

OEWD RACIAL EQUITY ACTION PLAN ANNUAL UPDATE (2023)

EXECUTIVE SUMMARY

Racial equity is integral to OEWD’s mission in ensuring economic vitality and self-sufficiency for all San Franciscans. In the annual OEWD Racial Equity and Organizational Climate Survey (2022), 99% of respondents reported finding value in examining and discussing the impacts of race at work. Indeed, answers to this question and other framing questions about racial equity demonstrate deep mission alignment within the organization:

“Focusing on racial equity and inclusion would mean that each staff member at OEWD feels comfortable engaging about race and understands their opportunity to advance racial equity. Therefore, the Department embeds a racial equity analysis in all decisions about policy and budget.”

“A focus on racial equity, inclusion, and engagement should mean our OEWD mission seeks to work from a healing justice and holistic security lens that identifies trauma, oppressive and inequitable systems and practices that directly challenge the ability to fulfill the mission. It would give a race and equity lens to budget allocation, data collection, procurements, workplace culture, office documentation, and front-facing communication.”

“Focusing on racial equity and inclusion should mean supporting policy initiatives and the bureaucratic processes necessary to ensure racial equity and inclusion outcomes. For example, as we have the tools to see if a program or grant will run over or under budget, we need to be required to use similar tools for racial equity and inclusion.”

“[Racial equity and inclusion for OEWD] would mean centering the workaround, listening first, creating action with the community, uplifting the voices of the most vulnerable, and delivering programming that reflects the need. This same approach should be done internally and would guide our internal workforce and practices.”

“[Racial equity and inclusion] means looking both internally at how we support BIPOC employees and externally at how we support BIPOC communities. I would love to see more translating of our customer facing programs/materials.”

“OEWD should focus on ensuring opportunities we provide are available to all regardless of income, race/ethnicity, age, preferred language, ability, gender, and sexual orientation.”

OEWD’s Racial Equity Working Group is proud of the accomplishments reflected in this year’s Annual Update. Our racial equity work continues to be a staff-led, department-wide effort that engages staff across all levels of the organization in unique and meaningful ways. As of January 2023, OEWD is two years into implementation of the three-year OEWD Racial Equity Action Plan Phase (“RE Action Plan”).

In total, the OEWD Racial Equity Action Plan has 95 actions. Actions which have not been started as of January 2023 reflect long-term HR policy changes which require involvement of the City and County of San Francisco’s Central Department of Human Resources, negotiations with labor, or coordination with additional stakeholders. The Racial Equity Working Group has made substantial and meaningful progress in the following areas:

- In July 2022, following the distribution of DHR’s updated citywide return to work policy, OEWD’s Racial Equity Core Team and HR Subcommittee began meeting regularly with OEWD HR to coordinate and co-work on key policy priorities for the department. These efforts have led to increased wages for women in the department and increased hiring of BIPOC staff.

- The Racial Equity Working Group delivered at least 35 new staff racial equity orientations and two OEWD Racial Equity Foundations Workshops in 2022. The OEWD Racial Equity Foundations Workshops provided 12 OEWD staff with additional tools, resources, and support to embed racial equity in their day-to-day work. Participants reported largely positive experiences, calling the workshop “enlightening”, “inspiring” and “informative.” Participants received certificates for completing the workshop.
- OEWD’s Racial Equity Core Team continued to onboard new staff, and amplified opportunities to engage in racial equity work across the department. This led to 9 new members joining OEWD’s racial equity working group in 2022.
- The Training Subcommittee established new processes for Racial Equity resource sharing and built an online library of books, films, articles and other media for staff to access.
- Procurement teams continued to utilize OEWD’s community panelist pilot program for Requests for Proposals in 2022, and began to collect feedback from both OEWD staff and participating panelists, in service of expanding the pilot in 2023.
- The Benchmarking and Accountability subcommittee made progress toward establishing common indicators of success for OEWD’s programs and services.

While the Racial Equity Working Group made key strides in 2022, there were challenges in progressing through the RE Action Plan.

First, many of the actions in Hiring and Recruitment, Retention and Promotion, Discipline and Separation, and Diverse and Equitable Leadership require data-driven analysis and process improvement projects. OEWD HR was not able to hire additional staff in 2022, and this body of work continues to require significant staff allocations beyond routine work, along with extensive coordination and alignment with other stakeholders, e.g., Civil Service Commission, Unions, DHR, and Office of Racial Equity. While coordination efforts between OEWD HR and the Racial Equity team has advanced some of the policy recommendations outlined in the plan, additional resources are needed to complete these actions.

Second, OEWD experienced significant turnover of key staff, including individuals that played a leadership role in advancing our racial equity efforts. While OEWD identified an open management-level requisition and reallocated it to serve as the manager of this work, that hire is still pending as of the date of this submission. As a result, staff have continued to volunteer their time to develop and implement this action plan beyond allocations for their routine work. This staffing gap continues to impede OEWD’s ability to realize opportunities to embed racial equity department-wide, and strains the hard-working staff that have volunteered their time since 2020.

Lastly, OEWD’s two newly established divisions – Economic Recovery and Regeneration, and Impact, Policy and Communications –hired brand new roles that are responsible for data analysis and alignment, and centering equity in our public-facing content and messaging. As we celebrate the role these new teams will play in advancing this work, we recognize that we may not see the results for years to come.

As noted in OEWD’s 2021 report, “Additional resources such as dedicated staffing, project management tools, and training funds will guarantee the sustainability and continued coordination of this work over the next two years, and thereafter.” OEWD’s priorities for 2023 continue to be:

- Hiring (1) Racial Equity Manager to lead the Core team.
- Identify existing resources that can be reallocated to ensure equity work is appropriately resourced
- Identify and acquire data that will allow us to better understand staff and leadership demographics and disparities, and establishing additional benchmarks to support this analysis.
- Create a unified narrative for the department’s history, including impact analysis of policies and programs.

We expect to renew efforts to resource this work in Spring 2023, and look forward to delivering on our mission to advance equitable and shared prosperity for ALL San Franciscans.

DIRECTOR'S NOTE

The Office of Economic and Workforce Development's mission is to provide opportunities and improve the quality of life for all San Franciscans. To achieve our mission, we must center and prioritize racial equity in every aspect of our work.

We are committed to critically understanding our own history and to being guided by the communities most negatively impacted by racial inequity. We know that not all San Franciscans benefited from previous economic booms, especially Black, Indigenous, and People of Color (BIPOC). These inequities have become even more apparent during the COVID 19 pandemic.

In our economic recovery, we must take this as an opportunity to bring racial equity to the forefront. Our department is committed to prioritizing communities that have been most impacted and ensuring that our services are accessible to all.

While we continue to work in the community, the work within our department must also continue. Our cross divisional Racial Equity Working groups have spent the year taking a thoughtful and realistic approach to implementing and evaluating our Racial Equity Action Plan.

I am particularly proud of the following milestones:

- Kicked off Racial Equity Onboarding for all new employees (30+), conducted by RE CORE Team and individuals who have longevity with the department.
- Built capacity of OEWD staff to lead RE Training and engage with peers about the racial equity work in the department and critical concepts in racial equity changemaking.
- Created spaces and opportunities for staff to engage in the form of events and racial equity resource hubs.
- Incorporated drop-in technical assistance hours for all procurements to ensure equitable access to funding.

OEWD has put in a concerted effort to implement our racial equity plan, but it has become clear that we continue to need more resources to do this work in a meaningful way. We are in the process of hiring dedicated racial equity staff so we can better respond to the needs of our staff and the community. This work has been driven by passionate staff and I would like to acknowledge all the City staff that has put their time and energy in this critical work. I send my gratitude to all those that are working on changing the systems that have so deeply impacted our BIPOC communities.

We humbly submit this 2022 update to the community to share the work that has been done, the work that has yet to be done, and to hold ourselves accountable.



Kate Sofis
Executive Director
Office of Economic and Workforce Development

ABOUT OEWD

The San Francisco Office of Economic and Workforce Development (OEWD) advances equitable and shared prosperity for San Franciscans by growing sustainable jobs, supporting businesses of all sizes, creating great places to live and work, and helping everyone achieve economic self-sufficiency.

To further opportunities for all San Franciscans, we create equitable pathways to good paying jobs, addressing challenges to diversity and inclusion in the local job market. We invest in the retention and stabilization of small businesses, nonprofits, and community organizations, addressing the displacement that challenges the civic vitality of San Francisco's diverse and vibrant neighborhoods. We also lead the approval and implementation of significant development projects that create more housing, especially affordable housing, while maximizing jobs, community benefits, and services. All of these efforts support broader social and economic goals that improve the quality of life for our residents.

As we continue to grow programs and services, as well as strengthen economic recovery, social impact, and transparent communications to the communities we serve, we recognize the deep and pervasive impacts that past and present structural and institutional inequities have created in many of our communities, and in particular, our communities of color. We acknowledge that in order to right these wrongs it is essential to make this acknowledgement clear and to prioritize racial equity in language we use, programs and partners we promote, and funding we distribute.

We recognize and hold that a less racist society is an economically stronger one. Racism prevents San Franciscans from making the most of their economic potential resulting in significant and avoidable economic costs. Failure to confront racism leads to a less vibrant, less cohesive, less prosperous San Francisco.

We commit to explicitly centering and prioritizing racial equity in our mission, strategies and programs and we have begun this transformation. We acknowledge that to do otherwise is to perpetuate and exacerbate the long, painful and damaging history of racial inequity in San Francisco.

OEWD RACIAL EQUITY WORKING GROUP

In 2017, OEWD made a formal commitment to racial equity by partnering with the Government Alliance on Race and Equity (GARE), a national network of local and regional governments across the country dedicated to uncovering and addressing racial disparities in governmental policies and institutions to advance opportunities for all. Led by the San Francisco Human Rights Commission (HRC), San Francisco GARE participants are government agencies and community organizations that participate in annual cohorts to learn and collaborate on ways to operationalize racial equity. Over three years of participation in the GARE program, OEWD staff engaged in normalizing conversations, participated in racial equity and implicit bias trainings, and developed strategies to dismantle structural and institutional racism within local government.

In 2020, OEWD began building staff and leadership infrastructure to uncover and address inequities within OEWD and to help guide development of the RE Action Plan. The OEWD Director at that time, Joaquín Torres, recommended formation of the OEWD Racial Equity Working Group (“Working Group”), composed of thirty (30) division leads across leadership and staff levels serving as racial equity anchors within the organization. The Working Group is led by five members of the department, four of whom were formally trained by the GARE and HRC from 2017 through 2020 (“OEWD CORE Team”).

The Working Group formed seven sub-committees (“Sub-Committees”) on special topics, including Procurement and Grantmaking, Community and Public Engagement, Benchmarking and Accountability, Internal Workforce Development and Human Resources, Policy Boards and Commissions, Communications and Staffing, and Internal Racial Equity Training. All Working Group members sit on a Sub-Committee which aligns with their subject matter expertise and interest. Additional members of Sub-Committees are staff and leadership who have been nominated by members of the Working Group.

As of delivery of this report (March 1, 2023), the Racial Equity Team Membership is as follows:

Racial Equity Leads

- Tajuana Gray, Contract Compliance Officer, tajuana.gray@sfgov.org
- Marissa Bloom, Director of Contracts and Grants, marissa.bloom@sfgov.org
- Jennifer Hand, Workforce Alignment Manager, jennifer.hand@sfgov.org
- Andrew Abou Jaoude, Hospitality Initiative Manager, andrew.aboujaoude@sfgov.org
- Susan Ma, Project Manager, susan.ma@sfgov.org
- Crezia Tano, Chief Operating Officer, crezia.tano@sfgov.org

Racial Equity Working Group

- Armina Brown, Executive Assistant to Director of CityBuild and Office Manager
- Andres Coronado-Salas, Contracts and Grants Manager for Dream Keeper Initiative
- Benson Tran, Communications Specialist
- Carmen Towler, Senior Community Development Specialist
- Gloria Chan, Director of Communications
- Glenn Eagleson, Principal Workforce Policy Analyst

- Iris Rollins, Executive Assistant to the Director of Workforce
- Jerry Trotter, Sr. Community Development Specialist
- Kerry Birnbach, Small Business Commission Secretary
- Lex Leifheit, Senior Business Development Manager, Business Development Division
- Lisa Pagan, Director of Strategic Initiatives
- Maggie Matson, Housing Delivery Analyst, Joint Development/Housing Delivery Team
- Marianne Thompson, Communications Project Manager
- Mark Hogains, Management Assistant, Workforce
- Michelle Reynolds, Small Business Programs and Communications Manager
- Kayla Gordon, Dream Keeper Initiative-Workforce Alignment Specialist
- Phillip C. Wong, Project Manager, Joint Development/Housing Delivery Team
- Ren Floyd-Rodriguez, Young Adult Program Manager, Workforce
- Veronica Garcia, Sr. Community Development Specialist
- Zefania Preza, FilmSF Manager
- Jennifer Salerno, Industries of Opportunity Manager
- Merrick Pascual, Chief Financial Officer
- Anabel Simonelli-Kupelian, Chief People Officer
- Derek Remski, Senior Community Development Specialist
- Lowell Rice, First Source Hiring Manager

Racial Equity Department Alum

- Joaquín Torres, OEWD Director
- Amabel Akwa-Asare, Director of Strategic Initiatives
- Darcy Bender, Project Manager
- Juan Carlos Cancino, Director of Special Projects
- Alex Jones, Project Assistant
- Bryan Quevedo, Policy & Program Analyst
- Charles MacNulty, Data and Performance Manager
- Kevin Lo, Business Development Intern
- Krysti Specht, Sr. Workforce Development Specialist
- May Liang, FilmSF Coordinator
- Ryan Briscoe Young, Policy Analyst
- Tabitha Tapia, Sr. Administrative Analyst

- Regina Dick-Endrizzi, Director, Office of Small Business
- Rhea Aguinaldo, Assistant Project Manager
- Susannah Greason Robbins, Executive Director
- John Francis, Project Manager, Joint Development
- Kristen Erbst, Human Resources Analyst
- Lana Anthony, Junior Management Assistant to the Executive Director
- Manijeh Fata, Executive Director, FilmSF
- Miguel Velasco, Sr. Community Development Specialist
- Montana Cruz, Senior Management Assistant to the Executive Director

PROGRESS REPORT (2022)

Racial equity is integral to OEWD’s mission in ensuring economic vitality and self-sufficiency for all San Franciscans. In the annual OEWD Racial Equity and Organizational Climate Survey (2022), 99% of respondents reported finding value in examining and discussing the impacts of race at work. Indeed, answers to this question and other framing questions about racial equity demonstrate deep mission alignment within the organization:

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“A focus on racial equity, inclusion, and engagement should mean our OEWD mission seeks to work from a healing justice and holistic security lens that identifies trauma, oppressive and inequitable systems and practices that directly challenge the ability to fulfill the mission. It would give a race and equity lens to budget allocation, data collection, procurements, workplace culture, office documentation, and front-facing communication.”

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“OEWD should focus on ensuring opportunities we provide are available to all regardless of income, race/ethnicity, age, preferred language, ability, gender, and sexual orientation.”

While these comments are representative of the core values of OEWD employees, the comments frame the intent of the RE Action Plan to assess current employment conditions in seven key focus areas for all employees, particularly for BIPOC employees, in order to ultimately improve services and programs for BIPOC and other underserved communities. The seven key focus areas of the RE Action Plan are: (1) Hiring and Recruitment, (2) Retention and Promotion, (3) Discipline and Separation, (4) Diverse and Equitable Leadership, (5) Mobility and Professional Development, (6) Organizational Culture of Inclusion and Belonging, (7) Boards and Commissions.

This Progress Report section is organized around prompts from the Office of Racial Equity provided in late January 2022. Prompts requested bullet points on the following areas: Goals and Performance Measures, Changes Implemented over the 2021 Calendar Year, and Priority Actions for 2022 calendar year, including opportunities for staff input and decision-making, and how this work will be resourced in 2022. ORE also requested discussion of challenges, which are listed below.

As identified in the RE ACTION PLAN, the WORKING GROUP and its sub-committees are the primary staff responsible for input on nearly all actions. This is accomplished through monthly WORKING GROUP meetings and through bi-weekly sub-committee meetings. As discussed in the above section, RE sub-committees are responsible for leading actions. In lieu of describing each action's staffing, each section below includes the sub-committees assigned to it.

OEWD strives for transparent and accountable government, and the WORKING GROUP conducts intensive community engagement in the creation of internal racial equity work products and community-facing content. ORE's new template for Progress Reports section was provided in mid-February 2023, which was after OEWD's content for the legislatively-mandated Annual Update had been compiled, OEWD's internal stakeholder engagement had been completed, and WORKING GROUP presentations on the Annual Update and Annual Survey had concluded.

HIRING AND RECRUITMENT

GOAL: OEWD actively recruits and hires employees that reflect diversity and the communities impacted by our work. OEWD values the lived experience of applicants and, wherever possible, prioritizes skills-based hiring and eliminates credentials or criteria that are not deemed essential to entry for employment. OEWD proactively partners with and engages traditionally underrepresented communities, individuals, organizations, and/or groups in a way that cultivates and promotes diversity in hiring and recruitment.

PRIMARY STAFF INPUT: RE Working Group, HR Sub-Committee, Training Sub-Committee

CHANGES IMPLEMENTED IN 2022:

- Beginning in February 2021, OEWD's Human Resources Division changed the structure of job descriptions, highlighting important content and simplifying language to broaden accessibility. Job descriptions highlight education substitution language. OEWD continues to implement this change.
- WORKING GROUP met regularly with OEWD's Human Resources Division to build relationships, identify priority projects, and consult on racial equity principles in hiring, recruitment, retention, and organizational climate.
- HR coached Hiring Managers on the necessity of educational requirements and alignment of core competencies for a position.
- OEWD continued to implement the SmartRecruiters hiring management system to standardize job descriptions, provide transparency into the selection process, and begin collecting hiring and recruitment data through an automated job tracking system.
- OEWD implemented several best practices in hiring and recruitment (according to the standards as defined by the DHR-led Diversity Recruitment Workgroup).
- OEWD continued to identify and eliminate drop-off and dead-end classifications, with the goal of expanding promotional opportunities for employees.
- OEWD continued relationship building and coordination with various stakeholders, including Unions, Department of Human Resources, and the Civil Service Commission.
- OEWD enforced an equitable policy of upward mobility and staff promotive opportunities for BIPOC and women.
- OEWD strengthened pipeline programs, including partnerships with Opportunities for All and widely distributing job postings to community-based provider networks.

PRIORITY ACTIONS FOR 2023:

- Continue creating a Department-level Policy Document on equitable and inclusive hiring and recruitment best practices document. This document includes a recommendation to provide further transparency and workforce development for existing employees, toward the goal of expanding promotional opportunities for people of color. (In Progress)
- Implement a department-wide comprehensive onboarding process which includes racial equity trainings. (Ongoing)
- Ensure equitable compensation for special skills as outlined by unions, MOUs, classifications, and DHR, with priority for ensuring the bilingual pay process is clear and available. (In Progress)

CHALLENGES:

- In absence of a racial equity department, division, or unit to coordinate the racial equity work, OEWD relies on existing staff across the organization to allocate time to participate in and coordinate the racial equity work. A Racial Equity Manager (hiring delayed) will be responsible for coordinating across OEWD staff, OEWD HR and, where appropriate, DHR and other stakeholders (unions, Civil Service Commission, etc.) to advance equitable hiring practices.
- Hiring-related policies and directives are generally dictated by the Department of Human Resources (DHR) and/or Civil Service Commission, and departments have limited flexibility to set policies that fall outside the bounds of City standards. OEWD will continue to advance changes to our hiring and recruitment practices in all areas where we have discretion.

RETENTION AND PROMOTION

GOAL: OEWD establishes and regularly communicates expectations for retention and promotion of staff, with the goal of eliminating “dead-end” positions. Staff are cross-trained and coached to be highly competitive for internal and external opportunities.

PRIMARY STAFF INPUT: RE Working Group, HR Sub-Committee, Training Sub-Committee

CHANGES IMPLEMENTED IN 2022:

- Continued Internal Racial Equity Training and Professional Development Sub-Committee to support department professional development, especially in regard to racial equity training, developing meeting facilitation best practices, sharing racial equity resources, and disseminating information to staff.
- Disseminated a framework for internal and external community engagement so staff can develop strong relationships with community members, including: define the target population by who will be most impacted by the policy, process, or procedure; include target population in planning and implementation on an ongoing basis; initiate feedback loop to keep target population informed; create accessible outreach processes; collect feedback in a culturally humble and accessible manner; and provide context for informed decision-making.
- All new managers attended DHR’s 24-Plus training to ensure new management is adequately resourced to build effective teams, which includes leadership coaching on PPARs and alternative dispute resolution.
- All OEWD managers must attend implicit bias training.
- Implemented semi-annual Performance Plan and Appraisal process, including coaching and training for managers.
- Integrated Racial Equity Goals to all staff’s Performance Plan and Appraisals.
- Initiated a number of partnership projects with OEWD DHR, including developing a department HR best practices policy document and researching best practices in exit interviews.
- Through the RE Action Plan Annual Update process, OEWD conducts an annual internal review of department classifications, drop-off classifications, salaries, and parity by race and gender.

PRIORITY ACTIONS FOR 2023:

- Complete Department-level Policy Document on equitable and inclusive retention and promotion best practices document. This document includes a recommendation to provide further transparency and workforce development for existing employees, toward the goal of expanding promotional opportunities for people of color. (In Progress)
- Conduct annual internal reviews and enhancements regarding parity of department benefits, especially for parental leave and procedures related to working parents. (In Progress)
- Identify standard factors considered for raises and promotions, and ensure this information is readily available to staff, including through management coaching. (In Progress)
- With DHR, identify and eliminate any drop-off and dead-end classifications. (In Progress)

- Create SharePoint interface to centralize OEWD HR information. (In Progress)

CHALLENGES:

- In absence of a racial equity department, division, or unit to coordinate the racial equity work, OEWD relies on existing staff across the organization to allocate time to participate in and coordinate the racial equity work. A Racial Equity Manager (hiring delayed) will be responsible for coordinating across OEWD staff, OEWD HR and, where appropriate, DHR and other stakeholders (unions, Civil Service Commission, etc.) to advance equitable retention and promotion practices.

DISCIPLINE AND SEPARATION

GOAL: Managers, staff, and human resources personnel are held accountable to ensuring equitable disciplinary outcomes in the department. Human Resources policies related to discipline and separation are transparent and compassionate, consider the whole person’s circumstances, and include mediation as a diversion from discipline where appropriate.

PRIMARY STAFF INPUT: RE Working Group, HR Sub-Committee, Training Sub-Committee

CHANGES IMPLEMENTED IN 2022:

- OEWD implemented a modified discipline process by using alternative dispute resolution and continued the current practice of progressive discipline.
- OEWD implemented an annual and regular Performance Plan and Appraisal process, integrating coaching and training, with plans to expand semi-annually.

PRIORITY ACTIONS FOR 2023:

- Establish internal OEWD separation tracking and analyze data annually.
- Create a standardized exit interview process with standard questions and an exit survey that includes questions about experienced biases during employment term.

CHALLENGES:

- In absence of a racial equity department, division, or unit to coordinate the racial equity work, OEWD relies on existing staff across the organization to allocate time to participate in and coordinate the racial equity work. A Racial Equity Manager (hiring date delayed) will be responsible for coordinating with OEWD HR and, where appropriate, DHR and other stakeholders (unions, Civil Service Commission, etc.) to advance equitable discipline and separation practices.
- Financial and or technological challenges with centralized HR SharePoint site impacts transparency in HR.

DIVERSE AND EQUITABLE LEADERSHIP

GOAL: OEWD leadership is accessible, approachable, trained on equity changemaking, and reflects the communities negatively impacted by racial inequities. Equity goals are explicitly set within strategic plans, team workplans, and individual workplans, and are executed in leadership priorities.

