

December 21, 2020  
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.

# 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 RACIAL EQUITY PRIORITY

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

## Phase 1

Focuses on internal programs/policies and workforce, as well as boards/commissions. Phase 1 includes a Racial Equity Departmental Assessment and Employee Survey.

## 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 - 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

# 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.

# 7.1 ENSURE DIVERSE AND EQUITABLE COMMISSION MEMBERS THAT MATCH THE COMMUNITY BEING SERVED.

## 7.1.1 Action

Review and revise bylaws to include inclusive language and align with the department's racial equity action plan.

# 7.1 ENSURE DIVERSE AND EQUITABLE COMMISSION MEMBERS THAT MATCH THE COMMUNITY BEING SERVED.

## 7.1.2 Action

### Data collection of Commissioners

Development of a template that describes pertinent public information of all commissioners including artistic area of expertise and demographics (race, gender, and sexual orientation). Information will be included in the department annual report.



# 7.1 ENSURE DIVERSE AND EQUITABLE COMMISSION MEMBERS THAT MATCH THE COMMUNITY BEING SERVED.

## 7.1.3 Action

Adopt a Resolution on Racial Equity.

# 7.1 ENSURE DIVERSE AND EQUITABLE COMMISSION MEMBERS THAT MATCH THE COMMUNITY BEING SERVED.

## 7.1.4 Action

Expand ability of commission members to hear from diverse voices.

## 7.1 ENSURE DIVERSE AND EQUITABLE COMMISSION MEMBERS THAT MATCH THE COMMUNITY BEING SERVED.

### 7.1.5 Action

Pass a resolution on a Ramaytush Ohlone Land Acknowledgement.

# 7.1 ENSURE DIVERSE AND EQUITABLE COMMISSION MEMBERS THAT MATCH THE COMMUNITY BEING SERVED.

## 7.1.6 Action

Incorporate Proposition C 2020 passage, which removes the requirement of U.S. citizenship and voter registration for individuals to serve on city boards, commissions, and advisory bodies.

# 7.1 ENSURE DIVERSE AND EQUITABLE COMMISSION MEMBERS THAT MATCH THE COMMUNITY BEING SERVED.

## 7.1.7 Action

Adopt Office of Racial Equity racial equity assessment tools to inform decision-making of boards and commissions.

# 7.1 ENSURE DIVERSE AND EQUITABLE COMMISSION MEMBERS THAT MATCH THE COMMUNITY BEING SERVED.

## 7.1.8 Action

### Recommend future Commissioners

As specified by the City Charter, the Arts Commissioners are appointed by the Mayor and SFAC does not have control over new appointments. However, the DCA, staff, and existing commissioners will develop a list of recommendations that can be submitted to the Mayor for consideration when vacancies are available or on the horizon.

## 7.1 ENSURE DIVERSE AND EQUITABLE COMMISSION MEMBERS THAT MATCH THE COMMUNITY BEING SERVED.

### 7.1.9 Action

Implementation of a new survey for past and current commissioners to identify experiences on the commission and suggestions to improve racial equity practices that will inform the updated orientation for new Commissioners.

## 7.2 SAFEGUARD MEMBERS TO FEEL NATURALLY WELCOMED AND VALUED, NOT TOKENIZED.

### 7.2.1 Action

Determine a regular and standardized protocol for accommodation requests, centering people with disabilities, working people, parents, etc.



## 7.2 SAFEGUARD MEMBERS TO FEEL NATURALLY WELCOMED AND VALUED, NOT TOKENIZED.

### 7.2.2 Action

Commit to ongoing racial equity training, being mindful of ongoing and current issues.

**.2 SAFEGUARD MEMBERS TO FEEL NATURALLY WELCOMED AND VALUED, NOT TOKENIZED.**

### 7.2.3 Action

Develop a mentorship program between newer and more experienced commission members.

## 7.3 ENSURE ALIGNMENT OF SFAC RACIAL EQUITY ACTION PLAN WITH COMMISSION ACTIVITIES

### 7.3.1 Action

Racial Equity Updates will be included as a standing agenda item at monthly Executive Committee meetings to provide information on progress of the Racial Equity Action Plan.

A quarterly update on the SFAC Racial Equity Action Plan will be presented to the full commission.

## 7.3 ENSURE ALIGNMENT OF SFAC RACIAL EQUITY ACTION PLAN WITH COMMISSION ACTIVITIES

### 7.3.2 Action

For January 2022, the Arts Commission will include a racial equity component as a category on the annual performance evaluation of the SFAC Director of Cultural Affairs (DCA).

## 7.3 ENSURE ALIGNMENT OF SFAC RACIAL EQUITY ACTION PLAN WITH COMMISSION ACTIVITIES

### 7.3.3 Action

SFAC will institute one regular annual Full Commission meeting at a Cultural Center or community-based organization, rotating neighborhoods each year. These meetings will provide opportunities for community-based discussions on relevant issues on public arts and culture.

Thank you