

January 28, 2021
Executive Committee
Commission Meeting
Racial Equity Action Plan Update

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RACIAL EQUITY STATEMENT

The San Francisco Arts Commission is committed to creating a city where all artists and cultural workers have the freedom, resources and platform to share their stories, art and culture and where race does not predetermine one's success in life. We also acknowledge that we occupy traditional and unceded Ohlone land. Fueled by these beliefs, we commit to addressing the systemic inequities within our agency, the City and County of San Francisco and the broader arts and culture sector. This work requires that we focus on race as we confront inequities of the past, reveal inequities of the present and develop effective strategies to move all of us towards an equitable future.

RACIAL EQUITY ACTION PLAN SUBMISSION

SFAC submitted the Phase 1 Racial Equity Action Plan to staff, Commissioners and the Office of Racial Equity on December 31, 2020.

The Racial Equity Action Plan covers three calendar years 2021-2023. It was simultaneously placed on our website on the day of submission.

CURRENT RACIAL EQUITY PRIORITIES

Phase 1 of Racial Equity Action Plan focuses on internal departmental matters.

SFAC Priorities for 2021

- Racial Equity Staff Training
- Monthly staff-led equity related discussions
- Development of workforce practices document that focuses on related topics such as recruitment, retention and professional development

REAP SECTION 7. BOARDS AND COMMISSIONS

Overall Goal

Ensure alignment of Arts Commission decision making with SFAC racial equity action plan and incorporate lessons learned to ensure transparent and responsive decision making.

ONGOING ADMINISTRATIVE ACTION ITEMS

- Racial Equity updates as a standing item at monthly Executive Committee Commission meetings and quarterly for the Full Commission
- Collection of standard demographic data of Commission members- to be included in future annual reports
- Standardize accommodation request protocol for Commissioners

POLICY ACTION ITEMS REQUIRING TIME & RESEARCH

- Review and revise bylaws to include inclusive language and align with the department's racial equity action plan. (Q3-4 2021)
- Adopt a Racial Equity Resolution (Q1 2022)
- Pass a resolution on Ramaytush Ohlone Land Acknowledgement (Q1 2022)
- Incorporate Prop C 2020 passage which removes the U.S. Citizenship requirement to serve on commissions (Q1 2022)

COMMISSION PLANNING

- Develop list of potential Commissioner recommendations for future vacancies (Ongoing)
- Commit to racial equity training (Q3 2021)
- Identify opportunities of cross-collaboration with other commissions (Q4 2021)
- Implement a survey for current and past Commissioners (Q4 2021)
- Develop a racial equity decision-making tool (Q1 2022)
- Develop a mentorship program between newer and older Commissioners (Q1 2022)

DISCUSSION

How should we share Racial Equity information with the Full Commission?

Beyond the Racial Equity Action Plan, what other equity issues are important for us to discuss?

NEXT STEPS

- Review the Section 7. deliverables timeline
- Determine Commission implementation plan

Thank you