

November 23, 2020  
Executive Committee  
Commission Meeting  
Racial Equity Action Plan Update

Sandra Panopio

Senior Racial Equity and Policy Analyst

## 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.

# WHAT IS A RACIAL EQUITY ACTION PLAN?

In 2018, SFAC developed its first ever Racial Equity Action Plan, which is a set of priorities and objectives centered around implementing racially equitable practices in the agency.

This year, the Office of Racial Equity is mandated to direct all City departments to develop and implement their own Racial Equity Action Plans. These plans must be submitted by December 31, 2020.

# CURRENT SFAC RACIAL EQUITY PRIORITY

Development of an updated Racial Equity Action Plan in alignment with ORE timeline

## Phase 1

Focuses on internal programs and policies, workforce as well as boards/commissions. Phase 1 includes a Racial Equity Departmental Assessment and Employee Survey for departments to deliver to inform their plan.

## Phase 2

Focuses on City procurement, contracting/ grants, and delivery of services and programs to San Franciscans. Phase 2 template will be informed more directly by community engagement.

# PHASE 1 - TEMPLATE

Description of Process

Department Background

Current Workforce Demographic Data

Department Survey as of February 2020

Defined Workforce Sections

# PHASE 1 - WORKFORCE

## Sections

1. Hiring and Recruitment
2. Retention and Promotion
3. Discipline and Separation
4. Diverse and Equitable Leadership and Management
5. Mobility and Professional Development
6. Organizational Culture of Inclusion and Belonging
7. Boards and Commissions

# 1. HIRING AND RECRUITMENT

## Goal

Create a comprehensive Hiring & Recruitment plan that focuses on increasing a diverse pool of candidates and hires with relevant artistic and culturally competent experiences and identify existing barriers and create pathways and practices that increase racial equity at SFAC.

## 2. RETENTION AND PROMOTION

### Goal

Reexamine SFAC structures and policies around retention and promotion to ensure opportunities for equitable advancement.



### 3. DISCIPLINE AND SEPARATION

#### Goal

Understand Discipline & Separation Policies. Make these policies clear and provide opportunities for assessment of policies.

## 4. DIVERSE AND EQUITABLE LEADERSHIP AND MANAGEMENT

### Goal

Foster opportunities for open communication between management and staff and implement an inclusive and confidential feedback process to provide input.

# 5. MOBILITY AND PROFESSIONAL DEVELOPMENT

## Goal

Assess and track the internal professional and skills development program.

Ensure that professional development opportunities are equitable and that there are alternative forms of professional development trainings that acknowledge employee limitations

(ie. time/resources/family obligations, etc).

# 6. ORGANIZATIONAL CULTURE OF INCLUSION AND BELONGING

## Goal

Establish and promote mindful communication practices and develop an internal communications protocol that can address important issues in a timely manner.

## 7. BOARDS AND COMMISSIONS

### Goal

Ensure an annual orientation with the Commission regarding department racial equity action goals and progress.

# NEXT STEPS

| <b>Action</b>                    | <b>Date</b> |
|----------------------------------|-------------|
| Review Plan with ORE             | 11/24/2020  |
| Present plan to Full Commission  | 12/7/2020   |
| Finalize and Submit Phase 1 Plan | 12/31/2020  |

Q & A

Thank you