What is the Office of Racial Equity (ORE)?
VISION
The North Star
Transforming systems to advance collective liberation
About the Office of Racial Equity

- Legislated in 2019, in response to growing racial disparities in SF and systemic racism in the City’s delivery of services, practices, and systems
- Created because of successful advocacy and organizing by Black City workers, labor leaders, and community members
- ORE is part of the San Francisco Human Rights Commission
- ORE’s authority includes:
  - Citywide Racial Equity Framework
  - Direct City departments to create and follow Racial Equity Action Plans
  - Analyze pending legislation
  - Biennial Food Security and Equity Report contributor
Mandate

Departments are responsible for delivering the underlined items.
Racial Equity Index

What is it?

- Website that highlights key racial equity issues in San Francisco, and a way to measure change (indicators)
- Track change in indicators over time
Racial Equity Index Key Issue Areas

- Wealth-Building, Economic Justice, Workforce & Fair Employment
- Transportation & Mobility
- Education, Knowledge, Community Wisdom
- Policing & Criminal Justice
- Community Health & Wellness
- Housing, Land Use, Homelessness
- Information Technology & Digital Equity
- Climate & Environment
- Arts & Culture
- Food Justice & Sovereignty
- LGBTQIA+ & Gender Justice
- Youth & Elders
- Arts & Culture
New York City

Oakland

Bay Area (PolicyLink)
ORE criteria for prioritizing indicators for initial data work

<table>
<thead>
<tr>
<th>Useful to community</th>
<th>Useful to City staff</th>
<th>Data readiness</th>
<th>Overall set of indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community is discussing, and organizing around</td>
<td>Informs decision-making, further analysis</td>
<td>Can measure change over time</td>
<td>Includes both positive and negative indicators</td>
</tr>
<tr>
<td>Captures historical injustice in community</td>
<td>Can replace an existing proxy</td>
<td>Updated regularly, especially annually</td>
<td>Will show movement within two years</td>
</tr>
<tr>
<td>Visible/tangible in people's daily lives</td>
<td>High-quality data for City accountability</td>
<td>High-quality data available at this time</td>
<td>Includes indicators that require public, private, and non-profit sectors</td>
</tr>
<tr>
<td>Change is a movement towards liberation</td>
<td></td>
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</tbody>
</table>
## Ex: Housing, Homelessness, and Land Use

<table>
<thead>
<tr>
<th>Guiding questions</th>
<th>Who has affordable housing?</th>
<th>Who is receiving housing protection and support?</th>
<th>What is being done to break the cycle of homelessness?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prioritized indicators</td>
<td>• Renter rates</td>
<td>• Eviction notices</td>
<td>• Unhoused people (sheltered and unsheltered)</td>
</tr>
<tr>
<td></td>
<td>• Ownership rates</td>
<td>• Rate of foreclosures</td>
<td></td>
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<tr>
<td></td>
<td>• Median rent and mortgage amounts</td>
<td>• Who is served by housing services, and restrictions on those services</td>
<td></td>
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<td></td>
<td>• Gentrification risk</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>• Public or community owned land and housing</td>
<td></td>
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</tbody>
</table>

Note: Initial data has been compiled for indicators in **bold**
Data challenges named by community

Concerns:
- Data assumptions and methods misrepresent outcomes for specific racial/ethnic groups
- Limited indicators not reflect full reality of people’s lives
- Potential to be a “check the box” exercise, rather than a way to create accountability and transparency

Requests:
- **Validate data methodology and narratives** and **establish consistency** across City depts
- Don’t only use Census (high-level) categories, **match specific histories and experiences**
- Increase relevancy with **additional indicators and data sources**
- **Create accountability** across City departments for data collection/analysis
Food Justice and Sovereignty

- ORE will be working with community groups and other stakeholders on guiding questions and indicators for the whole Index
- Includes Food Security Task Force input

Guiding questions

Prioritized indicators
Food Sovereignty movement envisions a food system that is inclusive, community-led and participatory, without the exploitation of people, land, or the environment.

It identifies and acts to remove the significant structural inequities that exist within our food and economic systems.

This means establish healthy, resilient communities with equitable access to nourishing and culturally appropriate food, land and control over their means of production.
Links

- Office of Racial Equity mandate and legislation
- Vision and values
- Racial Equity Index
- Racial Equity Budget Tools
- Department Phase One Racial Equity Action Plans
- Citywide Summary - Phase One Racial Equity Action Plans
Thank you!

Visit the ORE website:
www.racialequitiesf.org/

Email us:
RacialEquitySF@sfgov.org