



Racial Equity Action Plan - Update

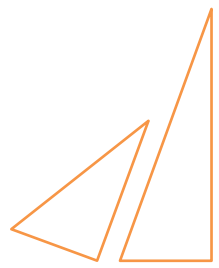
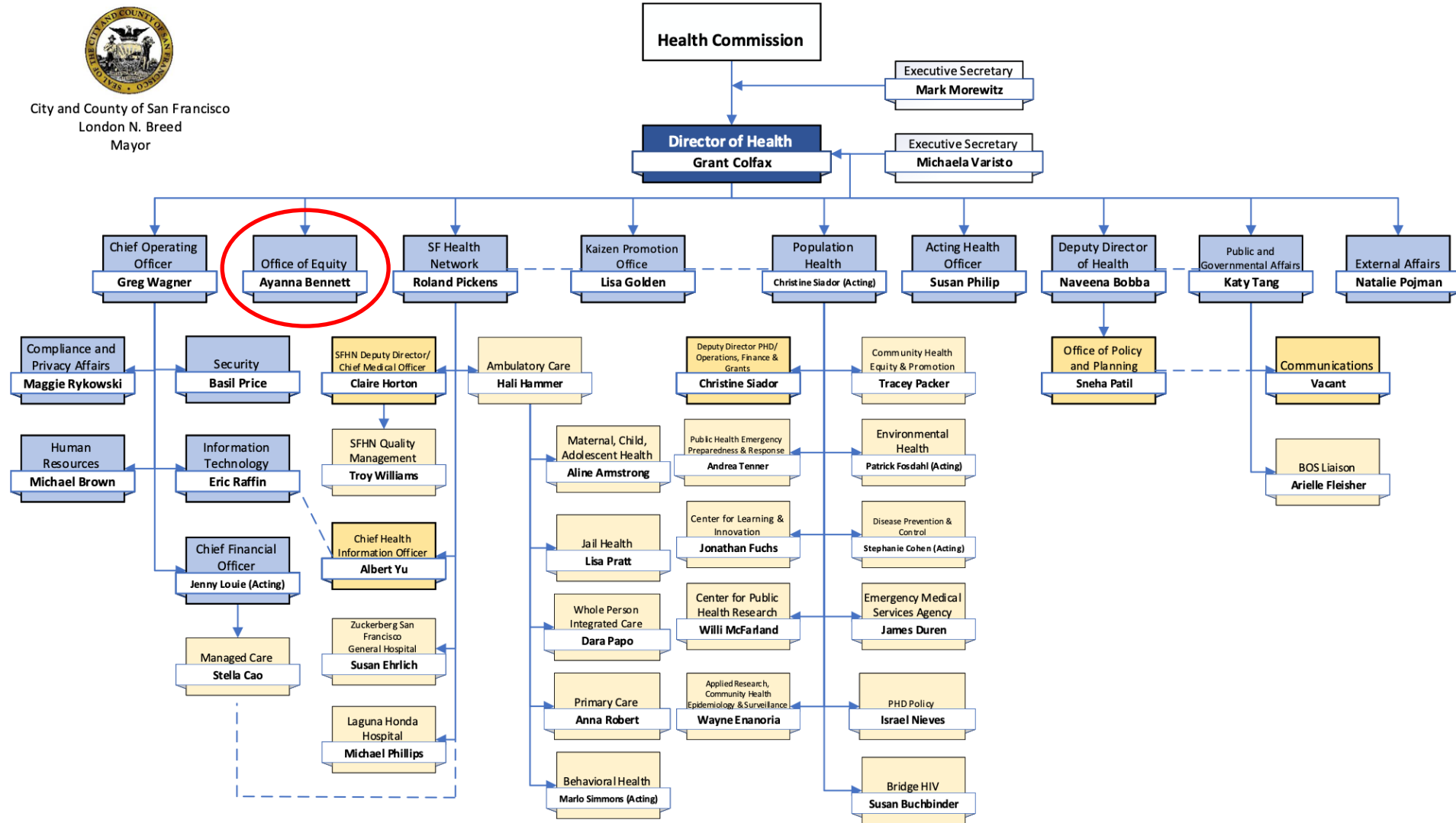
OFFICE OF HEALTH EQUITY - FEB 16, 2021

