Received at HPC Hearing 2/6/19

From:

Erick Arguello

To:

<u>Smith, Desiree (CPC)</u> Potential landmark designation

Subject: Date:

Wednesday, February 06, 2019 10:32:34 AM

Attachments:

historicbusinesslist.docx

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

We would like to request that the following buildings, businesses and locations be explored for landmark designation as a collection of significant businesses within the Calle 24 Latino Cultural District.--

We are working closely with the SF Latino Historical Society in identifying these sites and be adding additional potential sites and would be adding further locations.

If there are any question please feel free to contact me.

Erick Arguello
Founder, Council President
Calle 24 Latino Cultural District
3250 24th St.
San Francisco, Ca 94110
www.calle24sf.org



Landmark Designation Consideration Calle 24

2778 24 th Street	Casa Sanchez	Signage and Building
2801 24 th Street	St. Francis Fountain	Signage and Building (Legacy Institutional Use)
2800 24 th Street	Pops Bar	Signage and Building (Legacy Institutional Use)
2804 24 th Street	La Mexicana Bakery	Signage and Building (Legacy Institutional Use)
2811 24 th Street	Roosevelt Tamale Parlor	Signage and Building (Legacy Institutional Use)
2838 24 th Street	Pungab Restaurant	Signage (Legacy Institutional Use)
2857 24 th Street	Galeria De La Raza	Signage and Building (Legacy Institutional Use)
2850 24 th Street	House of Color	Building
2884 24 th Street	La Palma Mexicatessen	Signage and Building (Legacy Institutional Use)
1200 Florida	St Peter's Church	Campus (Multiple Buildings)
2937 24 th Street	La Victoria	Signage and Building
2951 24 th Street	Dominguez Bakery	Signage and Building (Legacy Institutional Use)
2958 24 th Street	Accion Latina	Building (Legacy Institutional Use)
2964 24 th Street	Discolandia	Signage and Building
2981 24 th Street	Precita Eyes	Signage and Building (Legacy Institutional Use)
2989 24 th Street	La Gallinita	Signage and Building (Legacy Institutional Use)
3033 24 th Street	Taqueria Vallarta	Signage and Building
3049 24 th Street	Mission Education Project	Building (Legacy Institutional Use)
3077 24 th Street	Nuevo Frutilandia	Building (Legacy Institutional Use)
3101 24 th Street	Philz Coffee	Signage and Building (Legacy Institutional Use)
3114 24 th Street	La Reyna Bakery	Signage and Building (Legacy Institutional Use)
3195 24th Street	House of Brakes	Building (Legacy Institutional Use)
3198 24 th Street	Jelly Donut	Signage
3329 24 th Street	La Mejor Bakery	(Legacy Institutional Use)
3318 24 th Street	Café Boheme	(Legacy Institutional Use)

Diandas Bakery

Legacy Institutional use

2882 Mission St.

La Corneta

Sinage, Legacy Institutional use

2731 Mission St.

Manivahn Thai Resturant Legacy institutional Use 2732 24th St.

Mission Education Project Inc. Legacy institutional use 3051 24th St.

Napper Tandy 3200 24th St.

Building, Legacy institutional use

La Torta Gorda

Building and Signage

2833 24th St

3

4

5

7

8

10

11 12

13

14

15 16

17

18

1920

2122

2324

25

Ordinance amending the Landmark Designation for Landmark No. 204, 906 Broadway (Iglesia de Nuestra Señora de Guadalupe/Our Lady of Guadalupe Church), Assessor's Block No. 0149, Lot No. 009, under Article 10 of the Planning Code, to confirm the exterior features that should be preserved or replaced in kind, and to add interior features to the designation; affirming the Planning Department's determination under the California Environmental Quality Act; and making public necessity, convenience, and welfare findings under Planning Code, Section 302, and findings of consistency with the General Plan and the eight priority policies of Planning Code, Section 101.1.

[Planning Code - Amending Landmark Designation of 906 Broadway (Iglesia de Nuestra

Señora de Guadalupe/Our Lady of Guadalupe Church)]

NOTE: Unchanged Code text and uncodified text are in plain Arial font.

Additions to Codes are in single-underline italics Times New Roman font.

Deletions to Codes are in strikethrough italics Times New Roman font.

Board amendment additions are in double-underlined Arial font.

Board amendment deletions are in strikethrough Arial font.

Asterisks (* * * *) indicate the omission of unchanged Code subsections or parts of tables.

Be it ordained by the People of the City and County of San Francisco:

Section 1. Findings.

- (a) CEQA and Land Use Findings.
- (1) The Planning Department has determined that the Planning Code amendment proposed in this ordinance is subject to a Categorical Exemption from the California Environmental Quality Act (California Public Resources Code Sections 21000 et seq., "CEQA") pursuant to Section 15308 of California Code of Regulations, Title 14, Sections 15000 et seq., the Guidelines for implementation of CEQA for actions by regulatory agencies for protection of the environment (in this case, landmark designation). Said determination is

on file with the Clerk of the Board of Supervisors in File No. _____ and is incorporated herein by reference. The Board of Supervisors affirms this determination.

- (3) The Board of Supervisors finds that the proposed amendment to the landmark designation of Iglesia de Nuestra Señora de Guadalupe/Our Lady of Guadalupe Church is consistent with the General Plan and with Planning Code Section 101.1(b) for the reasons set forth in Historic Preservation Commission Resolution No. ______.
 - (b) General Findings.
- (1) Pursuant to Charter Section 4.135, the Historic Preservation Commission has authority "to recommend approval, disapproval, or modification of landmark designations and historic district designations under the Planning Code to the Board of Supervisors."
- (2) Ordinance No. 312-93, enacted in 1993, designated 906 Broadway, the site of Iglesia de Nuestra Señora de Guadalupe/Our Lady of Guadalupe Church, as Landmark No. 204. That ordinance, which is incorporated herein by reference, required that the particular features to be preserved include those "described in the Landmarks Preservation Advisory Board's Case Report, in Section A, entitled 'Architecture,' Subsection No. 5, 'Design' and in Section D, 'Integrity,' Subsection No. 13 'Alterations'," but it did not list those features in any detail. Moreover, those features refer only to the building's exterior. The ordinance did not

include any of the building's interior character-defining features as part of the Landmark designation.