PRIMARY STAFF INPUT: RE Working Group, HR Sub-Committee, Training Sub-Committee, Communications and Executive Staffing Sub-Committee

CHANGES IMPLEMENTED IN 2022:

- Catalogued free and low-cost trainings which may be of-interest to staff and leadership team, and posted them on the Racial Equity Training SharePoint site.
- Reviewed training resources from DHR, ORE, and other City assets, catalogued third-party racial equity training providers and training consultants, and posted them on the OEWD Racial Equity Training SharePoint site for open access to staff.
- Staff use the annual racial equity survey as a staff-leadership feedback loop.

PRIORITY ACTIONS FOR 2023:

- Include racial equity training as part of leadership onboarding, with bi-annual refreshers.
- Provide appropriate support to BIPOC managers to promote success and to retain staff in managerial pipelines, and support all managers to effectively manage cross-cultural teams.

CHALLENGES:

- In absence of a racial equity department, division, or unit to coordinate the racial equity work, OEWD relies on existing staff across the organization to allocate time to participate in and coordinate the racial equity work. A Racial Equity Manager (hiring date delayed) will be responsible for coordinating across OEWD staff, OEWD HR and, where appropriate, DHR and other stakeholders (unions, Civil Service Commission, etc.) to advance diverse and equitable leadership.

MOBILITY AND PROFESSIONAL DEVELOPMENT

GOAL: OEWD prioritizes upward mobility within the department, where staff are equitably compensated, trained, and promoted across race and gender lines. Mentorship from more experienced staff/colleagues for advancement opportunities and transparency around promotions for staff from leadership and HR. All staff are encouraged to participate in professional development opportunities and there is transparency around access and availability.

PRIMARY STAFF INPUT: RE Working Group, HR Sub-Committee, Training Sub-Committee, Communications and Executive Staffing Sub-Committee

CHANGES IMPLEMENTED IN 2022:

- Added racial equity concepts to onboarding materials and orientation, and built capacity of Working Group to provide racial equity orientations to all new hires.
- Created a SharePoint site for trainings and extended learning, serving as a one-stop information center.
- Revamped ORE's Racial Equity Foundations Training, and launched a 3-hour workshop on racial equity concepts offered to all OEWD Staff. Continued trainings throughout the year.
- Kicked off Racial Equity Onboarding for all new employees (30+), conducted by RE CORE Team and individuals who have longevity with the department.
- Built capacity of OEWD staff to lead RE Training and engage with peers about the racial equity work in the department and critical concepts in racial equity changemaking.
- Instituted a WORKING GROUP training challenge to encourage staff to catalogue free and low-cost racial equity training offerings, share best practices among members, and build organizational capacity.
- RE CORE Team member selected to represent department in Northern California Grantmakers Equity Leaders cohort, with the intent to routinize OEWD participation.

PRIORITY ACTIONS FOR 2023:

- Continue to uplift Internal Racial Equity Training and Professional Development Sub-Committee's which will support department professional development goals, especially with regard to racial equity training, meeting facilitation best practices, and sharing resources.
- Remove barriers to professional development and conference attendance to staff, including upfront costs, information distribution, and workload.
- Incorporate advancement opportunities and staff needs assessment into performance plan and appraisal report process.
- Create OEWD HR SharePoint interface to consolidate information about mobility within the department and professional development opportunities.

CHALLENGES:

- In absence of a racial equity department, division, or unit to coordinate the racial equity work, OEWD relies on existing staff across the organization to allocate time to participate in and coordinate the racial equity work. A Racial Equity Manager (hiring date delayed) will be responsible for coordinating across OEWD staff, OEWD HR and, where appropriate, DHR and other stakeholders (unions, Civil Service Commission, etc.) to advance mobility and professional development.

ORGANIZATIONAL CULTURE OF INCLUSION AND BELONGING

GOAL: All OEWD staff feel empowered to practice humility, courage, and compassion in talking about race and culture in the workplace. OEWD will exercise restorative and healing justice by acknowledging the history of racial trauma and being accountable to the communities which have been harmed. The voices of BIPOC staff are affirmed and visible in OEWD's policy priorities, programs, virtual and physical spaces. Daily activities, celebrations, rituals, and traditions reflect the rich culture of our work community.

PRIMARY STAFF INPUT: RE WORKING GROUP, HR Sub-Committee, Training Sub-Committee, Communications and Executive Staffing Sub-Committee, Benchmarking & Accountability Sub-Committee, Community Engagement Sub-Committee, Procurement and Grantmaking Sub-Committee

CHANGES IMPLEMENTED IN 2022:

- Implement trainings, workshops, and encouraging an ongoing conversation in order to Normalize, Organize, and Operationalize Racial Equity practices throughout the department.
- WORKING GROUP implemented a number of announcements, Survey Stand-Up (breakfast), etc. to promote annual survey completion, and create low threshold opportunities to connect with WORKING GROUP. Racial Equity Survey secured more survey responses this year, and the WORKING GROUP worked directly with OEWD HR Division to implement changes.
- CORE Team hosts drop-in hours to provide 1:1 consulting and coaching on embedding racial equity principles into projects, department/state/federal policies, retention practices, work product review, partnership requests, and courageous conversations for individuals within the department.
- CORE Team presents at Division and Department meetings on ongoing activities and relevant sociopolitical updates.
- Developed a Racial Equity Resource Wall for staff to have a physical area to gather resources and ignite conversation. WORKING GROUP conducts Racial Equity Orientation during first two weeks of onboarding. Over 30 newly hired staff members have been orientated on OEWD's Racial Equity practices and policy.
- Integrated racial equity updates into division and all-staff meetings to normalize racial equity concepts and updates.
- Integrated special topic activities into working group meetings to build capacity within the organization and operationalize racial equity tools.
- Created designated spaces online (OneDrive) and in-office for racial equity content.
- Began cataloguing San Francisco-specific community engagement best practices in order to effectively work in communities that OEWD serves.
- Ensured consistency in racial equity language and policy points in strategic planning documents, including in federally-mandated plans.

- Piloted a community panelist pilot program for Requests for Proposals 122 and 216 to center community voice, ensure that grantmaking authority rests with a group of reviewers representative of both San Francisco's demographics and the applicant pool in terms of race/ethnicity, gender, LGBTQ and disability community members, and bring greater transparency to funding and partnership decisions. Panelists were compensated for their participation in the review process.
- Conducted interviews with long-tenured staff across the department to gather information on the department's history of racial equity in its programs, policies, and structures, and began the process of compiling interview answers into a Google jam board for internal and external presentation purposes.
- Trained policy body staff on accommodation processes and resources.
- Incorporated drop-in technical assistance hours for all procurements
- Supported other City agencies in adopting a responsive technical assistance approach (Grants for the Arts)
- Supported the Department of Public Health Foundation in developing a Community Panelist Process for their grants
- Provided input to other interested departments on racial equity opportunities in grantmaking (Public Utilities Commission, SF Public Library, Food Security team at DPH)
- Continue train-the-trainer model to build capacity within the WORKING GROUP and within the Department to learn from each other and share resources.

PRIORITY ACTIONS FOR 2023:

- Continue to research and implement multi-modal training opportunities. Advocate for and secure training funds.
- Integrate Workforce Division's racial equity portal (SharePoint) with Econ division's digital assets.
- Create an internal resource for department to shape and inform community engagement best practices for specific projects and programs.
- Create and maintain racial equity talking points to ensure synchronization around current and future work areas.
- Engage consultant to support development of racial reconciliation narrative and timeline.
- Collaborate with community in the development of procurements and programs, and encourage staff to work in community as often as possible.
- Develop and implement external communications recommendations about culturally humble outreach/communications practices as informed by RE WORKING GROUP.
- Procurement and Grantmaking team will establish consistent, dedicated resources to support community panelist payments, evaluations across the organization. Determine equity approach to budget allocation (ensuring that smaller divisions can still make use of the program).
- Develop and implement consistent "Lunch and Learn" sessions to discuss Racial Equity concepts and current/historical events

CHALLENGES:

- In absence of a racial equity department, division, or unit to coordinate the racial equity work, OEWD relies on existing staff across the organization to allocate time to participate in and coordinate the racial equity work. A Racial Equity Manager (hiring date delayed) will be responsible for coordinating across OEWD staff, self-generating trainings, and building a culture of inclusion and belonging.
- Ongoing changes in leadership—three directors in one year—impacts momentum of RE Action Plan. ++ departure of key staff with deep institutional knowledge?
- Not having a designated person to centralize and prioritize work impacts project management.
- Limited capacity (time, training, socioemotional bandwidth, COVID burnout) of internal staff impacts training capacity.
- In-person meetings are non-existent and present challenges for community building.
- Citywide resources are uncoordinated.

- Capacity for staff commitment and availability to engage community regularly.
- Uncertainty of funding prevents mid- or long-term planning and contracting.
- Defining roles and expectations within department staff can help understand who leads, initiatives, or helps facilitate community engagement.
- Current community engagement process is based on community relationships and skillset of the staff assigned to project.

BOARDS AND COMMISSIONS

OEWD maintains three policy boards and commissions: the Film Commission (Film SF), the Small Business Commission (SBC), and the Workforce Investment San Francisco Board (WISF). All three have different missions, goals, make-ups, appointment sources, federal requirements, etc. Each policy body must examine its own internal dynamics and racial biases, as the government is reviewing its own internal biases, particularly so Commissions and Boards that have the authority to adjudicate or legislate policy can lead with a racial equity lens. It is additionally important to understand the impact of historical policy decisions that have negatively impacted our local communities as policy changes are recommended.

- **Small Business Commission (SBC)** – Prior to the Racial Equity mandate for Boards and Commissions, the SBC had identified the need to elevate the priorities of businesses that do not have a voice or little political capital within City and County of San Francisco Government. The local legislature and regulators may not always be aware of the racial or social economic inequities to small businesses when crafting new legislation and regulation, in addition to existing regulation. The Racial Equity work required for Boards and Commissions enhances the work of the SBC and better establish the language and metrics it needs to make necessary recommendations to the Mayor and Board of Supervisors.
- **Workforce Investment San Francisco (WISF)** – The WISF is responsible for ensuring equity and inclusion for San Francisco’s vulnerable populations, to have their faith restored in workforce programs that have traditionally excluded them. The WISF is committed to providing space and time to speak truth to power in a public forum and to critically examining what function the policy body plays, and whether the policy body membership reflects the community we intend to serve.
- **Film Commission (Film SF)** – Film SF is committed to ensuring BIPOC representation on the Commission and having Commissioners support the industry for filmmakers of color. It is critical to examine the Commission’s role in supporting the film industry towards being more diverse.

GOAL: Board and Commission members should feel supported and valued for their diverse perspectives and contributions and reflect the diversity of San Francisco, especially Black, Indigenous, and People of Color. OEWD’s policy boards, commissions and advisory bodies include representation from the communities impacted by their work and prioritize accountability to BIPOC communities. Board and Commission members reflect the diversity of San Francisco.

PRIMARY STAFF INPUT: RE WORKING GROUP, Policy Bodies and Commissions Sub-Committee

CHANGES IMPLEMENTED IN 2022:

- Passed Ohlone Land Acknowledgment Resolution for WISF (June 2021), SBC (April 2021), and Film SF (Summer 2021), and all bodies continue to state the Ohlone Land Acknowledgment at the outset of each meeting
- Bodies continue to reserve time on agendas for racial equity items, such as for updates from the SBC Racial Equity Sub-Committee, guest film industry speakers at the Film Commission, and community updates at WISF.
- SBC Racial Equity Sub-Committee passed a Racial Equity Resolution.

- SBC and WISF revised by-laws with inclusive language and racial equity priorities.
- SBC adopted racial equity assessment tools to inform decision-making, and WISF receives reports on racial equity results of workforce programs across system through annual Citywide Workforce Inventory and annual OEWD Workforce Program Outcomes review.
- Policy Bodies and Commissions Staff and Secretaries cross-trained each other on disability and accommodation policies, as well as other accessibility issues through ongoing discussion.
- OEWD supported the re-authorization of the Committee on Citywide Workforce Alignment, which seats community members and labor organizations with heads of the City's largest workforce-serving departments.

PRIORITY ACTIONS FOR 2023:

- Launch mentorship programs which help new members on-board, and which connect board and commission members with the communities OEWD serves.
- All policy bodies and commissions adopt resolutions acknowledging history of racial inequities and commit to future racial equity practices.

CHALLENGES:

- In absence of a racial equity department, division, or unit to coordinate the racial equity work, OEWD relies on existing staff across the organization to allocate time to participate in and coordinate the racial equity work. A Racial Equity Manager (hiring date delayed) will be responsible for coordinating across OEWD staff, and policy staff wear a number of hats in the department and there are challenges with dedicating limited staff capacity to completion of the REAP action items.
- OEWD staff has limited influence on who is being appointed to respective policy bodies (WISF, SBC, Film SF), so it is difficult to increase BIPOC representation ad-hoc.
- Board training needs are varied across policy bodies, and we need to meet board members where they are at in their learning.

RESOURCING

Please describe your department's resourcing for Phase 1 RE Action Plan implementation in 2022. Include employee names, titles, and organizational chart. Note the designated Racial Equity Leader(s) with an asterisk. Please clearly distinguish between:

- *Staff who were assigned full-time (all responsibilities were directly related to Phase 1 RE Action Plan and other departmental racial equity work)*
 - N/A
- *Staff who were assigned part-time (had responsibilities not directly related to racial equity, which were reduced for them to take on racial equity work)*
 - Tajuana Gray, Contract Compliance Officer, tajuana.gray@sfgov.org
 - Marissa Bloom, Acting Director of Contracts and Grants, marissa.bloom@sfgov.org
 - Jennifer Hand, Sr. Community Development Specialist, jennifer.hand@sfgov.org
 - Andrew Abou Jaoude, Sr. Community Development Specialist II, andrew.aboujaoude@sfgov.org
 - Susan Ma, Project Manager, susan.ma@sfgov.org
 - Crezia Tano, Chief Operations Officer, crezia.tano@sfgov.org
- *Staff who were voluntary (had responsibilities not directly related to racial equity, which were not reduced for them to take on racial equity work)*
 - Andres Coronado Salas, Contracts and Grants Manager for the Dream Keeper Initiative

- Armina Brown, Executive Assistant to Director of CityBuild and Office Manager Benson Tran, Communications Specialist
- Carmen Towler, Sr. Community Development Specialist
- Darcy Bender, Project Manager
- Derek Remski, Senior Community Development Specialist
- Gloria Chan, Director of Communications
- John Francis, Project Manager, Joint Development
- Glenn Eagleson, Sr. Workforce Policy Analyst Iris Rollins, Executive Assistant to the Director of Workforce
- Jerry Trotter, Sr. Community Development Specialist jerry.trotter@sfgov.org
- Kerry Birnbach, Small Business Commission Secretary
- Lana Anthony, Junior Management Assistant to the Executive Director
- Lex Leifheit, Senior Business Development Manager, Business Development Division
- Lisa Pagan, Director of Policy & Planning
- Lowell Rice, First Source Hiring Program Manager
- Maggie Matson, Housing Delivery Analyst
- Manijeh Fata, Interim Executive Director, FilmSF
- Marianne Thompson, Communications Project Manager
- Mark Hogains, Senior Management Assistant, Workforce
- Michelle Reynolds, Small Business Programs & Communications Manager
- Miguel Velasco, Sr. Community Development Specialist
- Montana Cruz, Senior Management Assistant to the Executive Director
- Philip Wong, Project Manager, Joint Development
- Ren Floyd-Rodriguez, Senior Program Specialist, Workforce
- Veronica Garcia, Sr. Community Development Specialist
- Zefania Preza, FilmSF Manager
- Jennifer Salerno, Sr. Community Development Specialist
- *Consultants/vendors (including firm name and contract number, if applicable)*
 - N/A
- *What changes, if any, do you plan for 2023*
 - *REWG and Sub-Committees recommended the following resources for this work:*
 - **Staffing:** Manager-level staff, 1823, 9774, or 9775 staff for full-time work
 - **Training:** Antiracist Boards and Commissions training, Full Organizational Trainings on Interpersonal Racism and Systematic Racism, RE Core Team Leadership Development
 - **Materials:** Ongoing Budget Support to Compensate Community Panelists in OEWD Procurement Processes, Monthly Racial Equity Workshop Budget
 - **Consultants:** Racial Reconciliation Audit; Assessment of Human Resources Processes, Practices, and Procedures; Systems Change Consultant; SharePoint Developer
 - **Tools:** Project Management Tool Subscription, Procurement Technology Solution, Translation Services and Capabilities

RACIAL EQUITY ACTION PLAN PHASE 1 v.3

V3. updated for Publication 2/15/2023

TRACK CHANGES HAVE BEEN LEFT INTENTIONALLY TO DEMONSTRATE ADJUSTMENTS FROM V.2

A Racial Equity Action Plan (RE Action Plan) shall include Racial Equity indicators to measure current conditions and impact, outcomes resulting from changes made within programs or policy, and performance measures to evaluate efficacy, that demonstrate how a City department will address Racial Disparities within the department as well as in external programs. — ORE Legislative Mandate, [Ordinance No. 188-19](#)

Office of Economic and Workforce Development

Racial Equity Leads

- Tajuana Gray, Contract Compliance Officer, tajuana.gray@sfgov.org
- Marissa Bloom, Director of Contracts and Grants, marissa.bloom@sfgov.org
- Jennifer Hand, Workforce Alignment Manager, jennifer.hand@sfgov.org
- Andrew Abou Jaoude, Hospitality Initiative Manager, andrew.aboujaoude@sfgov.org
- Susan Ma, Project Manager, susan.ma@sfgov.org
- Crezia Tano, Chief Operating Officer, crezia.tano@sfgov.org

Racial Equity Working Group

- Armina Brown, Executive Assistant to Director of CityBuild and Office Manager

- Andres Coronado-Salas, Contracts and Grants Manager for Dream Keeper Initiative
- Benson Tran, Communications Specialist
- Carmen Towler, Senior Community Development Specialist,
- Gloria Chan, Director of Communications
- Glenn Eagleson, Principal Workforce Policy Analyst,
- Iris Rollins, Executive Assistant to the Director of Workforce
- Jerry Trotter, Sr. Community Development Specialist
- Kerry Birnbach, Small Business Commission Secretary
- Lex Leifheit, Senior Business Development Manager, Business Development Division
- Lisa Pagan, Director of Policy & Planning
- Maggie Matson, Housing Delivery Analyst, Joint Development/Housing Delivery Team
- Marianne Thompson, Communications Project Manager
- Mark Hogains, Management Assistant, Workforce
- Michelle Reynolds, Small Business Programs and Communications Manager

- Kayla Gordon, Dream Keeper Initiative-Workforce Alignment Specialist
- Phillip C. Wong, Project Manager, Joint Development/Housing Delivery Team
- Ren Floyd-Rodriguez, Young Adult Program Manager, Workforce
- Veronica Garcia, Sr. Community Development Specialist
- Zefania Preza, FilmSF Manager
- Jennifer Salerno, Industries of Opportunity Manager
- Merrick Pascual, Chief Financial Officer
- Anabel Simonelli-Kupelian, Chief People Officer
- Derek Remski, Senior Community Development Specialist
- Lowell Rice, First Source Hiring Manager

Racial Equity Department Alum

- Joaquín Torres, OEWD Director
- Amabel Akwa-Asare, Director of Strategic Initiatives
- Darcy Bender, Project Manager
- Juan Carlos Cancino, Director of Special Projects
- Alex Jones, Project Assistant

- Bryan Quevedo, Policy & Program Analyst
- Charles MacNulty, Data and Performance Manager
- Dominic Donovan, Senior Administrative Analyst
- Kevin Lo, Business Development Intern
- Krysti Specht, Sr. Workforce Development Specialist
- May Liang, FilmSF Coordinator
- Ryan Briscoe Young, Policy Analyst
- Tabitha Tapia, Sr. Administrative Analyst

- Regina Dick-Endrizzi, Director, Office of Small Business
- Rhea Aguinaldo, Assistant Project Manager
- Susannah Greason Robbins, Executive Director
- John Francis, Project Manager, Joint Development
- Kristen Erbst, Human Resources Analyst
- Lana Anthony, Junior Management Assistant to the Executive Director

- Manijeh Fata, Executive Director, FilmSF
- Miguel Velasco, Sr. Community Development Specialist
- Montana Cruz, Senior Management Assistant to the Executive Director

Racial Equity Action Plan Introductory Sections

Letter from Director Torres
Executive Summary
OEWD Racial Reconciliation Statement
Racial Equity Action Plan Process
Department Background
Current Workforce Demographic Data
Results from Department Assessment and Employee Survey

Racial Equity Action Plan Topic Sections

Section 1: Hiring and Recruitment
Section 2: Retention and Promotion
Section 3: Discipline and Separation
Section 4: Diverse and Equitable Leadership and Management
Section 5: Mobility and Professional Development
Section 6: Organizational Culture of Inclusion and Belonging
Section 7: Boards and Commissions

Racial Equity Action Plan Appendices

Appendix A: OEWD Racial Equity Staff Survey Results
Appendix B: OEWD Racial Equity Action Plan Department Goals Creation
Appendix C: RE ACTION PLAN Phase I Feedback Survey
Appendix D: OEWD Vulnerable Populations Engagement Survey
Appendix E: OEWD Vulnerable Populations Engagement Assessment

Racial Equity Action Plan Template Key

ACTIONS: specific acts to accomplish to achieve departmental goals
RESOURCES COMMITTED: what is needed to perform actions; financial, human, and/or material
INDICATORS: quantifiable measure of an action's success; how much, how well, or is anyone better off?
TIMELINE: dates denoting the start and end of the action
IMPLEMENTATION: detailed plan on how the action will be accomplished; month, quarter, and/or year
STATUS: the action's current status, updated regularly [ongoing | in-progress | completed | not started]
LEAD: staff, committee, or body responsible for the action and/or accountable for its completion

To the Director of the Office of Racial Equity on behalf of the Office of Economic and Workforce Development:

The Office of Economic and Workforce Development (OEWD) is proud to present its Racial Equity Action Plan. As an organization whose mission endeavors to support all San Franciscans' access to opportunity, we are deeply committed to and have prioritized racial equity in our work and workplace.

We believe the positive transformational power of government is most strongly achieved through a workforce that itself embodies the principles of racial equity we seek to effect in the world, where true inclusion is realized, a diversity of perspectives and experiences are empowered and oppressive systems are collectively dismantled. A diverse and equitable workforce leads to better policy and programs, more welcoming and supportive environments, and the greatest equity outcomes for those we seek to serve. Realizing these outcomes offers a path to a San Francisco at its most vibrant, cohesive and prosperous.

Today, the disproportionate pain and loss that COVID-19 continues to inflict on our communities of color and the underlying racist systems that have given rise to this disproportionality have reinforced the urgency of this work. The violent murders of Black men and women across the country have tragically underscored the violence exacted by economic and health systems that have grossly failed communities of color. The mass demonstrations and actions taken in response to this violence reinforce our collective need, both individual and systemic, to act more boldly and intentionally to address and redesign these systems.

We are grateful to Mayor Breed and the Board of Supervisors for their leadership in centering racial equity for all City departments, and we are proud to be at the forefront of building a more just and equitable economy, and doing so in continued partnership with departments and guided by the leadership of the Human Rights Commission. Through these partnerships, we are privileged to help realize more positive and equitable economic and educational outcomes including through Mayor Breed's Opportunities for All initiative focused on youth, and public safety reallocation initiative to support the Black community of San Francisco.

I want to acknowledge the strong work of our racial equity leads, working group and subcommittee members in developing our plan. Their work and structure are exemplary of the care and commitment necessary to produce equitable outcomes for those we serve and those who make that service possible. Their leadership has ensured our plan reflects the diversity of voices and perspectives necessary to achieve equitable outcomes in and through our workplace. They have established a framework that will further strengthen the design and delivery of our programs and services to more holistically meet community need.

We acknowledge this action plan is the first step in a long-term and iterative process for assessing and improving current workplace conditions and community outcomes through a focus on racial equity. We are committed to conducting ongoing policy analysis and development, training, data collection, and most significantly, establishing strong accountability measures to track our progress.

