



Equity Resolutions And Racial & Social Equity Action Plan

Planning Commission Informational Hearing - June 9, 2021

Planning Commission Equity Resolution - Tasks in progress:

- ✓ Expand funding and implement **Racial and Social Equity Action Plan**
- ✓ Use the Racial and Social Equity tool to **assess budget**
- ✓ Amend **hiring and promotion practices** to address diversity at all levels
- ✓ Build equity accountability through **metrics and reporting**
- ✓ Develop targeted **policies and programs** on health, economic and housing recovery from the COVID-19 pandemic
- ✓ Amend the General Plan to **explicitly prioritize racial and social equity** – starting with the Housing Element
- ✓ Expand and fund **community engagement and community planning** to ensure these communities' representation and participation in plans and policies

Phase 1 Updates - 2020 Version

2019 PHASE 1 PLAN TOPICS	ORE's PHASE 1 2020 REQUIREMENTS
Hiring, Promotions & Retention	Hiring and Recruitment
Organizational Culture & Staff Capacity	Retention, Promotion and Protection
Budget & Resources (ORE will include topic in Phase 2)	Discipline and Separation
Contracting & Procurement (ORE will include topic in Phase 2)	Diverse and Equitable Leadership and Management
	Mobility and Professional Development
	Organizational Culture of Inclusion and Belonging
	Boards and Commissions

DRAFT Commissions' Goal

The Planning Commission and Historic Preservation Commission ensure representation of voices from the communities that are shaped by the Commissions' decisions, particularly from historically underrepresented groups. Guided by their Equity Resolutions, they are racially and socially equitable and inclusive in their decision-making process.

Phase 1 Action Plan Implementation Progress:

Action Status	#of Actions
Ongoing (ongoing actions, some require updates with equity best-practices)	54
In-Progress	39
Not Started	14
Complete (one-time action)	4
Total	111