- (3) On August 17, 2016, the Historic Preservation Commission added the interior of Iglesia de Nuestra Señora de Guadalupe/Our Lady of Guadalupe Church to the Landmark Designation Work Program, a list of individual properties and historic districts under consideration for landmark designation, adopted by the Historic Preservation Commission at its June 15, 2011 meeting.
- (4) The amended Landmark Designation Report prepared for this landmarking amendment was authored by Planning Department Preservation staff. All preparers meet the Secretary of the Interior's Professional Qualification Standards for historic preservation program staff, as set forth in Code of Federal Regulations Title 36, Part 61, Appendix A. Planning Department staff also reviewed the report for accuracy and conformance with the purposes and standards of Article 10 of the Planning Code.
- (5) The Historic Preservation Commission, at its regular meeting of ______, reviewed Planning Department staff's analysis of the historical significance of Iglesia de Nuestra Señora de Guadalupe/Our Lady of Guadalupe Church, as well as both the exterior and interior features of the church, pursuant to Article 10 of the Planning Code as part of the Landmark Designation Case Report dated _____.
- (6) On ______, the Historic Preservation Commission adopted Resolution

 No. ______, initiating an amendment of the Landmark Designation of Iglesia de Nuestra

 Señora de Guadalupe/Our Lady of Guadalupe Church pursuant to Section 1004.1 of the

 Planning Code. Said resolution is on file with the Clerk of the Board of Supervisors in File No.

 _____ and is incorporated herein by reference.
- (7) On _____, after holding a public hearing on the proposed designation amendment and having considered both the specialized analyses prepared by

Planning Department staff and the amended Landmark Designation Report, the Historic

Preservation Commission recommended approval of the proposed amendment to the

Landmark Designation of Iglesia de Nuestra Señora de Guadalupe/Our Lady of Guadalupe

Church by Resolution No. ______, to list the exterior and interior features that should be

preserved or replaced in kind. Said resolution is on file with the Clerk of the Board in File No.

_____ and is incorporated herein by reference.

(8) The Board of Supervisors hereby finds that Iglesia de Nuestra Señora de Guadalupe/Our Lady of Guadalupe Church has a special character and special historical, architectural, and aesthetic interest and value, and that expanding its designation as a Landmark to include interior features will further the purposes of and conform to the standards set forth in Article 10 of the Planning Code. In doing so, the Board hereby incorporates by reference the findings of the amended Landmark Designation Report.

Section 2. Designation.

Pursuant to Section 1004 of the Planning Code, the Landmark Designation for 906 Broadway (Iglesia de Nuestra Señora de Guadalupe/Our Lady of Guadalupe Church), Assessor's Block No. 0149, Lot No. 009, is hereby amended as specified in Section 3 of this ordinance. Appendix A to Article 10 of the Planning Code is hereby amended with respect to Landmark No. 204.

Section 3. Required Data.

(a) The description, location, and boundary of the Landmark site consists of the City parcel located at 906 Broadway (Iglesia de Nuestra Señora de Guadalupe/Our Lady of Guadalupe Church), Assessor's Block No. 0149, Lot No. 009, in San Francisco's North Beach neighborhood.

- (b) The characteristics of the Landmark that justify its designation are described and shown in the Landmark Designation Report and other supporting materials contained in Planning Department Case Docket No. 2018-008948DES. In summary, Iglesia de Nuestra Señora de Guadalupe/Our Lady of Guadalupe Church, both the exterior and interior, is eligible for local designation as it is associated with events that have made a significant contribution to the broad patterns of our history, embodies the distinctive characteristics of a type, period, or method of construction, and is the work of a master. Specifically, Iglesia de Nuestra Señora de Guadalupe/Our Lady of Guadalupe Church is associated with the development of San Francisco's Latino and Spanish-speaking communities from the latenineteenth to the mid-twentieth century, as both the geographical and spiritual heart of the Latino and Spanish-speaking enclave that existed in North Beach until the 1950s. Designation of Iglesia de Nuestra Señora de Guadalupe/Our Lady of Guadalupe Church is also appropriate given that it is one of the first churches in the country to be constructed of reinforced concrete, considered an innovative construction technology at that time, and is an exceptional example of an early twentieth century Mission Revival church with a highly ornate interior displaying Renaissance and Baroque ornamentation. Furthermore, Iglesia de Nuestra Señora de Guadalupe/Our Lady of Guadalupe Church is the work of master architects Shea & Lofquist and its interior murals are the work of master artist Luigi Brusatori.
- (c) The particular features that shall be preserved, or replaced in-kind as determined necessary, are those generally shown in photographs and described in the Landmark Designation Report, which can be found in Planning Department Docket No. 2018-008948DES, and which are incorporated in this designation by reference as though fully set forth herein. Specifically, the following features shall be preserved or replaced in-kind:
- (1) The overall form, structure, height, massing, materials, and architectural ornamentation of the church's exterior identified as:

1	(A) Two-story height;
2	(B) Cruciform floor plan;
3	(C) Reinforced concrete construction;
4	(D) Twin towers topped with weathered copper crosses;
5	(E) Rectangular central main entry, topped with "Iglesia de Nuestra
6	Señora de Guadalupe" engraving;
7	(F) Mosaic figure of Our Lady of Guadalupe within a round opening
8	bordered by ornamental stucco detailing, topped with Dove of Peace mosaic, located above
9	the central main entry;
10	(G) Arched niches containing sculpted figures, flanking Our Lady of
11	Guadalupe mosaic;
12	(H) Arched secondary entries to the west and east of the central entry;
13	(I) Projecting one-story bay of east entry;
14	(J) Rusticated stucco base containing recessed, arched basement entry;
15	(K) Stucco cladding;
16	(L) Round arches; and
17	(M) Stone steps approaching primary façade entrances.
18	(2) The overall form, structure, height, massing, materials, and architectural
19	ornamentation of the church's interior identified as:
20	(A) Two-story volume;
21	(B) Cruciform floor plan;
22	(C) Historic location and volume of the foyer at the south end of the
23	building that connects the entrance to the sanctuary;
24	(D) Southeast entry room containing an arched stained-glass window and
25	an arched multi-lite amber art-glass window, each flanked by blind niches;

(ix) Painted figures at the east and west walls of organ loft, within painted rope-coil frames.

