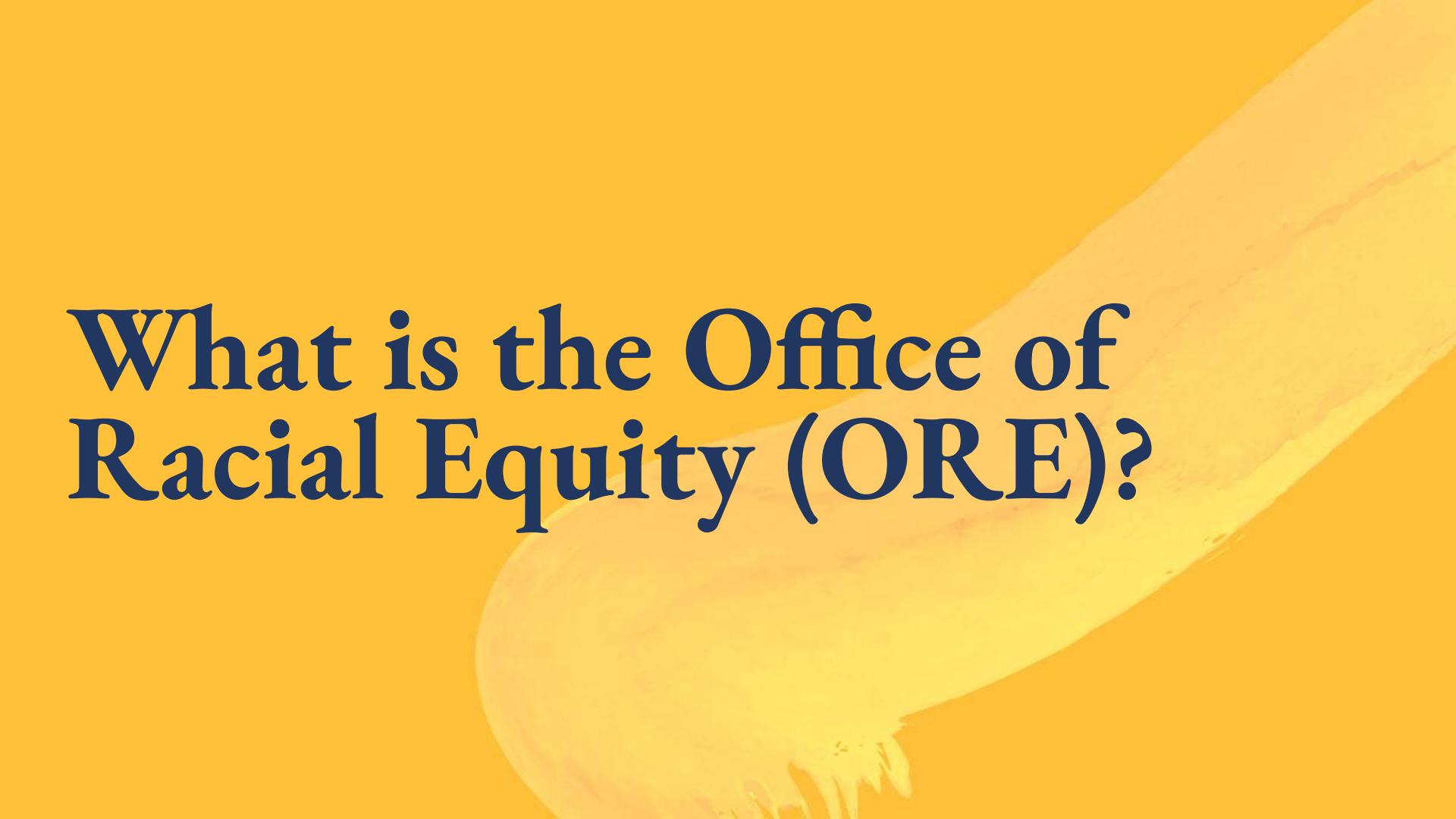


San Francisco Racial Equity Index

Sami Iwata, Senior Advisor
Office of Racial Equity |
San Francisco Human Rights
Commission

SF Food Security Task Force
March 2, 2022





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

OFFICE OF RACIAL EQUITY

Mandate

Departments are responsible
for delivering the underlined
items.

LEARNING & EVALUATION

- Annual Workforce Report
- City Contracts Audit
- Racial Equity Scorecard/Index

COMMUNITY INPUT

STRATEGY

- Citywide Racial Equity Framework
- Policy Priorities
- Budget Priorities

ACTION

- Racial Equity Action Plans
- RE Leaders and Teams
- Policy Analysis
- Budget Equity Tool
- Racial Reconciliation

Racial Equity Index

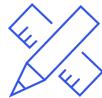
What is it?