Our work is clear: to more urgently move ourselves and our field of economic and workforce development towards policy and program designs and investments that strengthen equitable opportunities and outcomes for all people and most specifically for communities of color in San Francisco. We do this by examining and dismantling racism in ourselves, our families, our communities and workplaces.

Our work lives in listening, continued self-education, and partnerships that foster the adjustments necessary to realize a more equitable organization with impacts felt within and without. Our accountability is realized through a racial equity plan that guides our organization with clear and developing actions, goals and measurable results. Through the many hours invested in development of this living document, we continue the hard but necessary work of looking more closely at ourselves, our ideas, and our actions to ensure we reflect the change we want to see in our communities and in the world.

As we recommit ourselves to this work, we will be grounded by the humanity and dignity of the people we serve and guided by the wisdom that those closest to the pain are closest to the solutions. We will hear and face the truths of racial discrimination and prejudice that history and this moment so vividly and undeniably illuminate. We wholeheartedly accept this wisdom and this challenge to change ourselves, our organization, our communities, and in doing so the future trajectory of our city for the benefit of all communities.

In solidarity,

A handwritten signature in black ink on a light gray background. The signature is stylized and appears to read 'JT Torres'.

Joaquín Torres

EXECUTIVE SUMMARY

WHY RACIAL EQUITY?

Racial equity is a set of social justice practices, rooted in the sociohistorical context and ongoing analysis of race-based oppression, that aims towards a goal of fairness for all. Racial equity is integral to the mission of the San Francisco Office of Economic and Workforce Development (OEWD). Our mission is to help everyone achieve economic self-sufficiency, especially those who are most economically vulnerable, which includes our Black, Indigenous, and people of color (BIPOC) who live and work in our City.

As an outcome, achieving racial equity would mean living in a world where race is no longer a factor in the distribution of opportunity. No matter how you interpret the data on well-being, economic self-sufficiency, generational wealth, and unemployment, outcomes demonstrate the most severe disparities across race and ethnicity. Racial equity will be realized when race can no longer be used to predict outcomes, and outcomes for all groups are improved.

Government has played a critical role in creating and perpetuating negative outcomes and disparate impacts for BIPOC. We acknowledge that OEWD, as part of this governmental ecosystem, has contributed to racial inequity in San Francisco and that, to right these wrongs, it is essential to make this acknowledgement clear and to prioritize racial equity in the language we use, programs and partners we promote, and funding we distribute. Public servants also hold the power and responsibility to right these wrongs. We know that positive interventions in all of our systems, tailored to communities with the largest disparities, have the potential to uplift everyone.

As a process, we achieve 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 lives¹. In keeping with this principle, the development of this OEWD Racial Equity Action Plan Phase I (“RE Action Plan”), which addresses internal human resources and organizational culture, was entirely staff-led and supported in full by OEWD leadership.

ABOUT OEWD

OEWD advances equitable and shared prosperity for San Franciscans by growing sustainable jobs, supporting businesses of all sizes, creating great places to live and work, and helping everyone achieve economic self-sufficiency.

To further opportunities for all San Franciscans, we create equitable pathways to good paying jobs, addressing challenges to diversity and inclusion in the local job market. We invest in the retention and stabilization of small businesses, nonprofits, and community organizations, addressing the displacement that challenges the civic vitality of San Francisco’s diverse and vibrant neighborhoods. We also lead the approval and implementation of significant development projects that create more housing, especially affordable housing, while maximizing jobs, community benefits, and services. All of these efforts support broader social and economic goals that improve the quality of life for our residents.

As we continue to grow programs and services, we recognize the deep and pervasive impacts that past and present structural and institutional inequities have created in many of our communities, and in particular, our communities of color.

We recognize that the unprecedented economic opportunities realized in San Francisco since the last recession (and throughout our history) have not been accessible to all. Many OEWD services are designed to reach those who have been traditionally excluded from that prosperity. Nonetheless, systemic discrimination in San Francisco has resulted in significant economic disparities for BIPOC communities, including an unemployment rate which is three times higher than the average for Black workers. As a public agency, OEWD not only has the opportunity—but also a very real responsibility—to address these inequities.

In 2017, OEWD made a formal commitment to racial equity by partnering with the Government Alliance on Race and Equity (GARE), a national network of local and regional governments across the country dedicated to uncovering and addressing racial disparities in governmental policies and institutions to advance opportunities for all. Led by the San Francisco Human Rights Commission (HRC), San Francisco GARE participants are government agencies and community organizations that participate in annual cohorts to learn and collaborate on ways to operationalize racial equity. Over three years of participation in the GARE program, OEWD staff engaged in normalizing conversations, participated in racial equity and implicit bias trainings, and developed strategies to dismantle structural and institutional racism within local government.

RACIAL EQUITY ACTION PLAN DEVELOPMENT

In 2019, the City and County of San Francisco enacted legislation creating the Office of Racial Equity (“ORE”) under the Human Rights Commission.

This trailblazing legislation required each City agency within the City and County of San Francisco to develop a Racial Equity Action Plan by December 31, 2020. ORE provided all departments with a template so that all departments would align mission, vision, goals, actions, indicators, and outcomes towards ORE's policy objectives. Phase I of the plan focuses on internal human resources practices, organizational culture, and policy bodies and commissions.

In 2020, OEWD began building staff and leadership infrastructure to uncover and address inequities within OEWD and to help guide development of the RE Action Plan. OEWD Director Joaquín Torres recommended formation of the OEWD Racial Equity Action Plan Working Group (“Working Group”), composed of twenty-two (22) division leads across leadership and staff levels serving as racial equity anchors within the organization. The Working Group is led by four members of the department who were formally trained by the GARE and HRC from 2017 through 2020 (“OEWD CORE Team”). The Working Group formed seven sub-committees on special topics, including Procurement and Grantmaking, Community and Public Engagement, Benchmarking and Accountability, Internal Workforce Development and Human Resources, Policy Boards and Commissions, Communications and Staffing, and Internal Racial Equity Training. All Working Group members sit on a Sub-Committee which aligns with their subject matter expertise and interest. Additional members of Sub-Committees are staff and leadership who have been nominated by members of the Working Group and represent an additional thirty-five (35) staff.

The OEWD CORE Team led the development of the RE Action Plan. All members of the Working Group and its Sub-Committees participated in the creation and delivery of the RE Action Plan. In total, over 60 staff (nearly half of all OEWD employees) participated in over 50 working meetings, accounting for hundreds of hours invested in the creation of the OEWD RE Action Plan.

OEWD RACIAL EQUITY ACTION PLAN CORE PRINCIPLES

The RE Action Plan template directs City Departments to assess current conditions in seven key focus areas for all employees, particularly for BIPOC employees. The seven key focus areas are: (1) Hiring and Recruitment, (2) Retention and Promotion, (3) Discipline and Separation, (4) Diverse and Equitable Leadership, (5) Mobility and Professional Development, (6) Organizational Culture of Inclusion and Belonging, (7) Boards and Commissions. The seven sections below summarize each section of the plan, including department goals, high-level themes, and department-specific priorities which arose during development.

HIRING AND RECRUITMENT

GOAL: OEWD actively recruits and hires employees that reflect diversity and the communities impacted by our work. OEWD values the lived experience of applicants and, wherever possible, prioritizes skills-based hiring and eliminates credentials or criteria that are not deemed essential to entry for employment. OEWD proactively partners with and engages traditionally underrepresented communities, individuals, organizations, and/or groups in a way that cultivates and promotes diversity in hiring and recruitment.

PRIORITY ACTIONS:

- Create an equitable and inclusive hiring and recruitment best practices document.
- Develop a department-wide comprehensive onboarding process which includes racial equity trainings.
- Standardize job descriptions and highlight education/substitution language.
- Strengthen pipeline programs, including partnerships with Opportunities for All.
- Ensure equitable compensation for special skills as outlined by unions, MOUs, classifications, and DHR, with priority for ensuring the bilingual pay process is clear and available.

RETENTION AND PROMOTION

GOAL: OEWD establishes and regularly communicates expectations for retention and promotion of staff, with the goal of eliminating “dead-end” positions. Staff are cross-trained and coached to be highly competitive for internal and external opportunities.

PRIORITY ACTIONS:

- Conduct annual internal reviews and enhancements regarding parity of department benefits, especially for parental leave and procedures related to working parents.
- Identify standard factors considered for raises and promotions, and ensure this information is readily available to staff, including through management coaching.
- Identify and eliminate any drop-off and dead-end classifications.

DISCIPLINE AND SEPARATION

GOAL: Managers, staff, and human resources personnel are held accountable to ensuring equitable disciplinary outcomes in the department. Human Resources policies related to discipline and separation are transparent and compassionate, consider the whole person’s circumstances, and include mediation as a diversion from discipline where appropriate.

PRIORITY ACTIONS:

- Establish internal OEWD separation tracking and analyze data annually.
- Implement a modified discipline process. Use alternative dispute resolution and continue current practice of progressive discipline.
- Implement semi-annual Performance Plan and Appraisal process, including coaching and training.
- Create a standardized exit interview process with standard questions and an exit survey that includes questions about experienced biases during employment term.

DIVERSE AND EQUITABLE LEADERSHIP

GOAL: OEWD leadership is accessible, approachable, trained on equity changemaking, and reflects the communities negatively impacted by racial inequities. Equity goals are explicitly set within strategic plans, team workplans, and individual workplans, and are executed in leadership priorities.

PRIORITY ACTIONS:

- Create an equitable and inclusive hiring and recruitment best practices document.
- Include racial equity training as part of leadership onboarding, with bi-annual refreshers.
- Develop staff-leadership feedback loop (e.g., survey, SharePoint).
- Provide appropriate support to managers from communities of color to promote success and to retain staff in managerial pipelines, and support all managers to effectively manage cross-cultural teams.

MOBILITY AND PROFESSIONAL DEVELOPMENT

GOAL: OEWD prioritizes upward mobility within the department, where staff are equitably compensated, trained, and promoted across race and gender lines. Mentorship from more experienced staff/colleagues for advancement opportunities and transparency around promotions for staff from leadership and HR. All staff are encouraged to participate in professional development opportunities and there is transparency around access and availability.

PRIORITY ACTIONS:

- Create Internal Racial Equity Training and Professional Development Sub-Committee which will support department professional development, especially in regard to racial equity training, meeting facilitation best practices, and sharing resources.
- Remove barriers to professional development and conference attendance to staff, including upfront costs, information distribution, and workload.
- Incorporate advancement opportunities and staff needs assessment into their Performance Plan and Appraisal process.

ORGANIZATIONAL CULTURE OF INCLUSION AND BELONGING

GOAL: All OEWD staff feel empowered to practice humility, courage, and compassion in talking about race and culture in the workplace. OEWD will exercise restorative and healing justice by acknowledging the history of racial trauma and being accountable to the communities which have been harmed. The voices of BIPOC staff are affirmed and visible in OEWD's policy priorities, programs, virtual and physical spaces. Daily activities, celebrations, rituals, and traditions reflect the rich culture of our work community.

PRIORITY ACTIONS:

- Ensure consistency across mission, policies, and strategic planning.
- Centralize information and communications for staff through SharePoint.
- Collaborate with community in the development of procurements and programs, and encourage staff to work in community as often as possible.

BOARDS AND COMMISSIONS

GOAL: Board and Commission members should feel supported and valued for their diverse perspectives and contributions and reflect the diversity of San Francisco, especially Black, Indigenous, and People of Color. OEWD's policy boards, commissions and advisory bodies include representation from the communities impacted by their work and prioritize accountability to BIPOC communities. Board and Commission members reflect the diversity of San Francisco.

PRIORITY ACTIONS:

- Revise by-laws towards inclusive language and report on demographic composition.
- Adopt racial equity assessment tools to inform decision-making.
- Launch mentorship programs which help new members on-board, and which connect board and commission members with the communities OEWD serves.

OEWD RACIAL EQUITY ACTION PLAN NEXT STEPS

OEWD together with other departments and external stakeholders will examine our internal system and address inequities within. The first phase of the Racial Equity Action Plan focuses on OEWD's internal staff and leadership and how we are internally addressing possible inequities. Phase 1 of the Racial Equity Plan is a three-year plan. OEWD has already begun the process of prioritizing actions within the plan that will be implemented and develop systems of change. We are looking to create a comprehensive training plan, and currently have a training subcommittee that is tasked with creating a training plan to help facilitate racial equity training and other relevant training opportunities at OEWD. OEWD will also work to create greater transparency in and accessibility to information, to ensure our human resources processes are standardized, and to develop best practices that prioritize our staff. We also plan to continue working with external and internal stakeholders, organizations, and other governmental agencies to generate solutions and strategies that will inform our decision making process.

OEWD RACIAL RECONCILIATION STATEMENT

The Office of Economic and Workforce Development has contributed to racial inequity in San Francisco. We acknowledge that in order to right these wrongs it is essential to make this acknowledgement clear and to prioritize racial equity in language we use, programs and partners we promote, and funding we distribute.

*Our mission is to provide opportunities and improve the quality of life for **all** San Franciscans. To achieve our mission, we must center and prioritize racial equity in every aspect of our work. We are committed to critically understanding our own history and to being guided by the communities most negatively impacted by racial inequity.*

We recognize and hold that a less racist society is an economically stronger one. Racism prevents San Franciscans from making the most of their economic potential resulting in significant and avoidable economic costs. Failure to confront racism leads to a less vibrant, less cohesive, less prosperous San Francisco.

We commit to explicitly centering and prioritizing racial equity in our mission, strategies and programs and we have begun this transformation. We acknowledge that to do otherwise is to perpetuate and exacerbate the long, painful and damaging history of racial inequity in San Francisco.

OEWD RACIAL EQUITY ACTION PLAN PROCESS

In 2017, OEWD made a formal commitment to racial equity by partnering with the Government Alliance on Race and Equity (GARE), a national network of local and regional governments across the country dedicated to uncovering and addressing racial disparities in governmental policies and institutions to advance opportunities for all. Led by the San Francisco Human Rights Commission (HRC), San Francisco GARE participants are government agencies and community organizations that participate in annual cohorts to learn and collaborate on ways to operationalize racial equity. Over three years of participation in the GARE program, OEWD staff engaged in normalizing conversations, participated in racial equity and implicit bias trainings, and developed strategies to dismantle structural and institutional racism within local government.

In 2019, OEWD began the process of building staff and leadership infrastructure to uncover and address inequities within OEWD and to help guide development of the Racial Equity Action Plan. OEWD Director Joaquín Torres recommended formation of the OEWD Racial Equity Action Plan Working Group (“Working Group”), composed of twenty-two (22) division leads across leadership and staff levels serving as racial equity anchors within the organization. The Working Group is led by four members of the department who were formally trained by the GARE and HRC from 2017 through 2020 (“OEWD CORE Team”). Members of the Working Group were nominated by the OEWD Director and confirmed by the OEWD CORE Team over a recruitment and outreach process commencing in 2019.

Since February 2020, the Working Group has met monthly and engaged in normalizing discussions and activities in order to build rapport and lay a cross-departmental, team-building foundation for activating the racial equity work, developing organizational alignment, and delivering the Racial Equity Action Plan (“RE Action Plan”). In August 2020, the Working Group formed Sub-Committees in Procurement and Grantmaking, Community and Public Engagement, Benchmarking and Accountability, Internal Workforce Development and Human Resources, Policy Boards and Commissions, Communications and Staffing, and Internal Racial Equity Training. All Working Group members sit on a Sub-Committee which aligns with their subject matter expertise and interest. Additional members of Sub-Committees are staff and leadership who have been nominated by members of the Working Group and represent an additional thirty-five (35) staff. RE Action Plan Phase I substantially relies on assessment of internal human resources and organizational climate, and in keeping with the community organizing tenet of “the people closest to the pain should be closest to the power,” the planning process was entirely staff-led. Leadership consulted on vital decision points within the plan in order to inform realistic and practical planning towards disrupting systemic inequities.

The OEWD CORE Team led the development of the RE Action Plan. All members of the Working Group and its Sub-Committees participated in the creation and delivery of the RE Action Plan. The Internal Workforce Development and Human Resources Sub-Committee was responsible for developing the internal racial equity survey and delivering the first draft of content for Sections 1 – 5. The Communications and Staffing Sub-Committee was responsible for delivering the first draft of content for Section 6, overseeing content creation for departmental objectives and narrative, and developing presentation materials for internal and external stakeholders. The Policy Bodies and Commissions Sub-Committee was responsible for Section 7. The Benchmarking and Accountability group was responsible for reviewing indicators and timeline, and making recommendations for global changes to the RE Action Plan framework. The Community and Public Engagement group was responsible for developing an internal review process to engage staff outside of the Working Group and Sub-Committees and co-creating materials to communicate the plan to key stakeholders.

In October 2020, OEWD Director Torres released an internal racial equity survey on organizational climate. Led by the Human Resources Sub-Committee, with input from the Working Group, the survey was modeled on GARE’s Employee Survey for Local Governments, D5 Initiative’s Filed Survey, Living Cities, and other best practices in organizational climate surveys within the field of human resources. The purpose of the survey was to inform development of the RE Action Plan, assess organizational climate as it pertains to racial equity, and gather baseline data about staff knowledge of racial equity principles. The survey captured anonymous responses and was open for three weeks. Results from the survey are summarized in the “Results from Department Assessment and Employee Survey” section below and in Appendix A: OEWD Racial Equity Staff Survey Results.

The Working Group reviewed the first full draft of the Racial Equity Action Plan at the end of October 2020 and provided two rounds of feedback. Subsequently, the Office of Racial Equity provided feedback on this plan to confirm framing and strategy. After incorporating review from these essential stakeholders, OEWD’s Chief Financial Officer and Chief People Officer reviewed the plan in early November before sending it on to internal stakeholders within OEWD for internal community engagement activities and validation of core themes and priorities.

The Community and Public Engagement Sub-Committee developed an internal community engagement action plan for socializing the RE Action Plan within OEWD. The Internal Community Engagement plan as well as future community engagement efforts will be guided by the following principles: **regular in frequency, accessible and inclusive, focused on the most negatively impacted, transparent, and empowering**. The community engagement plan included seven small group sessions on different parts of the plan and a large group session with staff and leadership, one-on-one meetings with Working Group members upon request, racial equity leaders office hours, a virtual gallery walk for formation of department goals (Appendix B: Department Goals Creation), and a guided survey on plan priorities (Appendix C: RE Action Plan Phase I Feedback Survey). Participation in these wider feedback sessions yielded additional, department-specific action items supportive of working parents, professional development, project management, and community engagement at policy bodies and commissions.

From October through December, the plan was socialized with the Small Business Commission, Film Commission, and Workforce Investment San Francisco Board. Executive leadership, commission secretaries, and board staff held one-on-one conversations with key board members and presented on the RE Action Plan at board and commission meetings.

Finally, the full leadership team reviewed the plan prior to its submission to the Office of Racial Equity for compliance with Ordinance 188-19 by December 31, 2020.

In total, fifty-five (55) staff participated in over fifty (50) working meetings, accounting for hundreds of staff hours invested in creating this Racial Equity Action Plan.

DEPARTMENT BACKGROUND

Number of Employees (2020): 124

Annual Budget (2020): \$70,924,959

About OEWD

OEWD's programs are responsible for strengthening San Francisco's many diverse neighborhoods and commercial corridors, creating a healthy economic climate where businesses and workers can grow and prosper, and ensuring a continually high quality of life for all San Franciscans. OEWD's goal is to ensure that San Francisco continues to strengthen its identity as one of the best places to live, work, and play.

OEWD provides one point of contact for a variety of essential City programs and services, including:

- Business attraction and retention, with an emphasis on key industry clusters
- Small business assistance and nonprofit support
- Workforce Development, including job training for today's jobs and tomorrow's opportunities
- Public and private projects such as affordable housing, job creation, economic development, and open space creation and management
- Neighborhood development, including commercial corridor stabilization and revitalization
- Film and television production
- International trade and commerce, fostering Sister Cities and increasing business opportunities

Our Mission

The Office of Economic and Workforce Development (OEWD) advances equitable and shared prosperity for San Franciscans by growing sustainable jobs, supporting businesses of all sizes, creating great places to live and work, and helping everyone achieve economic self-sufficiency.

Our Values

Mission-Driven: We are committed to ensuring San Francisco continues to be a thriving place for all people to live and work.

Civic-Minded: We are motivated by a sense of responsibility and accountability to our community and a desire to work for the common good.

Inclusive: We foster a culture of collaboration within our department and among our stakeholders, clients, and the public.

Equitable: We develop policies and invest in programs that aim to bridge the economic divide to ensure that San Francisco's prosperity is equitably shared.

Effective: We deliver results through passion, dedication, and technical expertise.

Innovative: We respond to our dynamic environment through analysis, continuous improvement, creativity, and change.

Our Goals

Goal 1: Facilitate a resilient and robust economy that helps businesses start, stay, and grow — creating shared prosperity and a diverse and vibrant city.

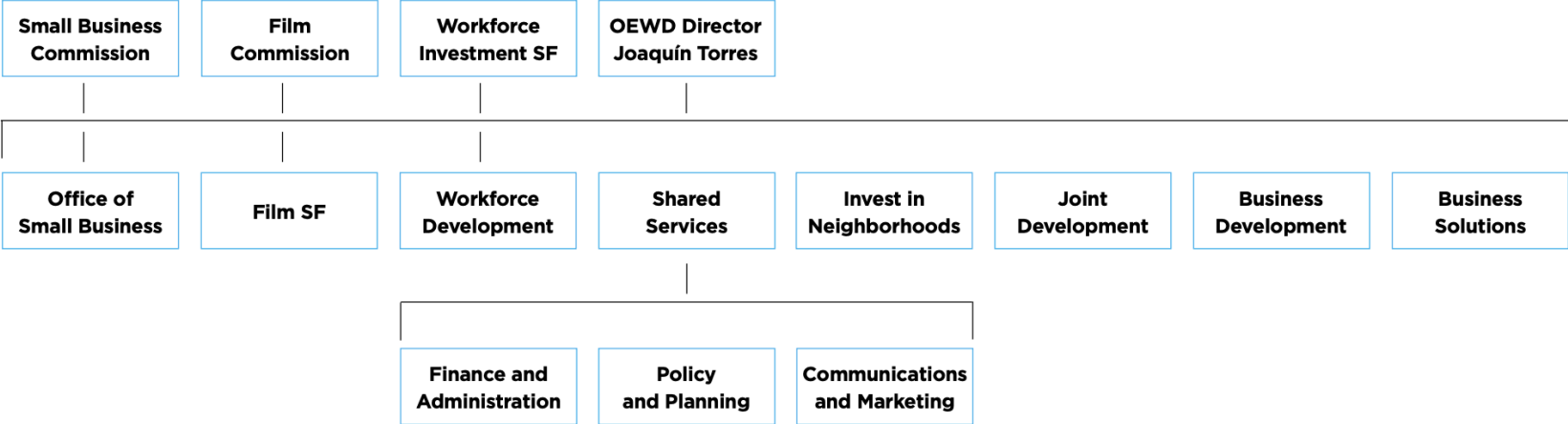
Goal 2: Foster shared and equitable prosperity for all residents, including the unemployed, underemployed and hard to employ, by preparing, training, and connecting San Franciscans to sustainable jobs with strong career pathways.

Goal 3: Support diverse and vibrant neighborhoods by strengthening and investing in small businesses, nonprofits, community organizations, commercial corridors and public spaces.

Goal 4: Create space for jobs, recreation, community benefits, and housing affordable to a variety of income levels by leading the approval and implementation of significant development projects.

Goal 5: Deliver excellent service through collaboration, transparency, and team member support with our external stakeholders and within our department.

Our Organization



OEWD is a department within the City and County of San Francisco with approximately 130 employees. We are organized into seven divisions that have smaller teams.