Section 4. Effective Date. This ordinance shall become effective 30 days after enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board of Supervisors overrides the Mayor's veto of the ordinance.

APPROVED AS TO FORM: DENNIS J. HERRERA, City Attorney

By:

ANDREA RUIZ-ESQUIDE Deputy City Attorney

n:\legana\as2019\1800206\01333911.docx

D. Sun HL

February 5th, 2019

From: Residents of 944 Broadway

Re: Public Hearing for Record # 2018-003593COA

To whom it may concern,

We received the notice of public hearing to occur today "not before 12:30" and will not be able to attend but, provide this as a letter of our concern for the proposed construction at the historical site of 906 Broadway, purchased by Startup Temple.

Our main concern is that the proposed construction is to alter the space for "educational use", and this change of use does not have an associated hearing until after the construction hearing, which seems premature. In reading the historical plans, we would like to reiterate that the stairway should not make any change to the exterior or change the view to any of the apartments.

That said, our concern related to the application submitted by Ruben, Junius & Rose is in regards to the Certificate of Appropriateness Section "E". Our concerns are as follows:

- 1) Congestion: The area the historical church is in a exclusively residential with very limited public street parking. While public transportation services the neighborhood, in the last year, we have seen many people driving their cars to park in this residential neighborhood for the event, taking up neighborhood parking. Even the employees park blocking public sidewalk.
- 2) Types of public events: there seems to be no limitation in the types of events that constitute "educational" or "community" events. This residential community should not be a place for weekly tech "conferences" or late night events where people are drinking alcohol. In the past year, there have been instances of loud music past midnight, noise violations, large congregations of people smoking cigarettes and drinking outside, broken beer bottles. We support the idea of community events that occur without impact to the residential community however, if the classroom space is to be rented or leased to the private sector, without limitation on what type of events can occur their, there is a high liklihood that this will simply turn into another tech space, with no benefit to the community.

Thank you for hearing our concerns,

Residents of 944 Broadway San Francisco, CA 94133 [Planning Code - Landmark Designation – 2031 Bush Street (aka The Kinmon Gakuen Building)]

Ordinance amending the Planning Code to designate 2031 Bush Street (aka The Kinmon Gakuen Building), Assessor's Parcel Block No. 0676, Lot No. 027, as a Landmark under Article 10 of the Planning Code; affirming the Planning Department's determination under the California Environmental Quality Act; and making public necessity, convenience and welfare findings under Planning Code, Section 302, and findings of consistency with the General Plan and the eight priority policies of Planning Code, Section 101.1.

NOTE: Unchanged Code text and uncodified text are in plain Arial font.

Additions to Codes are in single-underline italics Times New Roman font.

Deletions to Codes are in strikethrough italics Times New Roman font.

Board amendment additions are in double-underlined Arial font.

Board amendment deletions are in strikethrough Arial font.

Asterisks (* * * *) indicate the omission of unchanged Code subsections or parts of tables.

Be it ordained by the People of the City and County of San Francisco:

Section 1. Findings.

- (a) CEQA and Land Use Findings.
- (1) The Planning Department has determined that the proposed Planning Code amendment is subject to a Categorical Exemption from the California Environmental Quality Act (California Public Resources Code section 21000 et seq., "CEQA") pursuant to Section 15308 of the Guidelines for Implementation of the statute for actions by regulatory agencies for protection of the environment (in this case, landmark designation). Said determination is on file with the Clerk of the Board of Supervisors in File No. _____ and is incorporated herein by reference. The Board of Supervisors affirms this determination.

1	2031 Bush Street (aka The Kinmon Gakuen Building) pursuant to Article 10 as part of the
2	Landmark Designation Case Report dated
3	(5) On, 2019, the Historic Preservation Commission passed
4	Resolution No, initiating designation of 2031 Bush Street (aka The Kinmon
5	Gakuen Building) as a San Francisco Landmark pursuant to Section 1004.1 of the Planning
6	Code. Such resolution is on file with the Clerk of the Board of Supervisors in File No.
7	and is incorporated herein by reference.
8	(6) On, after holding a public hearing on the proposed
9	designation and having considered the specialized analyses prepared by Planning
10	Department staff and the Landmark Designation Case Report, the Historic Preservation
11	Commission recommended approval of the proposed landmark designation of 2031 Bush
12	Street (aka The Kinmon Gakuen Building), by Resolution No Such resolution is
13	on file with the Clerk of the Board in File No
14	(7) The Board of Supervisors hereby finds that 2031 Bush Street (aka The
15	Kinmon Gakuen Building) has a special character and special historical, architectural, and
16	aesthetic interest and value, and that its designation as a Landmark will further the purposes
17	of and conform to the standards set forth in Article 10 of the Planning Code.
18	
19	Section 2. Designation.
20	Pursuant to Section 1004 of the Planning Code, 2031 Bush Street (aka The Kinmon
21	Gakuen Building), Assessor's Parcel Block No. 0676, Lot No. 027, is hereby designated as a
22	San Francisco Landmark under Article 10 of the Planning Code.
23	///
24	///
25	///