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

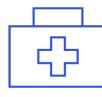
Racial Equity Index Key Issue Areas



Wealth-Building, Economic Justice,
Workforce & Fair Employment



Education, Knowledge, Community
Wisdom



Community Health & Wellness



Information Technology &
Digital Equity



Arts & Culture



LGBTQIA+ & Gender Justice



Transportation & Mobility



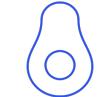
Policing & Criminal Justice



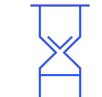
Housing, Land Use, Homelessness



Climate & Environment



Food Justice & Sovereignty



Youth & Elders

Index Examples

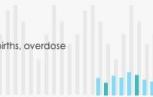
IEQUITY NYC

All Indicators Equity Outcomes City Services Equity Stories About



Health and Well-Being

Explore equity outcomes such as premature mortality, preterm births, overdose deaths, and more.



Overview

New Yorkers continue to lead longer, healthier lives every year. However, decades of discriminatory policies and practices have led to worse physical and mental health outcomes for people of color and people experiencing poverty. The rising cost of healthcare, pollution-generating facilities in low-income communities of color, and different access to nutritious food and outdoor space all contribute to health inequality. COVID-19 has magnified the racial inequities created by our health, education, infrastructure, and economic systems as people of color and undocumented New Yorkers face even greater barriers to quality healthcare and safe working conditions.

Choose an indicator to explore the data

Infant Mortality Rate Overdose Deaths Premature Mortality Rate Preterm Births Youth Feeling Sad or Hopeless

Infant Mortality Rate

Infant Mortality Rate measures a rate of deaths under 1 year of age per 1,000 live births.

START DATE: 2009 END DATE: 2019



Infant Mortality Rate (Citywide) and Infant Mortality Rate by Birth Parent's Borough

New York City

Oakland Equity Indicators

2018 Report Score: 33.5

"Not everything that is faced can be changed, but nothing can be changed until it is faced." —James Baldwin

The City of Oakland developed this website so the public can easily explore the [2018 Oakland Equity Report](#). The report features 75 indicators across six themes: Economic Security, Public Health, Housing, Public Safety and Neighborhood, and Civic Life. The link below is to explore this theme. For all indicators we share information on what was found in the data. To learn more about the process of identifying such indicators and the importance of the data collected, please visit the [Methodology](#) or the [Indicator framework](#).

Overview

Oakland has a long history of activism around issues of inequality and social justice. It is, therefore, not surprising that Oakland was chosen as zero to be among the first cohort of the report's [Indicator partners](#).

Background

The Equity Indicators Report originated as an action in the [Resident Oakland Pitchbook](#) funded by and created in partnership with the [Oakland Climate Commission](#)—funded by the Rockefeller Foundation. [Continue reading...](#)

Methodology

The Equity Indicators methodology was originally developed by the City University of New York's Institute for Local and State Governance (CUNY ISLG) and then adapted for the Oakland context. [Learn more...](#)

Economy



In Oakland and across the Bay Area, there are wide disparities in economic outcomes for different groups. Similar to many in society, result in some residents having more access than others to...

[Read More](#)

Education



Education has long been an area of wide-known disparities in outcomes across racial and ethnic groups both in Oakland and throughout the country; education is also perhaps the single...

[Read More](#)

Public Health



Public health regards to many of the themes in the Equity Indicators Framework. Public health outcomes are vital to housing, quality environment, and neighborhood. Social determinants of...

[Read More](#)

Housing



Affordable, stable, and high-quality housing is a basic right of Oakland residents. Many factors have changed in the existing affordable housing, and racial and ethnic minorities are even more...

[Read More](#)

Public Safety



Public Safety is a critical area of concern for any city. Through historical and modern times, many factors have brought about a sense of distrust in racial and ethnic disparities in public safety. One is a long-standing problem...

[Read More](#)

Neighborhood and Civic Life



For a city to thrive, it is essential that neighborhoods are safe and accessible, and that residents have the opportunity to access key services and hold the city government accountable. Oakland...

[Read More](#)

Oakland

Bay Area Equity Atlas

Q Indicators Research Data in Action Help Center About



PEOPLE

Expanding access to opportunity and removing systemic barriers so all can participate, prosper, and reach their full potential.

