

Racial Equity and Vulnerable Populations Budget Hearing

July 29, 2020

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Racial Equity

“Racial equity is a set of social justice practices, rooted in a solid understanding and analysis of historical and present-day oppression, aiming towards a goal of fairness for all. As an outcome, achieving racial equity would mean living in a world where race is no longer a factor in the distribution of opportunity. As a process, we apply racial equity when those most impacted by the structural racial inequities are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.”

— Adapted from Anti-Oppression Resource and Training Alliance (AORTA)

Guiding Questions

1. What specific racial disparities impact the work of your Department?
2. Of the existing programs that you seek to continue in this budget, which offer the most promise for eliminating racial disparities within the City and why?
3. To advance racial equity, are there any existing programs that you propose to modify or new initiatives you are recommending? What is the size of the investment, what are your measurable outcomes, and how will you know if people are better off?

Racial Equity Budgeting Guiding Principles

- Commit to Shifting Power
- Establish Equity Priorities by Collecting Disaggregated Data
- Align Budget Plans and Adjustments to Equity Priorities
- Articulate Specific Desired Outcomes
- Seek Accountability and Transparency
- Align Incentives for Systemic Change
Dedicate Equity Line Items

Relevant and Emerging Issues RADAR

- Widespread Food Insecurity
- Disparities in COVID Care
- Job Loss
- Housing Insecurity
& Homelessness
- Social Isolation
- Mental Health Issues
- Transit Inequities

Overall Equity Issues/Themes

Broad Program Descriptions
and Unspecific Outcomes

Equality, but Not Equity

Inequitable Investments

Redundancy

Just Serving BIPOC is
Not an Equity Agenda



What is Working

City and County agencies are pivoting to respond to COVID-19 and have re-directed staff and resources or developed new programs to meet the need.

Related, City and County agencies are allowing their grantees flexibility to pivot their services to provide pandemic response, or in how they fulfill their contracted services during this time.

Departments offering targeted and culturally-competent programs, especially when they contract with BIPOC-led organizations serving their communities.

Departments addressing systemic issues that disproportionately affect BIPOC.

What Needs Improvement

Lack of sufficient explicit interventions, programs, or outlined strategy to combat deep-set racial disparities within Black, Latinx, and Pacific Islander communities.

Data is not collected and/or sufficiently disaggregated, creating a lack of transparency of equity in resource decision-making. Broadly speaking, we see examples of the following gaps.

Need to coordinate and strengthen workforce programs and pipelines citywide with real mobility and access to good, paying jobs.

Roadmap to Budget Equity Process

- Shorter funding cycles
- Prioritizing places of historical disinvestment
- Strengthening community participatory budgeting



Upcoming Budget Milestones

2020

August Budget Hearings:
Renewed focus on racial equity

August 26th: Final Budget Passes

December:
Release of Mayor's Budget Instructions
and the ORE Budget Equity Tool
Department Racial Equity Actions
Plans due, with budget line items

2021

Early 2021: Review of Racial Equity
Action Plans, centering Results-Based
Accountability

Budget Process: Alignment with the
ORE Citywide Racial Equity Framework
and Racial Equity Action Plans,
including departmental retrospectives on
equity investments from FY20/21



Thank You