101112

9

1415

16

13

17

19

20

18

21

2223

25

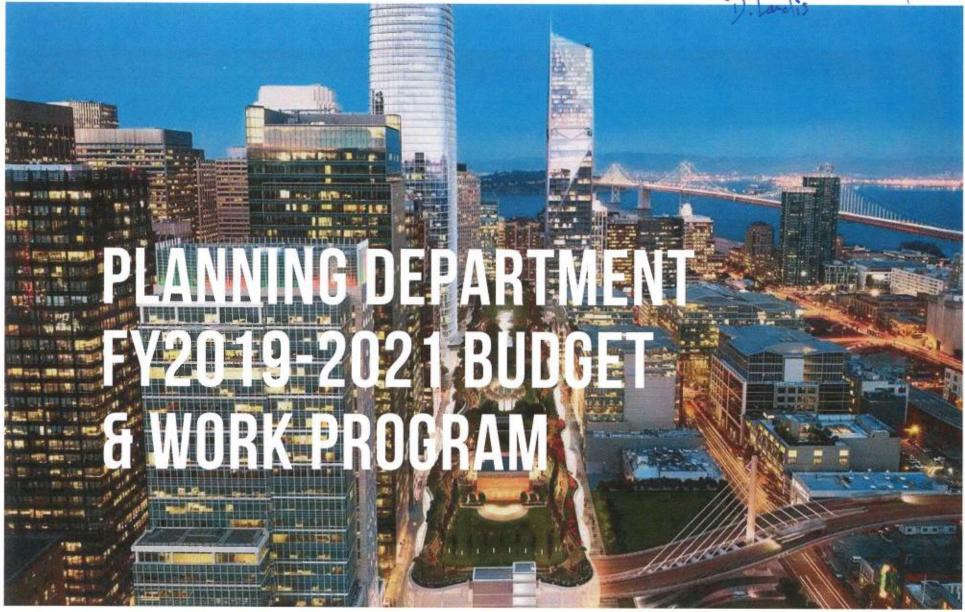
24

Section 3. Required Data.

- (a) The description, location, and boundary of the Landmark site consists of the City parcel located at 2031 Bush Street (aka The Kinmon Gakuen Building), Assessor's Parcel Block No. 0676, Lot No. 027, in San Francisco's Japantown neighborhood.
- (b) The characteristics of the Landmark that justify its designation are described and shown in the Landmark Designation Case Report and other supporting materials contained in Planning Department Case Docket No. 2017-012291DES. In brief, 2031 Bush Street (aka The Kinmon Gakuen Building) is eligible for local designation as it is associated with events that have made a significant contribution to the broad patterns of our history, and embodies distinctive characteristics of a type, period, or method of construction. Specifically, designation of The Kinmon Gakuen Building is proper given its association with the social, cultural, and educational enrichment of Japanese Americans in San Francisco during the twentieth century as the home of Japanese language and culture school, Kinmon Gakuen. The building is also associated with the evacuation, relocation, and incarceration of U.S. citizens and residents of Japanese descent during World War II. Following President Franklin D. Roosevelt's signing of Executive Order No. 9066, Kinmon Gakuen was forced to cease operations and its building was taken over by the federal government for use as a processing center where citizens and non-citizens of Japanese ancestry were required to report before they were incarcerated and relocated to concentration camps across the United States. 2031 Bush Street is also significant for its association with community organizing and activism among African Americans in San Francisco during the twentieth century, as home of the Booker T. Washington Community Center from 1942 to 1952. The center provided African Americans, especially youth, with a space for social, educational, and recreational opportunities. During Japanese internment, the African American community stewarded many of the properties that had been vacated by Japanese Americans in Japantown, including The Kinmon Gakuen

Building, and supported Japanese Americans upon their return to the neighborhood after the war. Designation of 2031 Bush Street (aka The Kinmon Gakuen Building) is also proper as it is an excellent example of an educational building designed in the Mediterranean Revival architectural style in San Francisco.

- (c) The particular features that shall be preserved, or replaced in-kind as determined necessary, are those generally shown in photographs and described in the Landmark Designation Case Report, which can be found in Planning Department Docket No. 2017-012291DES, and which are incorporated in this designation by reference as though fully set forth. Specifically, the following features shall be preserved or replaced in kind:
- (1) All exterior elevations, form, massing, structure, rooflines, architectural ornament and materials of 2031 Bush Street (aka The Kinmon Gakuen Building) identified as:
 - (A) Irregular plan set back from the front property line;
 - (B) Two-story with basement massing;
 - (C) Flat roof with Mission terra cotta tile coping at the cornice;
 - (D) Lightly textured stucco siding;
 - (E) Gated entrance with Mission terra cotta tile coping leading to the building's side yard;
 - (F) Double stair with risers and treads clad in terra cotta tile separated by a concrete wall with decorative pilasters and water table;
 - (G) Raised entry porch with balustrades and a terra cotta tile clad floor;
 - (H) Metal balcony on the front (north) elevation;
 - (I) Regular fenestration pattern with multi-lite wood windows;
 - (J) Segmental arched portal with decorative tile surround and inset main entrance:



