

Commission on Community Investment and Infrastructure

OCII Racial Equity Plan Workshop

December 15, 2020



Background

- Office of Racial Equity (ORE)
 - ORE established by BOS in July 2019; mandates include but not limited to:
 - Development of a Citywide Racial Equity Framework
 - Racial Equity Plans for City Departments.
 - OCII is not a City Department and not technically subject to this City legislation; however, OCII is fully committed to achieve the goals of the Racial Equity Ordinance.

Racial Equity Framework

Racial Equity Framework

- A guidance document on addressing implicit and explicit bias, addressing individual, institutional, and structural Racism, and advocating for more inclusive policies and practices that reduce Racial Disparities and promote Racial Equity.

Racial Equity Framework Phase 1: Internal Program & Policies

Phase 1 Racial Equity Framework & Action Plan Focuses on the following:

- Hiring & Recruitment
- Retention & Promotion
- Discipline & Separation
- Diverse & Equitable Leadership
- Mobility & Professional Development
- Organizational Culture of Inclusion & Belonging
- Boards & Commissions

OCII Racial Equity Action Plan Implementation Steps

Establish Racial Equity Lead and Team

– Racial Equity Lead:

- Monica Stean, HR/Administrative Services Manager

– Racial Equity Team:

- Maria Pecot, Contract Compliance Specialist II
- George Bridges, Contract Compliance Specialist III
- Aaron Foxworthy, Deputy General Counsel/Acting Development Services Manager

– All team members completed 1 year of training through the Local and Regional Governmental Alliance on Race and Equity

- Focused on facilitating the use of systemic analysis to improve equitable outcomes of governmental institutions.

OCII Racial Equity Action Plan Implementation Steps

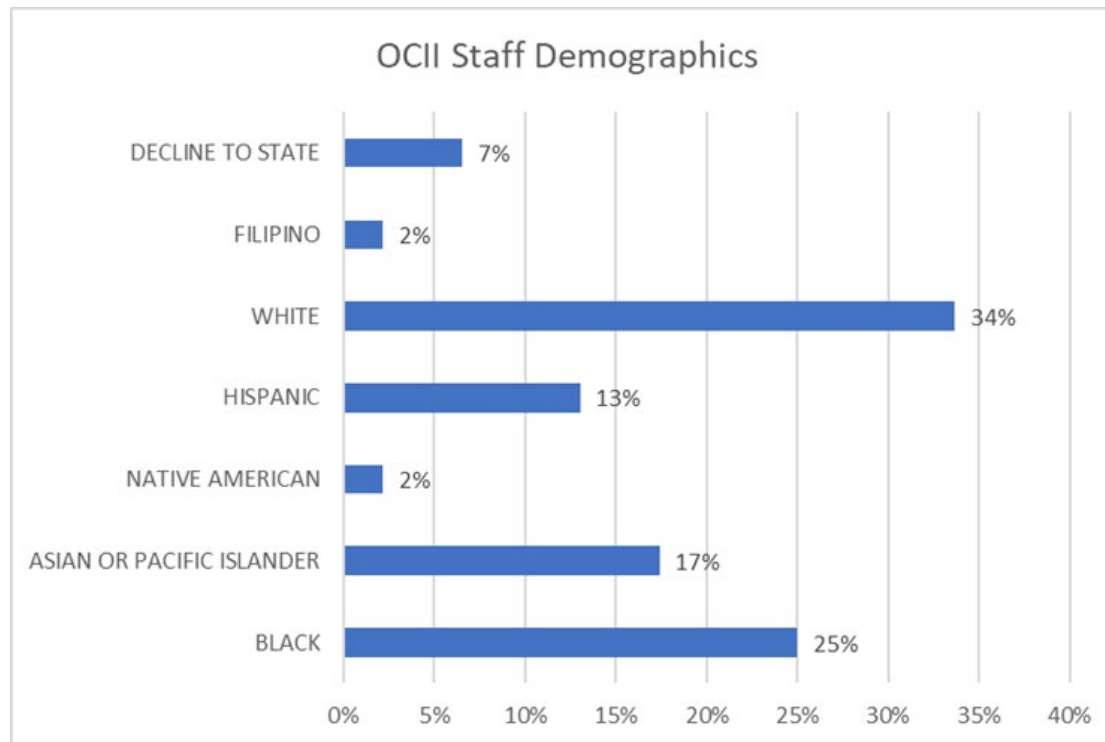
Establish a Departmental Background concerning its Contribution to racial inequity:

- Historic policies and practices that created or reinforced racial inequity.
- Displacement and outmigration have created significant negative impact on communities of color.
- Drop in the African American population in San Francisco is one statistic that can be directly tied to past redevelopment policy and practices.
- OCII should work towards understanding how it can be a part of rectifying the impact of this history
 - rigorous analysis of past policy, its impact on the current communities we serve
 - how to examine and address the disparate impact and unintended consequences of our work.

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Workforce Demographic Assessment:

- OCII's preliminary demographic breakdown based on employment application self-identification is as follows:



OCII Racial Equity Action Plan Implementation Steps

Departmental Assessment and Employee Survey

- Anonymous questionnaire that will assess OCII staff experiences concerning:
 - Feelings of safety or othering at OCII;
 - Interpersonal or institutional racism in OCII;
 - Access to training concerning identification, treatment and elimination of racism and/or racially disparate outcomes at OCII;
 - Access to professional training opportunities and development; and
 - Access to advancement and promotional opportunities.
- Survey results will be collected over the next 30 days
- Racial Equity Team then to propose implementation measures addressing shortfalls in the above-listed areas for the Phase 1 Action Plan.

Next Steps

- The Agency's next steps are to distribute and analyze findings of the Racial Equity Survey.
- Complete the Phase 1 Racial Equity Plan by December 31, 2020 and submit to ORE.
- ORE will provide feedback and score OCII's Racial Equity Plan in January and February 2021.
- Phase 2 of the Racial Equity Framework is currently in development in partnership with city-wide community partners.
 - Phase 2 will focus on external client facing programs and projects.

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Questions?

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- When prompted, dial ***** then “3” to be added to the speaker queue.
- Please listen for the prompt indicating that “***Your line has been unmuted***”.
- This will be your opportunity to speak. You will have 3 minutes. Please speak clearly and slowly.