

1    **Resolution Affirming the Human Rights Commission’s Recommendation to Board of Supervisors to**  
2    **Advance Racial Equity by Affirming the City and County of San Francisco’s Responsibility to Address**  
3    **Existing Inequities and by Creating a Racial Equity Indicators Dashboard for Transparency and**  
4    **Accountability.**

5    WHEREAS, under Mayor Ed Lee’s leadership, the City and County of San Francisco (the City) developed a  
6    Strategic Planning Framework in which equity and inclusion were identified as key priorities for all City  
7    operations and Departmental services; and

8    WHEREAS, despite evident prosperity in measures such as low unemployment rate, stark disparities  
9    exist for City residents, especially along racial lines. Race currently predicts worse outcomes for people  
10   of color across the spectrum of key indicators including education, income, housing stability,  
11   incarceration and life expectancy; and

12  
13   WHEREAS, at its hearings on October 26, 2017 and January 25, 2018, the Human Rights Commission  
14   heard about data challenges and existing racial inequities from several City departments; and

15   WHEREAS, the Human Rights Commission also learned at the hearing that 13% of departments do not  
16   capture race/ethnicity data, and of those departments and programs that do, this information is not  
17   consistent across the board, so therefore there is no data standard for the primary lens needed to track  
18   and progress on disparities across systems; and

19   WHEREAS, racial equity is defined as closing the gaps so that race does not predict one’s success while  
20   also improving outcomes for all; and

21   WHEREAS, addressing institutional racism across all levels of government requires leadership and  
22   political will; and

23   WHEREAS, jurisdictions around the country such as Seattle, Portland, and Minneapolis, are working to  
24   address racial inequities in their existing systems by first explicitly naming their responsibility to do so,  
25   which is the foundation to begin integrating equity best practices throughout their systems; and

26  
27   WHEREAS, as a best practice to provide transparency and accountability, these jurisdictions identify a  
28   set of key Racial Equity Indicators to track and report progress towards, and those are presented in an  
29   accessible and meaningful format to the public, such as a dashboard; and

[Affirming the Human Rights Commission’s Recommendations to Advance Racial Equity in the City and County of San Francisco’s Programs, Policies and Services]

1 WHEREAS, the Racial Equity Indicators to be meaningful for systemic change will require data governed  
2 by a data standard for race and ethnicity; and

3  
4 WHEREAS, the Human Rights Commission is dedicated to participating to help realize these best  
5 practices in the City, and **now, therefore,**

6  
7 **BE IT RESOLVED**, that the Human Rights Commission recommends that the Board of Supervisors pass a  
8 resolution affirming that the City has a collective — and urgent — responsibility to address inequities in  
9 its existing systems and their ongoing impacts on San Francisco communities of color. By doing so, the  
10 City can more explicitly begin to integrate racial equity best practices such as an equity assessment  
11 analysis, into its strategic and operational plans; budgeting; hiring; and management and reporting  
12 systems for accountability and performance.

13 BE IT FURTHER RESOLVED, that the City adopt a data standard for race and ethnicity and require  
14 departments and programs to comply by a certain date.

15 BE IT FURTHER RESOLVED, that the Human Rights Commission recommends that the Board of  
16 Supervisors allocate resources for a working group to create a Racial Equity Indicators dashboard. Work  
17 will include identifying the key stakeholders including the community, defining the featured set of  
18 indicators, and defining roles/responsibilities. The working group will present a recommended course of  
19 action and potential items for budget consideration to the Board, with a deadline aligned with the  
20 urgency of the task.

21 BE IT FURTHER RESOLVED, that as a pervasive area of racial disparity is in San Francisco’s criminal justice  
22 system, that the Board of Supervisors require the criminal justice departments to develop a means to  
23 publicly track and report on key indicators in their system, disaggregated by race, such as arrest and  
24 incarcerations rates, and that that effort align with the Racial Equity Indicators work above.

25 BE IT FURTHER RESOLVED, that the Human Rights Commission urges the Board of Supervisors and the  
26 Mayor’s Office to continue to work with each other, other City agencies, and community stakeholders to  
27 carefully examine and address racial inequities in current City programs, policies and services, and  
28 develop bold and forward-thinking strategies to advance racial equity in San Francisco.

[Affirming the Human Rights Commission's Recommendations to Advance Racial Equity in the City and County of San Francisco's Programs, Policies and Services]

- 1 BE IT FURTHER RESOLVED, that a copy of this Resolution be submitted to the San Francisco Board of
- 2 Supervisors and the Mayor.