Dr. Ayanna Bennett - Director

OFFICE OF HEALTH EQUITY



City and County of San Francisco
London N. Breed
Mayor



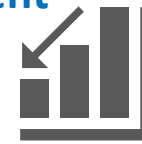
THE OFFICE OF HEALTH EQUITY

- **Training**
- Infrastructure



Capacity Building

- **Health Disparities**
- **Community Engagement**



Service Quality

- Communication
- **Workforce Policy**



Equity Culture

- **Planning/Tracking**
- Data Reporting



Account-ability



SFDPH EQUITY A3 – LOOKBACK AT 2019-20

Goals for FY 19-20	2019	'20 Q1	Q2	Q3	Q4
Equity in Orientation	IN PLACE	DEFERRED	DEFERRED	DEFERRED	IN PLACE
New Trainings	DEFERRED	DEFERRED	DEFERRED	DEFERRED	IN PLACE
Expand Learning Series	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE
Equity Champions: Cohort 1	DEFERRED	IN PLACE	REDUCED/PARTIAL	REDUCED/PARTIAL	REDUCED/PARTIAL
Equity Leadership Training (fellows)	DEFERRED	IN PLACE	DEFERRED	DEFERRED	DEFERRED
Workforce Equity Director	DEFERRED	DEFERRED	DEFERRED	REDUCED/PARTIAL	IN PLACE
OHE support staff	DEFERRED	REDUCED/PARTIAL	REDUCED/PARTIAL	REDUCED/PARTIAL	IN PLACE
Section Equity A3s	IN PLACE	IN PLACE	REDUCED/PARTIAL	IN PLACE	IN PLACE
Respectful Workplace Policy	REDUCED/PARTIAL	DEFERRED	DEFERRED	DEFERRED	DEFERRED



EQUITY ACROSS THE DEPT



	DPH/OHE	ZSFG	LHH	PHD	BHS	MCAH	PC	JHS	HR
NORMALIZE	New Trainings/requirements	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE
	Learning forums	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE
	Leadership training	DEFERRED	DEFERRED	DEFERRED	DEFERRED	DEFERRED	DEFERRED	DEFERRED	DEFERRED
	Communications	IN PLACE	IN PLACE	DEFERRED	IN PLACE	DEFERRED	DEFERRED	DEFERRED	DEFERRED
ORGANIZE	Equity lead, staff & budget	IN PLACE	IN PLACE	IN PLACE	IN PLACE	EARLY/PARTIAL	EARLY/PARTIAL	EARLY/PARTIAL	EARLY/PARTIAL
	Council/groups	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE	EARLY/PARTIAL	EARLY/PARTIAL	EARLY/PARTIAL
	Equity data system	IN PLACE	EARLY/PARTIAL	DEFERRED	DEFERRED	DEFERRED	IN PLACE	DEFERRED	EARLY/PARTIAL
OPERATIONALIZE	Equity Champions	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE
	Equity A3s/goals	IN PLACE	IN PLACE	IN PLACE	IN PLACE	EARLY/PARTIAL	EARLY/PARTIAL	EARLY/PARTIAL	IN PLACE
	Patient/Client Service goals	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE	IN PLACE	EARLY/PARTIAL
	Workforce goals	EARLY/PARTIAL	EARLY/PARTIAL	IN PLACE	EARLY/PARTIAL	EARLY/PARTIAL	IN PLACE	EARLY/PARTIAL	IN PLACE



RACIAL EQUITY ACTION PLAN

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



REAP ACTIVITIES PLANNED FOR 2021

1. Hiring and Recruitment

- Assess** problems in applying and recruiting Planning
- Track** applicant progress – initial steps Planning
- Develop** a simplified application process – *Equitable Hiring Policy* Started

2. Retention and Promotion

- Assess** DSW processes Started
- Work with DHR to **assess** benefits, PTO Planning
- Assess** which classifications have poor diversity Started
- Assess** which classifications have poor mobility Planning
- Develop** a standardized policy on acting/interim roles Planning

REAP ACTIVITIES PLANNED FOR 2021

3. Discipline and Separation

Track separations and analyze subsequent disaggregated data

Planning

Train managers to identify and address conduct

Started

4. Diverse and Equitable Leadership and Management

Report senior leadership demographics

Planning

*Leadership Equity-Skills Training

Planning

5. Mobility and Professional Development

Track professional/skill development targeting underrepresented staff

Started

Develop annual performance evaluations with advancement opportunities

Started

6. Organizational Culture of Inclusion and Belonging

Assess translation services

Started

*Respectful workplace standard

Started

REAP ACTIVITIES PLANNED FOR 2021

7. Boards and Commissions

- | | |
|---|-----------|
| ▪ Review/Revise bylaws for inclusive language | Planning |
| ✓ Include current board/commission demographic data in annual report | Completed |
| ✓ Have board/commission adopt a resolution around racial equity | Completed |
| ▪ Pass a resolution on a Ramaytush Ohlone Land Acknowledgement | Started |
| ▪ Adopt a racial equity assessment tools to inform decision-making | Started |
| ✓ Monitor implementation of the RE Action Plan | On-going |
| ▪ Expand ability to hear from diverse voices from a place of influence | Planning |
| ▪ Commit to ongoing racial equity training | Planning |
| ▪ Include equity as part of the orientation of new Commissioners | Started |
| ▪ Include Health Equity performance standard for the Director of Health | Planning |