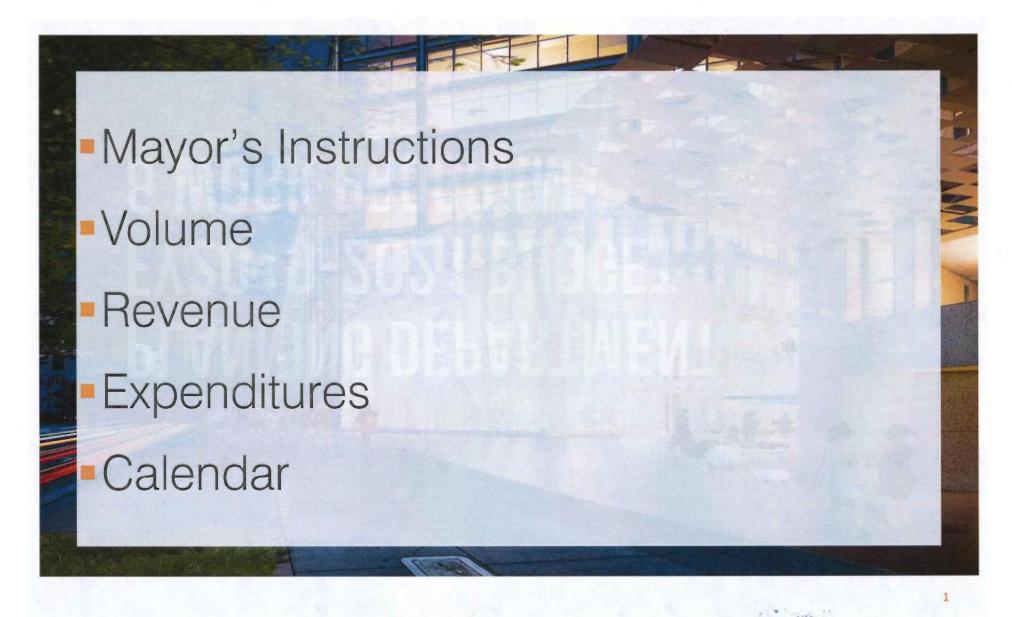
Deborah Landis

Deputy Director of Administration, February 6, 2019

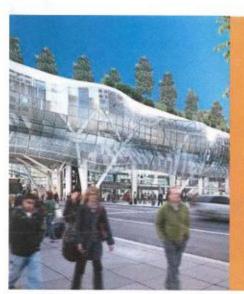


Planning

FY19-21 Budget Overview



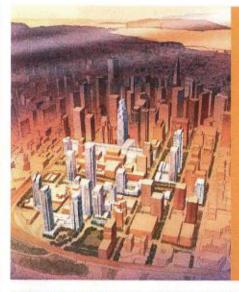
Mayor's Office Budget Instructions



Budgetary Focus

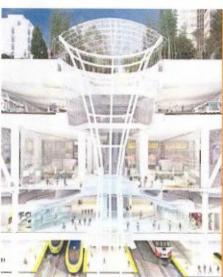
Accountability and equitable outcomes

Reprioritize funding and positions for maximum effectiveness



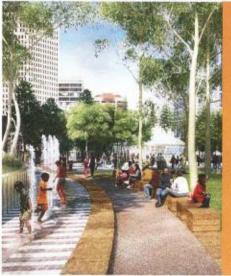
Mayoral Priorities

- Build more housing
- Reduce homelessness
- Create equitable opportunities for everyone
- Make government more accountable



No New Positions

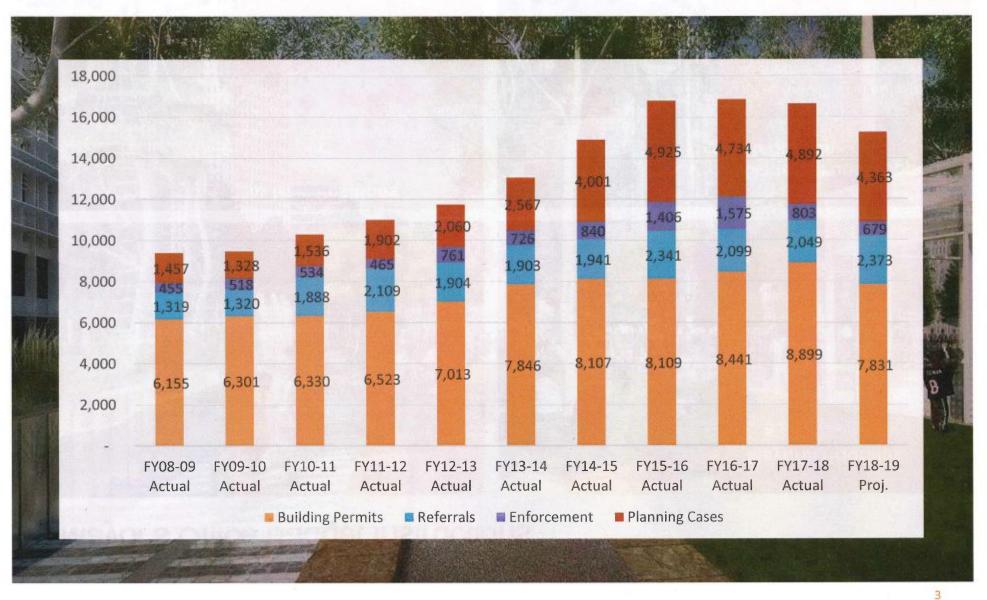
Departments to submit any requests to Mayor's Office after Feb. 21



General Fund Support Reduction

(2%) reduction in adjusted General Fund Support in each budget year

10 Year Volume & Current Year Projection



Revenue Budget FY19-21

Revenues	FY18-19	FY19-20	FY20-21
rievendes	Adopted Budget Pr	oposed budgeter	oposea Buaget
Charges for Services	\$43,519,481	\$42,868,847	\$42,926,464
Grants & Special Revenues	\$2,075,000	\$1,655,000	\$345,000
Development Impact Fees	\$2,380,131	\$2,057,722	\$1,370,035
Expenditure Recovery	\$1,532,645	\$2,141,942	\$1,974,964
General Fund Support	\$3,848,730	\$5,108,576	\$5,925,807
Total Revenues	\$53,355,987	\$53,832,087	\$52,542,270

Expenditure Budget FY19-21

Expenditures	FY18-19 Adopted Budget	FY19-20 Proposed Budget	FY20-21 Proposed Budget
Salaries & Fringe	\$35,895,959	\$38,491,080	\$39,856,002
Overhead	\$980,944	\$980,944	\$980,944
Non-Personnel Services	\$3,647,609	\$3,319,687	\$3,004,687
Materials & Supplies	\$448,145	\$671,065	\$671,065
Capital & Equipment	\$73,196	\$10,475	\$0
Projects	\$5,873,913	\$4,095,944	\$1,786,520
Services of Other Departments	\$6,436,221	\$6,262,892	\$6,243,052
Total Revenues	\$53,355,987	\$53,832,087	\$52,542,270

Budget Calendar FY19-21

Date	Budget Activity	200
01/16	Draft budget and work program review with the Historic Preservation Commission	
01/24	Draft budget and work program review with the Planning Commission	EAU
02/06	Request recommendation of approval of the budget and work program with the Historic Preservation Commission	FFIC
02/14	Request approval of the budget and work program with the Planning Commission	-
02/21	Budget Submission to the Mayor	H
06/01	Mayor's Proposed Budget is published	
July 2019	Budget considered at Board of Supervisors	



C. Flores



Historic Preservation Commission Informational Hearing

February 6, 2019

Planning

Presentation Overview

- I.Context
- II. Framework
- III. SF Planning's Racial & Social Equity Initiative
 - Components
 - Phase I Action Plan

IV Implementation Process and Tools

I. Phase II and Next Steps



San Francisco's Vision

A safe, vibrant and inclusive City of shared prosperity



Residents and families that thrive



Clean, safe and livable communities



A diverse, equitable and inclusive city



Excellent city services



A city and region prepared for the future

San Francisco Planning's Vision and Core Values

Our Vision:

Making San Francisco the world's most livable urban place – environmentally, economically, socially and culturally.

Our Values:

- COLLABORATION
- OPEN DIALOGUE
- EFFICIENCY
- INCLUSIVE
- EDUCATION
- · VISIONARY
- FAIRNESS
- TRUST
- PASSION
- RESPECT
- CONSISTENCY
- INNOVATION
- EMPLOYEE SATISFACTION
- EQUITY/EQUITABLE?

