



OFFICE of RACIAL EQUITY

A DIVISION OF THE SAN FRANCISCO HUMAN RIGHTS COMMISSION

MEMORANDUM

TO: Hon. Mayor London N. Breed
Hon. Members, Board of Supervisors

CC: Angela Calvillo, Clerk of the Board of Supervisors

FROM: Office of Racial Equity, Human Rights Commission

DATE: December 31, 2021

RE: Racial Equity Report Card (“Index”) for San Francisco

Summary

[Ordinance No 188-19](#) directs the Office of Racial Equity to create a Racial Equity Report Card about the “status of Racial Equity and the indicators of success by Race” in San Francisco. Community organizations have noted issues with the accuracy and reliability of initial American Community Survey and other data compiled by ORE and City departments. In 2022, ORE will host community workshops to surface additional data - both quantitative and qualitative - before releasing the Index as a public website.

Introduction

Over the last year, the Office of Racial Equity (ORE) has been developing a Racial Equity Report Card that reflects the “status of Racial Equity and the indicators of success by Race” in San Francisco, as directed by [Ordinance No 188-19](#). ORE now refers to the Racial Equity Report Card as the San Francisco Racial Equity Index (“Index”). The name “Index” reflects that transformational work towards racial justice is ongoing and along a continuum of change, i.e., there is no “A+” rating.

In addition to the December 31, 2021 deadline specified in the [Ordinance No 188-19](#), ORE’s mandate and the *urgency of now* has fueled the drive to release an initial Index to daylight racial disparities and hold San Francisco institutions accountable for dismantling racism. In collaboration with Racial Equity Leaders and other staff across City departments, ORE has identified initial indicators and data for the Index. Early discussions with community stakeholders about the data have surfaced concerns, such as:

- Data assumptions and methodologies that misrepresent outcomes for specific racial/ethnic groups
- Limited indicators not reflecting the full reality of people’s lives
- Potential for the Index to become a performative “check the box” exercise, rather than a means to create accountability and transparency.

Through 2022, ORE will host workshops with a broader set of community organizations to refine the initial indicators, discuss and revise methodologies, and surface additional data - both quantitative and qualitative - before releasing the Index as a public website.

Issue Areas and Indicator Criteria

From December 2020 to March 2021, ORE worked with pro bono consultants through the Office of Civic Innovation’s Civic Bridge program to refine issues areas and narrow the universe of indicators. This included research into other racial equity indices and best practices, a review of the landscape of existing San Francisco measures and reports, and interviews with City subject matter experts. Beyond the issue areas mandated in legislation, ORE identified additional issue areas that are important to the collective liberation of San Francisco’s communities of color. The initial areas and indicators considered are summarized in the Appendix.

<i>Issue areas mandated in legislation</i>	<i>Additional issue areas identified by ORE</i>
<ul style="list-style-type: none"> ● Climate, environment, and transportation justice ● Community health and wellness ● Education, knowledge, and community wisdom ● Housing, homelessness, and land use ● Policing and criminal justice ● Wealth-building, economic justice, and fair employment 	<ul style="list-style-type: none"> ● Arts and culture ● Information technology and digital equity ● Food justice and sovereignty ● Gender justice ● Youth and older adults

ORE used the criteria below to prioritize a limited set of indicators for initial data work with the Controller’s City Performance Group (CPG). From October to December 2021, CPG allocated a set number of hours to source and prepare data for the prioritized indicators, drawing largely on American Community Survey, State, and City datasets and pre-existing analysis categories.

<i>Indicator-Level Criteria</i>	<p>Useful to community</p> <ul style="list-style-type: none"> ● Identify injustice that community is discussing, advocating, and organizing around ● Captures historical injustice in community ● Visible/tangible in people's daily life ● Change in indicator is a movement towards liberation
	<p>Useful to City staff</p> <ul style="list-style-type: none"> ● Useful for further analysis or decision-making ● Can be used to replace an existing proxy indicator ● Important for City accountability and needs to be developed
	<p>Data readiness</p> <ul style="list-style-type: none"> ● Can be used to calculate change over time ● Updated regularly, especially annually

	<ul style="list-style-type: none"> ● High-quality data available at this time
<i>Index-Level Criteria</i>	<ul style="list-style-type: none"> ● Includes both positive and negative indicators ● Will show movement within two years ● Includes indicators that can be moved by public sector, private sector, and non-profit work

ORE also partnered with Civic Bridge again to secure pro bono designers and web developers for the Index. The design and web development team assessed user needs, developed design themes and data visualizations, and prepared an online platform on which the final Index can be released to the public.

