

SAN FRANCISCO
HEALTH SERVICE SYSTEM

RACIAL EQUITY ACTION PLAN

PHASE 1 DRAFT REPORT

December 2020

Racial Equity Action Plan Presentation to Health Service Board

December 10, 2020

Agenda

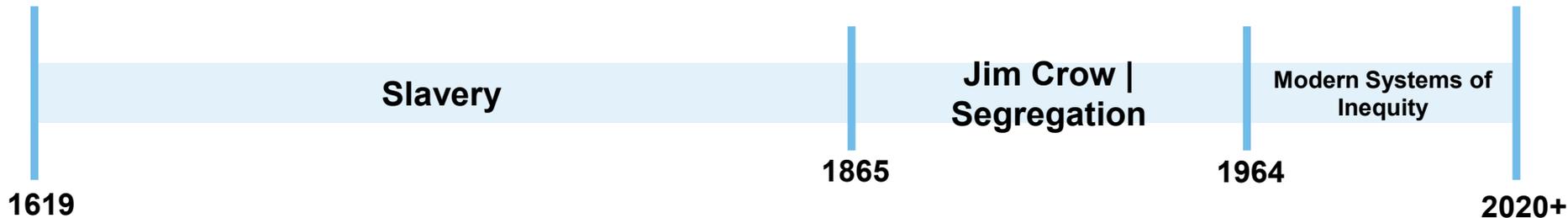
- *History & Legislation: Our Current Climate*
- *Racial Equity Context: Departmental, City-Wide & National*
- *SFHSS Experience & Data-Driven Approach*
- *Birds Eye View: Racial Equity Action Plan*
- *SFHSS Strategic Plan Alignment*

Presentation Aim

- *Provide overview of racial equity work, seek collaborative input, and secure endorsement*

History & Legislation

Our Current Climate



Racial Equity is the just and fair inclusion in society so that all people participate, prosper, and reach their full potential, no matter their race, ethnicity or background

San Francisco Office of Racial Equity

City-wide Racial Equity Mandate

The Office of Racial Equity (ORE) was formally created by legislative ordinance No 188-19. ORE serves as a new division of the Human Rights Commission with authority to create a citywide Racial Equity Framework and mandate the completion of departmental Racial Equity Action Plans (REAP).

www.racialequitysf.org

Government Alliance for Race & Equity

The City and County of San Francisco is a part of GARE's national network of municipal, regional and state governments (100 cities and 30 states) working to achieve racial equity and advance opportunities for all.

www.racialequityalliance.org



OFFICE *of* RACIAL EQUITY

DEPARTMENTAL RACIAL EQUITY ACTION PLANS

Phase I: Organizational Transformation

*Focuses on **internal** staff programs and policies. Phase 1 uses the Racial Equity Survey for departments to inform their plan and center on building empowering workplace environments.*