Implementation Tracking Web Page Launch this Fall

Click to see progress made, data, and more info for each goal



**HIRING AND
RECRUITMENT**



**RETENTION AND
PROMOTION**



**DISCIPLINE AND
SEPARATION**



**DIVERSE AND
EQUITABLE LEADERSHIP**



**MOBILITY AND
PROFESSIONAL
DEVELOPMENT**



**ORGANIZATIONAL CULTURE
OF INCLUSION AND
BELONGING**



**BOARDS AND
COMMISSIONS**



**RESOURCE
ALLOCATION**



**PROCUREMENT
AND CONSULTANTS**



**DEPARTMENT
FUNCTIONS**



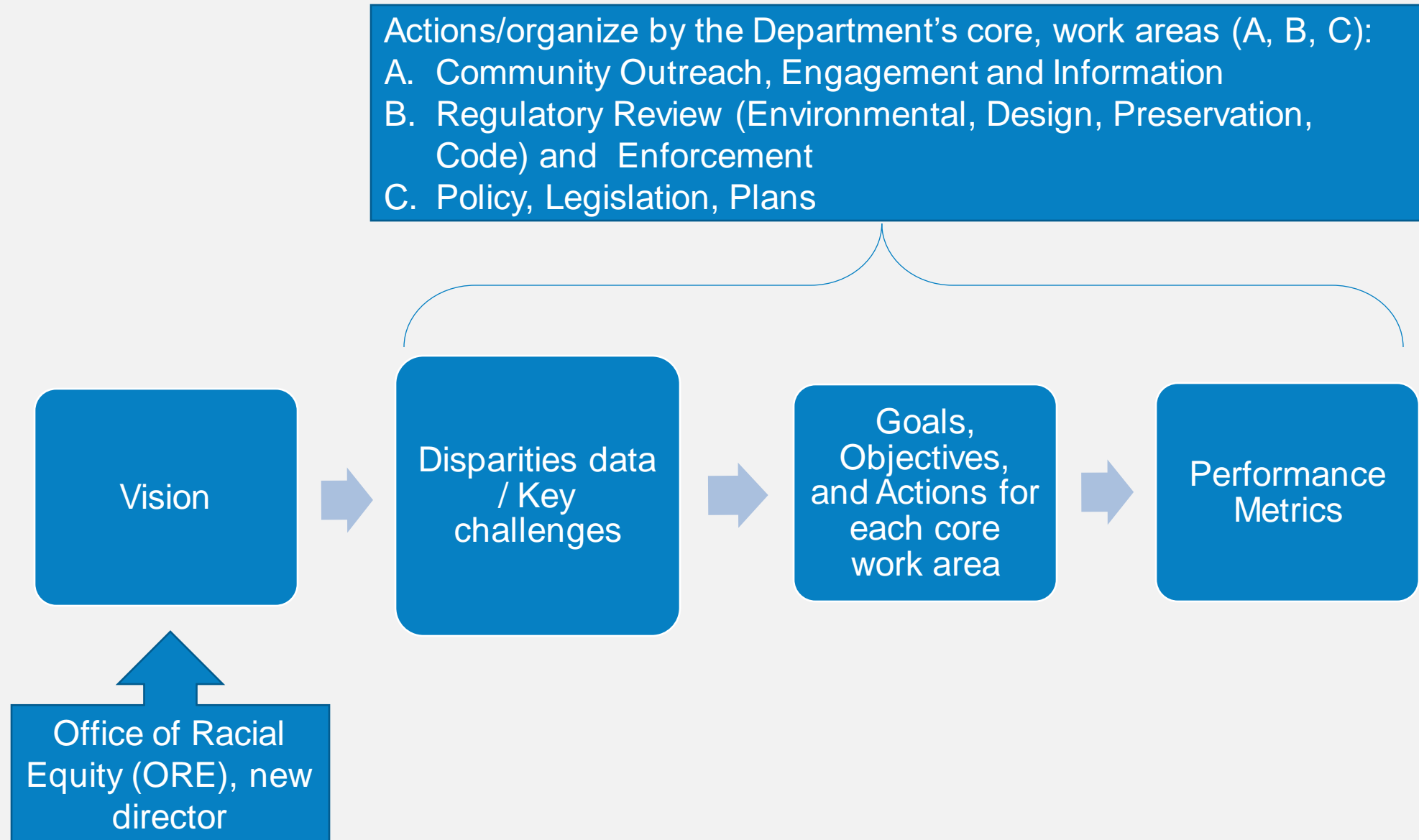
Update AND Proposed
Approach for Phase 2 Plan
Development

Phase 1 Action Plan Adopted Vision

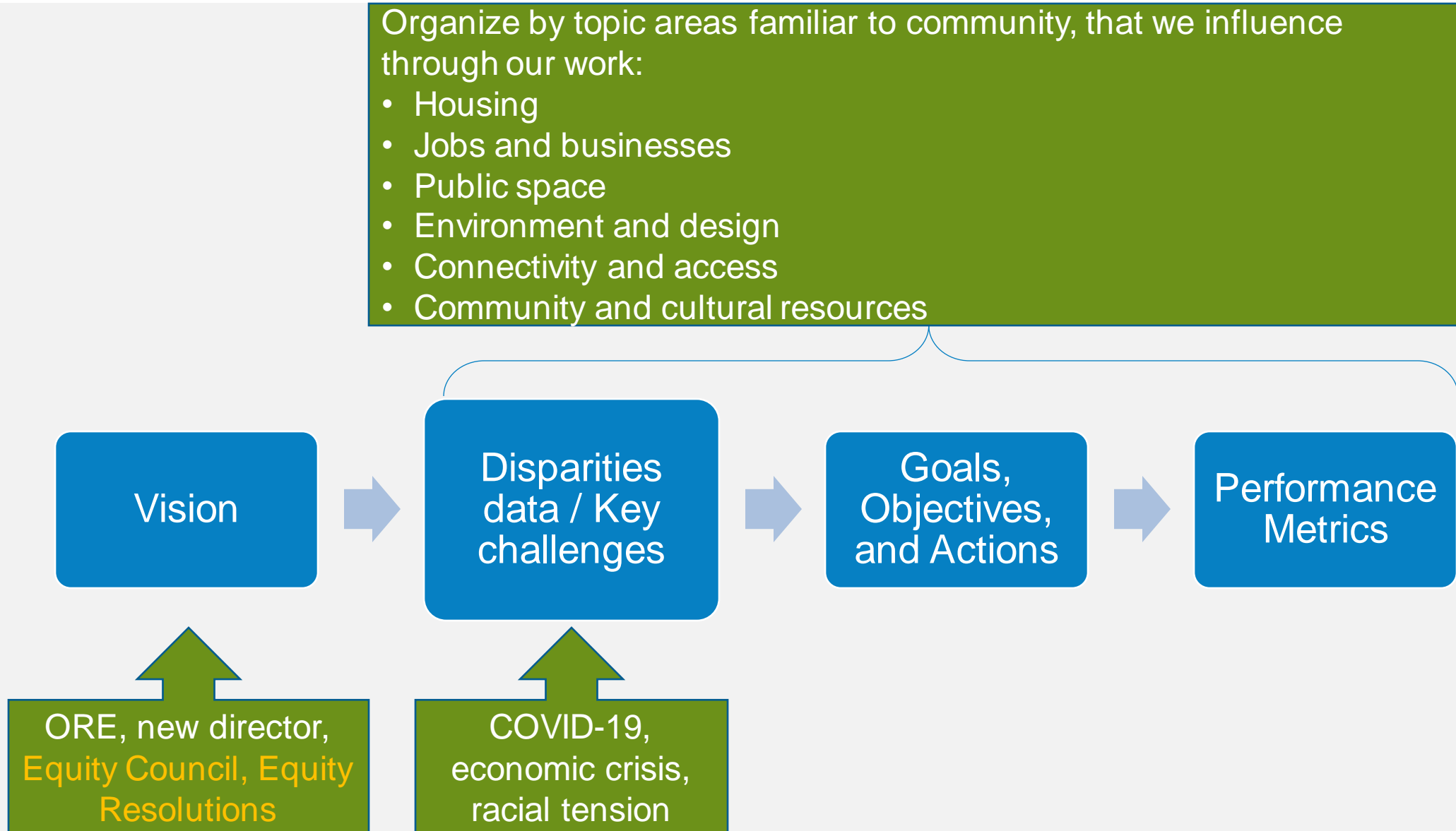
We envision inclusive neighborhoods that provide all with the opportunity to lead fulfilling, meaningful, and healthy lives. We envision a city where public life and public spaces reflect the past, present and future of San Franciscans. We envision a city where a person's race does not determine their lives' prospects and success.

