

**MEMORANDUM**

**DATE:** December 9, 2021

**TO:** Dr. Steven Follansbee, President, and Members of the Health Service Board

**FROM:** Abbie Yant, RN, MA Executive Director SFHSS

**RE:** Racial Equity Action Plan (REAP) Annual Update Presentation

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Racial Equity Action Plans are required for all CCSF departments as mandated by the Office of Racial Equity (ORE), a division of the San Francisco Human Rights Commission. Senior Health Program Planner and Racial Equity Lead Leticia Harris will be presenting the SFHSS Racial Equity Action Plan Update, focused on building empowering workplace environments through organizational transformation. This presentation provides an annual overview of progress since the Health Service Board endorsement of the REAP and aims to seek ongoing collaborative input.

Enclosed in this packet is a Racial Equity Action Plan Business Initiative Report: Listing of 2020-2022 business initiatives associated with departmental goals. This report measures our department's success in the form of indicators and highlights completion timelines along with commentary on progress. Our department used the provided ORE Racial Equity Framework to develop three department-specific focus areas that capture the integrity of the guidelines and our staff-voiced needs and vision:

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

**Next Steps:** After the preliminary implementation year, the Office of Racial Equity will provide city-wide feedback on departmental Racial Equity Action Plans. Improvement opportunities will be identified in collaboration with the ORE, SFHSS All-Staff, Leadership and Health Service Board to ensure the likelihood of Racial Equity Action Plan successes for the future. Equity will also be embedded in the Strategic Plan 2023-2025 to reinforce our core values of *Respect* and *Inclusivity*.

Attachments:

**Racial Equity Action Plan Annual Update:**

PowerPoint Presentation and Business Initiative Report