SF Planning's Existing Equity Work

- Eastern Neighborhoods PDR protection and affordable housing
- Green Connections
- Health Care Services Master Plan
- Japantown Cultural Heritage and Economic Sustainability Strategy
- SoMa Pilipinas Cultural Heritage District
- Sustainable Chinatown
- Mission Action Plan 2020 & Calle 24 Special Use District
- LGBTQ+ Cultural Heritage Strategy

What is Racial Equity?

When race does not predict success, while also improving outcomes for all.

Outcome:

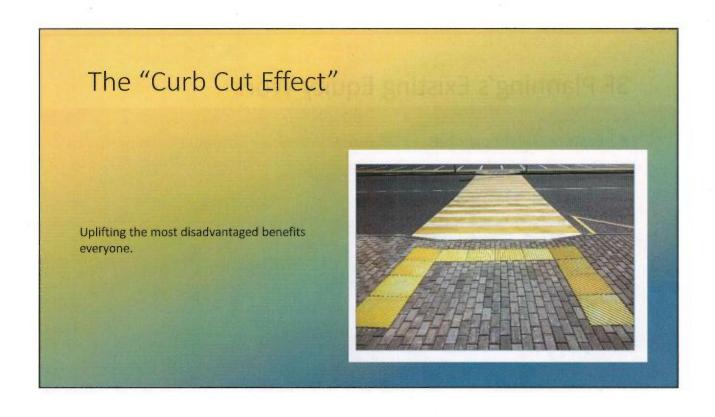
Racial Equity is the condition that would be achieved if racial identity no longer predicted, in a statistical sense, how one fares...This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them."

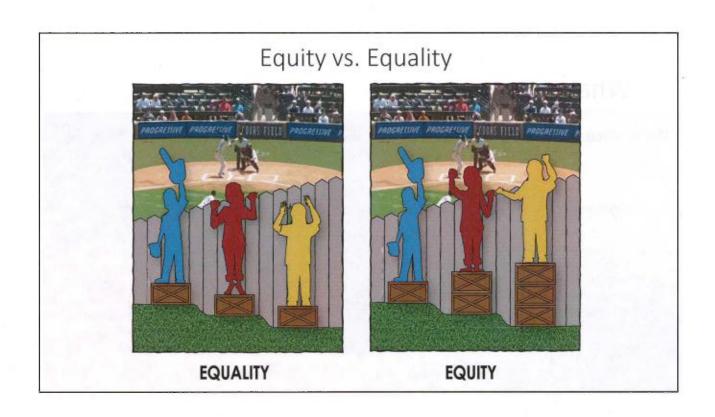
Center for Assessment and Policy Development

Process:

"Racial Justice [is defined] as the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all."

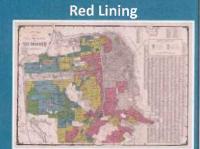
 Catalytic Change: Lessons Learned from the Racial Justice Grantmaking Assessment Report



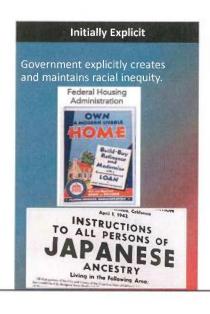


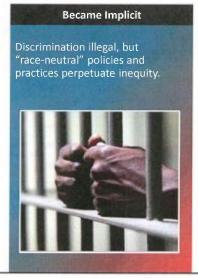
Why Racial & Social Equity?

- Disparities in San Francisco across nearly every measure are either stagnating or increasing (e.g. income, health, education, housing, etc.)
- Diversity within the Department and City government could be more representative of the City and communities we serve.
- Historically, government and Planning as a field has played a significant role in generating and perpetuating racial and social inequity.
- We have a responsibility as government to advance racial and social equity

