment to all Black San Franciscans living below the poverty line, victims of violent crimes, previously incarcerated Black San Franciscans, high crime area residents and substance abuse users.

5.3 Provide free testing for residents near environmentally toxic environments and financial compensation for those testing positive for illness due to exposure.

# POLICY

## **Objective 1: Address the historical and existing state policies that have disproportionately harmed San Francisco’s African-American communities.**

- 1.1 Generate local political support to repeal Proposition 209, which, through eliminating government funded affirmative action programs, has been attributed to significant decreases in African-American participation across higher education, public employment, government procurement, etc.
- 1.2 In alignment with the AB 3121 Interim Report, repeal Article 34 of the California Constitution.
- 1.3 Address potential remedies to Proposition 13, which has frozen commercial and residential property tax assessments
- 1.4 Audit War on Drugs-era policies (e.g. the “One strike rule”) that prevented African-American San Franciscans from accessing public housing and other housing-related subsidies

## **Objective 2: Enforce existing local policies that are ostensibly designed to address historical harms.**

- 2.1 Use the City’s existing Slavery Disclosure Ordinance (Section 12Y of the Administrative Code) to hold private companies who have economically benefited from chattel slavery financially accountable for their harmful legacy by mandating contributions to the Special Fund established by the ordinance.
- 2.2 Enforce all existing and future Development Agreements and Community Benefits Agreements that developers have proposed as a condition of project approval.
- 2.3 Create better systems and communication channels to ensure that Certificate of Preference holders are prioritized in housing and made aware of all options available to them through OCII and other relevant city agencies.

## **Objective 3: Work with the full African American Reparations Advisory Committee to develop a suite of prioritized, actionable policy recommendations to advocate for immediately.**

## **Objective 4: Create a nonpartisan body and/or a new City agency to ensure the successful implementation of Reparations policy recommendations after this body sunsets in 2024**

- 4.1 Introduce a ‘Reparations Tax’ to partially offset additional costs necessary to fund this infrastructure