We envision an inclusive Planning Department and Commissions that represent and engage the communities we serve. We envision a Department that proactively infuses racial and social equity in both internal operations and external Planning work. Together, we are reimagining what the Planning field is and can be – inclusive, diverse and one that centers racial and social equity both as a practice and as an indicator of success.

Initial (2019-20) Framework for Phase 2 Action Plan Development



Revised, Community-FOCUSED Framework for Phase 2 Action Plan DEVELOPMENT



Equity-focused Questions TO GUIDE Phase 2 Development:

- How can we ensure access to resources, knowledge and our processes (permit / policy / information) to communities of color and other marginalized communities?
- How can our regulatory review (CEQA, design, Planning Code, Preservation, etc.), policy, and plan work address racial and social equity?
- What are the neighborhoods that need attention to address current needs and historic inequities?
- What are the major policies to focus on to prioritize transformational and systemic change?

Phase 2 Actions under Implementation:

Regulatory/Permit Review (CEQA, design, etc.)

- ✓ Planning Code Audit (will inform Phase 2)
- ✓ Regulatory Impact Analysis (will inform Phase 2)

Community Engagement & Information

- ✓ Community Engagement Guidelines
- ✓ Citywide Communication Strategy
- ✓ Augmented resources and targeted engagement strategies during Shelter-in-Place
- ✓ Notification Improvements

Phase 2 Actions under Implementation:

Policy, Legislation, Plans

- ✓ Equity Impact Assessment tool applied to proposed BoS legislation and long-range planning
- ✓ Incorporation of racial & social equity + environmental justice in the General Plan (will inform Phase 2)
- ✓ Process to engage with Cultural Districts during project review
- ✓ Recovery Strategies

**Next
Steps**

**RACIAL &
SOCIAL
EQUITY**



Next Steps (through end of 2021):

1. Continue data collection and mapping to inform Phase 2 (summer/fall)
2. Meet with Community Equity Advisory Council to discuss equity definition, proposed Phase 2 approach, priority issues and initial data (summer)
3. Coordinate community engagement for racial and social equity and environmental justice updates to the General Plan (summer-fall)
4. Finalize Phase 1 with Office of Racial Equity (ORE) feedback (fall)
5. Continue Phase 1, Equity Resolutions, and Key Phase 2 projects implementation informing Phase 2