- 1. Office of Small Business** The Office of Small Business and the Small Business Assistance Center are the primary information and support hub for businesses with fewer than 100 employees. Staffs the Small Business Commission.
- 2. Film SF** Promotes San Francisco as a film destination by attracting and facilitating film, television, and other media productions.
- 3. Workforce Development** Coordinates the City's workforce system, connects employers to job seekers, and creates and implements job training programs, especially in growing industries such as technology, healthcare, hospitality and construction. Staffs Workforce Investment San Francisco (WISF), the City's Workforce Investment Board.
- 4. Shared Services** Provides staffing support across all teams within OEWD in the areas of finance and administration, policy and strategic planning, communications and marketing, technology and digital resources, business and development project support, and citywide special event coordination.

- 5. Invest in Neighborhoods** Provides customized programs and services to support businesses and community partners in commercial districts and neighborhoods.
- 6. Joint Development** Manages major public-private development projects involving public benefits.
- 7. Business Development** Attracts, supports and retains businesses, with a focus on targeted industries.
- 8. Business Solutions** Leads interdepartmental permitting coordination to support a diversity of applicants navigating city processes.

OEWD TODAY (2020)

To further opportunities for all San Franciscans, we create equitable pathways to good paying jobs, addressing challenges to diversity and inclusion in the local job market. We invest in the retention and stabilization of small businesses, nonprofits, and community organizations, addressing the displacement that challenges the civic vitality of San Francisco's diverse and vibrant neighborhoods. We also lead the approval and implementation of significant development projects that create more housing, especially affordable housing, while maximizing jobs, community benefits and services. All of these efforts support broader social and economic goals that improve the quality of life for our residents.

As we continue to grow these programs and services, we recognize the deep and pervasive impacts that past and present structural and institutional inequities have created in many of our communities, and in particular, our communities of color. We've seen that the unprecedented economic opportunities realized in San Francisco have not been accessible to all. Many OEWD services are designed to reach those who have been traditionally excluded from that prosperity. Nonetheless, systemic discrimination in San Francisco has resulted in significant disparities for Black, Indigenous, or people of color (BIPOC) communities, including an unemployment rate that is three times higher than the average for Black workers. While the COVID-19 pandemic has certainly exacerbated these racial disparities, they are not new. In fact, the pandemic has only further illuminated what so many within BIPOC communities have long known, faced and worked to address: that these disparities and associated persistent and negative impacts on health and economic outcomes are the predictable and inevitable result of systemic racism in this country.

After COVID-19 erupted here in March 2020, San Francisco's unemployment rate quickly rose from 1.9% to an all-time high of 12.6%, and San Franciscans submitted over 360,000 applications for unemployment insurance. The totality of the economic trauma is not yet known, but workers who are BIPOC, transitional age youth, without college degrees, women, or have children, have been most heavily impacted. Members of these groups make up a disproportionate share of the workforce for San Francisco's hardest hit industries and were least likely to have benefited from San Francisco's prosperity before the pandemic.

Mayor Breed's decision to propose reallocating \$120 million from law enforcement towards the Black community over the next two years is a direct response to systemic racism and the resulting health and economic crises it has precipitated in the wake of COVID-19. It is an unprecedented intervention intended to begin repairing the long legacy of over-policing and racially disparate policies on health, housing, and economic outcomes in San Francisco. OEWD is partnering with the Mayor and Human Rights Commission (HRC) to develop strategy and provide infrastructure for the distribution of these funds. During the COVID-19 crisis, the Mayor and OEWD also launched the African-American Small Business Revolving Loan Fund (\$3.2 million), COVID-19 Resiliency Fund (\$2.5 million) grants for micro-businesses, Artist Relief Fund (\$2.5 million) grants for artists, the Workers and Families First (\$10 million) wage reimbursement program for paid sick time, among other initiatives to provide relief for communities most negatively impacted by the pandemic. OEWD will continue to develop innovative programs and opportunities to support BIPOC communities as a focus of San Francisco's relief and recovery efforts, and beyond.

Vulnerable Populations Served

In July 2020, the Office of Racial Equity worked with San Francisco City agencies to explore how laws, policies, and programs perpetuate racial inequities within government and in community and challenge those agencies to end such practices through a Vulnerable Populations Engagement Assessment. Participation in this survey provided an opportunity to examine how OEWD partners and supports San Francisco's vulnerable populations.

OEWD relies on and consistently engages with nonprofit partners on the ground, recognizing that those closest to the problem are closest to the solution. Our nonprofit partners are on the frontlines each day, navigating the complex and urgent population-level needs and providing services in the manner most appropriate to the people they serve. The majority of OEWD grant funds are administered through the Neighborhood Economic Development (“Invest in Neighborhoods”) division and the Workforce Development division, which are also the primary sources of data for this survey.

The Neighborhood Economic Development (Invest In Neighborhoods/IIN) division has identified six "Opportunity Neighborhoods" where funding and staff time is most heavily concentrated. These neighborhoods are identified based on three criteria: need, opportunities for investment, and community capacity. These neighborhoods also tend to have higher concentrations of vulnerable populations. IIN staff are assigned as liaisons to Opportunity Neighborhoods and contribute to citywide efforts to coordinate resources for residents, businesses, and neighborhood associations in these areas.

The Workforce Development division’s funding addresses a variety of population-based needs, aligned with requirements from the United States Department of Labor and California Employment Development Department. This division funds neighborhood-based job centers (“Job Centers”) for both adults and young adults, population-based Job Centers to meet distinct needs (e.g. LGBTQI+, jobseekers, immigrant jobseekers), and training for in-demand opportunities in the construction, health care, hospitality, and technology sectors. These efforts are detailed in the accompanying survey.

The Office of Small Business (OSB) and its Small Business Assistance Center (SBAC) function as the City's central point of information and referral for entrepreneurs and small businesses located in the City and County of San Francisco. By championing "business-friendly" policies, marketing the contributions of the small business sector, and developing appropriate assistance programs, the Office of Small Business (together with its oversight body, the Small Business Commission) works to support and enhance an environment where small businesses can succeed and flourish.

Please see Appendix D for details on OEWD’s Vulnerable Populations Served Report.

Vulnerable Populations Engagement Assessment

As a companion to the above-mentioned Vulnerable Populations Served Report, OEWD provided a detailed Vulnerable Populations Engagement Assessment detailing stakeholder engagement strategies, percent and amount of budget allocated towards specific vulnerable populations, critical issues raised by vulnerable populations, and measurable activities to assess impact of programs and services. While OEWD programs and services strive to center equity and prioritize vulnerable populations, and while OEWD has the programmatic and analytical competency to conduct racial equity analyses, OEWD may strengthen its racial equity interventions by critically examining race neutrality and identifying opportunities to further engage community in our budget process, policy priorities, program development, and decision-making across all divisions. These conclusions, documented through the data collection in ORE's vulnerable populations assessments, informed OEWD's Racial Reconciliation Statement.

Please see Appendix E for details on OEWD's Vulnerable Populations Engagement Assessment.

WORKFORCE DEMOGRAPHIC DATA (2023)

Note: The Office of Racial Equity worked with the SF Controller and Department of Human Resources to produce a report pursuant to its ordinance; [this report](#) was released on March 10, 2020 to Mayor London Breed and the SF Board of Supervisors. As a follow-up to the Phase I report publication, ORE will work with DHR, the Office of the Controller and City Departments on producing Phase II analysis. The Phase II report will provide a more granular review of the intersection of department-specific employment decisions and race as well as gender, namely for hiring, promotions, professional development, terminations, and compensation decisions for all City employees. In the meantime, basic departmental workforce demographic data has been provided by DHR to departments.

The demographic data analyzed in this section is derived from data provided by the Department of Human Resources, in partnership with Human Rights Commission, to City agencies during the RE Action Plan development.

OEWD's workforce size is 124 employees, comprised of the following racial demographics: 39 White employees, 28 Asian employees, 25 Hispanic employees, 22 Black employees, 7 Filipino employees, 3 Multiracial employees, and no American Indian employees.

	Bay Area	CCSF	OEWD
White	43%	29%	31%
Asian	21%	28%	23%
Hispanic	19%	15%	20%
Black	4%	15%	18%
Filipino	Included with Asian	11%	6%
American Indian	.40%	.50%	0%
Multiracial	4%	1%	2%

Table 1. Bay Area, CCSF, and OEWD Available Workforce Demographics.

Source: San Francisco Department of Human Resources Annual Workforce Report (March 2020)

OEWD's average salary is \$62.60 for White employees, and \$55.72 for BIPOC employees. OEWD's average salary is \$59.10 for male employees, and \$56.85 for female employees. Further analysis of these data points has been limited as necessary to protect the individual identities and privacy rights of OEWD staff.

Excluding Municipal Executives Association (MEA) members, OEWD's workforce has 31 employees in Permanent Civil Service (PCS) Classifications and 71 employees in Exempt positions. The 31 PCS employees are comprised of 11 Asian employees, 7 White employees, 5 Filipino employees, 3 Black employees, 3 Multiracial employees and 2 Hispanic employees. The 71 exempt employees are comprised of 22 white employees, 18 Black employees, 15 Asian employees, 15 Hispanic employees and 1 Filipino employee.

OEWD’s workforce is primarily comprised of job classifications that fall into two classification groups: (1) the 1800 series, which includes 1820 Junior Administrative Analyst, 1822 Administrative Analyst, 1823 Senior Administrative Analyst, 1824 Principal Administrative Analyst, 1840 Junior Management Assistant, and 1842 Management Assistant, and (2) the 9700 series, which includes 9704 Employment and Training Specialist 3, 9706 Employment and Training Specialist 5, 9772 Community Development Specialist, 9774 Senior Community Development Specialist, and 9775 Senior Community Development Specialist 2. These classifications comprise 78 of the total 124 OEWD employees. The demographics for specific classifications and classification groups is as follows:

- 9774: **9 White, 15 BIPOC**
- 9775: **3 White, 11 BIPOC**
- Combined 9704, 9706, 9772, 9774, 9775: **12 White, 41 BIPOC**
- Combined 1820, 1822, 1823, 1824, 1840, 1842: **11 White, 14 BIPOC**
- MEA Senior Staff and Leadership: **10 White, 12 BIPOC**

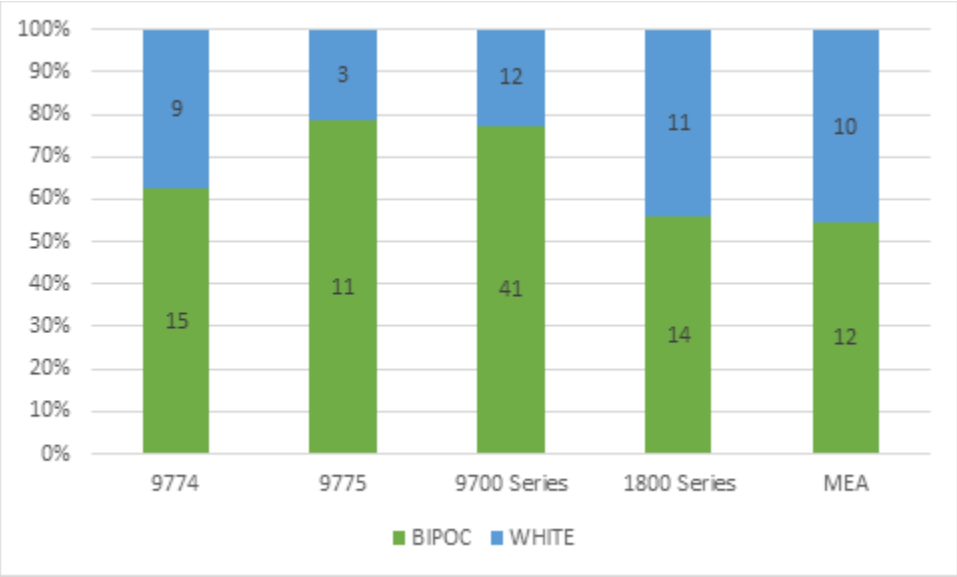


Figure 1. OEWD BIPOC and White Staff, DHR Demographic Report, November 2020

Key Takeaways from the Current Workforce Demographic Data

OEWD's classification demographics reflect a large percentage of BIPOC employees represented in the 9700 series, which is the largest employee series in the department. The 9700 promotive series demonstrates a trend of increasing BIPOC employee numbers in the top promotive class of the series. The data indicates the 9700 series classification is not affected by a "drop off" in promotional opportunities for BIPOC employees. While the data for ungrouped 1800 series classification employee numbers are too small to disaggregate for the purposes of this report, the data indicates a decrease in BIPOC employee representation in the higher promotive classes of the series, indicating a "drop off" in promotional opportunities for BIPOC employees in the 1800 series. MEA data demonstrates a balance between BIPOC and White leadership, with a notable decrease in BIPOC representation in comparison to non-MEA employees in the department.

OEWD's higher total of Exempt classifications over PCS positions is a function of the department's organizational operation through grant-funded and limited-term positions. The demographics show a disparity in Black and Hispanic representation in PCS positions compared to Exempt positions. By removing the common barriers to City employment through the PCS recruitment process, the number of Exempt positions in OEWD may be supportive of the diversity found within the department's total employee demographics.

OEWD will perform further analysis of workforce demographics to inform and support its ongoing implementation of this Plan.

RESULTS FROM DEPARTMENT ASSESSMENT AND EMPLOYEE SURVEY (2020)

In October 2020, OEWD's Director released the 2020 OEWD Internal Racial Equity Survey. Anonymous survey responses were accepted for three weeks following this release. Eighty-nine (89) of OEWD's one hundred and twenty-four (124) employees responded to the survey, representing a 71.8% completion rate.

Overwhelmingly, employees reported understanding racial equity concepts (93.2%) and finding value in examining and discussing the impacts of race at work (96.6%). Indeed, answers to these questions and other framing questions about racial equity demonstrate deep mission alignment within the organization.

About three-quarters of respondents indicated that they had attended one or more trainings on racial equity, and over 90% of those who attended trainings found them useful. On the whole, staff strongly agreed or agreed with the statement that they knew how to identify examples of structural, institutional, and interpersonal racism; however, the majority of staff identified as neutral on or disagreed with having the tools to address these types of racism within their workplace.

On the whole, staff articulated similar sentiments about the value of leveraging government resources and tools (e.g., data collection, evaluation, procurements, funding) toward deconstructing systemic, institutional, and interpersonal racism to the benefit of community, people of color, workers of color, and marginalized communities in San Francisco. The word cloud below represents key terms generated from the question: **In your own words, what do you think a focus on racial equity and inclusion should mean for our mission and how we work? What should we do more/less of? What would need to change?**



OEWD staff responses to this question clearly identify their desire to see the organization continue to promote racial equity by: aligning racial equity goals across different stakeholders, advancing racial equity initiatives, critically examining grantee performance and outcomes using results-based accountability and data-driven decision-making, continuing visibility and prioritization of racial equity in decision-making, tying strategic goals to racial equity, and promoting organization-wide information sharing and a shared understanding of racial equity goals.

In keeping with the OEWD RE ACTION PLAN implementation goals, the WORKING GROUP released the second Annual Racial Equity Staff Survey in October 2022. Of the 139 employees in the department, 84 responded to the survey, representing a 60.4% completion rate, which is slightly higher than last year’s 52.7% completion rate.

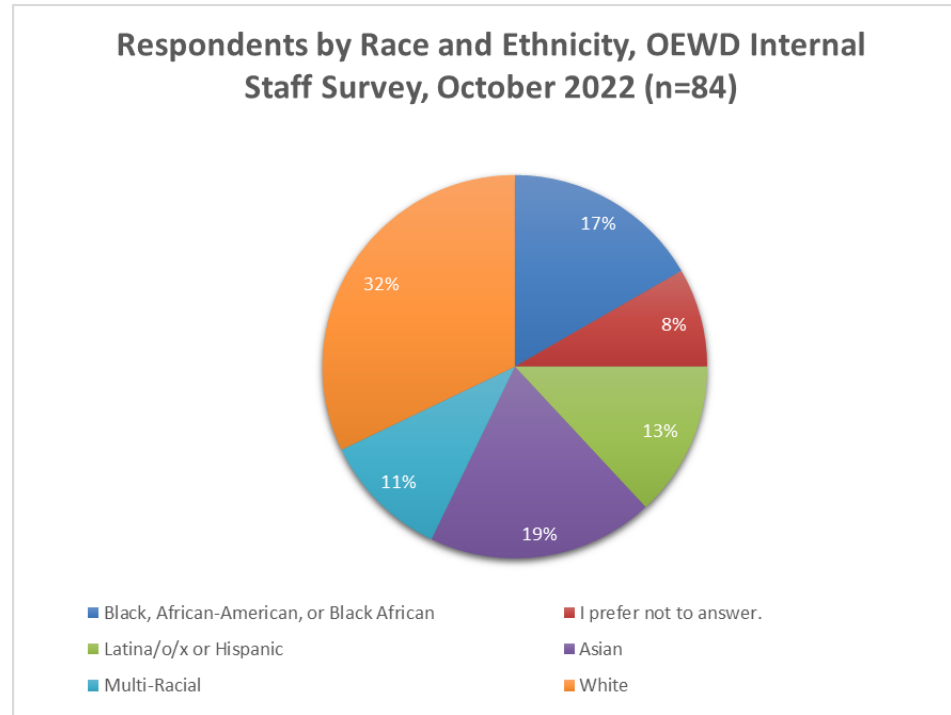


Figure 2. Respondents by Race and Ethnicity, OEWD Internal Staff Survey, 2022 (n=84).

The demographic data were transformed to limit identifiable information for small sub-groups. Asian sub-populations were consolidated into the “Asian” data category, and any respondent identifying as two or more races or ethnicities was included in “Mixed Race or Multiracial.” As a consequence of data transformation, OEWD staff who identify as Hmong; Chinese; Filipina/o/x; Middle Eastern or North African; Native American, American Indian, or Alaskan Native; Indigenous Moore; and Vietnamese are not visible in these data visualizations.

Racial equity is integral to OEWD’s mission in ensuring economic vitality and self-sufficiency for all San Franciscans. Overwhelmingly, respondents reported finding value in examining and discussing the impacts of race at work (99%)⁶, up 2% from last year. Indeed, answers to this question and other framing questions about racial equity demonstrate deep mission alignment within the organization.

A question about embedding racial equity into OEWD's mission yielded rich qualitative data. Per MonkeyLearn qualitative analysis software for sentiment analysis, responses to this question were 83.8.5% positive, indicating an increase in positive framing of responses from staff. Keywords included: racial equity, work, inclusion, focus, program, community, practice, race, OEWD and policy.

On the whole, staff expressed a focus on racial equity and inclusion. Each OEWD team member can articulate how they are personally improving upon racial disparities in their daily work, for their team, and the more significant priorities of the organization and the City.

As compared to last year, staff responses moved from supportive comments on the Racial Equity Working Group to improving ways in reducing racial equity externally/internally.

Some examples of comprehensive staff feedback are below:

Focusing on racial equity and inclusion would mean that each staff member at OEWD feels comfortable engaging about race and understands their opportunity to advance racial equity. Therefore, the Department embeds a racial equity analysis in all decisions about policy and budget."

"It means looking both internally at how we support BIPOC employees and externally at how we support BIPOC communities. I would love to see more translating of our customer facing programs/materials."

"Priority in disinvested neighborhoods and limiting bureaucracy."

"A focus on racial equity, inclusion, and engagement should mean our OEWD mission seeks to work from a healing justice and holistic security lens that identifies trauma, oppressive and inequitable systems and practices that directly challenge the ability to fulfill the mission. It would give a race and equity lens to budget allocation, data collection, procurements, workplace culture, office documentation, and front-facing communication."

"Anonymous place to voice concerns."

"Focusing on racial equity and inclusion should mean supporting policy initiatives and the bureaucratic processes necessary to ensure racial equity and inclusion outcomes. For example, as we have the tools to see if a program or grant will run over or under budget, we need to be required to use similar tools for racial equity and inclusion."

"I prefer racial equity goals for all teams and the Department but many numeric or percentage goals by race are not legal. Metrics need to be created, and time and resources must be invested in this. Staff and leadership need to be more diverse. Hiring biases and management practices to support POC need to be implemented across the board, and they are not currently."

"Leadership role, equal pay for equal work, equal or fair distribution of labor."

"It would mean centering the workaround, listening first, creating action with the community, uplifting the voices of the most vulnerable, and delivering programming that reflects the need. This same approach should be done internally and would guide our internal workforce and practices."

“OEWD should focus on ensuring opportunities we provide are available to all regardless of income, race/ethnicity, age, preferred language, ability, gender, and sexual orientation.”

“Helping everyone and knowing that we have those who have not been helped and they need to be placed at the fore front.”

Throughout this qualitative section, staff requested action-oriented advancement of racial equity initiatives, critical examination of outcomes using results-based accountability and data-driven decision-making, and commitment to internal organizational equity initiatives.

Please see Appendix C for additional details on OEWD's Racial Equity Staff Survey (2022).

1. HIRING AND RECRUITMENT

Identify, Attract, Invest in and Retain a Diverse City Workforce. Racial homogeneity within hiring and recruiting networks reproduce historical inequities in access to family-sustaining, living wage jobs. Therefore, cultivating an inclusive workforce requires intentional efforts in and with diverse, underrepresented and underserved communities. Rather than passively waiting for a more diverse candidate pool and people with more varied backgrounds to apply, Departments can and should actively seek these

individuals out. This includes assessing the most basic barriers to access that influence the City’s applicant pool, and developing a clear, intentional outreach strategy. Further, partnering creatively within new outlets, community-based organizations, BIPOC professional networks, re-entry programs, SFUSD and community college systems will cultivate a rich pool of diverse candidates.

DEPARTMENT GOAL

OEWD actively recruits and hires employees that reflect diversity and the communities impacted by our work. OEWD values the lived experience of applicants and, wherever possible, prioritizes skills-based hiring and eliminates credentials or criteria that are not deemed essential for entry to employment. OEWD proactively partners with and engages traditionally underrepresented communities, individuals, organizations, and/or groups in a way that cultivates and promotes diversity in hiring and recruitment.

1.1. Develop a hiring and recruitment policy that aligns with the Citywide Racial Equity Framework and the department’s RE Action Plan.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION PLAN	STATUS	LEAD
1.1.1. Assess current conditions and barriers that impede 1) potential applicants’ ability to competitively apply to available positions, and 2) disallows current, competitive employees to apply.	DHR Racial Equity & DHR Diversity Recruiting Working Group OEWD Racial Equity Working Group	Barriers assessment is completed	January 2021 – December 2023	OEWD is committed to conducting internal barrier assessments to identify barriers in OEWD’s new and internal applicant process. OEWD will work with the Department of Human Resources (DHR) and the Citywide Racial Equity Working Group to ensure compliance with	Ongoing	DHR OEWD HR HR Sub-Committee

OEWD HR

Barriers
Assessment
Template

guidelines and ensure enforcement of Civil Service process to alleviate barriers to hiring and recruitment.

OEWD has prioritized upward mobility of competitive internal candidates, within the confines of the Civil Service process.