Data Concerns and Challenges

Throughout the data sourcing process, ORE presented updates to the Human Rights Commission Community Roundtable. In those conversations, as well as in follow-up discussions with a small number of community organizations, especially the American Indian Cultural District, California Consortium for Urban Indian Health, Friendship House, and Native American Health Center, we have heard several clear concerns about:

- Data assumptions and methodologies that misrepresent outcomes for specific racial/ethnic groups
- Limited indicators not reflecting the full reality of people’s lives
- Potential for the Index to become a performative “check the box” exercise, rather than a means to create accountability and transparency.

These concerns reflect longstanding issues with data collection and analysis practices across all levels of government. ORE’s own review raises the same concerns about the potential for inaccurate and unreliable data narratives to cause further harm. Requests for next steps before ORE releases the Index included:

- **Validate data methodology and narratives with community, and establish consistency across City departments.** Community-based researchers have deep expertise on the limitations of existing federal, state, and local government datasets, and how to accurately analyze data given those limitations. The methodology used for every indicator should be carefully reviewed and validated with them before the Index is released.
- **Report on data for communities of color in San Francisco in ways that match their specific histories and experiences, instead of only using high-level Census categories.** Data for each community needs to be transformed and disaggregated in a different way, given known disparities between and within racial/ethnic groups. Examples included capturing differences in outcomes for: American Indians who are and are not multiracial; specific Asian ethnicities; African immigrants, Afro Latinos, and African Americans; Arabs (who are primarily categorized by the U.S. Census Bureau as white).
- **Include additional indicators and data sources to increase relevancy.** There were many specific suggestions for readily available indicators that:
 - Felt more relevant to daily life experiences (example: eye health)

- Deepened the analysis of a high-level indicator (example: accessibility of care with different types of health insurance vs. overall health insurance coverage rate; neighborhood-based outcomes vs. citywide)
- Broadened the framing of an issue area beyond common and stereotypical narratives about a community's needs (example: justice for survivors of violence and crime)
- **Create accountability for race/ethnicity data collection and analysis across City departments.** Community organizations pointed out that they have repeatedly identified problematic data practices to City departments, but change has been inconsistent and slow. For the Index to be useful, the development process needs to also include intentional coordination among City departments to improve race/ethnicity data practices. Examples cited include:
 - Use specific race/ethnicity categories that are meaningful to local communities of color, especially those that have experienced the most harm from white supremacy, colonization, and imperialism
 - Increase sample sizes through data collection and transformation to accurately and consistently report on outcomes for American Indians, Pacific Islanders, and other invisibilized communities
 - Enable data reporting on different multiracial identities, instead of considering them a monolithic group
 - Align interpretation of frequently used population figures and indicators across City departments and community organizations
 - Actively develop cultural humility and cultural competency, and recruit and hire data experts who have knowledge about specific communities of color in San Francisco and California.

An Intentional Process

The purpose of the Index is to help repair government-sanctioned racial harm. Therefore it is clear that ORE must extend the process and deepen engagement of our communities to fully address these and other concerns before a first version of the Index is released. San Francisco's first Racial Equity Index must not repeat racial harm. Both the process and the Index need to be created through an intentional and respectful integration of community expertise and City department input.

The Path Forward

A. Community Workshops and Conversations

ORE will host workshops in the first quarter of 2022 to continue these conversations with community data experts and to outreach to more organizations to capture more perspectives on the Index. The purpose of the workshops will be to review the initial indicators and data, clarify and refine assumptions and methodologies, and surface new quantitative and qualitative data for the Index. Based on findings from the workshops, ORE will adjust the content of the first version of the Index and revise the roadmap for its delivery. The voices of our communities must be seen and heard through the final Index website.

For reference, please see the appendix, which includes examples of data to be reviewed in-depth with community.

B. Sustainability Plan for the Index

In parallel, ORE will work with City departments to secure and coordinate resources for the expansion and maintenance of the Index. Elements of the expansion and maintenance plan will need to include resources for: data research, sourcing and analysis; website development and design; data visualization and storytelling; and ongoing community collaboration and oversight of race/ethnicity data practices. The plan will move the Index beyond its current dependence on pro bono labor for many key tasks, and ensure its long-term sustainability and usefulness for the City.