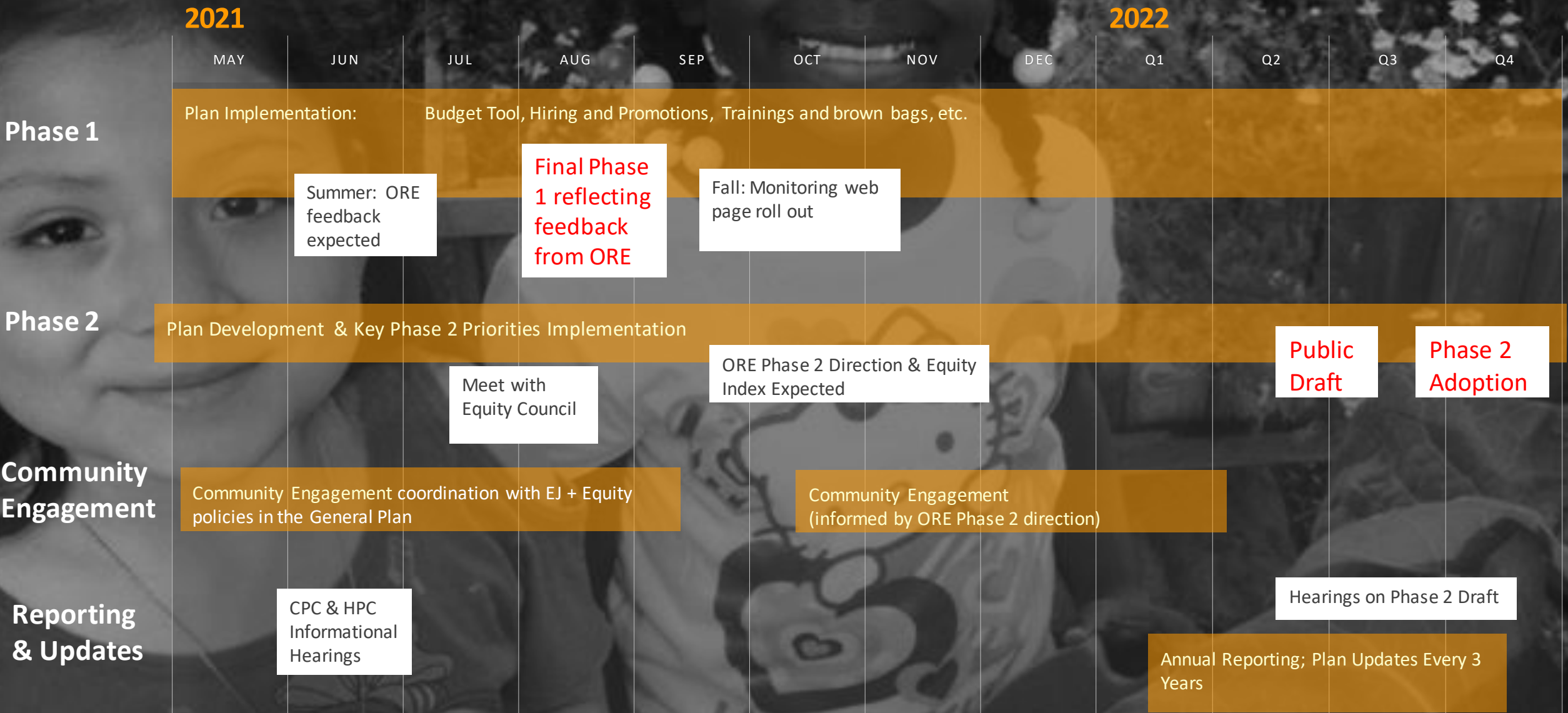
Commission Direction/Discussion

1. Feedback on draft Commissions' goal
2. Can the proposed, revised approach set us on a transformational path in all of our equity work? What are additional key and productive questions to address the core equity challenges?
3. Are there other priorities Commission thinks we should implement soon?

End

Racial & Social Equity Action Plan Timeline

(Updated May 2021)



Prior/extra slides

Policy topics raised during community engagement and public comment to date

Housing

- The role of market rate housing
- Implement the Affordable Housing Strategies and the Community Stabilization Initiative's key priorities to advance racial and social equity.
- Create Planning Code controls to prevent or discourage corporate rental housing and other informal rental housing.
- Research, create, and enact legislation to prevent and/or mitigate impacts of real estate speculation and profit management.*
- Research deed restricting legislation aimed at maintaining and increasing affordable housing.*

Open Space

- Continue to work with our agency partners and community members to create new and reimagine existing public spaces that are inclusive to all people.