<p>1.1.2. Implement an annual staff survey to assess departmental diversity and inclusivity that would inform hiring and recruitment goals, particularly looking for gaps within data. Survey data and results are disaggregated and included in the department annual review.</p>	<p>OEWD Racial Equity Working group</p> <p>Foundational Survey Tool-dept on diversity and inclusivity that will inform hiring and recruiting goals</p>	<p>Survey is administered annually</p> <p>Survey results are included in the department annual review</p>	<p>September 2020 – December 2023</p>	<p>OEWD will administer an annual staff survey, disaggregate and analyze the data, and report out results. Results will be included in the ORE annual review/measurements system and will inform OEWD’s hiring and recruitment strategy.</p> <p>The OEWD CORE Team is the Data Steward for survey data. The team does not share survey data with members of the department outside of the Annual Survey Results.</p>	<p>Process Complete, Ongoing</p>	<p>OEWD CORE Team</p>
<p>1.1.3. Draft and release equitable and inclusive hiring and recruitment best practices that includes learnings and feedback from staff survey and applicant barriers assessment. This policy must be vetted by the Racial Equity Leaders and any related working group.</p>	<p>OEWD HR</p> <p>OEWD Racial Equity Working Group</p> <p>OEWD HR Working Group</p>	<p>Best practices Document is created, implemented, and reviewed annually to maximize results</p>	<p>January – July 2021, OEWD research Best Practices</p> <p>July 2021 – July 2023 draft best practices document</p>	<p>OEWD plans to build on current hiring and recruitment processes and develop a best practices/procedures manual on hiring and recruitment, and a statement of our commitment to inclusion/equity in hiring and recruitment.</p>	<p>In Progress</p>	<p>HR Sub-Committee</p>

DHR and Citywide Racial Equity current framework on inclusion and equity in recruiting

1.2. Strengthen recruitment and hiring strategies to attract and cultivate diverse candidates at all levels of the department.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION PLAN	STATUS	LEAD
<p>1.2.1. Develop a clear and expansive recruitment process that addresses most basic barriers to access to employment opportunities, and stretches beyond existing outreach protocols to new and unexpected outlets and networks. Map and track outreach efforts.</p>	<p>OEWD HR DHR Diversity Recruitment Working Group Tracking system recruitment/outreach efforts OEWD Leadership</p>	<p>Candidate pool increasingly more diverse and referred from a variety of sources</p>	<p>January – December 2021, DHR process January 2022 – July 2023, OEWD process</p>	<p>DHR is working on supporting citywide recruitment outreach with a centralized database to diverse serving organizations, to be shared with departments to identify targeted recruiting. Departments will send weekly notice of open recruitments and identified outreach areas to DHR who will provide CBOs etc. with open recruitment notifications. DHR is also currently creating tracking system/excel spreadsheet to track recruitment efforts for use by department. OEWD will utilize DHRs recruitment and outreach centralized database and also develop our own internal recruitment outreach tracking system to track our outreach efforts, and a database where</p>	<p>In Progress</p>	<p>DHR Diversity Recruitment Working Group OEWD HR</p>

staff can share outreach information and resources.

<p>1.2.2. Foster relationships with new and unexpected outlets, community-based organizations, BIPOC professional networks, re-entry programs, SFUSD and community college systems that could feed into open positions.</p>	<p>OEWD HR DHR Diversity Recruitment Working Group Tracking system recruitment/outreach efforts OEWD Leadership</p>	<p>Candidate pool is increasingly more diverse and referred from a variety of sources</p>	<p>Immediate – December 2023</p>	<p>OEWD is committed to and will continue to engage traditionally excluded individuals and/or groups in processes, activities and decision/policy making in a way that shares power. OEWD will explore different ways to grow and strengthen relationships with community-based organizations, BIPOC professional networks, re-entry programs, the San Francisco Unified School District (SFUSD), minority institutes of higher education, and the community college systems.</p> <p>In addition to Citywide DHR communication channels, OEWD staff share job postings with community-based organizations, BIPOC professional networks, re-entry programs, the San Francisco Unified School District (SFUSD), minority institutes of higher education, and the community college systems.</p>	<p>Process Complete, Ongoing</p>	<p>DHR Diversity Recruitment Working Group OEWD HR</p>
<p>1.2.3. Review, simplify, and standardize job descriptions and minimum qualifications to remove any barriers to attracting a diverse candidate pool and those with diverse life, education, and professional experiences. Include multiple ways to apply to a position.</p>	<p>OEWD HR OEWD Racial Equity Working Group Online diversity inclusive language screening tool</p>	<p>Job descriptions display consistent and inclusive language</p> <p>Candidate pool is increasingly more diverse</p>	<p>Immediate – December 2021</p>	<p>Where permissible, OEWD plans to examine job descriptions, minimum qualifications, and the application process and remove barriers to attracting and hiring diverse pool of applicants.</p> <p>As part of the process, OEWD plans to highlight education substitution language within job descriptions to draw attention</p>	<p>Process Complete, Ongoing</p>	<p>OEWD HR</p>

for job announcements

and advocate for standardized inclusive language. OEWD will additionally research best practice language in order to create an Inclusive Workplace/ Department statement in OEWD job announcements and also use an online inclusivity language tool to review each job announcement through racial equity and skills-based hiring lenses.

<p>1.2.4. Interrogate necessity of minimum qualifications (MQs) that may disproportionately create racial inequities in hiring and recruitment. Consider the option of learning on the job or relevance of transferable skills. Remove unnecessary/outdated MQs for certain classifications to expedite hiring and allow for greater equity.</p>	<p>DHR DHR Diversity Recruitment Working Group</p>	<p>An increase in applicant pool with more diverse life, education, and professional experiences Adopting skills-based hiring practices.</p>	<p>Immediate – December 2023</p>	<p>OEWD is committed to working with DHR and other relevant stakeholders to intentionally examine minimum qualifications to identify and remove or replace criteria that create racial inequities. OEWD will also advocate for and incorporate skill-based hiring practices in our internal hiring process, and create internal accountability mechanisms that promote a more efficient application process.</p>	<p>In Progress</p>	<p>DHR OEWD HR</p>
<p>1.2.5. Review the need for supplemental questions. Does this job require the applicant to write well as a part of their job duties? If not, reconsider supplemental essay questions, unless grammar and other writing skills will not be considered.¹</p>	<p>OEWD HR</p>	<p>An increase in applicant pool with more diverse life, education, and professional experiences</p>	<p>N/A</p>	<p>OEWD will continue the current departmental practice of not using supplemental questions for initial applications, unless required for Civil Service positions. OEWD uses supplemental questions for job-specific and transferrable skills in lieu of standardized testing.</p>	<p>Ongoing</p>	<p>OEWD HR</p>

¹ From <https://www.cityofmadison.com/civil-rights/documents/RESJEquitableHiringTool.docx>.

OEWD will also examine supplemental questions used during the interview process to ensure that they are applicable to the job duties.

<p>1.2.6. Reject the practice of “degree inflation” which exacerbates racial disparities in educational and wealth attainment by requiring a four-year college degree for jobs that previously did not. Be specific about the hard and soft skills needed for the role.</p>	<p>DHR OEWD HR</p>	<p>An increase in applicant pool with more diverse life, education, and professional experiences</p>	<p>Immediate – December 2023</p>	<p>OEWD commits to conducting an internal audit of any classifications with MQs requiring a degree with no experience substitution. OEWD will support efforts for removing MQS that are degree inflated.</p>	<p>Process Complete, Ongoing</p>	<p>DHR OEWD HR</p>
<p>1.2.7. Require outside recruiters to comply with departmental standards for equitable and inclusive hiring to ensure the production of diverse and qualified candidate pool. Use outside recruiters who bring an equity lens and culturally-competent skills to their work.</p>	<p>N/A</p>	<p>Candidate pool is increasingly more diverse and referred from a variety of sources</p>	<p>N/A</p>	<p>OEWD does not currently use outside recruiters. OEWD, in its hiring and recruitment plan, will include guidelines for potential outside recruiters to ensure that they are culturally humble and comply with OEWD hiring and recruitment racial equity priorities and relevant guidelines.</p>	<p>N/A</p>	<p>N/A</p>

1.3. Invest in a diverse and equitable talent pool by formalizing robust internship, fellowship, pre-apprenticeship and apprenticeship programs, and provide equal opportunity towards permanent employment.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
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<p>1.3.1. Create, maintain, and develop internship stipends and paid opportunities. Be clear and upfront about the ability to fund internships and during the interview process.</p>	<p>OEWD External Internship Partners, Mayor's, HSA Funding Staff to manage programs</p>	<p># of paid interns/fellows, increase annually or meets department needs/capacity</p>	<p>July 2022 – December 2023</p>	<p>OEWD will strengthen our partnership with the Human Rights Commission's Opportunities for All (OFA) initiative. OEWD will develop criteria that will create a meaningful experience for OFA interns, and include racial equity experiences and learning as a part of intern work plans. OEWD will also research creating our own internship program.</p>	<p>Ongoing</p>	<p>Communication s and Executive Staffing Sub-Committee OEWD Workforce</p>
<p>1.3.2. Identify and secure a minimum number of departmental summer placements and employee mentors for participants in the Mayor's Opportunities for All program.</p>	<p>Mayor's Office Workforce. Admin Funding Clear process</p>	<p># of Opportunities for All placements and mentors</p>	<p>July 2022 – December 2023</p>	<p>OEWD will work with the Human Rights Commission's Opportunities For All initiative to place interns. It is our goal to develop a clear hiring process with our current internship partnership with OFA so that interns can have a meaningful experience.</p>	<p>Ongoing</p>	<p>– Communication s and Executive Staffing Sub-Committee OEWD Workforce</p>
<p>1.3.3. Disrupt employment patterns relying on a 'feeder model' that consistently pulls candidates from the elite institutions and universities. Target local community colleges, trade schools, training programs, re-entry programs, public high schools, etc. e.g. SF Unified School District's Career Pathways Program.</p>	<p>Admin HR Working Group</p>	<p>Internship/fellowship candidate pool is increasingly more diverse and referred from a variety of sources</p>	<p>July 2022 – December 2023</p>	<p>OEWD is committed to developing a system to strengthen our relationship and collaboration efforts with local schools, college, and training programs to increase diversity in hiring. OEWD will work with Opportunities for All to place youth in internships within the organization. OEWD will publicize internship opportunities to diversify intern pipeline outside of institutes of higher education.</p>	<p>In Progress</p>	<p>OEWD HR</p>

<p>1.3.4. Include opportunities to expand collective knowledge regarding diversity, equity, and inclusion.</p>	<p>OEWD Racial Equity Working Group - Training and Development Subcommittee</p> <p>OEWD Racial equity training</p> <p>Trainings Consultant</p> <p>Implicit Bias Training</p>	<p># of opportunities during internship/fellowship</p>	<p>July 2022 – December 2023</p>	<p>OEWD has established an onboarding process that incorporates racial equity training and foundations.</p> <p>OEWD plans have a comprehensive work plan for each intern, with opportunities for learning and practice in OEWD’s Racial Equity Action Plan implementation.</p> <p>OEWD will establish an intern onboarding process that will incorporate racial equity training.</p> <p>OEWD will work with Young Adult Job Centers that support Opportunities for All to place youth in internships which are pipelines to public sector employment outside the organization and also within the organization.</p> <p>OEWD supported TechSF OFA placements to pipeline underrepresented youth into high-wage tech industry.</p> <p>OEWD will publicize internship and employment opportunities to diversify intern and other employment pipelines outside of institutes of higher education.</p>	<p>Ongoing</p>	<p>Training Sub-Committee</p> <p>Chief People Officer, Operations Team, Communications Team</p>
<p>1.3.5. Track and evaluate outcomes including reviewing the application process and resulting hires by race/ethnicity, to address any fallout due to bias. Collect constructive feedback of intern and</p>	<p>Admin</p> <p>Staff allocated to track outcomes</p>	<p>Tracking system implemented</p> <p>% of evaluations completed</p>	<p>June 2023 – December 2023</p>	<p>OEWD plans to track internships by race and ethnicity, create exit interviews for interns where they can give honest feedback, and adjust our application process to eliminate biases.</p>	<p>Not started</p>	<p>OEWD HR</p>

fellowship experiences. Adjust programs accordingly. OEWD HR Working Group Internship/fellowship program updated before next cycle

1.4. Commit to standardized, transparent, and participatory recruiting and onboarding.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
1.4.1. Maintain a standardized and holistic interview process with structured interview questions.	OEWD HR OEWD Hiring Managers OEWD Racial Equity Working Group Inclusive Interview Questions Toolkit	Standardized interview process with a set of inclusive interview questions	July 2021 – December 2023	OEWD’s Racial Equity Working Group, together with DHR interview guidelines (e.g. Temporary Exempt, Permanent Exempt, and Civil Service) will research and create inclusive and equity-based interview questions and hiring toolkits to guide managers.	Process Complete, Ongoing	OEWD HR e
1.4.2. Ensure a diverse hiring panel for each interview.	OEWD HR DHR Hiring Managers	Demographic composition of panels Increase in diverse interview panels	Immediate – December 2023	DHR process is to provide guidelines for diverse panel members which requires Fairness in Hiring training for all panelists and review of interview guidelines prior to participation.	Process Complete, Ongoing	OEWD HR

Panelist position/ demographic request document

Along with DHR processes, OEWD will create and implement equity and diversity-informed forms for Hiring Managers to use when recommending interview panelists – clearly defining panelist demographic information. We will also incorporate language stating our commitment to a diverse hiring panel.

<p>1.4.3. Train staff on conducting interviews, taking care to focus on implicit bias and equity. This includes staff involved in selecting interns and fellows.</p>	<p>OEWD Racial Equity Working Group OEWD HR</p>	<p>Interview panels will be increasingly more equitable, conversations regarding racial equity can be easily had</p>	<p>January 2021 – December 2023</p>	<p>OEWD will require that staff who serve on interview panels and who manage staff participate in implicit bias and racial equity training.</p>	<p>Ongoing</p>	<p>OEWD HR</p>
<p>1.4.4. Adopt a tool to track application progress and provide assistance where needed through multiple means to reach more job seekers.</p>	<p>DHR</p>	<p>Tool created and implemented # of applicants increased Increased assistance to job seekers</p>	<p>January 2021 – December 2023</p>	<p>OEWD will review our internal application process and incorporate ways to be more helpful, informative, and resourceful to job seekers. OEWD HR piloted SmartRecruiter hiring management system which assists with providing this information. SmartRecruiter has now been fully adopted by OEWD and other departments. Departments are receiving feedback on implementation and will iterate accordingly.</p>	<p>Process Complete, Ongoing</p>	<p>OEWD HR</p>
<p>1.4.5. Share and post all job openings internally. Abide by department's RE</p>	<p>OEWD HR</p>	<p>Increase in internal part-time and full-time staff, interns and fellows applying for job openings</p>	<p>Immediate – December 2023</p>	<p>OEWD's current practice is to share and post all job openings internally. OEWD will dedicate time to exploring ways to share and post jobs in a way that promotes a</p>	<p>Process Complete, Ongoing</p>	<p>OEWD HR</p>

Action Plan goals to create and streamline professional mobility.

OEWD Racial Equity Working Group

Creation of OEWD HR FAQ SharePoint Site

Contract SharePoint Developer

Budget to develop new HR FAQ SharePoint site

culture of inclusivity and professional mobility among staff. OEWD plans to create and distribute a Frequently Asked Questions (FAQ) resource with helpful links including SF Job Opportunities and OEWD Job Opportunities to an HR SharePoint site. The SharePoint interface will include job resources and other professional development opportunities.

OEWD will also support staff feedback to managers and OEWD HR with job openings and postings accessibility to help inform how we are doing.

1.4.6. Decrease and close lags and long wait times in hiring, interviewing, and onboarding processes that can cause delays in service provision and potential economic harm to interested applicants.

DHR
OEWD HR
Hiring Managers
Additional OEWD Staff

Hiring, interviewing, and onboarding processes standardized
Lag times/wait times

January 2021 – December 2023

OEWD’s goal is to continue to standardize our hiring, interview, onboarding and recruitment processes and will track the time it takes to apply, interview, receive an offer, and complete onboarding to identify extensive lag times and close gaps.

OEWD HR will also establish a feedback loop from managers to understand where they perceive lag times in the process. OEWD Hiring Managers are encouraged to follow up and drive hiring process for specific positions with consideration for OEWD HR’s capacity.

OEWD HR will also work with DHR to ensure they are accountable for process improvements towards reducing lag times.

Ongoing

OEWD HRHiring Managers

OEWD HR piloted SmartRecruiter hiring management system which assists with providing this information. SmartRecruiter has now been fully adopted by OEWD and other departments. OEWD will follow recommendations from Civil Service Commission to expedite hiring.

<p>1.4.7. Formalize and standardize the onboarding process for full-time and part-time staff, volunteers, interns, fellows, and freelancers.</p>	<p>OEWD HR DHR Econ and Workforce Admin OEWD Racial Equity Working Group - Training and Development Sub-Committee</p>	<p>All new hires are processed and on-boarded similarly regardless of position Implementation of standardized onboarding practice</p>	<p>January 2021 – December 2023</p>	<p>This is a High Priority for OEWD. OEWD will prioritize developing a robust, standardized, department-wide onboarding process that will include implementing DHR standardized onboarding process, OEWD internal HR process for onboarding and orientation, and other unit-specific onboarding. All new employees will attend the Citywide New Employee Orientation, along with an OEWD department-wide orientation on OEWD culture, safety protocols, departmental history, racial equity and implicit bias training guided by the OEWD racial equity training subcommittee, and individual orientation and job training by manager and unit.</p>	<p>Ongoing</p>	<p>OEWD HR (HR Onboarding) Executive Admin and Operations Team (Operations Onboarding) Training Sub-Committee (Racial Equity Onboarding)</p>
<p>1.4.8. Expand upon the default Certification Rule of Three Scores. For example, expanded to the Rule of Ten or more.</p>	<p>OEWD HR Unions Civil Service Rules</p>	<p>Increase in number of diverse candidate pools Overall faster hiring times</p>	<p>July 2022 – December 2023</p>	<p>OEWD works with DHR and the Unions to expand the Rule of Three scores to other alternative rules that allow greater opportunity for diverse applicant pools. This is dependent on classification and</p>	<p>Ongoing</p>	<p>OEWD HR</p>

Office of Racial
Equity

union membership outside of OEWD's
domain

1.5. Ensure equitable compensation for special skills as outlined by unions, MOUs, classifications, etc.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
1.5.1. Adopt bilingual pay differential procedures/process transparency	HR and leadership advocacy to adopt policy	Employees paid for time devoted to translating	July 2022 – December 2023	<p>OEWD commits to researching and developing strategies to pay staff bilingual classified pay for time spent translating while performing job duties.</p> <p>The policy is limiting, because staff need to demonstrate a certain number of hours in pay period to qualify and are not able to receive pay for ad-hoc services. OEWD is exploring testing bilingual pay differential within specific divisions.</p> <p>OEWD has advocated for broader language access services (“Language Line” and community-based partner availability) in-office and at events in order</p>	Ongoing	OEWD HR

to provide equitable service delivery to the community in absence of bilingual pay allowances for staff.

2. RETENTION AND PROMOTION

Our Workforce is Our Largest Asset. Retaining a strong workforce means supporting our employees holistically to ensure that they are affirmed, in and out of the office. A competitive salary, inclusive benefits and opportunities for advancement ensure that our workforce can sustain themselves and their immediate family, and oftentimes, due to the wealth gap and the effects of systemic racism, their extended families and friends. A clear and intentional path to promotion addresses barriers to upward mobility that systemically face underrepresented employees. Lastly, acknowledging and responding to any potential inequitable impacts of the COVID-19 pandemic on frontline City workers will be essential.

DEPARTMENT GOAL

OEWD establishes and regularly communicates expectations for retention and promotion of staff, with the goal of eliminating “dead-end” positions. Staff are cross-trained and coached to be highly competitive for internal and external opportunities.

2.1. Ensure stronger protections for workers of color given anticipated COVID-19 related deployment, budget shortfalls, hiring freezes, layoffs, and furloughs.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
2.1.1. Track deployment and the given functions of all DSW workers (frontline work and remote work) deployed throughout the period, disaggregated by race/ethnicity, age, gender, classification, pay, union, tenure with the City, accommodations/disability, etc. Compare aforementioned demographics of employees who volunteered through the DHR DSW survey with those who were requested/deployed.	DHR OEWD HR	Tracking mechanism implemented Demographic data analyzed	January 2021 and no sooner than through the end of emergency declaration	DHR actively requests DSW workers based on need of classification and checks volunteer demographics vs. requested and deployed employee demographics. OEWD will track demographics of deployed DSW assignments on a departmental level, and analyze the data for inequities in deployment.	Not Started	DHR OEWD HR
2.1.2. Conduct internal budget analysis with racial equity lens and DSW data, to inform current and future staffing needs. Develop strategies to prevent inequities in layoffs and furloughs.	Finance	Budget analysis completed Strategies developed and published	January 2023 – December 2023	OEWD is committed to continue to evaluate our budget and DSW data to inform our staff hiring and to prevent inequities in layoffs and furloughs for similar emergency declarations such as COVID.	Not Started	OEWD HR

<p>2.1.3. Ensure that frontline DSW workers have access to necessary PPE to complete their job function, including, but not limited to, masks, gloves, gowns, and access to hand washing and sanitizing materials.</p>	<p>EOC DPH OEWD HR</p>	<p>PPE access protocol established DSW workers have an increased awareness of PPE access protocol</p>	<p>Immediate – December 2023 and no sooner than through the end of emergency declaration</p>	<p>OEWD will ensure that its COVID PPE protocol is clearly communicated, clear and accessible to staff. OEWD will follow up with deployed staff to ensure that resources from EOC/DPH have been communicated, and PPE is available.</p>	<p>Ongoing</p>	<p>OEWD HR</p>
<p>2.1.4. Offer and clarify additional benefits for compensation, paid sick leave, and flex time for deployed workers.</p>	<p>DHR EOC OEWD HR Creation of OEWD HR FAQ SharePoint Site Contract SharePoint Developer Budget to develop new HR FAQ SharePoint site</p>	<p>Compensation, paid sick leave, and flex time benefits assessed and easily accessed Increased employee awareness of additional benefits</p>	<p>Immediate – December 2023 and no sooner than through the end of emergency declaration January 2022 – July 2023 – Complete OEWD HR FAQ SharePoint page</p>	<p>OEWD will continue its current practice of sending DHR update/notification emails regarding additional benefits to staff and will additionally include this information on our internal SharePoint interface, in a way that is easily accessible to staff, clearly identifies benefits, and includes information linking to DHR updates.</p>	<p>In Progress-Communication emails/news letter Not Started - OEWD HR FAQ SharePoint site</p>	<p>OEWD HR</p>
<p>2.1.5. Consider DSW caretaking and safe transportation constraints when making assignments to avoid additionally burdening workers. e.g. graveyard shifts</p>	<p>DHR EOC DPH OEWD HR</p>	<p>Caretaking and safe transportation sections included in DSW deployment protocol</p>	<p>Immediate – December 2023</p>	<p>OEWD is committed to working with DHR to ensure that staff safety, scheduling, caretaking, and transportation constraints are considered when making assignment approval decisions.</p>	<p>Ongoing</p>	<p>OEWD HR</p>

2.1.6 Prioritize equitable reopening and return to work guidelines	DHR OEWD HR	Immediate – December 2023	Staff will be empowered to discuss concerns with managers, OEWD HR, unions, or to the REWG.	Ongoing	OEWD HR
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2.2. Ensure salaries and benefits allow for a dignified livelihood, especially for people of color and women.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
2.2.1. Conduct annual internal reviews of salary standards against industry standards to ensure parity.	DHR OEWD HR	Pay inequities are reduced and aligned annually after salary data is reviewed	January 2023 – December 2023	OEWD will review its current parity review process, and conduct another internal review of salary data to determine pay inequities, evaluate where we are as a department, specifically concerning BIPOC and women. We will also work with DHR and the Unions to develop strategies to decrease pay inequities.	Ongoing	DHR OEWD HR
2.2.2. Conduct annual internal reviews of the parity of department benefits, reviewing and enhancing existing policies. e.g. parental leave policy, short-term disability, etc.	DHR OEWD HR	Benefits provided are annually improved	January 2021 – December 2023	OEWD will conduct review of employee leave usage by demographic, review our internal processes on discretionary leave, and research citywide best practices. OEWD will prioritize ways to provide information on parental policies, including return to work from leave process; clean and safe lactation accommodations; and include information about available resources, daycare discounts, etc.	Ongoing	DHR OEWD HR

OEWD conducts this analysis annually through revisiting the OEWD Racial Equity Action Plan Annual Update process in partnership with the Racial Equity Working Group and OEWD HR.