Conclusion

As described above, ORE will continue to drive development and the public release of San Francisco's Racial Equity Index in 2022.

If desired, ORE can host a session for you and your staff to learn more about the Index at your convenience. Thank you for your support as we continue an intentional journey towards racial justice in San Francisco.

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San Francisco Human Rights Commission
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San Francisco, CA 94102
Website: <https://www.racialequitysf.org/>

APPENDIX

San Francisco Racial Equity Index: Initial indicators and data concerns

Office of Racial Equity
December 2021

Purpose

These slides provide a snapshot of:

- Initial issue areas and indicators for a San Francisco Racial Equity Index
- Examples of data that has been compiled so far, and why in-depth review with community is needed

In 2022, ORE will:

- Validate data methodology and narratives with community, and refine guiding questions and indicators
 - Compile data for additional issue areas and indicators in coordination with City departments
 - Release a public website for the San Francisco Racial Equity Index
 - Identify longer-term data needs to be addressed
-

Many data challenges that need to be addressed

Concerns named:

- Data assumptions and methodologies that misrepresent outcomes for specific racial/ethnic groups
- Limited indicators not reflecting the full reality of people's lives
- Potential for the Index to become a performative “check the box” exercise, rather than a means to create accountability and transparency.

Requests to ORE for next steps before finalizing Index:

- **Validate data methodology and narratives** with community and **establish consistency** across City departments
 - Report on data for racial/ethnic communities in San Francisco in ways that **match their specific histories and experiences**, instead of only using high-level Census categories
 - Include **additional indicators and data sources** to increase relevancy
 - **Create accountability** for race/ethnicity data collection and analysis across City departments
-

Racial Equity Index - Issue Areas

Issue areas with initial data

- **Housing, homelessness, and land use**
- **Community health and wellness**
- **Policing and criminal justice**
- **Wealth-building, economic justice, and fair employment**
- **Education, knowledge, and community wisdom**
- **Climate, environmental, and transportation justice**

Issue areas to come

- Information technology and digital equity
 - Gender justice
 - Food justice and sovereignty
 - Arts and culture
 - Youth and older adults
-

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">• Identify injustice that community is discussing, advocating, and organizing around• Captures historical injustice in community• Visible/tangible in people's daily life• Change in indicator is a movement towards liberation	<ul style="list-style-type: none">• Presented in a way that is useful for further analysis or decision-making• Can be used to replace an existing proxy indicator• High-quality data is important for City accountability and needs to be developed	<ul style="list-style-type: none">• Can be used to calculate change over time• Updated regularly, especially annually• High-quality data available at this time	<ul style="list-style-type: none">• Includes both positive and negative indicators• Will show movement within two years• Includes indicators that can be moved by public sector, private sector, and non-profit work

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

- **Renter rates**
- **Ownership rates**
- Median rent and mortgage amounts
- Gentrification risk
- Public or community owned land and housing

- **Eviction notices**
- Rate of foreclosures
- Who is served by different types of housing services, and restrictions on those services

- **Unhoused people (sheltered and unsheltered)**

Note: Initial data has been compiled for indicators in **bold**

Housing, Homelessness, and Land Use

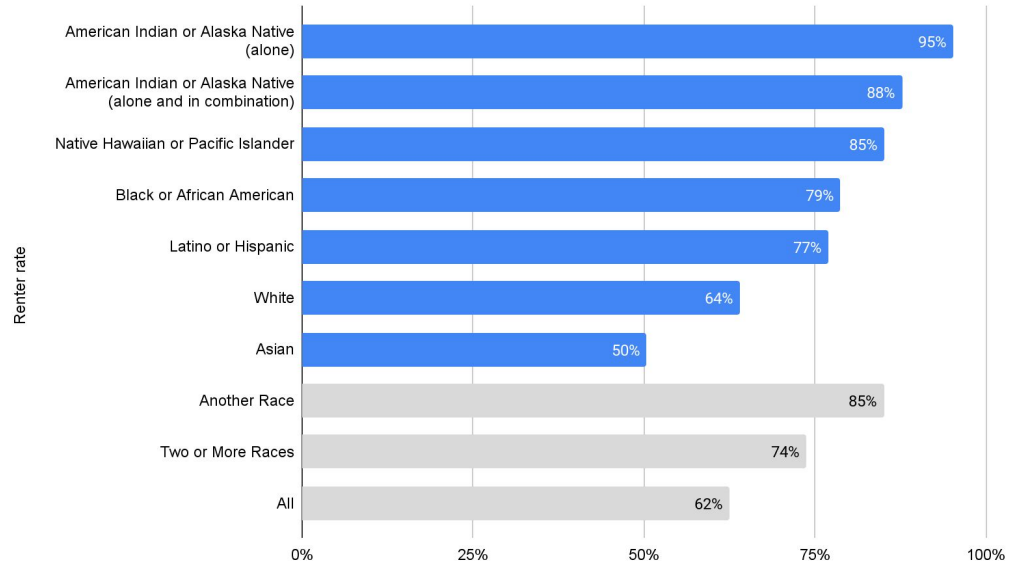
Example data that requires review and validation with community in 2022