Policy topics raised during community engagement and public comment to date

Economic Development / Small Businesses

- Enact a moratorium on new alcohol and cannabis licenses in neighborhoods with vulnerable communities (e.g. the Mission, Tenderloin, and SOMA neighborhoods). *

Wealth Gap/Income Inequality

- Use a restorative legislation policy framework that addresses displacement, redlining, segregation, exclusionary zoning, and other systemic injustices that have contributed to income inequality and the racial wealth gap, and still exists in some forms (appraisals, mortgages, etc.).

Preliminary community feedback

Community Outreach, Engagement, and Communication

- Information, meetings and workshops can be inaccessible to certain community members making inclusion in decision-making inadequate
- Need to increase staff cultural competency
- Need for a bold equity voice

Regulatory and Design Review

- Development review process, including design, is limited in access, influence and inclusion of socio-economic information
- Need pro-active and additional enforcement resources
- Need for community-serving, small business and nonprofit support

Preliminary community feedback

Historic Preservation

- Limited historic and cultural preservation of vulnerable and historically underrepresented communities

Policy, Community Planning, and Legislation

- Community planning process is disjointed
- Affordable housing and density bonus projects could better advance equity

Staff, Commissioner, and Community Advisory Committees

- Not sufficient diversity among staff, Commissioners, and Community Advisory Committees

Progress on Response to Equity Resolutions

Prioritizing equity

- ✓ Expanding resources and elevating community equity work
- ✓ Strengthening community engagement

Staff

- ✓ Working with DHR's new Diversity Equity and Inclusion Team to analyze recruitment and hiring practices.
- ✓ Continuing foundational training and brown bags for all staff.
- ✓ Racial & Social Equity objectives included in staff performance plans.
- ✓ Evaluating internships and youth engagement work.

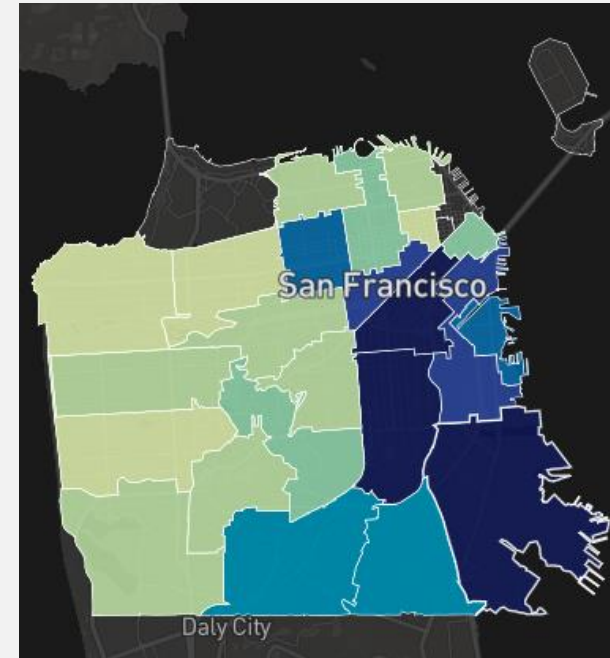
Preliminary Response to Equity Resolutions

Policies and strategies

- ✓ Develop targeted policies and programs on health, economic and housing recovery from COVID-19.
- ✓ Advancing racial and social equity through historic preservation work as part of Phase II.
- ✓ Housing Element engagement leading with racial and social equity.

Analysis and Metrics

- ✓ Equity budget tool applied to proposed FY20-22 budget.
- ✓ Racial & Social Equity Assessment Tool for staff.
- ✓ Metrics development underway.