<p>2.2.3. Review the paid time off (PTO) policy annually and enhance it to value all religious and cultural holidays.</p>	<p>DHR Charter</p>	<p>PTO policy is annually improved # of staff taking PTO increases</p>	<p>January 2021 – December 2023</p>	<p>OEWD commits to working with DHR and other departments to support and incorporate paid time off policies to include holidays that are in inclusive and celebrate all religions and cultures.</p>	<p>Ongoing</p>	<p>DHR OEWD HR</p>
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2.3. Create paths to promotion that are transparent and work to advance equity.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
<p>2.3.1. Determine standard factors considered for raises and promotions. Make this information available to staff.</p>	<p>DHR Unions OEWD HR Creation of OEWD HR FAQ SharePoint Site Contract SharePoint Developer</p>	<p>Increase in knowledge about raises and promotions Increase knowledge and training of managers of factors considered for raises and promotions and process that managers should follow</p>	<p>January 2022 – December 2023</p>	<p>OEWD will create an internal HR FAQ SharePoint site with information on OEWD standard factors in raises and promotions, and include links to MOU and Classification & Compensation websites. OEWD will also exercise transparency with managers regarding pay ranges, and raise and promotion information B & C. Racial Equity Working Group is supporting OEWD HR in developing key topics, content, and site functionality.</p>	<p>Not started</p>	<p>OEWD HR</p>

	Budget to develop new HR FAQ SharePoint site					
2.3.2. Develop a formal and transparent process for raises and promotions.	DHR OEWD Racial Equity Working Group OEWD HR Creation of OEWD HR FAQ SharePoint Site Contract SharePoint Developer Budget to develop new HR FAQ SharePoint site	Increase in knowledge about raises and promotions. Increase in staff feedback about promotion and raise process and opportunities.	January 2022 – December 2023	This is a high priority for OEWD. OEWD will create or help clarify the process for raises and promotions and make it easily accessible to staff and managers. Information will be shared on an internal HR FAQ SharePoint site, including links to MOUs and Classification & Compensation websites. Our goal is to also have managers receive coaching on promotion/raise process. Racial Equity Working Group is supporting OEWD HR in developing key topics, content, and site functionality.	Not started	OEWD HR
2.3.3. Develop a process for “acting/interim” roles to avoid staff working these roles for extended periods of time without compensation.	DHR OEWD HR Creation of OEWD HR FAQ SharePoint Site Contract SharePoint Developer	Acting/interim staff process included in internal policies and processes Increased awareness of process for acting/interim staff	January 2022 – December 2023	OEWD will create an internal HR FAQ SharePoint site including links to MOUs and Employee Handbook pointing to processes for acting/interim roles, with prioritizing process for acting/interim roles. Racial Equity Working Group is supporting OEWD HR in developing key topics, content, and site functionality.	Not Started	OEWD HR

Budget to develop new HR FAQ SharePoint site

OEWD manager must discuss acting/interim roles and parameters with OEWD HR for consultation on limitations and best practices, as well as approval on interim/acting scope of work.

<p>2.3.4. Internally investigate key classifications with current “drop-offs” in employee diversity, such as Administrative Analyst Series (182X series). Set forth strategies and training opportunities to support employee development to achieve mobility.</p>	<p>OEWD HR OEWD Racial Equity Working Group - Training and Development Subcommittee Database Templates Funding for Employee Development</p>	<p>Reversal of diversity drop-offs in 182x, 977x, and other identified classifications</p>	<p>January – December 2022 - reporting to identify “drop off” January – December 2022 - research and develop professional development training opportunity plan January – December 2023 months – implement professional development</p>	<p>OEWD will work with DHR and other stakeholders to obtain Citywide “drop off” data and strategies to reverse “drop off” classifications within our department. OEWD plans to set up a database utilizing PeopleSoft Reporting to identify classifications with “drop-offs,” identify strategies to support employee development with OEWD Racial Equity Working Group and HR Racial Equity Leaders, and identify and implement professional development training opportunities in order to promote internal and external Citywide mobility.</p>	<p>Not started</p>	<p>OEWD HR</p>
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<p>2.3.5. Revisit classifications that “dead end” employees, to create a clear upward path for continued employment opportunities with the City.</p>	<p>DHR Classification & Compensation</p>	<p>Identify “dead end” classification and revise</p>	<p>January – December 2022 - reporting to identify “dead end”</p>	<p>OEWD will work with DHR and other stakeholders to obtain Citywide “dead end” data and strategies to build ladder classifications within our department.</p>	<p>Not started</p>	<p>DHR OEWD HR</p>
			<p>January – December 2022 months - research and develop upward path plan</p>	<p>OEWD will review for “dead end” classifications, and, upon identification, create, review and revise our department mobility plan.</p>		
			<p>January – December 2023 months – implement professional develop- ment</p>			

3. DISCIPLINE AND SEPARATION

The Path to Termination is Filled with Bias. Managerial practices that surround employee evaluation, monitoring, warning, suspensions, and termination must be applied equally. Employees of color, especially Black and Latinx employees, receive extra scrutiny from supervisors leading to worse performance reviews, missed promotion opportunities, and, oftentimes, termination.¹ This additional scrutiny is a result of a biased feedback loop in which Black and Latinx employees are often seen as less skilled because of consistent or prolonged unemployment. This cycle must be stopped. Higher

rates of corrective action and discipline negatively impacts a department’s ability to successfully recruit, retain, and engage employees of color, specifically Black and Latinx employees.² Thus, supervisors should be aware of their own biases, evaluations and reviews must be standardized, and, most importantly, managers should always center the needs of their employees. Job expectations should be reasonable, clear, and gladly supplemented with opportunities for upskilling.

¹ Gillian White, Black Workers Really Do Need to Be Twice as Good, The Atlantic (Oct. 7, 2015) <https://www.theatlantic.com/business/archive/2015/10/why-black-workers-really-do-need-to-be-twice-as-good/409276/>.

² Department of Human Resources, CCSF, 2020 Annual Workforce Report, Phase I 11 (Mar. 2020).

DEPARTMENT GOAL

Managers, staff, and human resources personnel are held accountable to ensuring equitable disciplinary outcomes in the department. Human Resources policies related to discipline and separations are transparent and compassionate, consider the whole person’s circumstances, and include mediation as a diversion from discipline where appropriate.

3.1. Create a clear, equitable, and accountable protocol for disciplinary actions.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
3.1.1. Track disciplinary actions and analyze subsequent disaggregated data. Pay special attention to data pointing to biases against staff of color.	DHR OEWD HR Tracking Mechanism Template/Best Practices	DHR data request Analyze data annually Increase accountability in disciplinary actions	March 2022 – December 2023	OEWD will use DHR data on departmental discipline, perform an annual analysis of discipline data, identify indication of biases and inequities particularly against BIPOC staff, and institute positive interventions to improve and build a more equitable disciplinary system within OEWD and Citywide.	Ongoing	OEWD HR

<p>3.1.2. Track all types of separations and analyze subsequent disaggregated data. Pay special attention to data pointing to biases against staff of color. Feel free to include other approaches to addressing this area in your department.</p>	<p>OEWD HR Additional OEWD HR Staffing Tracking Template/Best practices</p>	<p>Create standardized exit survey that includes questions about experienced biases during employment term Analyze data annually</p>	<p>March 2022 – December 2023</p>	<p>This is a high priority for OEWD. As part of that commitment, we will establish internal OEWD separation tracking that is analyzed annually. Additionally, OEWD will implement a standardized exit interview process which may include standard questions or a survey asking about racial equity, gender bias, discrimination and harassment, relationships with management, team dynamics, opportunities for advancement and professional development, skills development, leadership development, work distribution and out-of-classification responsibilities, ongoing technical training, staff experience, and workplace climate.</p>	<p>Started</p>	<p>OEWD HR</p>
<p>3.1.3. Train supervisors on bias and equitable and compassionate discipline and separation.</p>	<p>OEWD HR Finance Funding for trainings OEWD Racial Equity Working Group - Training and Development Subcommittee</p>	<p># of trainings completed annually</p>	<p>July 2022 – December 2023</p>	<p>OEWD will create a training plan that utilizes DHR supervisor-provided training and explore ways to increase our training budget for equity, diversity and inclusion trainings or cross-train across divisions or departments. Supervisors are required to train on equitable and compassionate discipline on an annual or biannual basis and track training completion. This will become standard process for all incoming managers hired to work at OEWD. Identify available training opportunities and advocate for access to these training opportunities.</p>	<p>Ongoing</p>	<p>OEWD HR</p>

<p>3.1.4. Implement alternative dispute resolution opportunities, such as mediation, to resolve interpersonal issues, thus reducing the need for separation or traditional disciplinary measures. Encourage a “scaled back” discipline process.</p>	<p>OEWD HR DHR Additional OEWD HR Staffing</p>	<p>Human resources trained on alternative dispute resolution</p>	<p>July 2022 – December 2023</p>	<p>OEWD commits to partnering with DHR to implement alternative dispute resolution within OEWD. OEWD’s goal is to enhance our internal mediation process which prioritizes staff and encourages a scaled back discipline approach, and provides continued alternative dispute training opportunities for HR and staff through DHR’s peer mediation program.</p>	<p>Not started</p>	<p>OEWD HR</p>
<p>3.1.5. Standardize discipline procedures and corrective actions to ensure that all employees receive the same level of discipline for a particular policy.</p>	<p>DHR OEWD HR OEWD Leadership Additional OEWD HR Staffing</p>	<p>Reduction of racial disparities in disciplinary actions</p>	<p>July 2022 – December 2023</p>	<p>Together with DHR, OEWD is committed to exploring ways to standardize the disciplinary process, making it more transparent to staff. To help further that goal, OEWD will ensure that supervisors and managers emphasize PPAR performance, receive coaching and training, and that Supervisors receive additional training on Progressive Discipline process.</p>	<p>Not started</p>	<p>OEWD HR</p>

4. DIVERSE AND EQUITABLE LEADERSHIP

An Equitable Workplace Starts with Diverse Leadership. Fostering an organizational culture of inclusion and belonging means seeing oneself in every aspect of the workplace. When white men make up 85% of all senior executive and board members in America, it is difficult to imagine how women and people of color can see themselves in a leadership position.¹ In general, a department’s leadership determines multiple aspects of the workforce -- who gets hired, where the money goes, what projects are

greenlit. Thus, it is more likely that a diverse leadership that carries shared values with their staff will better uplift the staff. In fact, all employees, both white and employees of color, benefit from a people of color-led department.² Even the community will benefit because a diverse leadership will be better connected with the community, thus being able to create far more robust and innovative ways to support them.

¹ Laura Morgan Roberts & Anthony J. Mayo, Toward a Racially Just Workplace, Harvard Business Review (2019) <https://hbr.org/cover-story/2019/11/toward-a-racially-just-workplace>.

² Race to Lead, Race to Lead Revisited: Obstacles and Opportunities in Addressing the Nonprofit Racial Leadership Gap.

DEPARTMENT GOAL

OEWD leadership is diverse, accessible, approachable, trained on equity changemaking, and reflects the communities impacted by our work. Equity goals are explicitly set within strategic plans, team workplans, and individual workplans, and executed in leadership priorities.

4.1. Commit to developing a diverse and equitable leadership that will foster a culture of inclusion and belonging.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
4.1.1. Adhere to a hiring and recruitment policy that generally aligns with the citywide racial equity framework and the departmental RE Action Plan.	OEWD HR	% increase in diverse leadership	January 2021 – December 2023	Creation of a departmental Racial Equity Hiring and Recruitment document to consolidate all current and future equity practices/processes.	In Progress	OEWD HR
4.1.2. Commit to ongoing racial equity training and development for leadership.	OEWD Racial Equity Working Group - Training and Development Subcommittee	# of training & development completed by leadership per quarter	January 2021 – December 2023	This is a high priority for OEWD. OEWD will implement annual or bi-annual racial equity training for existing leadership. Racial Equity Core Team will build capacity of leadership team through 1:1	In Progress	Training Sub-Committee RE Core Team

OEWD
Leadership

Consultant

Internal and
Citywide
Trainings

City
Departments

Funding/
Training
budget

consulting on DEI/HR principles, budget equity tool consulting, and encouraging attendance at mid-year report and annual update sessions.

Include racial equity training as a part of onboarding for leadership coming on as new hires or promoting into leadership roles. Plan to utilize consultants and share training opportunities among other departments. Track training completion by leadership on a quarterly basis.

OEWD leadership will attend mandatory HR trainings and also receive the opportunity for professional development.

Training Sub-Committee will catalogue free and low cost trainings which may be of-interest to leadership team, and post them on the Racial Equity Training SharePoint site.

OEWD Racial Equity Working Group – Training and Development Committee will work with OEWD HR to confirm leadership training completions.

4.1.3.
Incorporate senior leadership demographics in the department annual report and/or other public-facing reporting.

OEWD HR

Senior leadership demographic included in the department annual report

January 2021 – December 2023

OEWD will disaggregate departmental leadership demographic data. In doing so, OEWD HR will be responsible for ensuring that identifying data is excluded as necessary (consideration for Rule of 10), and for working with DHR to provide data to strategic plans, division reports, and other annual reports.

In Progress

OEWD HR with OEWD CORE Team

OEWD will include leadership demographic data in the RE Annual Update.

<p>4.1.4. Implement a simple process to submit anonymous input to senior leadership. Develop a plan to respond to such input.</p>	<p>OEWD Leadership OEWD Racial Equity Working Group OEWD HR</p>	<p>% of staff is aware of the process</p>	<p>July 2022 – December 2023</p>	<p>Review of submissions to be conducted by OEWD HR or Racial Equity Working Group (need to determine appropriate source for review considering trust). Leadership to determine if this process will be division or department-specific. OEWD HR to bring specific concerns to individual managers/teams, as appropriate.</p> <p>Racial Equity Working Group to add a survey question about awareness of anonymous input process on annual survey</p>	<p>Ongoing</p>	<p>Communications and Executive Staffing Sub-Committee</p>
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4.2. Provide appropriate support to managers and supervisors from communities of color to promote success and to retain staff in managerial pipelines, and support all managers to effectively manage cross-cultural teams.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
<p>4.2.1. Support BIPOC in managerial, supervisory, or other leadership positions against biases</p>	<p>OEWD Racial Equity Working Group - Training and</p>	<p>BIPOC managerial staff retained and increased overtime</p>	<p>January 2022 – December 2023</p>	<p>General leadership are required to participate in existing HR trainings (e.g., implicit bias) and strongly encouraged to participate in OEWD-led trainings (e.g.,</p>	<p>Ongoing</p>	<p>OEWD HR with RE CORE Team</p>

Development
Subcommittee

Training

Input
mechanisms for
BIPOC
leadership

Racial Equity Foundations Workshop).
WORKING GROUP will review existing
leadership trainings for offerings and
leadership attendance.

WORKING GROUP will support
development of an input mechanism (e.g.,
survey) for feedback from BIPOC staff
and BIPOC leadership. CORE Team with
work with HR to develop feedback loops
during employment service and at
employment exit.

WORKING GROUP and OEWD HR will
identify training needs regarding racial
equity in leadership.

WORKING GROUP will establish a
resource pool of BIPOC leadership
mentorship and relationship development
options specific to economic and
workforce development.

WORKING GROUP will identify feasibility
of an Employee Resource Group for
BIPOC leadership.

5. MOBILITY AND PROFESSIONAL DEVELOPMENT

When an Employee’s Needs are Met, so are the Department’s Needs. Our City workforce should center the needs of our employees. In order to do that, it is important to recognize having both the hard and soft skills needed to perform certain tasks is a form of privilege. It is equally important to realize that employees of color are more likely to repeatedly prove their capabilities rather than being evaluated by their expected potential.¹ By intentionally investing in the specific professional

development of each staff, the department can uplift an employee’s journey to developing new skills rather than scrutinizing for a lack of skills. In essence, professional development through mentorship, training, and workshops create an internal pipeline retaining employees to one day fulfill leadership positions.

¹ Evelyn Carter, *Restructure Your Organization to Actually Advance Racial Justice*, Harvard Business Review (Jun. 22, 2020) <https://hbr.org/2020/06/restructure-your-organization-to-actually-advance-racial-justice>.

DEPARTMENT GOAL

OEWD prioritizes upward mobility within the department, where staff are equitably compensated, trained, and promoted across race and gender lines. OEWD promotes mentorship from more experienced staff/colleagues for advancement opportunities and transparency around promotions for staff from leadership and HR. All staff are encouraged to participate in professional development opportunities and there is transparency around access and availability.

5.1. Offer professional and skill development opportunities that center individual goals first, then organizational needs.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION PLAN	STATUS	LEAD
5.1.1. Recommend/encourage professional development for all staff regardless of full/part-time status or seniority.	OEWD HR OEWD Leadership Training Budget Contract trainings	# of available professional development opportunities # of completed professional development opportunities	January 2021 – December 2023	<i>This is a high priority for OEWD.</i> In December 2020, OEWD established a Training and Professional Development Subcommittee through the OEWD Racial Equity Working Group. This committee will routinely assess training fund utilization to ensure resources are accessed and distributed equitably. (Complete)	Ongoing	OEWD Leadership with Training Sub-Committee

OEWD Racial
Equity Working
Group -
Training and
Development
Subcommittee

Project
management
software

OEWD will encourage and support managers to incorporate professional development in PPAR process. (Complete)

Additionally, OEWD will implement work plan and project management tools that are more nebulous and flexible than the PPAR to document work load, work-flow, and progress towards team goals (Microsoft Project Management software, ClickUp, and other tools). (In Progress)

Provide professional development information to employees as part of onboarding process, and provide orientation to SharePoint site. SharePoint site will contain information on training opportunities, available funds (including how to access Union funds), and will clearly outline the process for requesting professional development resources. Additionally, the site will include space for staff to share resources, reflections, and recommendations (learn back/teach back). Training options will include internal/DHR offerings (including City University), external training with contractors, and other professional and continuing education opportunities. (Complete)

OEWD will utilize a schedule to track all staff trainings. (Ongoing)

OEWD will request funding in OEWD's annual budget to provide training opportunities for all staff. (Ongoing)

<p>5.1.2. Formalize a process for staff to attend conferences. Make clear processes and protocols for reimbursement, stipends, and payments.</p>	<p>OEWD Leadership</p> <p>Conference Budget</p> <p>OEWD Racial Equity Working Group - Training and Development Subcommittee</p>	<p># of attended, external conferences</p> <p>% staff feel supported to attend conferences</p>	<p>July 2022 – December 2023</p>	<p>OEWD will develop departmental conference attendance procedures and a tracking system to analyze who is able to attend, who gets invited to participate. Training SharePoint site will also include listing of annual/regular industry related conferences and process for requesting resources to attend conferences. (Complete in Workforce Division, Ongoing for Department)</p> <p>Train management and leadership on how to encourage and equitably promote staff attendance at conferences. Leadership becomes a resource on conference process to encourage and communicate options with staff. (Not started)</p> <p>Build fiscal team capacity and develop financial tools to streamline reporting and documentation processes for employee reimbursement.</p> <p>Make widely available processes and protocols for pre-approvals, registration and travel requests, reimbursement, stipends, etc. Employees and Racial Equity Working Group will provide</p>	<p>Ongoing</p>	<p>OEWD Leadership with</p> <p>Training Sub-Committee</p> <p>HR Sub-Committee with support of Fiscal team</p>
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feedback on how to improve information sharing. (Not started)

SharePoint site will include a department-wide learn back/teach back resource to knowledge share from conferences/trainings. (Not started)

<p>5.1.3. Offer opportunities for continual and extended learning. Include in the annual budget.</p>	<p>City Network/ Knowledge Share</p>	<p># of staff enrolling and completing extended learning</p>	<p>July 2022 – December 2023</p>	<p>OEWD will implement a SharePoint site for trainings and extended learning, serving as a one-stop information center. (Ongoing)</p>	<p>Ongoing</p>	<p>OEWD Leadership with Training Sub- Committee</p>
	<p>Extended Learning Budget</p>	<p>\$ dedicated to extended learning annually</p>		<p>Set expectations with managers about appropriate workload due to technical expertise. Prioritize capacity building for individuals with need to develop technical skill sets. (Not started)</p>		
	<p>OEWD Leadership</p>			<p>Develop toolkits of meeting facilitation best practices and industry best practices. Keep in a central place and provide structured opportunities for share-outs and teach-backs, both online and at unit, division, and department-wide meetings. (In Progress)</p>		
	<p>OEWD Racial Equity Working Group - Training and Development Subcommittee</p>			<p>Communicate available offerings and budget for employees or department. Department can work with other departments or internally to utilize free opportunities, such as working groups, brown bag lunches, etc. (Ongoing)</p>		
				<p>Resources available to all staff will be budgeted at the Department level; however, Division directors may also</p>		

consider incorporating necessary division or position-specific learning opportunities in annual budget requests. (Ongoing)

Development of Resource Wall within (3) OEWD primary offices to showcase trainings and additional resources for continual and extended learning.

<p>5.1.4. Encourage participation in professional development by sharing external opportunities that are related to the department's missions and goals. Provide financial support for paid opportunities.</p>	<p>City Network/Knowledge Share</p> <p>Extended Learning Budget</p> <p>OEWD Leadership</p> <p>OEWD Racial Equity Working Group - Training and Development Subcommittee</p>	<p># of staff participating in outside events or opportunities</p>	<p>July 2021 – December 2023</p>	<p>OEWD will bridge best practices happening in different divisions and units to create a cohesive policy.</p> <p>OEWD will implement a SharePoint site for trainings and extended learning, serving as a one-stop information center. (Ongoing)</p> <p>Communicate message of available offerings, budget for employees or department. (Ongoing)</p> <p>Department can work with other departments or internally to utilize free opportunities, such as working groups, brown bag lunch. (Ongoing)</p> <p>List Annual industry related conferences and process for requesting attendance at trainings. (Ongoing)</p> <p>Train management and leadership on ways to encourage and equitably promote staff attendance at conferences. Leadership becomes a resource on conference process to encourage and communicate options with staff.</p>	<p>In Progress</p>	<p>Training Sub-Committee</p> <p>OEWD Fiscal</p>
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Learn back/teach back resources sharing from conferences/training. (Not started)

This is a high priority for OEWD: The upfront costs of conferences and trainings unfairly deters employees from professional development opportunities. Request and reimbursement process is so tedious that it is a barrier to participation. OEWD is exploring additional opportunities to pay costs upfront, such as through a central fund and develop professional development training procedures including reimbursement process – offer to employees for onboarding process, contract out trainings, universities, union pay, utilize schedule tracking all staff, request funding for to provide for all staff. (Not started)

OEWD strongly recommends that the Controller reconsiders the policies and processes for staff-related reimbursements. (Not started)

<p>5.1.5. Track professional and skill development and assess annually, specifically looking to target underrepresented staff of color.</p>	<p>OEWD HR OEWD Racial Equity Working Group - Training and Development Subcommittee Leadership</p>	<p>Adopt a tracking system, analyze annually # of staff of color utilizing professional development</p>	<p>July 2022 – December 2023</p>	<p>OEWD will create tracking system, and analyze data annually. OEWD will create targeted plan based on results. (Not started) To be determined: format of tracking system (reporting system, employee submission, approval), and who will track. (Not started)</p>	<p>Not Started</p>	<p>OEWD HR</p>
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5.2. Encourage collaboration between staff and supervisors that are consistent and thoughtful.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION PLAN	STATUS	LEAD
5.2.1. Develop an annual performance evaluation for all staff, part-time and full-time. Highlight advancement opportunities.	Leadership Teams OEWD Racial Equity Working Group - Training and Development Subcommittee	Bi-annual performance evaluation program to all staff	July 2022 – December 2023	<p>This is a high priority for OEWD.</p> <p>OEWD will incorporate advancement opportunities into PPAR process and create department wide consistency. The annual PPAR policy is inconsistently applied across the department, and OEWD seeks to develop a performance conversation culture to make sure the policy is more uniformly applied.</p> <p>Managers are tasked with bi-annual evaluation. Anyone in supervisory positions makes commitment and receives appropriate training to manage employee’s professional development and growth advancement</p> <p>OEWD recommends Central DHR formalize professional development into PPAR.</p>	Process Completed, Action In Progress	OEWD HR with HR Sub-Committee
5.2.2. Create a mentorship program between senior and junior level staff.	Additional staffing 1800 series? OEWD HR	# of mentorship programs per year # of meetings per program cycle	July 2021 – December 2023	OEWD will establish a mentorship program department-wide and/or across different divisions and track demographics for those involved. The mentorship program may focus on pairing individuals	In Progress	OEWD HR with Training Sub-Committee

OEWD Racial
Equity Working
Group -
Training and
Development
Subcommittee

with diverse and disparate backgrounds
to build diverse teams. (Not started)

OEWD REWG will onboard new staff to
RE Action Plan and Sub-Committees in
order to organically connect new hires to
staff with greater longevity and/or
seniority. (In Progress)

5.3. Ensure staff needs are centered and timely met in order to perform and excel at their jobs.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
<p>5.3.1. Create a process where staff can submit accommodation requests to the department’s administration. The overall timeline process should be transparent and easily accessible.</p>	<p>Internal Staff to create process HR to set process with Admin</p>	<p>Process developed % of staff aware of accommodation process # of accommodations made increased Staff understands process, where they are in the process, and there is timely follow up</p>	<p>July 2022 – December 2023</p>	<p>OEWD will create FAQ for processes, include timeline, and different types of accommodations (ADA or otherwise). Reasonable Accommodation and Ergo is confidential information and must be direct with HR, while Admin may be responsible for office-related or other recommendations. Information on accommodations will be included in onboarding. OEWD will establish a clear and transparent process. Employee needs to understand where they are in the process, have a follow up.</p>	<p>In Progress</p>	<p>OEWD HR with Communications and Executive Staffing Sub-Committee</p>
<p>5.3.2. Incorporate an assessment of staff needs into the staff performance evaluation process.</p>	<p>OEWD HR DHR OEWD Leadership</p>	<p>Accommodations discussed and recorded during bi-annual performance evaluation process</p>	<p>July 2022 – December 2023</p>	<p>OEWD will add a section for staff evaluation method on general accommodations. Reasonable accommodations based on ADA may not be discussed in performance evaluation process and must be discussed directly with OEWD HR.</p>	<p>Not started</p>	<p>OEWD HR OEWD Leadership</p>
<p>5.3.3. Assign spaces for staff to take breaks and/or be in community with one another (e.g., department celebration, affinity groups).</p>	<p>OEWD Admin</p>	<p>Improvement in overall staff mental health, increase in staff feedback</p>	<p>January 2021 – December 2023</p>	<p>OEWD will create an inclusive work environment through virtual convenings, monthly staff meetings, and informal meetings.</p>	<p>Ongoing</p>	<p>Communications and Executive Staffing Sub-Committee</p>

In physical office spaces, OEWD will make break spaces widely known to employees, include in new hire orientation. City Hall 4th floor has kitchen/break room and public building spaces. One South Van Ness has kitchen/break rooms on the 5th Floor, the MTA Wellness Room on the 8th floor, and shared space in the 2nd floor atrium.