RAMAYTUSH OHLONE LAND ACKNOWLEDGEMENT + INCLUSION STATEMENT

*Pass a resolution on a
Ramaytush Ohlone Land
Acknowledge-ment +
Indigenous Inclusion
Statement*

- Acknowledges the Ramaytush Ohlone as the first and ongoing stewards of this land
- Statement of commitment to health equity and inclusion for Native Americans and indigenous peoples.
- Read before the start of Health Commission meetings and subcommittee meetings
- Read before DPH public meetings and events

RACIAL EQUITY ASSESSMENT TOOL

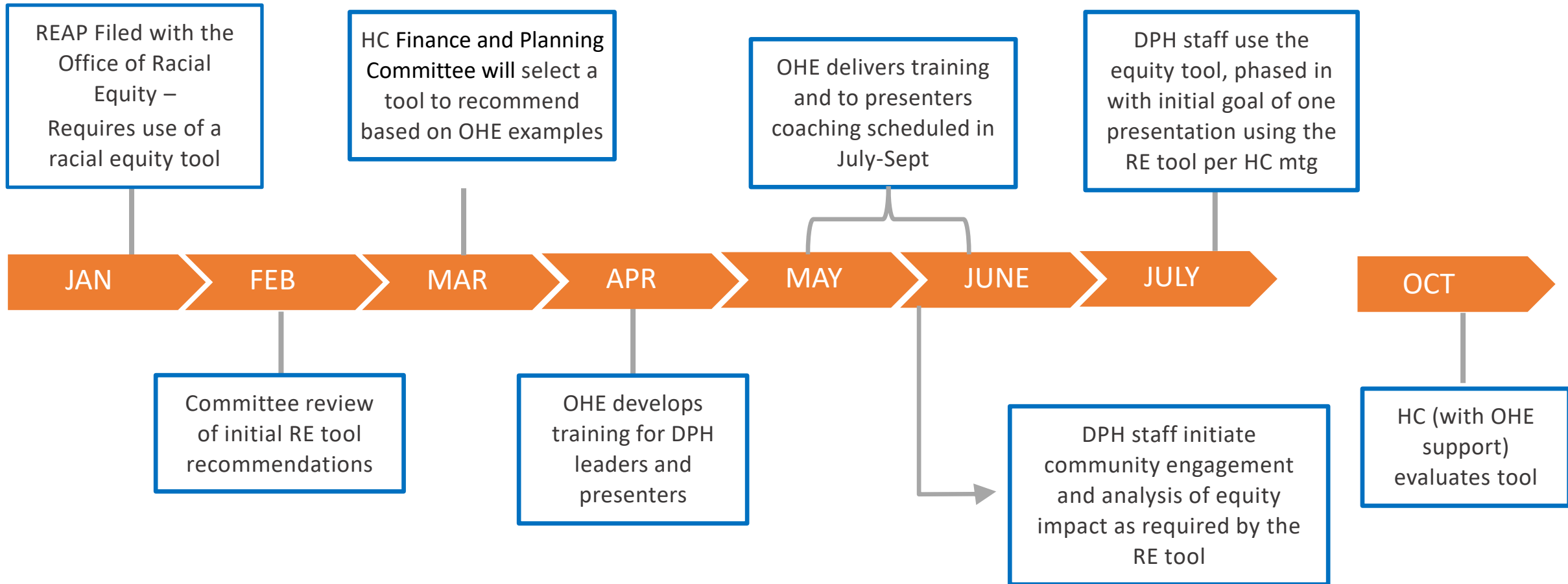
Adopt a racial equity assessment tool to inform decision-making

- A set of questions and activities
- Identifies clear goals, objectives and measurable outcomes
- Plans for implementation and evaluation
- Proactively seeks to eliminate racial inequities
- Engages community and decision-making processes
- Identifies who will benefit or be burdened
- Predicts/mitigates potential unintended consequences

Lean/QI elements

Equity elements

POSSIBLE TIMELINE for RE TOOL ADOPTION



MONITOR RACIAL EQUITY ACTION PLAN

*Monitor
implementation of
the Racial Equity
Action Plan*

Review of current progress on the REAP will happen 4 times per year at the following Health Commission meetings:

March 2

May 18

July 6

November 12

The image features a complex, abstract geometric pattern. It consists of numerous overlapping shapes, primarily triangles and pentagons, outlined in a vibrant orange color. Some of these shapes are filled with a solid orange color, while others are white. The overall composition is dense and layered, creating a sense of depth and movement. The word "Questions" is centered within a white pentagonal shape in the middle-left portion of the image.

Questions