Data issues to address include:

- Community experts have noted inaccuracies and inconsistencies in how different City departments use American Community Survey data to calculate this
- City lacks race/ethnicity data on evictions. In 2021, neighborhoods with most formal evictions were: Mission (106), SOMA (78), Tenderloin (60), Financial District (45), Outer Richmond (39)

Renter rate by race/ethnicity - San Francisco

2019 American Community Survey (1-Year Estimate)

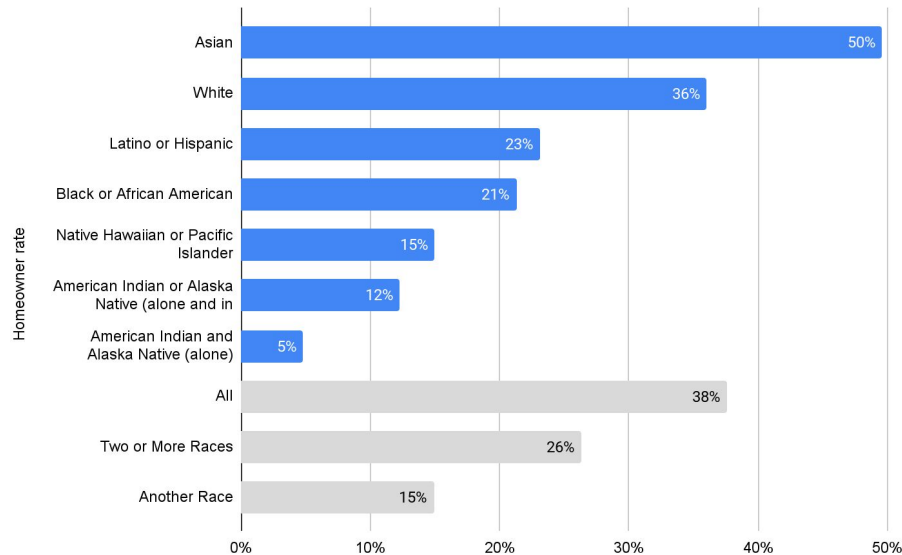


Housing, Homelessness, and Land Use

Example data that requires review and validation with community in 2022

Homeowner rate by race/ethnicity - San Francisco

2019 American Community Survey (1-Year Estimate)



Data issues to address include:

- Community service providers have noted these rates do not match their experiences and observations, and that City departments are reporting different homeownership rates
- Need to disaggregate Asian, multiracial, and “another race” data with larger sample, given wide disparities within each category
- Additional work needed to reflect decline in working-class and BIPOC home ownership caused by foreclosure crisis and pandemic

Housing, Homelessness, and Land Use

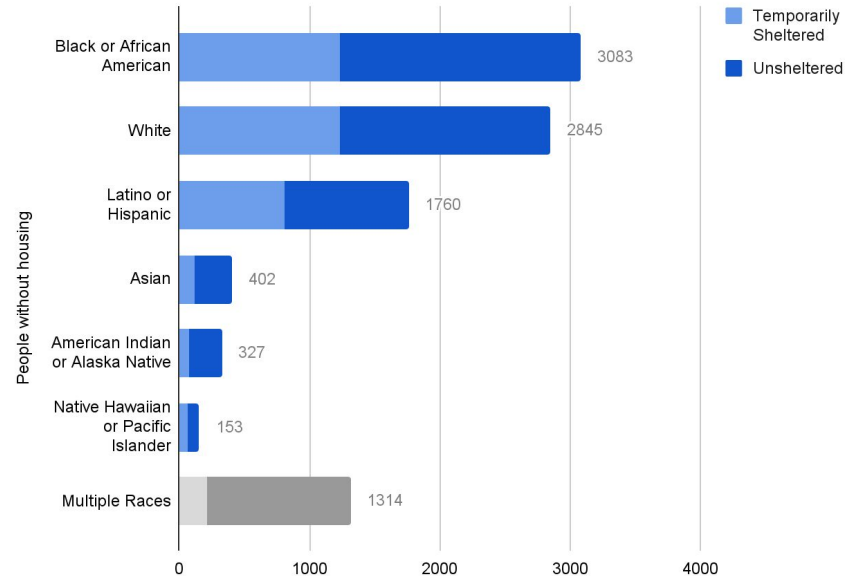
Example data that requires review and validation with community in 2022