OEWD HR will share information about parental leave and transitions transparently, improve lactation room conditions, and include day care resources.

<p>5.3.4. Set up processes and open communication channels so management is available to respond to employees' non-work-related needs that contribute to overall work quality. Center the most vulnerable individuals. e.g. transportation stipends, exercise stipends, childcare, etc.</p>	<p>OEWD Racial Equity Working Group</p>	<p>Assessment performed annually \$ set aside for accommodations Increase in staff awareness of accommodations</p>	<p>January 2023 – December 2023</p>	<p>OEWD will assess staff needs, review existing resources, and identify how to make resources more accessible to staff. Examples of resources to include in SharePoint info page – Health Service System (HSS) links, gym discounts, FSA, childcare links, discounts for city employees at local daycare centers, etc.</p>	<p>Not Started</p>	<p>OEWD HR with Communications and Executive Staffing Sub-Committee</p>
<p>5.3.5. Respect religious and cultural practices of employees.</p>	<p>OEWD Racial Equity Working Group OEWD Admin</p>	<p>Improvement in overall staff mental health</p>	<p>January 2023 – December 2023</p>	<p>OEWD will assess staff needs, review existing resources, and identify how to make resources more accessible to staff.</p>	<p>Not Started</p>	<p>OEWD HR</p>

6. ORGANIZATIONAL CULTURE OF INCLUSION AND BELONGING

Growing a Diverse Workforce is Just the First Step. Employees must feel welcomed and included at every stage of their employment. Racial homogeneity is not only found in hiring and recruiting, it permeates throughout organizational culture, policies, and procedures. It also can take form as coded, traditional standards, such as “professionalism,” that ultimately centers whiteness.¹ This factor takes an immense mental health toll on underrepresented employees who do not feel like they belong.

Departments must actively work to create a culture of inclusion and commit to ongoing assessment to uncover gaps in policies and procedures that create a culture of othering. Changes in organizational culture starts and continues with the needs of the employee. These needs are discovered by fostering intentional relationships with underrepresented employees, specifically women, trans employees, Black employees, indigenous employees, employees of color, and employees living with disabilities.

¹ Aysa Gray, *The Bias of ‘Professionalism’ Standards*, Stanford Social Innovation Review (Jun. 4, 2019) https://ssir.org/articles/entry/the_bias_of_professionalism_standards.

DEPARTMENT GOAL

All OEWD staff practice humility, courage, and compassion in talking about race and culture in the workplace. OEWD will exercise restorative and healing justice by acknowledging the history of racial trauma and being accountable to the communities which have been harmed. The voices of BIPOC staff are affirmed and visible in OEWD’s policy priorities, programs, virtual and physical spaces. Daily activities, celebrations, rituals, and traditions reflect the rich culture of our work community.

6.1. Foster an intentional organizational culture that is committed to inclusion and belonging.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION PLAN	STATUS	LEAD
6.1.1. Ensure that the department’s mission, policies, and procedures reflect an ongoing commitment to an organizational culture of inclusion and belonging.	Staff time Equity consultant	Department mission, policies, and procedures are updated and available	Immediate – December 2023	OEWD Communications team ensures consistency across department’s mission and strategic planning. OEWD Communications team ensures internal and external communications reflect diverse voices (e.g., internal	Ongoing	OEWD Policy and Planning Communications and Executive Staffing Sub-Committee

mailings include information from variety of sources and consider language access).

OEWD CORE Team

OEWD secures an equity consultant to inform strategic planning process.

OEWD CORE Team and Racial Equity Working Group holds department accountable to updating mission, policies and procedures annually.

<p>6.1.2. Create a Racial Equity Team consisting of Racial Equity Leads committed to keeping the department accountable for reaching its RE Action Plan goals.</p>	<p>Staff Time - up to 20% time allocated for RE activities for dedicated staff</p>	<p>Regular, scheduled meetings with RE Team to implement RE Action Plan</p>	<p>Immediate – December 2023</p>	<p>OEWD identified CORE group, Division Leads, Racial Equity Working Group, and Sub-Committees for intra-office working groups focused on deconstructing racial traumas within government processes. Groups meet nearly weekly through delivery of the RE Action Plan, and will continue on at-least monthly cycle thereafter for implementation.</p> <p>OEWD CORE Team holds two-hour long office hours weekly to provide staff and leadership updates and consulting upon request. OEWD CORE project manages, provides subject matter expertise, and liaises on behalf of the department. OEWD CORE Team includes Executive-level representation, including the Chief Operating Officer.</p> <p>OEWD CORE Team facilitates Racial Equity Working Group which convenes monthly for two hours. REWG maintains a regular meeting time, structured agenda, activities, and updates on project work.</p>	<p>Ongoing</p>	<p>OEWD CORE Team</p>
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The monthly REWG meeting provides an opportunity for team building, project updates and communication across 30 staff members, training, and capacity building.

OEWD CORE Team and REWG members facilitate 7 – 8 Sub-Committees on special topics of relevancy to the Phase I plan and also to community engagement, procurement, and other governmental processes. Sub-Committees meet bi-weekly, or at least monthly to work on specific items in the RE Action Plan.

<p>6.1.3. Develop a RE Action Plan that is updated regularly and available to the public.</p>	<p>Staff Time</p>	<p>RE Action Plan is published on department website, publish on more visible platforms (e.g. social media, newsletters, emails)</p>	<p>Immediate – December 2023</p>	<p>OEWD will create a Racial Equity Action Plan with input from all OEWD staff and publish December 31, 2020 on its website.</p> <p>Continuously share Action Plan, or specific actions, to each unit for feedback and upkeep on an ongoing basis.</p> <p>OEWD CORE Team hosts an open internal document where all members of REWG can provide updates to the RE Action Plan. OEWD CORE Team facilitates ongoing RE Action Plan updates during sub-committee and REWG sessions.</p> <p>OEWD REWG provides semi-annual (June/July and January/February) updates on REAP progress at unit,</p>	<p>Ongoing</p>	<p>OEWD CORE Team</p>
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division, and all-staff meetings, as well as in 2-3 large group sessions.

OEWD publishes annual update and OEWD RE Action Plan revisions annually in February.

OEWD CORE Team holds two-hour long office hours weekly to provide staff and leadership updates and consulting upon request.

<p>6.1.4. Regularly report to staff, board, and commissioners on RE Action Plan updates.</p>	<p>Staff Time</p>	<p>Ongoing reporting</p>	<p>Immediate – December 2023</p>	<p>OEWD will socialize the Racial Equity Action Plan with policy boards and commissions starting in November 2020 and on an ongoing basis.</p> <p>OEWD assigns agenda items in division and All-Staff team meetings to discuss racial equity work and updates.</p> <p>OEWD REWG provides semi-annual (June/July and January/February) updates on REAP progress at unit, division, and all-staff meetings, as well as 2-3 large group sessions.</p> <p>Upon request, OEWD REWG hosts all-staff events and community convenings to support BIPOC communities for celebrations and in times of community violence.</p> <p>OEWD publishes annual update and OEWD RE Action Plan revisions annually in February.</p>	<p>Ongoing</p>	<p>OEWD Executive Team OEWD CORE Team</p>
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OEWD CORE Team holds two-hour long office hours weekly to provide staff and leadership updates and consulting upon request.

<p>6.1.5. Support and provide spaces for affinity groups, employee resource groups, prioritizing historically marginalized peoples.</p>	<p>Staff Time Online sharepoint Online platforms</p>	<p># of meetings (in person and virtual), direct, targeted and culturally competent language/communications for affinity groups and marginalized peoples</p>	<p>January 2021 – December 2023</p>	<p>Centralize information for City and County of San Francisco affinity groups/resource groups and promote through racial equity communications on online platform.</p>	<p>In planning</p>	<p>Communications & Executive Staffing Sub-Committee</p>
<p>6.1.6. Have staff participate in trainings, conferences, and discussions that promote a wider understanding of racial equity.</p>	<p>Staff Time Online sharepoint Training Opportunities (and funds allocated for this purpose)</p>	<p># of training, conference, or discussion regarding diversity, equity, and inclusion completed by staff per quarter</p>	<p>January 2021 – December 2023</p>	<p>Centralize information for CCSF affinity groups and promote through racial equity communications. Conduct racial equity trainings/activities/workshops within unit meetings. Utilize racial equity team members to share pertinent information to each unit.</p>	<p>Ongoing</p>	<p>OEWD CORE Team</p>
<p>6.1.7. Conduct an annual staff survey that assesses the department’s commitment to an organizational culture of inclusion and belonging.</p>	<p>Survey Staff time for evaluation</p>	<p>Annual survey with disaggregated data and feedback</p>	<p>October 2020 – December 2023; release annually</p>	<p>Annual survey on organizational climate and knowledge base for racial equity released October 2020 and conducted annually. Include results in annual update to RE Action Plan. Report on results in semi-annual REAP updates.</p>	<p>Ongoing</p>	<p>OEWD CORE Team</p>

<p>6.1.8. Ensure that all art, decor, and design where staff work daily reflect racial and social diversity.</p>	<p>Staff time</p>	<p># of art pieces that reflect racial and social diversity</p>	<p>July 2021 – December 2023</p>	<p>Continue art showcase with City College.</p>	<p>Ongoing In Progress</p>	<p>Communication & Executive Staffing Sub- Committee</p>
		<p># of Racial Equity campaigns promoted</p>		<p>Develop a staff input/feedback mechanism to promote diverse perspectives.</p>		
		<p># of diverse artists featured</p>		<p>Update photo wall/community corner in OEWD 1 South Van Ness location. e.g., expand to include founders of local hire and other relevant historical figures for our industry. Find space at City Hall to do the same.</p>		
				<p>Identify dedicated space for multicultural celebrations and experiences. 1SVN: 5080, Situation Room. City Hall: Room 448 “Land of Milk and Honey” and Senior Staff Meeting room.</p>		
				<p>Promote and celebrate diverse cultures through holiday celebrations, division events, or other practices organized by HR or admin team.</p>		
				<p>Identify a few All-Staff meetings each year that have guest presenters and/or topics around racial equity. Allow time for staff discussion/engagement. Capitalize on virtual setting.</p>		
				<p>Make a way to let remote working staff view and engage with these spaces and this art as a way to feel connected even when apart.</p>		

6.2. Develop internal communication processes and procedures that promote equity.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION PLAN	STATUS	LEAD
<p>6.2.1. Regularly update departmental mailing lists to ensure that all staff receive communications.</p>	<p>Staff Time</p>	<p>Increase in staff feedback, participation, and response to communications</p> <p># of mailing list reconciliations per year.</p>	<p>July 2021 - December 2023</p>	<p>Include in Orientation Tasks: Update communication lists as new hires arrive.</p> <p>Perform quarterly mailing list reconciliation with Comms and Admin team on identified communications lists: Outlook Group Lists - OEWD Admin Constant Contact – Comms CCSF Directory – HR / OEWD Admin</p>	<p>Ongoing</p>	<p>Communications & Executive Staffing Sub-Committee</p>
<p>6.2.2. Ensure that all staff meetings center a diverse range of speakers and inclusive topics while offering space for staff engagement. Be transparent about the speakers and topics.</p>	<p>Staff Time</p>	<p>Ongoing staff participation and feedback</p> <p># of staff-led topic meetings</p> <p># of presentations that feature diverse topics</p> <p># of staff-influenced topics</p>	<p>December 2020 – December 2023</p>	<p>Set aside time for interaction, creativity and collaboration in meetings – more workshops and fewer presentations.</p> <p>Identify a few All-Staff meetings each year that have guest presenters and/or topics around racial equity. Allow time for staff discussion/engagement.</p> <p>Map out All-Staff Meetings on Internal Meetings Calendar/Document.</p>	<p>Ongoing</p>	<p>Communications & Executive Staffing Sub-Committee</p>

Work with Executive Team to identify Themes for each staff meeting based on Racial Equity and/or staff-identified topics.

Create mechanism for staff feedback on topics.

<p>6.2.3. Create, maintain, and make available a space, physical and/or digital, for staff to share information.</p>	<p>Staff Time</p>	<p>Ongoing staff participation and feedback</p>	<p>January 2021 – December 2023</p>	<p>Identify all known virtual and physical spaces where staff can share information.</p> <p>Work with Executive Operations and HR on mandatory requirements that need to be posted in specific locations.</p> <p>Create a “Shared Information and Space” directory for staff to access.</p> <p>Initiate process for staff to participate in Shared Info Space.</p> <p>Communicate Shared Info Space Process.</p> <p>Identified Shared Spaces: Virtual and Physical: T: Drive MS Office : Sharepoint Unit Specific Spaces: Salesforce, Asana Copy Room Front Desk / Reception Conference Room Wall Space</p>	<p>In Progress</p>	<p>Communications & Executive Staffing Sub-Committee</p>
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6.3. Improve both physical and digital spaces to meet or exceed accessibility standards.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
<p>6.3.1. Create an accessibility protocol that is utilized across all events, communications, and departmental functions.</p>	<p>Staff Time</p>	<p>Finalized Protocol distributed internally and with any outward-facing interactions</p>	<p>January 2021 – December 2023</p>	<p>Research 2-3 department accessibility protocols and determine challenges and rewards.</p> <p>Identify functions and plans which inform accessibility protocols across events, communication and department functions: Discussion Methods, Learning Methods, Accessibility, Ability.</p> <p>Collaborate, develop and evaluate across teams that utilize event planning, communications and develop staff.</p> <p>Communicate accessibility protocols across units.</p> <p>Clearly identify roles/responsibilities for whom to approach with these accommodation/accessibility requests.</p>	<p>In Progress</p>	<p>Communications & Executive Staffing Sub-Committee</p>
<p>6.3.2. Evaluate and improve on all physical spaces to meet or exceed accessibility standards taking into account staff and</p>	<p>Staff Time \$</p>	<p>A plan for physical space improvement \$ funding secured</p>	<p>January 2021 – December 2023</p>	<p>Through annual program monitoring visits, make recommendations and provide resources to support physical accessibility.</p>	<p>In Progress</p>	<p>Communications & Executive</p>

visitors with disabilities, seniors, and families.

e.g. elevator access, ramps, lactation rooms, scent-free cleaning products, gathering spaces, etc.

Successful implementation

Real Estate Division: Fire Department and OSHA confirms code adherence.

Create feedback loop mechanism where staff can inform Admin and Executive Staff of physical space concerns.

Ensure OEWD website is accessible in multiple languages (more external practice but relevant to accessibility standards).

Staffing Sub-Committee

<p>6.3.3. Evaluate and improve on all digital functions and communications to meet or exceed accessibility standards taking into account staff and visitors with disabilities. e.g. plain-text messages, recordings with captions, accommodations for blind or low vision individuals, accommodations for Deaf people, etc.</p>	<p>Staff Time Staff Training \$</p>	<p>A plan for digital improvement \$ funding secured Successful implementation</p>	<p>January 2021 – December 2023</p>	<p>Create a Digital Equity Playbook with continuous evaluation of digital functions according to accessibility standards. Incorporate themes from the Digital Equity Playbook into accessibility standards. Report and receive feedback from staff.</p>	<p>In Progress</p>	<p>Communications & Executive Staffing Sub-Committee</p>
<p>6.3.4. Invest in translation services.</p>	<p>Staff Time \$</p>	<p># Increase in translated materials # of interpreters at events # of E-mail notifications in more than 1 language</p>	<p>January 2021 – December 2023</p>	<p>Research limited English proficiency (LEP) vendors, including City Agency resources. Promote LEP vendor list with OEWD Staff to connect partners where appropriate. Ensure OEWD website is accessible in multiple languages (more external practice but relevant to accessibility standards).</p>	<p>In Progress</p>	<p>Communications & Executive Staffing Sub-Committee</p>

Promote accessibility at high touch points on a website to ensure visibility.

<p>6.3.5. Encourage individual forms of inclusive identity expression.</p> <p>e.g. honoring gender pronouns, relaxing or modifying dress code, etc.</p>	<p>Staff Time</p>	<p>Increase in staff using inclusive identity expression, second nature</p> <p># of meetings that begin with the explicit promotion of inclusive identity expressions</p> <p># of unit directors that shift dress code behavior.</p>	<p>January 2021 – December 2023</p>	<p>Initiate a conversation with DHR to discuss process and ensure we are within rights and guidelines.</p> <p>Research and outreach to agencies which may have trainings on this topic.</p> <p>Outreach with staff to see if there is interest in modeling this behavior.</p> <p>Practice inclusive identity expression amongst leadership.</p>	<p>In Progress</p>	<p>Communication s & Executive Staffing Sub-Committee</p>
<p>6.3.6. Bring accessibility information and accommodations to the forefront rather than offering it upon request. Accommodations can benefit other people besides the initial targeted group.</p>	<p>Staff Time</p> <p>\$</p>	<p>Accommodations information infused throughout department touchpoints (e.g., website, event announcements)</p> <p>Provide closed-captioning by default</p> <p>Increased digital equity (e.g., access) for all employees</p> <p>Information exists on department website</p>	<p>January 2021 – December 2023</p>	<p>Develop the Event Comms plan which includes the benefits of and how to incorporate accessibility information at the forefront with an emphasis on planning and timeline.</p> <p>Persuade Executive Operations that staff must have the Events Plan signed off by an Executive Staff.</p> <p>Promote the Event Comms plan with staff through direct messaging and trainings and constant reminders.</p>	<p>In Progress</p>	<p>Communication s & Executive Staffing Sub-Committee</p>

of events with ADA compliance & Language Accessibility language

of Comms plans approved

of Public events with translated promotion

of translated materials per event

6.4. Expand the internal culture of belonging by fostering relationships with the external communities the department serves.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
<p>6.4.1. Incorporate a process to gather community feedback on projects, events, and communications that involve or will impact the community.</p>	<p>Staff Time</p>	<p>Community will have an impact on all department projects</p>	<p>Immediate</p>	<p>RFP Planning Community Engagement Sessions were planned in each district prior to SIP. OEWD was able to conduct three sessions prior to SIP.</p> <p>Two Virtual RFP Community Engagement Sessions were held in November 2020.</p> <p>OEWD will commit to standardizing community engagement strategies around budget, program, and policy priorities.</p>	<p>Ongoing, in progress</p>	<p>Community Engagement Sub-Committee</p>

OEWD’s Workforce Division will issue biannual surveys to grantees, businesses, and other workforce clients to gather feedback on their experience with Workforce services and working with OEWD. (OEWD Strategic Initiatives/OSO Contractor)

<p>6.4.2. Find opportunities to invest into and support the communities the department serves.</p>	<p>Staff Time</p>	<p>Bid opportunities (RFPs, RFQs) are advertised to a broad network of providers and community coalitions, reflecting priority populations.</p>	<p>Immediate – December 2023</p>	<p>Build a more comprehensive outreach strategy, which includes key affinity groups, coalitions and advocacy organizations such as SFBLOC, Latino Parity Coalition, API Council, and others.</p>	<p>Ongoing, in progress</p>	<p>Procurement and Grantmaking Sub-Committee</p>
		<p>OEWD’s Capacity Building resources center racial equity in both candidate recruitment and consultant selection. (Procurement)</p>	<p>Began December 2020 – December 2023</p>	<p>Analyze current capacity building investments (NSI, Workforce consultants). Identify examples of organizations that have effectively addressed racial equity in strategic plans, transition and hiring plans. RFP/NOFA language needs to be updated and reviewed by City Attorney for compliance.</p>	<p>Ongoing, in progress</p>	
		<p>Procurement process includes option for panels to recommend additional funding to support one-time expenses that advance racial equity and impact (Procurement)</p>	<p>January 2022 – December 2023</p>	<p>Incorporate equity scoring process and community panelist process for Workforce RFP (Feb 2021) and all subsequent procurements. Review with Office of Contract Administration and City Attorney as appropriate prior to implementation.</p>	<p>Ongoing, in process</p>	

<p>Budget is set aside to engage and invest in community coalitions (e.g. SFBLOC, LPEC, API Council) and equity-focused regranting (Procurement, Leadership)</p>	<p>November 2020 – December 2023</p>	<p>Analyze total annual grantmaking to community benefit organizations in order to recommend a % of budget dedicated to community capacity and professional development. Develop budget request with explicit recommendations for General Fund budget enhancements, rooted in community-led process. Lean on existing practices like Arts Commission regranting, other departmental equity efforts (MOHCD, DYCF), and philanthropy sector coalition funding.</p>	<p>Ongoing</p>
<p>Annualize asset mapping of staff community investments, e.g. board and commission membership, volunteerism, key community relationships. (Community Engagement)</p>	<p>January 2021 for FY21-22 budget cycle; finalize by March 2022</p>	<p>Operationalize staff engagement and volunteer-based achievements and commitments. Examples: Youth Jobs + initiative, CityBuild volunteer construction project, leadership roles as volunteers or Board members with local organizations.</p>	
	<p>January 2021 – December 2023</p>		

HR onboarding materials are updated to include new employee asset questionnaire and orientation to opportunities for investment in communities we serve (HR, Community Engagement)

November 2020 – December 2023

Procurement and Grantmaking Committee to source opportunities for staff to contribute time/resources to grantee organizations.

