











Racial Equity Initiatives











Our Mission

San Francisco Public Works enhances the quality of life in San Francisco by providing outstanding public service.

We design, build, operate, maintain, green and improve the City's infrastructure, public right of way and facilities with skill, pride and responsiveness in partnership with the San Francisco community.

Strategic Plan

Goal 1: Be the Best Place to Work

Goal 2: Drive Innovation and Exceptional Service

Goal 3: Improve and Inspire Stewardship of Public Spaces

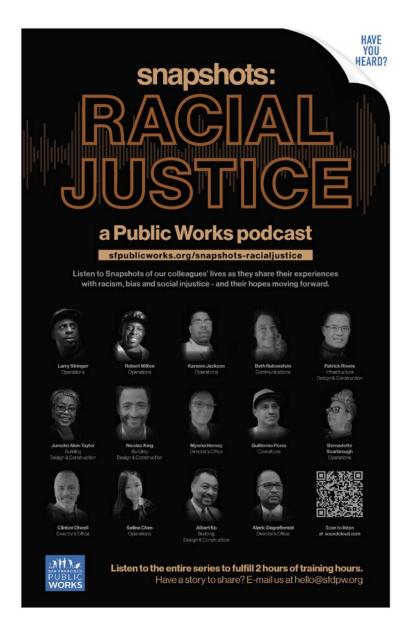
Racial Equity







Equity Considerations – Internal Focus



- Used fund balance to preserve direct services that are largely provided by lower-wage workers
- Continuing the internal Racial Equity Working Group
- Adding Government Alliance on Race and Equity (GARE) trainings
- Expanding internal communication with staff (brown bags, trainings, Snapshots: Racial Justice Podcasts, newsletter) to understand how historical and structural racism has impacted City government, and in prioritizing systematic change within our department
- Exploring hiring and promotional procedures to foster advancement
- Funding for a consultant to advance our racial equity initiatives and develop a Racial Equity Action Plan



Equity Considerations – External Focus





- Services generally provided on geographic equity with some focus on areas of greater need
- Continued expanded Pit Stop Program and other grant programs that offer entry-level positions and workforce development training
- Continued funding for the Community Corridor Program, entry level positions
- Maintained funding to preserve small-scale capital work performed by City staff

