



RACIAL EQUITY STATEMENT AND TWO-YEAR ACTION PLAN

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RACIAL EQUITY

...closing the gaps so that race does not predict one's success while also **improving outcomes for all**

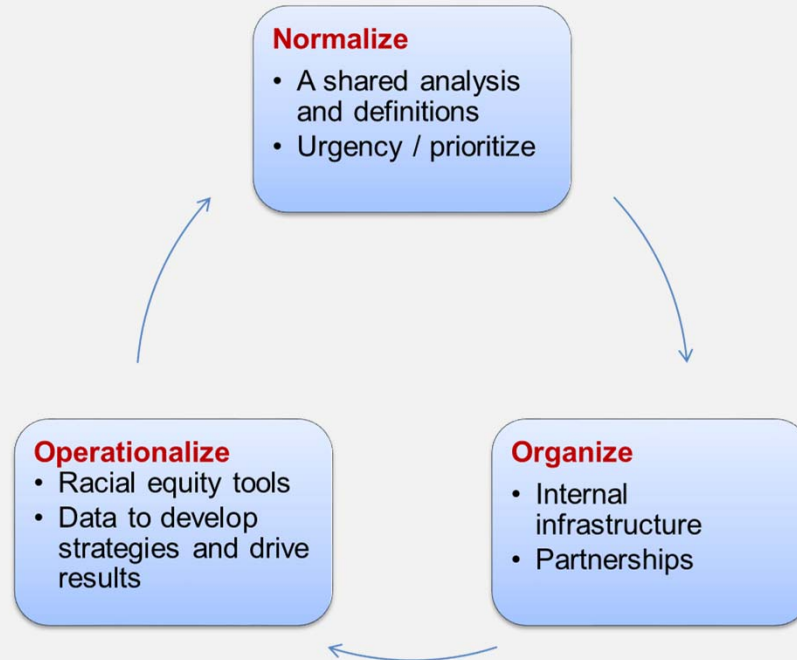
San Francisco Human Rights Commission

THE PATH TO EQUITY

- **Racial inequities are deep and pervasive**
 - **Trans women of color are the most likely to be targeted with physical violence**
 - **African Americans aged 35 to 64 are 50% more likely to have high blood pressure than White Americans**

THE PATH TO EQUITY

- Learning an institutional and structural approach can help us advance equity in other areas of marginalization



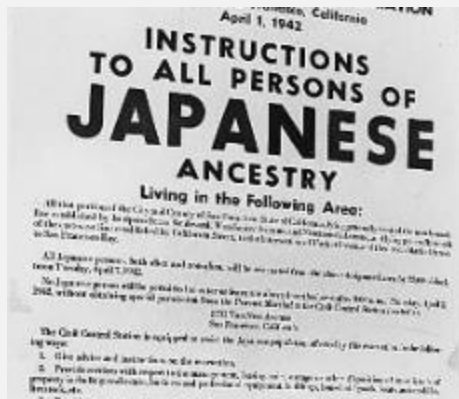
THE PATH TO EQUITY

- Uplifting those who are most disadvantaged benefits everyone – the curb-cut effect



HISTORY OF GOVERNMENT AND RACE

Initially explicit



Government explicitly creates and maintains racial inequity.

Became implicit



Discrimination illegal, but “race-neutral” policies and practices perpetuate inequity.

Government for racial equity



Proactive policies, practices and procedures that advance racial equity.

- Government has a responsibility to advance racial equity

A NATIONAL MOVEMENT IN PUBLIC AND ART SECTOR

- Government Alliance on Race and Equity (GARE)
 - 127 local and regional government jurisdictions
- Studies showing racial disparities in the arts sector
- Grantmakers in the Arts Racial Equity in Arts Philanthropy statement



A LOCAL VALUE

- Long history of community demanding equitable access to arts and culture funding and opportunities in San Francisco
- San Francisco GARE cohort: 32 City departments
- Mayor's equity survey

AN AGENCY COMMITMENT

- Equity as number one agency-wide strategic value
- Cross-programmatic racial equity working group
- Senior racial equity and policy analyst position
- Proposed racial equity statement and two-year action plan

PROCESS

- Organization survey
- GARE suggested actions
- Working group collaborative process
- Two-year plan with statement

STRATEGIC OBJECTIVES

- Building resources
- Establish outcomes
- Collect data and measure progress
- Communication and partnership-building
- Training for staff and commissioners

THANK YOU