Departmental newsletter/ SharePoint site includes highlights on opportunities and contributions of staff (Communications)

Communications Committee to promote and elevate volunteer opportunities and examples of staff contributions to communities we serve, through Department newsletter/ SharePoint site.

<p>6.4.3. Share community engagement practices and opportunities across department</p>	<p>Staff Time</p>	<p>Staff participate in opportunities for community engagement</p>	<p>January 2021 – December 2023</p>	<ul style="list-style-type: none"> Share and celebrate Community engagement efforts - before Community engagement share with outside of immediate team, celebration at completion of Community engagement efforts 	<p>Ongoing</p>	<p>Community Engagement Sub-Committee</p>
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- Staff flexibility, encouragement, empowerment to be more involved with Community engagement
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7. BOARDS AND COMMISSIONS

An Equitable Workforce Starts with Equitable Decision Making. For many departments, an equitable and diverse leadership does not stop with senior leadership positions. Decisions are also being made in boards and commissions. These seats must represent the community that the department serves. Bi-laws that contain policies and language that perpetuate implicit bias

must be revised. Seats must be accessible and available to employees of color. Policies and budget decisions made by Boards and Commissions must be assessed through a racial equity lens.

DEPARTMENT GOAL

Board and Commission members should feel supported and valued for their diverse perspectives and contributions and reflect the diversity of San Francisco, especially Black, Indigenous, and People of Color. OEWD's policy boards, commissions and advisory bodies include representation from the communities impacted by their work and prioritize accountability to BIPOC communities. Board and Commission members reflect the diversity of San Francisco.

BACKGROUND

OEWD maintains three policy boards and commissions: the Film Commission, the Small Business Commission, and the Workforce Investment San Francisco Board. All three have different missions, goals, make-ups, appointment sources, federal requirements, etc. The header at each action unites the department's goals, with greater specificity for each board below the header.

San Francisco Film Commission

Film SF (San Francisco Film Commission) champions filming in San Francisco. We are a City agency that strives to attract a diversity of storytellers to the cinematic city of San Francisco and foster filming in order to stimulate economic development, create jobs and share the beauty of our city with the rest of the world.

The San Francisco Film Commission works to develop, recognize and promote film activities in San Francisco. We work to promote the San Francisco Bay Area as a film destination while also working with the local film community to support local projects with significant ties to San Francisco. The Commission is made up of eleven Commissioners who are appointed and serve at the will of the Mayor.

San Francisco Office of Small Business

This mission of the San Francisco Office of Small Business is to equitably support, preserve and protect small businesses in San Francisco. We provide high quality direct services and programs, drive practical policy solutions, and serve as a champion for San Francisco's diverse small business community. Directed by the Small Business Commission, the Office of Small Business (OSB) functions as the City's central point of information and referral for entrepreneurs and small businesses located in the City and County of San Francisco. The Small Business Commission and the Office of Small Business were established through voter mandate. San Francisco voters overwhelmingly passed both Proposition D in November 2003

and Proposition I in 2007. Proposition D created a Chartered Small Business Commission (SBC) to oversee the Office of Small Business (OSB) and defined the functions and duties of the Office of Small Business. Proposition I required the Office of Small Business to operate a Small Business Assistance Center (SBAC) to focus on the needs of San Francisco businesses with fewer than 100 employees. The Office of Small Business and Small Business Commission are committed to supporting the growth and prosperity of all small businesses, especially those owned by historically marginalized communities, to foster an inclusive and thriving San Francisco.

Our work involves:

- Business Assistance: We help existing and aspiring small business owners and entrepreneurs grow and thrive in San Francisco through specialized case management services.
- Programs: We protect small businesses by offering accessible educational resources and we preserve small businesses through the Legacy Business Program.
- Policy and Legislation: We promote practical policy and legislative solutions to mitigate challenges and ensure the economic health for all San Francisco small businesses.
- Stakeholder Engagement: We serve as the ‘door to City Hall’ for small businesses by working with a wide range of stakeholders to ensure that small businesses are heard and well supported, especially those from historically marginalized communities.

San Francisco Workforce Investment San Francisco Board

The San Francisco Workforce Investment Board (WISF) is designated as San Francisco’s Workforce Investment Board. The mission of the WISF is to provide a forum where businesses, labor, education, government, community-based organizations and other stakeholders work together to increase their collective capacity to address the supply and demand challenges confronting the workforce. Specifically, the WISF is responsible for:

- Overseeing administration of federal Workforce Innovation and Opportunity Act funding.
- Establishing the direction of workforce development in support of San Francisco’s vision for economic competitiveness.
- Creating strategic workforce connections between industry, business, labor, educational institutions, and community based organizations to serve the needs of workers and employers in the region.
- Providing job seekers with education and training needs to achieve self-sufficiency.
- Creating a framework to merge public and private resources and expertise to create an integrated workforce development and business service system.

WISF Members play an integral role in overseeing and setting the direction for San Francisco’s Workforce System. They establish policies for workforce development in San Francisco and influence the design and of the delivery system. Further, they contribute expertise from industry and articulate the current workforce trends and needs of the local labor market. Most importantly they provide leadership in developing a strong and vital partnership between businesses, education, community based organizations, and City agencies.

7.1. Ensure a diverse and equitable board and commission members that match the community being served.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
<p>7.1.1. Review and revise by-laws and rules of order or create other commission procedures to include inclusive language and to align with the department’s RE Action Plan.</p>	<p>Staff and City Attorney time to revise by-laws Boards and Commissioners review</p>	<p>By-laws, rules of order, or other procedures successfully amended</p>	<p>December 2021 - September 2022.</p>	<p>Staff review and revise by-laws, City attorney reviews, Board/Commissioners review and provide feedback, Staff introduce by-laws, Board/Commissioners adopts by-laws by September 2022.</p>	<p>Ongoing</p>	<p>PBC Sub-Committee</p>
<p>FILM SF</p>	<p>Staff and City Attorney time to revise by-laws Boards and Commissioners review</p>	<p>By-laws, rules of order or other procedures successfully amended</p>	<p>Complete by December 2023</p>	<p>Staff review and revise by-laws, City Attorney reviews, Commissioners review and provide feedback, staff make final revisions, present to BOS to amend and approve by-laws.</p>	<p>Ongoing</p>	<p>FilmSF Staff</p>
<p>SBC</p>	<p>Staff and City Attorney time to revise by-laws Commissioners input and vote</p>	<p>By-laws, rules of order or other procedures successfully amended</p>	<p>Introduce in January 2022 through February - May 2022, aim to complete by September 2022</p>	<p>Staff review and revise by-laws first in consultation with SBC Special Committee, City Attorney review, Full Commission review and feedback, and vote.</p>	<p>Done</p> <p>https://sfosb.org/sites/default/files/documents/SBC/SBC%20RESO%20001-2022%20Affirming%20the%20Commission%E2%80%99s%20Commitment%20to%20Raci</p>	<p>SBC Staff</p>

					al%20Equity.pdf	
WISF	Staff and City Attorney time to revise by-laws Boards and Commissioners review	By-laws, rules of order or other procedures successfully amended	December 2020 – September 2022	<p>Staff present racial equity framework and recommendation to include revisions to by-laws, staff drafts by-law revisions and submits to City Attorney for review, WISF members review and provide feedback, staff make final revisions, present to WISF to amend and approve by-law</p> <p>Introduce project and by-law recommendations in December 2020.</p> <p>Introduce by-laws 30 days in advance of September 2022 meeting.</p> <p>Introduce by-laws for adoption in December 2022.</p>	<p>Done</p> <p>https://sf.gov/sites/default/files/2022-12/20221213_WISF%20Bylaws_.pdf</p>	WISF Staff
7.1.2. Collect current board and/or commission demographic data and include in the department annual report.	Staff Time	<p>Annually collect board/commission demographic data</p> <p>Include data in annual report</p> <p>Use data to guide recruitment efforts</p>	Every two years congruent with DOSW tool.	<p>Research self-reporting strategies and rules around reporting this data (always have an option not to disclose, need approved categories for race/ethnicity, confidentiality requirements, etc.).</p> <p>Develop survey/tool for data collection, distribute survey, compile and report results in annual report and report to Mayor/Commission Director.</p> <p>Create process in onboarding package using DOSW tool.</p>	Ongoing	PBC Sub-Committee

Greater racial and gender equity in board and/or commission members

Leverage Department on the Status of Women's bi-annual data collection process to assess diversity goals.

Historically, low response rates have been a challenge among board members and commissioners.

FILM SF	Staff time	<p>Annually collect board/commission demographic data and compare to industry</p> <p>Include data in annual report</p> <p>Use data to guide recruitment efforts</p> <p>Greater racial and gender equity in board and/or commission members</p>	Every two years congruent with DOSW tool.	<p>Develop survey/tool for data collection, distribute survey, compile and report results in annual report and report to Mayor/Commission Director.</p> <p>Research self-reporting strategies and rules around reporting this data (always have an option not to disclose, need approved categories for race/ethnicity, confidentiality requirements, etc.)</p> <p>Create process into onboarding package using DOSW survey tool.</p>	Ongoing	FilmSF Staff
SBC	Staff Time	Annually collect board/commission demographic data and	Every two years congruent	Survey/tool for data collection (based off of DOSW survey tool) approved by Racial Equity Committee, distributed	Ongoing	SBC Staff

		<p>compare to industry</p> <p>Include data in annual report</p> <p>Use data to guide recruitment efforts</p> <p>Greater racial and gender equity in board and/or commission members</p>	with DOSW tool.	<p>and collected results. 5/7 responses as of 12/9/2021.</p> <p>Research self-reporting strategies and rules around reporting this data (always have an option not to disclose, need approved categories for race/ethnicity, confidentiality requirements, etc.).</p> <p>Create process into onboarding package – consider ways to formalize and document at the outset.</p>		
WISF	Staff time	<p>Annually collect board/commission demographic data</p> <p>Include data in annual report</p> <p>Use data to guide recruitment efforts</p> <p>Greater racial and gender equity in board and/or</p>	Every two years congruent with DOSW tool.	<p>Leverage Department on the Status of Women’s bi-annual data collection process to assess diversity goals.</p> <p>Collect data from existing board members and request demographic data from prospective board members (include ability to opt out of providing this information if members prefer no to disclose).</p> <p>If not selected at pre-appointment stage, include into onboarding package using survey instrument.</p>	Ongoing	WISF Staff

		commission members				
7.1.3. Have board/commission adopt a resolution around racial equity.	Staff time	Resolution adopted.	June 2022 – December 2023	Boards and Commissions will use historical background developed by Communications team and by a third party researcher in order to develop a resolution around racial equity for each policy body.	In Progress	PBC Sub-Committee
SBC	Staff time	Resolution adopted.	January 2022	<p>Establish SBC Racial Equity Sub-Committee.</p> <p>SBC Racial Equity Sub-Committee will pass a racial equity resolution developed by the Racial Equity Sub-Committee.</p> <p>https://sfosb.org/sites/default/files/documents/SBC/SBC%20RESO%20001-2022%20Affirming%20the%20Commission%E2%80%99s%20Commitment%20to%20Racial%20Equity.pdf</p>	Done	RE Special Committee + Staff
7.1.4. Racial equity-related items are regularly agendized.	Staff time	Racial equity item on agenda.	June 2021 – December 2021	Racial equity items are added to agenda or included in presentation from community members, Chair remarks, and/or Director reports.	Process Complete	PBC Sub-Committee

Film SF	Staff time	Racial equity item on agenda	February 2021 – December 2023	<p>Film SF will have a racial equity item on monthly agendas. President of Commission will engage Commissioners in needs, opportunities, and information sharing.</p> <p>Film SF will develop and maintain a list of topics for presentations at monthly or bi-monthly meetings.</p> <p>Film SF will engage commissioners in adding topics or speakers to the monthly agenda. Commissioners will identify a lead to own this process.</p> <p>Invite industry experts to commission meetings to provide presentations on racial equity in the industry. Monthly meetings.</p>	Ongoing	FilmSF Staff
OSB	Staff time	# of policy, issues, presentations related to racial equity are heard, reviewed, and or implemented	December 2021 – December 2023	<p>Establish SBC Racial Equity Sub-Committee.</p> <p>Staff track # of policy, issues, presentations related to racial equity are heard, reviewed</p>	Ongoing	RE Special Committee + Staff
WISF	Staff time	Racial equity item on agenda	January 2021 – December 2023	Chair added racial equity item to the agenda. Item includes updates for the	Ongoing	WISF Staff

				<p>racial equity action plan and community spotlights.</p> <p>Workforce Director’s remarks include discussion of vulnerable populations and progress towards equity outcomes.</p>		
7.1.5. Expand ability for board/commission members to hear from diverse voices from a place of influence.	Staff time	Community voice on agenda.	June 2021 – December 2021	All policy bodies will reserve time on agendas for spotlights and presentations from community members.	Process Complete	PBC Sub-Committee
Film SF	Staff time	Community voice on agenda.	January 2021 – December 2023	<p>Invite industry experts, researchers, academics, community members to commission meetings to provide presentations on racial equity in the industry.</p> <p>Film SF invites community voices to every other meeting.</p> <p>Film SF will reflect on the positionality of who is invited.</p>	Ongoing	FilmSF Staff
OSB	Staff time	Community voice	December 2021 – December 2023	Every month, SBC invites a new small business spotlight to present.	Ongoing	SBC Staff

				Monthly Committee meetings with presentations from outside community groups.		
WISF	Staff time	Community voice on agenda.	January 2021 – December 2023	<p>Standing item on agenda for community members, academics, policymakers to share community background, service delivery gaps, outreach efforts, etc.</p> <p>Workforce Community Advisory Committee – share information at meetings once reauthorized</p> <p>WISF will reflect on the positionality of who is invited.</p>	Ongoing	WISF Staff
7.1.6. Pass a resolution on a Ramaytush Ohlone Land Acknowledgement. ⁵	Staff time	Ramaytush Ohlone Land Acknowledgement adopted.	June 2021 – December 2021	<p>This action item was added to the template in mid-December after items had been passed through review with policy bodies and commissions. OEWD will revisit this action item with the Policy Bodies and Commissions Sub-Committee, Film Commission, Small Business Commission, and WISF in January 2021.</p> <p>OEWD will create department-specific Ramaytush Ohlone Land Acknowledgement and implement</p>	Process Complete; Task Ongoing	PBC Sub-Committee

consistently across policy bodies.
OEWD will confirm with Department
Head.

OEWD will bring the statement and
background to the Chair/President.

OEWD policy bodies will pass a
resolution to make the Ramaytush
Ohlone Land Acknowledgement at each
meeting.

OEWD policy bodies will invite a
speaker from the Ohlone nation to
present on critical issues relevant to
each industry.

e.g., **San Francisco Human Rights
Commission**

We, _____,
acknowledge that we are on the
unceded ancestral homeland of the
Ramaytush Ohlone who are the original
inhabitants of the San Francisco
Peninsula. As the indigenous stewards
of this land and in accordance with their
traditions, the *Ramaytush* Ohlone have
never ceded, lost nor forgotten their
responsibilities as the caretakers of this
place, as well as for all peoples who

reside in their traditional territory. As Guests, we recognize that we benefit from living and working on their traditional homeland. We wish to pay our respects by acknowledging the Ancestors, Elders and Relatives of the *Ramaytush* Community and by affirming their sovereign rights as First Peoples.

<p>7.1.7. Incorporate Proposition C 2020 passage which removes the requirement of U.S. citizenship and voter registration for individuals to serve on city boards, commissions, and advisory bodies.</p>	<p>Staff time</p>	<p>Policies incorporated. Policies communicated to board and commission members and prospective appointees.</p>	<p>January 2021</p>	<p>OEWD does not screen for this information during the appointment process.</p>	<p>This action item does not apply to WISF, FilmSF, SBC.</p>	<p>PBC Sub-Committee</p>
<p>7.1.8. Reserve board and/or commission seats as a means to diversify participation.</p> <p><i>This action has been modified to reflect that OEWD Board Members and Commissioners do not benefit from a give/get policy.</i></p>	<p>Staff and Commissioners' time</p>	<p>Recommendations of BIPOC board/commission members</p>	<p>January 2021, and dependent on when seats become vacant</p>	<p>Board Members and Commissioners are appointed by Mayor and Board of Supervisors.</p> <p>Policy Bodies may review demographic data to ensure diverse makeup, and provide data and list of recommendations to Mayor/Commission Director.</p>	<p>Done</p>	<p>PBC Sub-Committee</p>

FILM SF	Staff and Commissioners' time	Recommend BIPOC board/commission members	January 2021 and may be dependent on when Commission seats are vacant and/or up for re-appointment	<p>Review demographic data to ensure diverse makeup, provide data and list of Commissioner recommendations for appointment to Mayor/Commission Director.</p> <p>The Film Commission has adopted community norms to guide discussion and support cross-cultural communication of commission members.</p>	Done	Film SF Staff
SBC	-	-	-	<p>The SBC cannot reserve seats as it does not appoint Commissioners.</p> <p>The Mayor and Board of Supervisors can use the annual reporting identified in 7.1.2 to achieve this goal.</p>	-	-
WISF	Staff time	# of diverse board members as percentage of overall board membership	Introduce in December 2020, and ongoing thereafter	<p>As part of the conversation to include an equity framework into WISF bylaws (see 7.1.1), also discuss establishing of goal of diversifying board membership.</p> <p>Regularly review demographic data to ensure diverse board composition.</p> <p>Note: WISF has a federally-mandated member requirement.</p>	Done	WISF Staff

7.1.9.
Adopt ORE racial equity assessment tools to inform decision-making of boards and commissions.

Staff Time

of policies passed with RE lens

Budget equity completed

January – June 2022

Review assessment tools for best fit.
Share assessment tools for consideration with Commissioners.

Adopt a budget that ensures the department is able to retain and/or increase equity services.

In Progress

PBC Sub-Committee

FILM SF	Staff time	Commissioners advise using ORE assessment tool	December 2023	Review assessment tools and share with Commissioners.	Ongoing	FilmSF Staff
SBC	SBC Special Committee and Staff time	Modify and implement tool to use to evaluation legislation and policy matter	January – May 2022	SBC adopt the Special Committees Racial equity tools to evaluate Legislation and Policy matters.	Done	SBC Special Committee and staff
		Budget Equity Completed	February 2022	SBC adopt a FY 21-22 budget that ensures the department is able to retain and/or increase its business services for equity small business		Director
WISF	Staff time	# of policies passed with RE lens Budget equity completed	December 2023	Review/create assessment tools and implement into policies.	Ongoing	WISF Staff

7.2. Safeguard members so they naturally feel welcomed and valued, not tokenized.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
<p>7.2.1. Determine a regular and standardized protocol for accommodation requests, centering people with disabilities, working people, parents, etc.</p> <p>e.g. ASL interpretation, video conferencing, food during meetings, translations, etc.</p>	<p>Staff time</p>	<p># of diverse board/commission members</p> <p>% of board/commission retention</p> <p>Implementation of inclusive protocols</p> <p>Commissioners feel comfortable asking for any accommodations and their requests/needs are met</p>	<p>January 2021 – December 2023</p>	<p>Internal OEWD training on responsibilities around regular and standard protocols for accommodation requests.</p> <p>Develop protocol and processes, share with City Attorney and Commissioners for feedback, finalize protocols (if it hasn't already been established).</p> <p>Train all commission staff on protocol and processes.</p> <p>Research city resources available for Commissioners who need accommodations.</p> <p>Consider maintaining virtual meetings post-COVID.</p>	<p>Ongoing</p>	<p>PBC Sub-Committee</p>
<p>FILM SF</p>	<p>Staff time</p>	<p>Commissioners feel comfortable asking for any accommodations and their requests/needs are met</p>	<p>January 2021 – December 2023</p>	<p>Develop protocol and processes, share with City Attorney and Commissioners for feedback, finalize protocols (if it hasn't already been established)</p>	<p>Ongoing</p>	<p>FilmSF Staff</p>

				<p>Research city resources available for Commissioner who need accommodations</p> <p>Consider maintaining virtual meetings post-COVID</p>		
SBC	Staff Time	Staff and Commissioners feel comfortable asking for any accommodations and their requests/needs are met	January 2021 – December 2023	<p>Develop protocol and processes, share with City Attorney and SBC Special Committee for feedback, finalize protocols (if it hasn't already been established)</p> <p>Research city resources available for Commissioner who need accommodations</p> <p>Consider integrating virtual access to meetings post-COVID</p>	Ongoing	SBC Staff
WISF	Staff time	Staff and Commissioners feel comfortable asking for any accommodations and their requests/needs are met	January 2021 – December 2023	<p>Research city resources available for Commissioner who need accommodations</p> <p>Consider integrating virtual access to meetings post-COVID and adding opportunity for public comment on past meetings.</p> <p>Incorporate community presentation – services, requests, recommendations – include option for specific asks in talking points.</p>	Done	WISF Staff

7.2.2.
Commit to ongoing racial equity training being mindful of ongoing and current issues.

Staff and Board/Commissioner time

Funds

of completed trainings per year

Increased participation rate

January 2022 – - December 2023

DHR and ORE provides training courses/resources for Commissioners/Board Members

In Progress

PBC Sub-Committee

Training Sub-Committee catalogues opportunities for commissioner training and shares with PBC Sub-Committee.

Commissioners identify additional trainings of-interest.

In addition to the Implicit Bias training (already required by City), possible training at annual retreat or separate training day specifically around RE

FILM SF	Staff and Commissioner time, funds?	1 completed training per year	February 2022 - December 2023	<p>DHR and ORE provides training courses/resources for Commissioners/Board Members</p> <p>In addition to the Implicit Bias training (already required by City), possible training at annual retreat or separate training day specifically around RE.</p> <p>The Film Commission has adopted community norms to guide discussion and support cross-cultural communication of commission members.</p>	In Progress	Film SF Staff
SBC	Staff and Commissioner time, funds?	1 completed training per year	March 2022- December 2023	DHR and ORE provides training courses/resources for Commissioners/Board Members	In Progress	Staff and SBC Special Committee

		Can additional training be done without any cost if budget increases is not approved by Mayor and BOS?		In addition to the Implicit Bias training (already required by City), possible training at annual retreat or separate training day specifically around RE		
WISF	Staff time	# of completed trainings per year Increased participation rate	January 2022-December 2023	DHR and ORE provides training courses/resources for Commissioners/Board Members In addition to the Implicit Bias training (already required by City), possible training at annual retreat or separate training day specifically around RE	In Progress	WISF Staff
7.2.3. Develop a mentorship program between newer and more experienced board/commission members.	Staff and Board/Commissioner time	Increased board/commission retention and attendance Member experience satisfaction survey Mentorship program with community launched	See Below	Work with Commission/Board to develop mentorship program and criteria for meeting with mentors. Establish a more formal onboarding process for new Board/Commissioners.	Not Started	PBC Sub-Committee
FILM SF	Staff and Commissioner time	Increased board/commission attendance and/or participation Member experience satisfaction survey	February 2023-December 2023	Work with Commission/Board to develop mentorship program and criteria for meeting with mentors Establish a more formal onboarding process for new Commissioners	Not Started	President and Vice President of Film Commission

SBC	Staff and Commission time	Develop on-boarding documents with an equity focus. Develop an mentorship program and/or advisory group to ensure inclusion of equity small business owners voice on implications of legislation and policy matters.	March 2023 December 2023	Work with Commissioner Special Committee to develop materials Work with Commissioner Special Committee to develop mentorship program and advisory group.	Not Started	SBC Special Committee
WISF	Staff and Board time	Increased board/commission retention Member experience satisfaction survey	March 2023- December 2023	We will explore pairing board members with community members and/or workforce clients, as well as pairing new board members with more experienced board members.	Not Started	WISF Staff

7.3. Reserve space for community members and workforce alumni in policy bodies. (WISF-Specific)

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
7.3.1. Reauthorize Workforce Alignment Committee	Staff Time Meeting agenda time	# of community members engaged	November 2022	OEWD will support the re-authorization of the Workforce Alignment Committee to engage community-based organizations in an advisory capacity to WISF.	Done	Workforce Alignment Staff