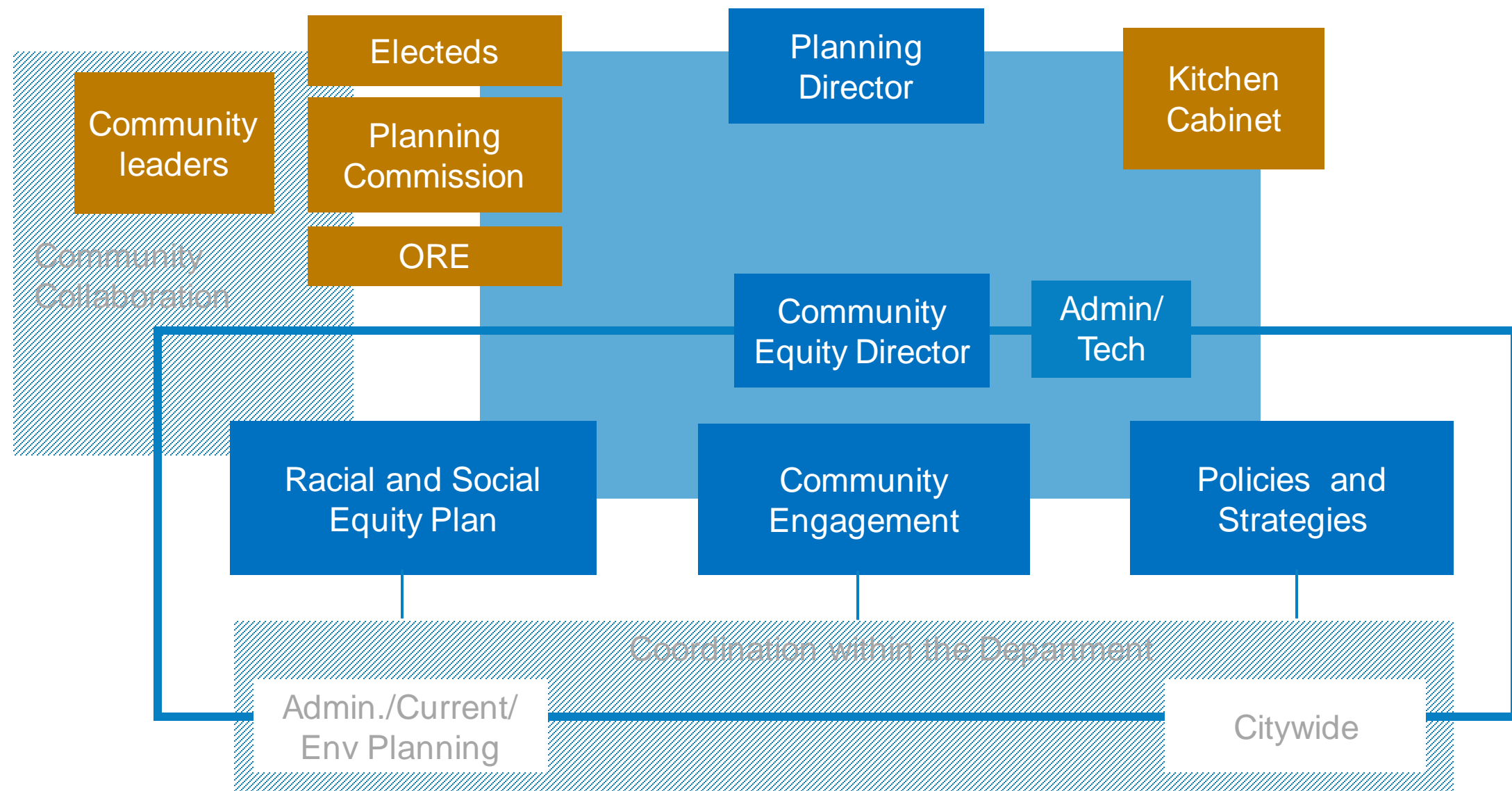


Community Engagement – Fall Tasks

1. Summarize community input gathered 2019-20
2. Convene community leaders to discuss racial and social equity definition, framing equity and Racial & Social Equity Plan Phase II
3. Expand community engagement strategies:
 - Develop a strategy to maximize participation across communities during shelter-in-place
 - Integrating Communications and Community Engagement staff
 - Expanding engagement resources for targeted communities



COMMUNITY EQUITY TEAM



Additional Phase I Implementation Priorities

- Training
 - Advanced training for managers
 - Fairness in Hiring and Implicit Bias training
- Enhanced recruitment and outreach lists for:
 - Hiring
 - Contracting and grants
- Guidelines and/or criteria for:
 - Hiring managers, resume reviewers and interview panelists
 - Consultant expectations and scoring criteria

