

# Overview of Dream Keeper Initiative



## Our Collective Dream Keeper Goal

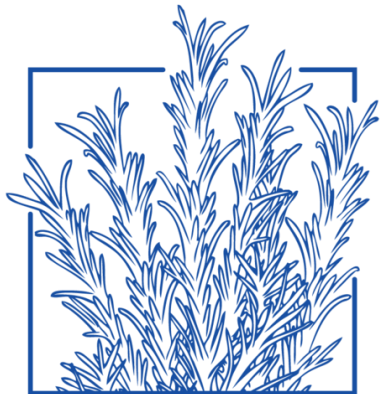
Our collective goal is to ensure that the city's Dream Keeper employees are successful in their assigned work; thrive in the city workforce; and stay with us in the long term.

Along the way, we will pilot strategies and document lessons learned about what it really takes to create city workplaces where BIPOC employees can thrive; and where they can fully contribute their brilliance, community insights, skills, and lived experiences to help us improve and become a more equitable organization.

*We look forward to collaborating with host departments, and DKI supervisors to achieve this collective goal.*



# How will DHR support the Dreamkeeper Initiative?



DREAM  
KEEPER

DHR will support two key areas in this initiative:

- Growing financial health and economic well-being
- Building organizational knowledge and infrastructure

[dreamkeepersf.org](http://dreamkeepersf.org)



## DHR's Core Responsibilities for Dream Keeper Initiative

- Support department partners to recruit, hire, and onboard diverse community members to fill 29 new city positions funded through DKl.
- Provide training, mentoring, and career development support to DKl city employees preparing them for long term city careers.
- Collaborate with host departments on strategies to support the success and wellbeing of DKl city employees.
- Partner with hiring departments to transition DKl employees to permanent city employment.



# New Dream Keeper-Funded City Positions

## 29 New City Positions funded by Dream Keeper Initiative:

- 17 positions filled
- 9 in hiring process
- 3 vacant
- 2 promoted to permanent city employment

**Types of Positions:** 977X, 1824, 9910, 2588, 259X, 1365, 1244, 0923

## Total of 6 Hiring Departments:

Human Rights Commission	Fire Department
Office of Economic and Workforce Development	Public Health
Mayor's Office on Housing and Community Development	Human Resources



## Diversity Recruitment Efforts to Support DKI

- ✓ Consulting with city HR teams on hiring processes
- ✓ Actively cultivating applicant pools through diversity recruitment efforts
- ✓ Providing individualized assistance to diverse community members to navigate city's job application processes
- ✓ Ensuring candidate's community experiences are valued in addition to traditional documented work experience as we assess qualifications for a city position
- ✓ Bridging hiring departments to leverage applicant pools



# DHR Career Development Support Plan for DKI Employees

Individual Support	Cohort Support
<ul style="list-style-type: none"><li>• Monthly check-ins, mentoring, career development coaching</li><li>• Support in working through workplace challenges as an advocate and ally</li><li>• Development of individualized professional development plan</li><li>• Access to training opportunities and educational resources</li><li>• Assistance in developing professional network within City &amp; County of SF</li><li>• Support in identifying permanent city positions aligned to interests and aspirations; job application support</li></ul>	<ul style="list-style-type: none"><li>• Monthly cohort convenings to foster peer sharing, learning, reflection, and collective action</li><li>• Cohort training opportunities</li><li>• Growing Your Career workshops</li><li>• Ongoing feedback collected from cohort to inform program supports</li></ul>



## Collaborative Systems Change

The Dream Keeper Initiative is an exciting opportunity for DHR to partner with other city departments to develop, pilot, and scale innovative new strategies:

- To improve outreach, recruitment, and hiring processes so that city job opportunities are truly attainable for qualified, diverse community members
- To increase supports for employees of color and leverage their community insights
- To improve positive, inclusive workplace cultures for diverse employees
- To increase supervisors' skills in supporting diverse employees
- To support career development of entry level employees so they can progress in their career journey within the city