

August 3, 2020  
Full Commission Meeting  
Racial Equity 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.

# FORMER FY 19/20 RACIAL EQUITY OBJECTIVES

- Earmark resources for racial equity
- Establish racial equity outcomes for each program and for the whole agency
- Collect and analyze demographic data
- Review hiring, retention and promotion practices
- Review grants and artist selection panels, applications and guidelines

## FY 19/20 RACIAL EQUITY OBJECTIVES (CONTINUED)

- Create a cohesive communications plan around the agency's racial equity goals
- Establish strategic partnerships with other City departments, local funders, community partners to build public awareness and further racial equity work
- Continue to provide racial equity trainings to all staff and commissioners
- Empower staff in non-leadership positions to advocate for changes in their programs and agency-wide through multidirectional feedback process

# WORKING WITH THE OFFICE OF RACIAL EQUITY

- Mandated to develop a Citywide Racial Equity Framework and related policy priorities
- Requires all departments to submit a Racial Equity Action Plan by December 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.

# SFAC RACIAL EQUITY ACTION PLAN TIMELINE

Task	SFAC Timeline	ORE Timeline
Assessment of FY19-20 RE Plan	July REWG Meeting	July
Drafting Plan  Series of meetings with subgroups	August-September 2020	Phase 1 and Phase 2 development
Presentation to staff for comment	October REWG Staff Meeting	
Presentation to Commission Executive Committee	TBD	Present draft plan to Commission October-November 2020
Send draft to ORE	October/November 2020	Submit draft RE Action Plan for ORE preliminary feedback
Finalize Plan	November 13, 2020	
Submit Final Plan to ORE and Commission	December 2020	ORE Submission deadline December 31, 2020
Post Plan on SFAC website	December 2020	

# SFAC RACIAL EQUITY ACTION PLAN PROCESS

All staff are racial equity champions and the development of the new action plan will be created by committees that are divided by proposed outcomes.



# PROPOSED RACIAL EQUITY OUTCOMES

- Program Goals
- Data and Demographics
- Grants and Artist Guidelines and Selection
- Communications
- Trainings and Staff Meetings
- Work Culture and Internal Policy and Practices

Q & A

Thank you