

REVISED LEGISLATIVE DIGEST

(Updated July 11, 2019)

[Administrative Code - Office of Racial Equity]

Ordinance amending the Administrative Code to create an Office of Racial Equity as a Division of the Human Rights Commission Department, with authority to create a citywide Racial Equity Framework, assist City departments with the development of Racial Equity Action Plans, analyze and report on the impact of ordinances on racial equity, and carry out various other policy and reporting functions regarding racial equity; require City departments to create Racial Equity Action Plans and to provide annual updates on such Plans; require City departments to designate employees as racial equity leaders, and require the Department of Human Resources to produce an annual report concerning racial equity in the City workforce.

Existing Law

The City does not presently have an Office of Racial Equity.

Amendments to Current Law

The proposed ordinance would create an Office of Racial Equity (“Office”) as a division of the Human Rights Commission Department under the direction of the Executive Director of the Human Rights Commission. The Office would be tasked with developing a Racial Equity Framework for the City, which will outline the City’s vision, goals and strategies to address racial equity and racial disparities in the City. The Racial Equity Framework will be submitted to the Board of Supervisors by June 30, 2020, for consideration and possible adoption by the Board, and will be updated at least every three years thereafter.

The proposed ordinance requires each City department to develop a Racial Equity Action Plan based on the Racial Equity Framework. The Plan shall address racial disparities within the department and in the department’s services to the public. Departments’ initial Plans must be completed by December 31, 2020, and must be updated every three years thereafter. Beginning in 2022, each department must provide an annual update by April 1 on progress towards the goals in the Plan that will be submitted to the Office, the Mayor, and the Board of Supervisors. The Office shall oversee development of Departments’ Plans and shall provide guidance to departments on the content of the Plans and the annual updates.

The proposed ordinance also tasks the Office with preparing a Racial Equity Report Card, which will be a study of racial disparities across the City in specific policy areas. The Office may partner with other City departments, academic institutions, or non-profit policy institutions to conduct the study and prepare the Report Card.

The Office will also be tasked with reporting on ordinances introduced at the Board of Supervisors after January 1, 2021, that may have an impact on racial equity or racial disparities, in the following policy areas: housing/land use, employment, economic security, public health, and public safety. The Office shall prepare an analysis of such ordinances and submit it to the Board within 30 days of referral or before the Board first considers the ordinance, whichever occurs first.

The Office will also be responsible for developing a process for racial reconciliation, for developing policy priorities for achieving racial equity, for supporting department strategies and providing technical assistance for achieving racial equity, and for developing a budget equity assessment tool that will assist in evaluating budget priorities and allocations.

The proposed ordinance requires departments to designate staff to act as racial equity leaders, who will coordinate the department's racial equity activities.

The proposed ordinance would require the Department of Human Resources to prepare an annual report concerning racial equity in the City workforce.

Finally, the proposed ordinance would require the Controller's Office and the Office of the City Administrator to gather and report on racial equity in City contracting.

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