Target Population: 50+ SFHSS Staff

**Framework Delivered to All CCSF Departments
Core Focus Areas, Templated Initiatives**

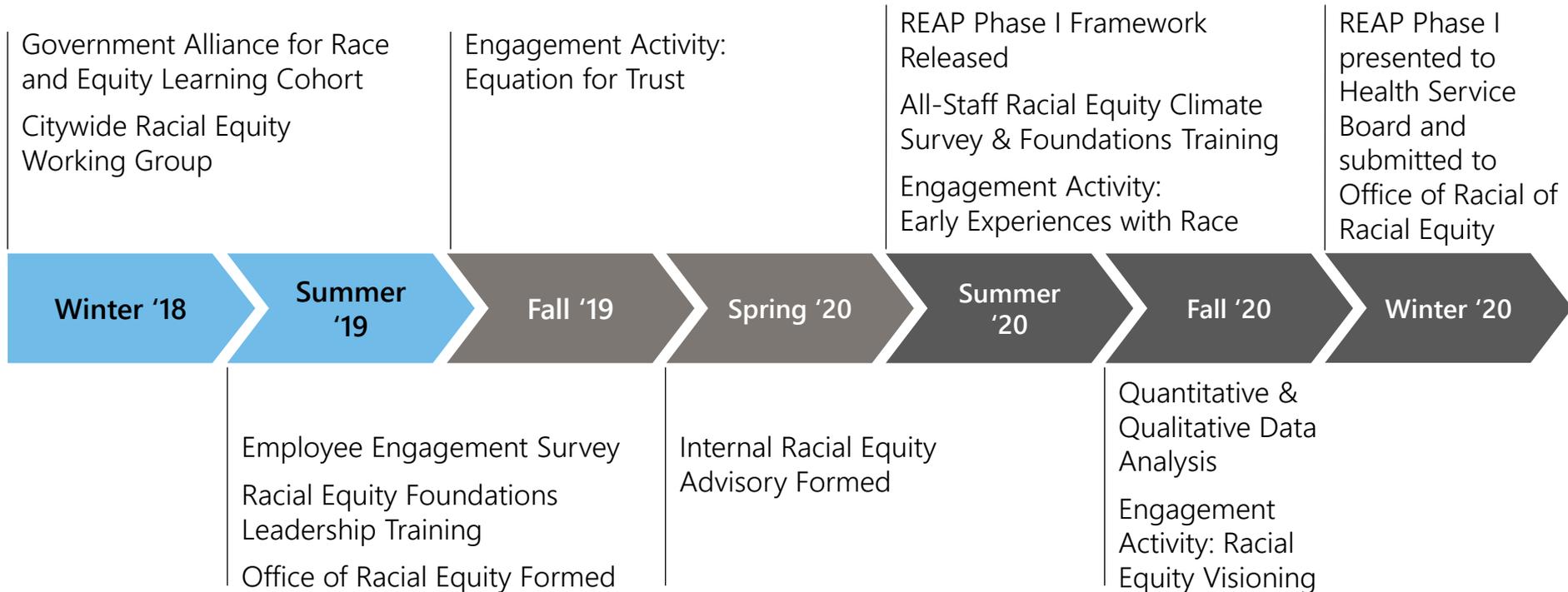
Phase II: Service Delivery

Focuses on the delivery of external services and programs. Phase 2 will center on community engagement and external equity indicators to support vulnerable populations.

Target Population: 120K+ Covered Lives

**Framework Currently Under Development
To be developed by ORE 2021**

Two Year SFHSS Racial Equity Experience



What Drives our Racial Equity Actions

What drives our actions:

- Staff-voiced need and vision
- Quantitative/Qualitative evidence of disparities
- City-wide best practice framework/strategies recommended by the ORE and GARE

Data sources:

- Human Resources Data
- Staff Engagement Survey
- Racial Equity Climate Survey
- Staff Training Feedback & Surveys

Who is better off: internal staff who can thrive in an equitable and empowering workplace environment

Racial Equity Employee Survey Overview

What Are We Thinking About:

- Schemas
- Implicit/Explicit Bias
- Presenting
- Ripple Effect

What Are We Asking Ourselves:

- Hot buttons
- Privilege
- Data
- Lived Experiences

Racial Equity Visioning

What is our vision for an equitable SFHSS?

- What training and qualities are needed to bring this vision to life?
- How does our workplace culture support our staff? Where can we improve?
- How do we check our biases and embody diversity, equity, inclusion?
- What workplace culture policies, programs and activities are part of your vision?

What Are We Thinking About:

- Personal/professional transformation
- Racial Equity Culture
- Challenging race-neutral ideologies
- Dismantle historical occupational segregation

What Are We Asking Ourselves:

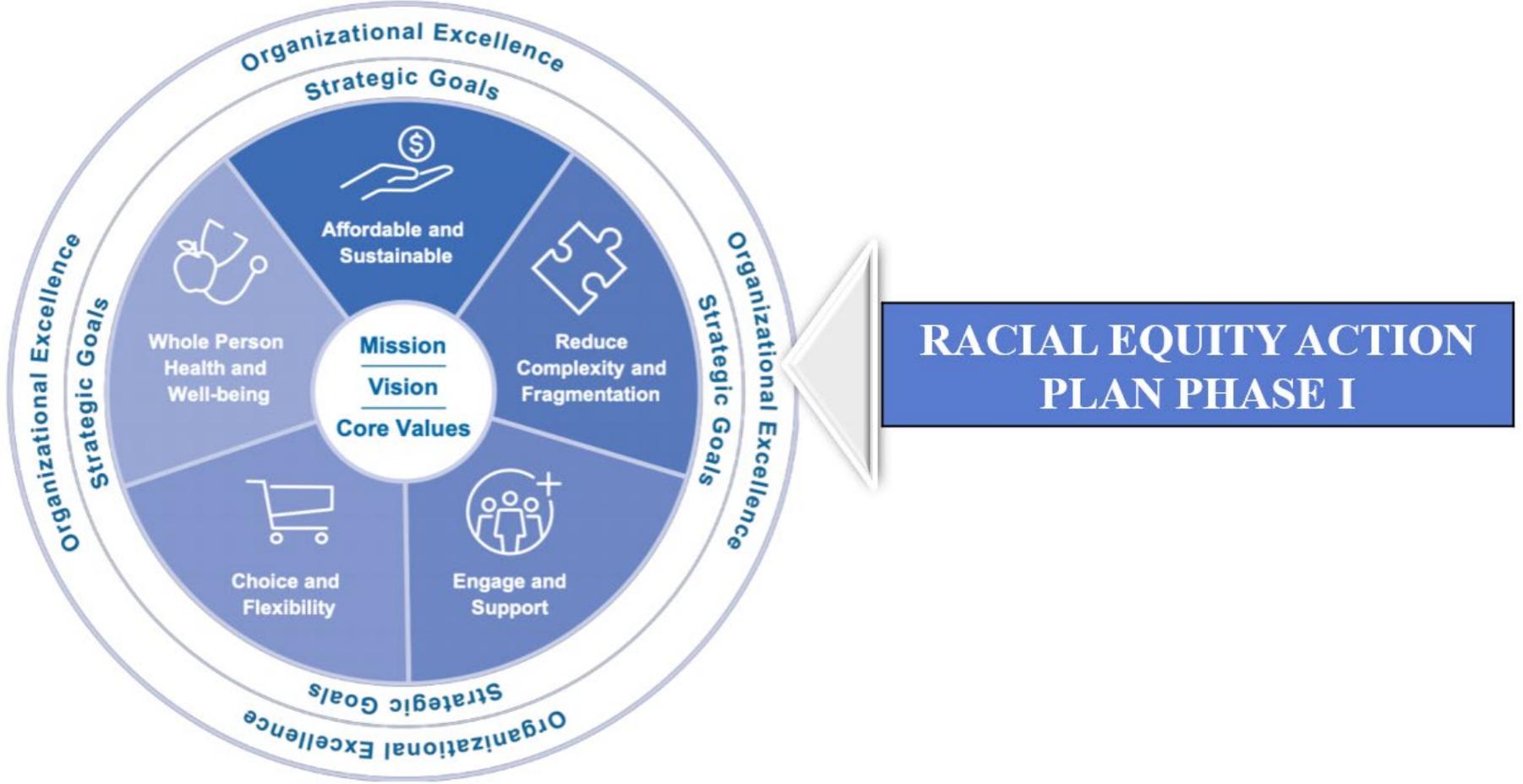
- Lead with race, center with intersectionality
- Micro-aggression/inequities
- Normalize anti-racism training/dialogue
- Center staff-voice

SFHSS Racial Equity Action Plan Initiatives	2021	2022	2023
Organization Culture: Education, Inclusion & Belonging			
Racial Equity Training Schedule	Gray		
Public Racial Equity Action Plan & Reporting	Green		
Racial Equity Climate Survey	Gray		
Employee Recognition & Appreciation Opportunities	Green		
Workforce Data Transparency	Gray		
Staff Engagement Survey		Gray	
Equitable Leadership & Board Development			
Accountable & Inclusive Racial Equity Advisory	Gray		
Leadership Tailored Racial Equity Training	Green		
Board Specific Racial Equity Training	Green		
Supervisors Trained in Compassionate Discipline/Separation			Green
Staff Recruitment, Retention & Mobility			
SFHSS Health/Racial Equity Statement	Green		
HSS/DHR Baseline Skills Survey & Skill Building Pathways	Green		
Job Listings in Non-Traditional/BIPOC Professional Communities		Green	
Standardize Job Descriptions & Interviews to Remove Barriers of Access		Green	
Staff-Centered Prof. Development through Performance Appraisal Process		Green	
Accessible Budget for Staff Training at All Levels		Green	
Policy/System to Track Equitable Discipline & Separation			Green
Standardized Exit Interviews			Green

Gray shaded initiatives have already begun

 Green shaded initiatives will kick-off in their corresponding year.

SFHSS Strategic Plan Alignment



Equity vs. Equality



THE SAN FRANCISCO
HEALTH SERVICE SYSTEM
PRESENTS THE
FOLLOWING SUMMARY
& KEY FINDINGS
THROUGH THE REAP
PHASE I REPORT

- Our department's racial equity work begins internally
- Evidenced based approaches from leaders in the field
- Address disparities in racial representation of BIPOC
- All levels of staff visioning an ideal and equitable state
- Staff shared lived experiences of race equity and inequity
- Discussing race and equity in the workplace

Core focus areas:

Staff Recruitment, Retention & Mobility
Equitable Leadership & Board Development
Organizational Culture: Education, Inclusion & Belonging