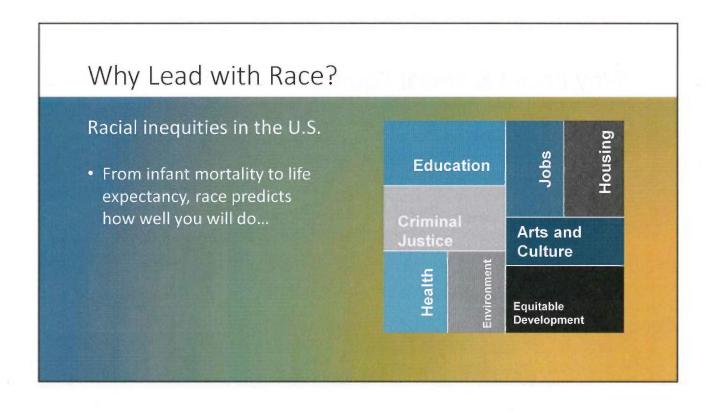


Government and Race





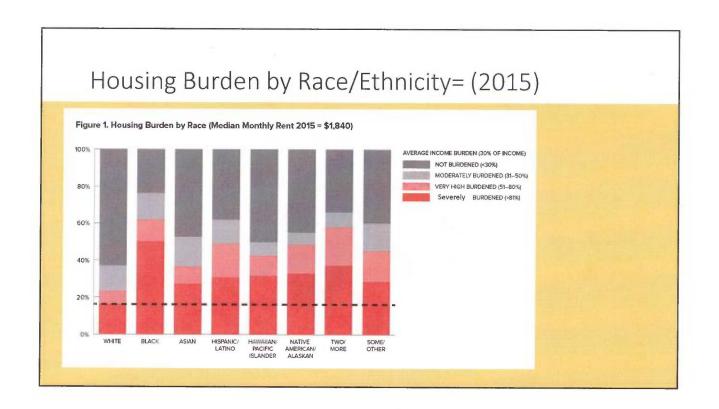


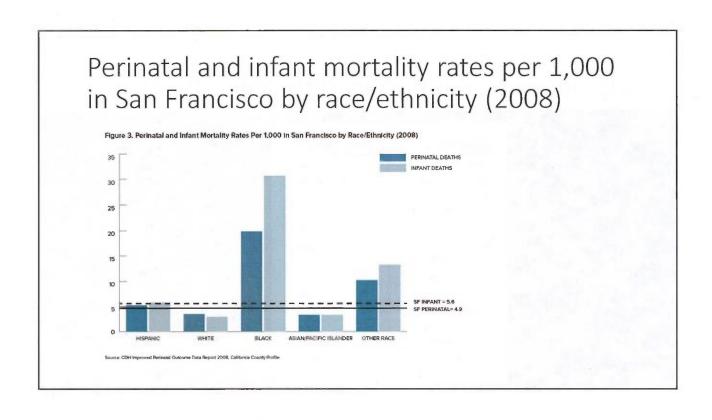


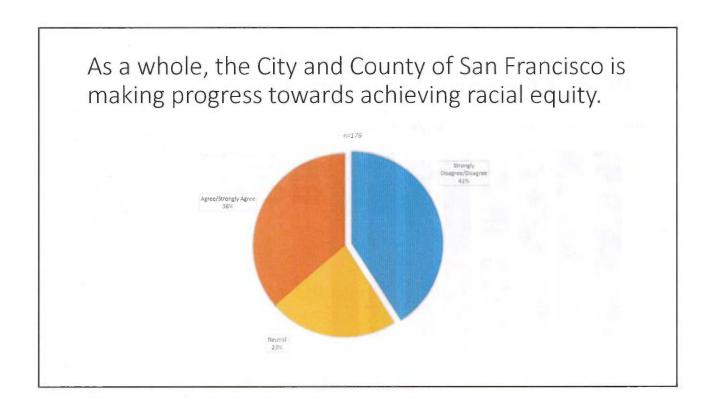
Household Income by Race/Ethnicity (2010) % of San Francisco Median Household \$83,796 \$30,840 43.3% African American American Indian/Alaska Native \$51,087 71.6% \$60,648 85.1% Native Hawaiian/Pacific Islander \$57,560 80.7% \$52,599 Other Race 73.8% Two or More Race \$66,473 93.2% Hispanic or Latino \$55,985 78.5% Source: San Francisco 2014 Housing Element, Table I-16

Homeownership	by Race/Et	hnicity (2014)
---------------	------------	----------------

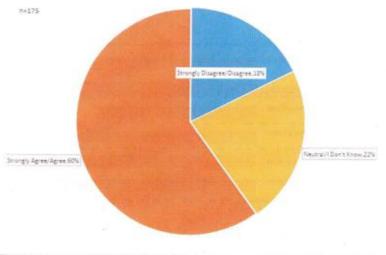
ETHNICITY	OWNER-OCCUPIED HOUSING UNITS
White	55%
African American	3.9%
American Indian & Alaska Native	0.2%
Asian	35.7%
Native Hawaiian and Other Pacific Islander	0.3%
Some other race	2.7%
Two or more races	2.3%
Hispanic or Latino	8.6%
White alone, not Hispanic or Latino	49.6%

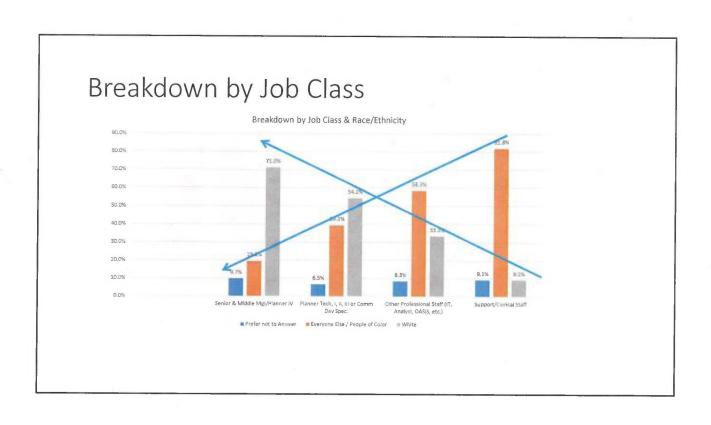


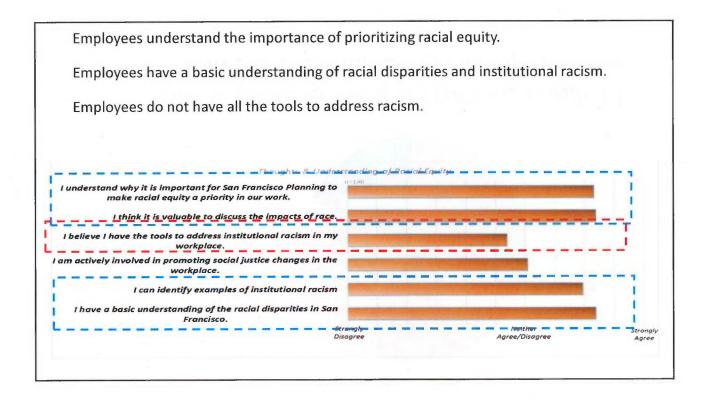


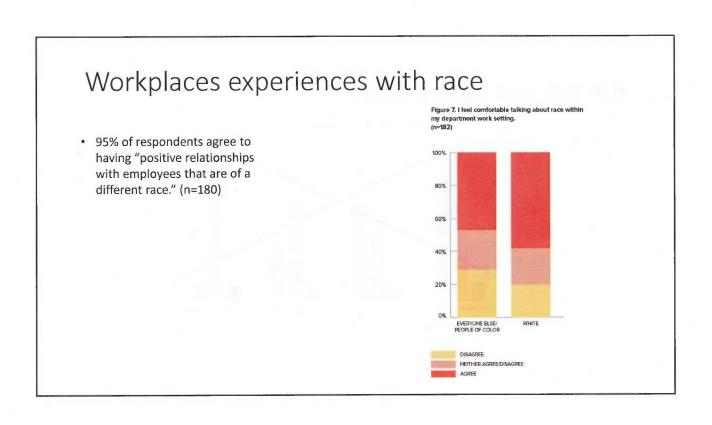




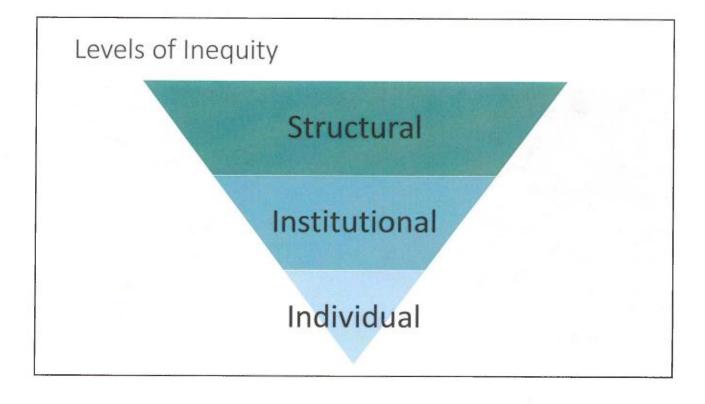












Strategy: National Framework / Best Practice Normalize • A shared analysis and definitions • Urgency / prioritize Visualize • Racial equity tools • Data to develop strategies and drive results • Partnerships

