

Workforce Programs and African American Unemployment and Economic Mobility

**Government Audit &
Oversight Committee**
October 15, 2020

Shakirah Simley, Director

OFFICE OF RACIAL EQUITY
SAN FRANCISCO HUMAN RIGHTS COMMISSION



Since at least 2017 the need for change has been publicly discussed:

- **Hearing: Workforce Programs and African American Unemployment and Economic Mobility**
 - [May 17, 2017 - SFBOS Government Audit and Oversight Hearing - Sponsor, President London Breed](#)
 - [October 15, 2020 - SFBOS GAO Hearing, Sup. Shamann Walton](#)
- **SF Board of Supervisors Meeting: [Public Comment by Black workers](#) on discrimination at Department of Public Health and other City depts - [May 22, 2018](#)**
- **Hearing: African-American Workforce Hiring, Retention, and Promotional Opportunities - Workplace Discrimination and Complaints**
 - [September 19, 2018 - SFBOS GAO Hearing, Sup. Jane Kim](#)
 - [November 27, 2018 - SFBOS Committee of the Whole, President Malia Cohen](#)

Hearings

Framing Documents

- Mayor's [Executive Order 18-02 on Ensuring a Diverse, Fair, and Inclusive City Workplace](#) issued in 9/2018, and related Task Force on Diverse, Fair, and Inclusive Workplace
- [Office of Racial Equity Legislation](#) and related [Government Audit and Oversight Hearing](#) on July 11, 2019
- [DHR + ORE Workforce Report](#), March 2020
- ORE [Citywide Racial Equity Framework - Phase 1: Workforce & Internal Policies](#), June 2020



Our Black workers deserve better.

Interpersonal racism

This is the racism that occurs **between individuals**. It is the holding of negative attitudes towards a different race or culture. Interpersonal racism often follows a victim/perpetrator model.

Examples: hate speech or symbols,



Institutional racism



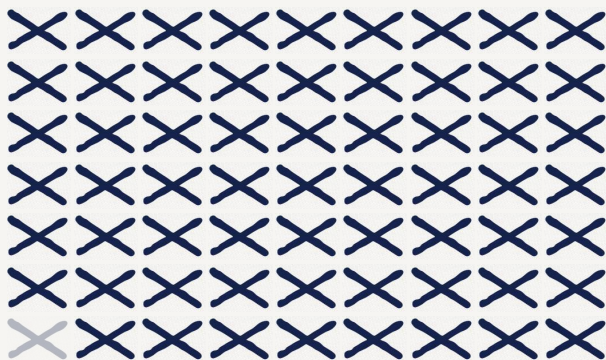
SF HRC ORE ©2020

Refers to institutional and cultural practices that perpetuate racial inequality.

Benefits are structured to advantage powerful groups at the expense of others.

Example: racial profiling by law enforcement, Jim Crow segregation laws, grocery store redlining practices

Systemic racism



SF HRC ORE ©2020

Systemic racism is the **joint operation of institutions to produce racialized outcomes, even in the absence of racist intent.**

Indicators include power inequalities, unequal access to opportunities, and differing policy outcomes by race.

Systemic racism is **cumulative, pervasive, and durable.**

Examples: Prison industrial complex, unequal workforce outcomes

African American Workforce

Systemic Equity Issues

- Occupational Segregation
- Pay Disparities
- Lack of Economic Mobility
- Short Pipelines
- Workplace Environment
- Retirement Outcomes



@Queenivah

Exhibit 5: CCSF Average Wages by Race⁵

Source: DHR + ORE Workforce Report, March 2020

<u>Employment Type</u>	<u>Am. Ind.</u>	<u>Asian</u>	<u>Black</u>	<u>Filipino</u>	<u>Hispanic</u>	<u>Multi</u>	<u>White</u>	<u>Total</u>
Average Wages Permanent Civil Service (PCS)	\$48.75	\$47.36	\$42.93	\$48.63	\$46.96	\$43.55	\$56.14	\$49.20
Average Wages Permanent Exempt (PEX)	\$66.47	\$68.53	\$60.75	\$60.71	\$64.97	\$53.96	\$78.86	\$71.02
Average Wages Temporary Exempt (TEX)	\$32.11	\$35.77	\$31.02	\$42.72	\$33.41	\$24.74	\$46.60	\$38.22

- **White employees have a higher average salary** than the average citywide salary across all three Civil Service status categories.
- **Black employees are the lowest paid PCS employees**, and among the lowest paid PEX employees.
- The PCS average wage for White employees is \$56.14, while for Black employees it is \$42.93.
- The PEX average wage for White employees is \$78.86, while for Black employees it is \$60.75.
- For PCS employees in particular, it appears this trend is driven by the jobs that people are doing, which is itself **impacted by the occupational clustering by race.**

Our system needs to produce
better equitable outcomes.

Unlearn Bias

Create continuous opportunities for training to maintain safer workplaces and culture of dignity + respect

Commit Resources

Allocate adequate space, time, staff and other resources for equity work

Prioritize Accountability

Departments and leadership must uphold transparent processes and

Equity Over Equality

Prioritize justice over treating everyone the same

What is the opportunity for change on like on a systems level?

**Racial Equity
Action Plans +
Implementation**

**Department +
Labor
Relationships and
Collaboration**

**Citywide
Workforce
Rules and
Policies**

**Workforce
Systems
Change**

**Accountability via
Disaggregated
Data +
Compliance**

How can we get there?

Citywide Workforce Equity Priorities

- Collaboration with ORE & DHR
- Focuses on citywide needs that impact all departments
- RE Leaders & HR Leaders (DPOs) convene to understand issues and identify solutions
- **100+ employees engaged**
- **3 launched, 4 to go!**
- **Deadline for feedback: November 9th, 2020**



ORE Workforce Priorities:

- **Racial Equity Action Plan Evaluation & Implementation**
- **Support Racial Equity Leaders**
- **Citywide Racial Equity Survey with DHR**
- **Identifying Training Opportunities**
- **Departmental Workforce Demographics: Phase 2**



REMEMBER

Racial Equity is everyone's job!