



Racial Equity Initiatives

OCTOBER 15, 2020



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



snapshots:
RACIAL JUSTICE
a Public Works podcast

sfpublicworks.org/snapshots-racialjustice

Listen to Snapshots of our colleagues' lives as they share their experiences with racism, bias and social injustice - and their hopes moving forward.

HAVE YOU HEARD?

Larry Stringer
Operations

Robert Milton
Operations

Kareem Jackson
Operations

Beth Rubenstein
Communications

Patrick Rivera
Infrastructure
Design & Construction

Jumoke Akin-Taylor
Building
Design & Construction

Nicolas King
Building
Design & Construction

Myisha Horvey
Director's Office

Guillermo Perez
Operations

Bernadette Scarbrough
Operations

Clinton Otwell
Director's Office

Selina Chen
Operations

Albert Ko
Building
Design & Construction

Aleic Degrafinreid
Director's Office

Scan to listen at soundcloud.com

San Francisco PUBLIC WORKS

Listen to the entire series to fulfill 2 hours of training hours.
Have a story to share? E-mail us at hello@sfdpw.org

- 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