SF Planning's Process

- Normalize: 12 Planning staff
 attended inaugural Government
 Alliance on Race and Equity
 (GARE) year-long learning cohort
 in 2016 (along with 15 SFPUC
 staff)
- Organize: Core Team formed (2016) – executes day-to-day work.
- Organize: Action Plan work began (2016)

- Normalize/operationalize:
 Launched internal staff training
 (2017) 70% complete
- Organize: Steering Committee set up (2018) – staff and management representation from every Department division

Planning's Racial and Social Equity Initiative Components

- 2016-18: Phase I Action Plan for internal functions
- 2019: Phase II Action Plan for external functions
- Ongoing:
 - Implementation and integration into existing work
 - Monitoring and tracking performance measures
 - Updates to the Plan every 3-5 years, with annual reporting to Commissions and community on progress



Racial & Social Equity
Action Plan Phase I

Plan Outline Phase I (internal)

- I. Racial & Social Equity Vision & Background
- II. Current Conditions

External San Francisco Conditions

Internal Conditions - Department survey

- III. Phase I Racial and Social Equity Strategy (goals, objectives, actions)
- IV. Phase I Implementation Next Steps
- V. Phase II Overview



Goal 2: Organizational Culture and Staff Capacity-Building

Examples:

Objectives:

Conversations about race and racial equity are normalized within the Department context.

Actions:

- Host brown bags, speaker series, and roundtable discussions quarterly.
- Collaborate with other City family agencies within the GARE training network to develop an interagency training program (i.e. share curriculum, cross-train, etc.).



Implementation Process and Tools

Racial Equity Objectives	Resources	Accountability	Budget	Start	Finish	Statu
81. Provide racial equity orientation for new staff, commissioners, interns and volunteers.	New employee orientation and handbook Commissioners' orientation materials	Office Manager Director of Cultural Affairs Commission Secretary		Quarter 3 FY 18-19	Ongoing	

Soal	Objectives		iated Actions	Performance Measures & Accountability -		Implementation Timeline				Due Date /	Lead Staff
				results and outcor How much did we do? (e.g. # of activities)		(comple 0-6 months		1-2 years	2-5 years	Status	
1.	Hiring, Recruitment and Retention goal:			activities	% completion)		Au				
	Staff recruitment strategies are consistent, inclusive, easy to understand, transparent, and work to advance racial and social equity and diversity.	1.1.1	Analyze current outreach and recruitment strategies to determine whether practices are consistent across divisions and include strategies to advance equity and broaden job posting distribution.								

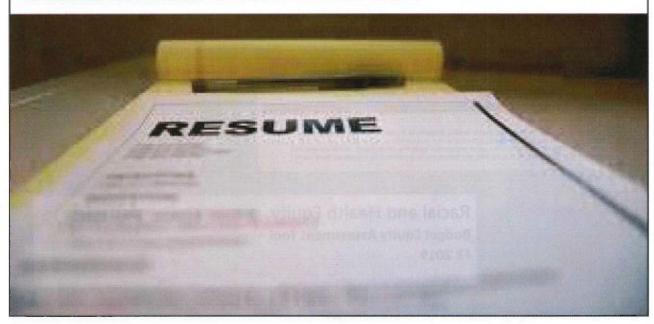


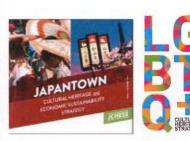
Interim Racial and Social Equity Assessment Tool

Key Questions / Steps:

- · Who will benefit?
- · Who will be burdened?
- Have we talked to stakeholders who may be affected?
- What are the possible unintended consequences?
- How can we mitigate negative unintended consequences for vulnerable communities?
- How can we develop strategies to advance racial and social equity?

APPLICATION TO HIRING PRACTICES AND INTERNSHIPS





Understand the challenges, needs, and priorities of the community as they relate to cultural/historic preservation, barriers to existing services, etc.



Assess the City's existing cultural and historic preservation programs and policies (i.e. Landmarks, Legacy Business Program, Heritage Conservation Element, etc.)



Propose recommendations to enhance existing programs and policies, and suggest new tools and policies that may be needed.

APPLICATION TO HISTORIC PRESERVATION PROGRAM

What are unintended consequences, opportunities to advance equity, etc.



Next Steps

Phase II: Goal Themes

- Historic Preservation
- Environmental Analysis
- Community Outreach, Engagement and Communications
- Community Plan Development and Program Delivery
- Data Analysis
- Urban and Public Space Design
- Regulatory & Design Review
- Policy and Legislation Development
- Development Agreements
- Fees
- Planning Code Enforcement

Next Steps

Phase II Action Plan (2019):

Development of goals, objectives and contents

Communication (early 2019)

 Roll out community engagement plan and webpage with information

Phase I Action Plan (by spring):

- Finalize implementation details
- Return to Commissions for an action in March/spring

Training & Brown bags (by spring):

- All employees complete training by March, future hires will go to Human Rights
 Commission training
- · Commissioners training

Ongoing:

- Implementation, tracking and updates to the Plan every 2-3 years
- Annual reporting on progress to community and Commissions
- Integration of tools and learning into existing projects

Some Key Issues to Keep in Mind

- Identify implementation resources.
- Balance multiple priorities (e.g. accelerate review of housing permits and integrate equity).

San Francisco's Vision
A safe, vibrant and inclusive City of shared prosperty

 Coordination and consistency (definitions, data, etc.) across City Departments.

