



SAN FRANCISCO HUMAN SERVICES AGENCY

Department of Benefits and Family Support

Department of Disability and Aging Services

Office of Early Care and Education

P.O. Box 7988
San Francisco, CA
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www.SFHSA.org



London Breed
Mayor

Trent Rhorer
Executive Director

RESOLUTION TO ADVANCE RACIAL EQUITY AND CONDEMN AND COMBAT ALL FORMS OF DISCRIMINATION AND RACISM

WHEREAS, the San Francisco Office of Racial Equity (“ORE”) defines institutional racism as institutional and cultural practices that perpetuate racial inequality and structures benefits to advantage powerful groups at the expense of others. Systemic racism is the joint operation of institutions to produce racialized outcomes, even in the absence of racist intent and is cumulative, pervasive, and durable. Interpersonal racism occurs between individuals and constitutes holding of negative attitudes towards a different race or culture; and

WHEREAS, anti-Black racism is hostility towards, opposition to, pathologizing of and racism towards Black people and culture, manifested through individual, internalized, interpersonal, institutional or systemic interactions, decisions, processes, and outcomes; and

WHEREAS, racial equity is a set of social justice practices, rooted in a solid understanding and analysis of historical and present-day oppression, aiming towards a goal of fairness for all. As an outcome, achieving racial equity would mean race no longer determines one’s socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live. As a process, racial equity is applied 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 lives; and

WHEREAS, the City and County of San Francisco government has a long history of creating and enforcing laws, policies, and institutions that have perpetuated and promoted racial inequities – intentionally or unintentionally – in the City and County of San Francisco (“the City”) that have resulted in negative impacts in the lives of Black, Indigenous, Latinx, Asian and Pacific Islanders, and other people of color. These conditions have created racial inequities that are also compounded by the intersection of race with class, gender, sexuality, immigration status, age, disability, and other social identities and experiences that result in inequitable treatment and opportunities; and,

WHEREAS, Black people were systematically displaced by urban renewal, gentrification, and redevelopment in San Francisco which subsequently led to a persistent decline in the Black population at nearly four times the rate of the San Francisco Bay Area overall. Black people represent 37% of the City’s unhoused population and only 4.9% of the overall population. Black residents comprise nearly 40% of all public housing residents. Black families in San Francisco have the lowest median household income of all racial groups at \$30,000 per year. Amongst the transgender community, Black transgender women disproportionately experience fatal violence, unemployment, poverty, and homelessness; and

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WHEREAS, the Human Services Commission (“Commission”) has reflected on the current events of COVID-19 and its disproportionate effects on Black, Indigenous, Latinx, and other communities of color, particularly older adults and people of color. As of October 27, 2020, adults over the age of 60 represent 77% of all COVID-19 deaths in San Francisco. Latinx communities comprised 49% of diagnosed COVID-19 cases and 24% of the deaths in the City, yet comprise only 15% of San Francisco’s population. Black communities comprised 6.0% of COVID-19 deaths, even though they are 5% of the population; and Asian communities comprised 38% of deaths and are 34% of the population. In a study UCSF conducted in the Mission District in April 2020, 95% of the people who tested positive for COVID-19 were Latinx. 82% of those who tested positive reported having been financially affected by the economic fallout of the pandemic, and only 10% reported being able to work from home; and

WHEREAS, the Commission has reflected on the murders of George Floyd, Breonna Taylor, Ahmaud Arbery, Alex Nieto, Mario Woods, Luis Góngora Pat, Daniel Prude, Elijah McClain, and countless others that have lost their lives as a result of police racism and brutality; and

WHEREAS, the Commission recognizes the recent increased rates of violence and harassment against Asian Americans across California and specifically in San Francisco, exacerbated by racist rhetoric connected to COVID-19. More than 800 anti-Asian American hate incidents related to COVID-19 were reported across in California between March and June. The incidents include physical attacks, verbal assaults, workplace discrimination and online harassment; and

WHEREAS, as a social services agency whose mission is to promote the well-being and economic security of San Francisco’s diverse residents, the Commission recognizes the Department’s unique position to address issues of racial inequity as a critical component of our charge to create lasting and positive impacts on the individuals and families who call our City home. The Commission acknowledges the Department’s critical role as an essential service provider to more than 225,000 unique persons; more than one and four City residents is a client of the Department. The Commission recognizes its responsibility and ability to impact the lives of indigent single adults, and low income and ‘at risk’ families; and

WHEREAS, the Department is committed to cultivating a workplace environment in which its employees of all racial and ethnic backgrounds feel respected, valued, and supported to carry out the Department’s mission; and

WHEREAS, San Francisco and other cities across the nation are part of a movement to eliminate institutional racism in partnership with the Government Alliance on Race and Equity (GARE), a national network dedicated to achieving racial equity and advancing opportunities for all.