The Bay Area's population is one of the most diverse in the nation, and is the linchpin of our cultural and economic vitality. But structural racism and systemic inequities prevent communities of color and Native Americans from accessing the resources and opportunities they need to thrive, while the displacement crisis threatens our diversity. To achieve inclusive prosperity in the Bay Area, we must ensure that all residents across all neighborhoods can access a high-quality education and good jobs that lead to rising standards of living and economic mobility, and that they can live in safe, healthy communities.

People indicators examine our shifting demographics and track how localities are doing to ensure that youth are prepared for college and the workforce, that adults can access quality jobs and rising incomes, and that communities are free from police violence.

 INDICATOR	 Race/ethnicity	 INDICATOR	 Native/ancestry
 INDICATOR	 College readiness	 INDICATOR	 Educational attainment
 INDICATOR	 Median earnings	 INDICATOR	 Police use of force
 INDICATOR	 Income growth	 INDICATOR	 Disconnected youth

Bay Area (PolicyLink)

ORE criteria for prioritizing indicators for initial data work

Individual indicators				Overall set of indicators
Useful to community	Useful to City staff	Data readiness		
<ul style="list-style-type: none">Community is discussing, and organizing aroundCaptures historical injustice in communityVisible/tangible in people's daily livesChange is a movement towards liberation	<ul style="list-style-type: none">Informs decision-making, further analysisCan replace an existing proxyHigh-quality data for City accountability	<ul style="list-style-type: none">Can measure change over timeUpdated regularly, especially annuallyHigh-quality data available at this time	<ul style="list-style-type: none">Includes both positive and negative indicatorsWill show movement within two yearsIncludes indicators that require public, private, and non-profit sectors	

Ex: Housing, Homelessness, and Land Use

Guiding questions	Who has affordable housing?	Who is receiving housing protection and support?	What is being done to break the cycle of homelessness?
Prioritized indicators	<ul style="list-style-type: none">Renter ratesOwnership ratesMedian rent and mortgage amountsGentrification riskPublic or community owned land and housing	<ul style="list-style-type: none">Eviction noticesRate of foreclosuresWho is served by housing services, and restrictions on those services	<ul style="list-style-type: none">Unhoused people (sheltered and unsheltered)

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

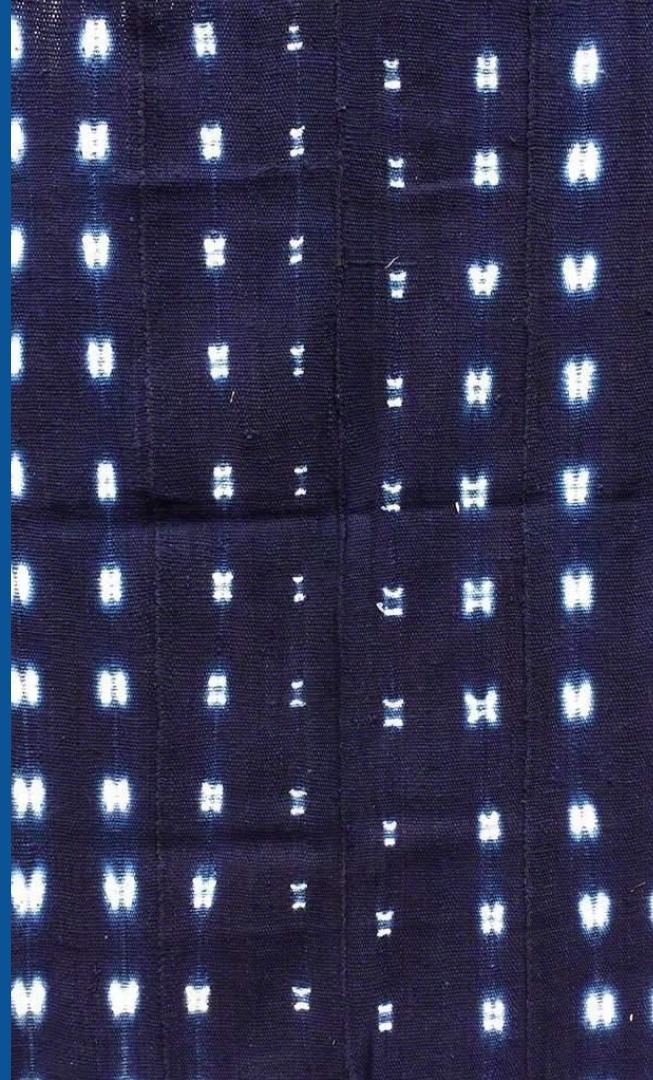
Prioritized indicators

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.**

SF HRC ORE ©2020



Q&A

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.racialequitysf.org/

Email us:

RacialEquitySF@sfgov.org