

Office of Racial Equity

A division of the Human Rights Commission



Racial equity is a set of social justice practices, rooted in a solid understanding and analysis of historical and present-day oppression, aiming towards a goal of fairness for all. As an outcome, achieving racial equity would mean living in a world where race is no longer a factor in the distribution of opportunity. As a process, we apply racial equity when those most impacted by the structural racial inequities are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

- adapted from Anti-Oppression Resource and Training Alliance (AORTA)

ORE Legislative Mandates

1. The **creation of an Office of Racial Equity** and staff to oversee the following:
2. Development of **Citywide Racial Equity Framework and related policy priorities**—a frame and specific recommendations made to the Mayor and Board of Supervisors about changes to the city's laws, programs, policies, budget and focus areas to address and repair racial disparities; and
3. **Racial Equity Action Plans** for city departments, with recommendations for budget reductions should benchmarks not be met; and
4. The formation of **Racial Equity Leaders** and Core Teams per city department/agency, which are committed to coordinating and designing equitable systems change with respective city departments, and;
5. **Capacity-building and technical assistance** to city departments to advance racial equity strategies; and
6. A **Racial Equity Policy Analysis Tool** for Legislation at the Board of Supervisors to illuminate the impact of policy on communities of color-- before a public vote on policy; and
7. A **Budget Equity Tool** to assess how the City budget decisions and priorities benefit and/or burden communities, specifically communities of color; and
8. The formation of **Racial Reconciliation processes** to publicly address the specific needs of a racial group and its community and culture to 1) repair historical harm done by structural racism and

government-sanctioned actions and 2) inform the process of government service delivery.

9. An **annual release of data about the City's workforce by race** including but not limited to compensation, hires, promotions, disciplinary actions, complaints made (and whether they were investigated); and
10. **Reporting on data regarding City's contracting by race**; and
11. A **biennial report card or 'Racial Equity Index' on how San Francisco as a whole is faring** (cross-sector) with regards to indicators by race, including housing, income/wealth, transit, health, environment, policing/criminal justice and other factors; and
12. **Evaluation** of ORE in five years to determine whether staffing and structures are sufficient to most effectively achieve its mission and objectives.

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