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The Department's ongoing participation in GARE since 2018 has given staff the training, tools, and support to build the Department's organizational capacity to advance racial equity in its programs, policies, and services. To uncover challenges and opportunities internal to the Agency's culture and operations, the Department initiated an extensive 18-month strategic planning process that included focus groups, stakeholder interviews at all levels of the Agency and labor representatives, a quantitative case study of hiring trends among applicants for the Senior Eligibility Worker role, and a literature review of scholarly and industry research on best practices for advancing racial equity in the public sector. On September 26, 2019, the Department made a presentation to the Commission detailing its participation in GARE, the strategic planning findings in its report entitled, "Advancing Racial Equity at the San Francisco Human Services Agency: Opportunities in Hiring, Promotion, and Organizational Culture" and recommendations for actions to advance racial equity in the Department. Included in the report recommendations is to bring forth a resolution to this Commission condemning racism in all its forms and advancing racial equity at the Department and City at large. In January 2020, pursuant to the recommendation of GARE participants and cohort of Department racial equity leaders, the Department formed an Office of Diversity, Equity, Inclusion, and Belonging in to advance racial equity in all areas of the Department's operations; and

WHEREAS, on September 18, 2018, Mayor London Breed issued Executive Directive 18-02 directing the hiring of full-time staff to focus on diversity recruitment; expanded training on implicit bias, harassment prevention, and cross-cultural communication; and monitoring of disproportionate racial impacts in the imposition of discipline on employees. The Board of Supervisors, through Resolution No. 190547 on July 11, 2019, amended the Administrative Code to create an Office of Racial Equity as a Division of the Human Rights Commission, with authority to create a citywide Racial Equity Framework, analyze the impact of Board ordinances on racial equity, and create a racial reconciliation process; require City departments to create Racial Equity Action Plans and to provide annual updates on such Plans; require City departments to designate employees as racial equity leaders, and require the Department of Human Resources to produce an annual report concerning racial equity in the City workforce; and

WHEREAS, the Board of Supervisors, Human Rights Commission, and the Health Commission have passed resolutions declaring anti-Black racism as a human rights and public health crisis in San Francisco. The Board of Supervisors has requested that City department and agencies prioritize racial equity in all programs; and now, therefore, be it

RESOLVED, that the Human Services Commission condemns all forms of racism, sexism, homophobia, ableism, ageism, and other forms of discrimination; and affirms that all people, including Black, Indigenous, Latinx,

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Asian and Pacific Islanders, and all people of color – have a right to live and thrive in our City and have a right to social services and supports to improve their quality of life and standard of living; opportunities for living with dignity; access to essential services such as food, healthcare, housing, supportive and protective services, community engagement and empowerment, and employment; and

BE IT FURTHER RESOLVED, that the Human Services Commission stands in solidarity with demands for justice and exercise of civil liberties of our fellow San Franciscans and communities across the nation, and affirms that Black Lives Matter; and,

BE IT FURTHER RESOLVED, that the Human Services Commission members will participate in racial equity training to deepen their understanding of institutional racism and what it means to apply a racial equity lens in contracting decisions and community partnerships; once trained, the Commission will apply the tools in the GARE Racial Equity Toolkit to its decision-making processes and assessment of departmental outcomes; and,

BE IT FURTHER RESOLVED, that the Department must carry its responsibility for delivering services in the communities it serves with a focus on racial and social equity; and,

BE IT FURTHER RESOLVED, that the Department continue to collaborate with the Office of Racial Equity to disaggregate all data by race and prioritize racial equity in all programs; train employees to understand racism in all forms, including anti-Black racism and how it affects individual and population outcomes; and commit to review all decisions and policies with a racial equity lens;

BE IT FURTHER RESOLVED, that the Commission directs all Department staff take affirmative actions to advance racial equity by: (1) expanding the Department's collective knowledge of and capacity to participate in advancing racial equity by creating training and other opportunities for staff to learn how to reduce racial disparities in the workforce and service delivery; (2) ensuring equitable and inclusive access of the Department's services for all San Francisco residents; (3) deploying a racial equity lens in the allocation of the Department's budget and other resources; and (4) advancing racial equity in three key areas of internal operations: (1) staff recruitment and hiring, (2) staff leadership development and promotion, and (3) organizational culture.

BE IT FURTHER RESOLVED, that the Commission directs the Department to build accountability by identifying actions it will implement to advance racial and social equity, including developing performance measures, incorporating a racial and social equity lens in budgeting decisions, and reporting to the Commission on its progress at regular intervals; and,



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NOW THEREFORE BE IT RESOLVED that the Commission hereby ADOPTS the proposed Resolution.

I hereby certify that the foregoing Resolution was adopted by the Commission at its meeting on December 17, 2020.

SCOTT KAHN
President, Human Services Commission

Date