

1 [Affirming the Board of Supervisors' Commitment to Advancement of Racial Equity in the City  
2 and County Programs, Policies and Services]

3 **Resolution affirming the Board of Supervisors' commitment to advancing racial equity;**  
4 **and affirming the City and County of San Francisco's responsibility to address existing**  
5 **inequities in City programs, policies, and services.**

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7 WHEREAS, Under Mayor Ed Lee's leadership, the City and County of San Francisco  
8 (the City) developed a Strategic Planning Framework in which equity and inclusion were  
9 identified as key priorities for all City operations and Departmental services; and

10 WHEREAS, Despite evident prosperity in measures such as low unemployment rate,  
11 stark disparities exist for City residents, especially along racial lines; and

12 WHEREAS, Race currently predicts worse outcomes for people of color across the  
13 spectrum of key indicators including education, income, housing stability, incarceration and  
14 life expectancy; and

15 WHEREAS, On September 19, 2018, the Board of Supervisors Government Audit and  
16 Oversight Committee held a hearing regarding African-American workforce hiring, retention,  
17 promotional opportunities, and data tracking of work place discrimination complaints in the  
18 City and County of San Francisco; and

19 WHEREAS, On November 27, 2018, the Board of Supervisors held an additional  
20 hearing to discuss the same issues; and

21 WHEREAS, At those two hearings, the Board heard reports from the Department of  
22 Human Resources and other City departments, and from many members of the public; and

23 WHEREAS, The Human Rights Commission also learned at the hearing that 13% of  
24 departments do not capture race/ethnicity data, and of those departments and programs that  
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1 do, this information is not consistent across the board, so therefore there is no data standard  
2 for the primary lens needed to track and progress on disparities across systems; and

3 WHEREAS, Racial equity is defined as closing the gaps so that race does not predict  
4 one’s success while also improving outcomes for all; and

5 WHEREAS, Addressing institutional racism across all levels of government requires  
6 leadership and political will; and

7 WHEREAS, Jurisdictions around the country such as Seattle, Portland, and  
8 Minneapolis, are working to address racial inequities in their existing systems by first explicitly  
9 naming their responsibility to do so, which is the foundation to begin integrating equity best  
10 practices throughout their systems; and

11 WHEREAS, As a best practice to provide transparency and accountability, these  
12 jurisdictions identify a set of key Racial Equity Indicators to track and report progress towards,  
13 and those are presented in an accessible and meaningful format to the public, such as a  
14 dashboard; and

15 WHEREAS, The Racial Equity Indicators to be meaningful for systemic change will  
16 require data governed by a data standard for race and ethnicity; now, therefore, be it

17 RESOLVED, That the Board of Supervisors acknowledges the City’s collective and  
18 urgent responsibility to address inequities in its systems and their ongoing impacts on San  
19 Francisco’s communities of color, and affirms the importance of taking legislative and  
20 administrative steps to eliminate inequities in the City; and, be it

21 FURTHER RESOLVED, That the Board intends to take appropriate action in the  
22 coming months to adopt best practices, such as equity assessment analyses, into its strategic  
23 and operational plans to ensure equity in City programs, policies and services.  
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