Data issues to address include:

- Almost 10,000 people in San Francisco were homeless before COVID-19 pandemic. A full PIT count was not conducted in 2021 (did not include unsheltered people)
- Existing data collection methodology does not allow detail on multiracial people - especially important for American Indian community
- Reflects people observed to be living outdoors or in emergency shelter, and undercounts actual number of people without housing

People without housing - San Francisco

2020 Point in Time Count



Housing, Homelessness, and Land Use



American Indian and Black individuals are unhoused disproportionately.

BLACK / AFRICAN AMERICAN

7 times

More likely to be **unhoused** compared to their share of the population.

AMERICAN INDIAN

17 times

More likely to be **unhoused** compared to their share of the population

2019 San Francisco Homeless Point-in-Time Count & Survey

- Graphic on left shows data analysis from the American Indian Cultural District with Planning Department on homelessness
- Need to extend this analysis across more communities, and integrate intersectional data on gender identity, sexual orientation, age, and more

Community Health and Wellness

<i>Guiding questions</i>	Who has equitable and affordable access to health care?	How do social, mental, and physical determinants impact health outcomes?	Do San Francisco's children have equitable health outcomes?
<i>Prioritized indicators</i>	<ul style="list-style-type: none">• Health insurance coverage rate• Mental health outcomes and services	<ul style="list-style-type: none">• Leading causes of death• Asthma-related ER visits for children• Diabetes rates• Chronic health problems and disabilities	<ul style="list-style-type: none">• Students passing physical fitness exams• Maternal health outcomes and services

Note: Initial data has been compiled for indicators in **bold**

Community Health and Wellness

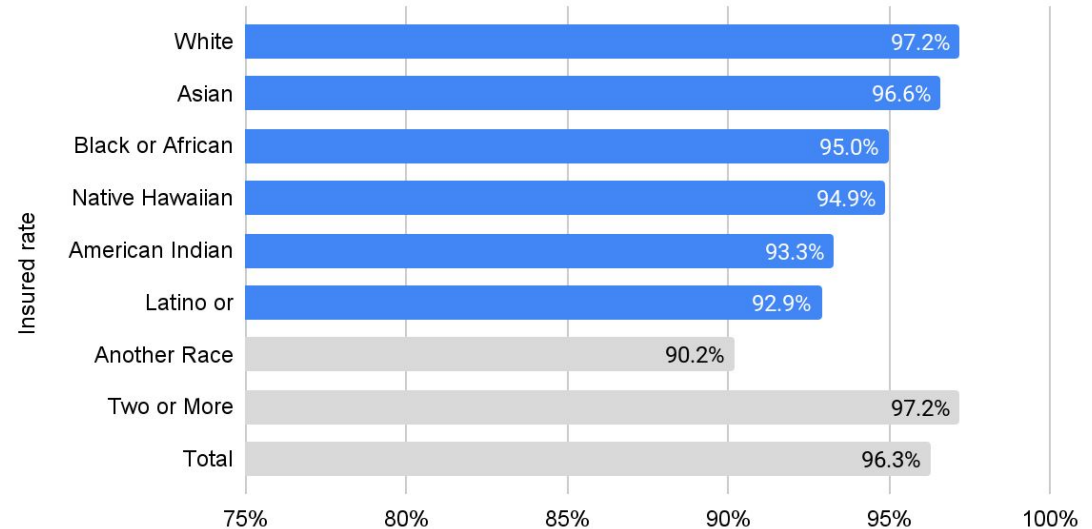
Example data that requires review and validation with community in 2022

Data issues to address include:

- Integrate data on types of insurance and “underinsurance” specific to each community. Health insurance does not equal having affordable, reliable, and high-quality healthcare
- Does not show impact of pandemic, which caused many families to lose employer-based health insurance

Health insurance rate by race/ethnicity - San Francisco

2019 American Community Survey (5-Year Estimate)

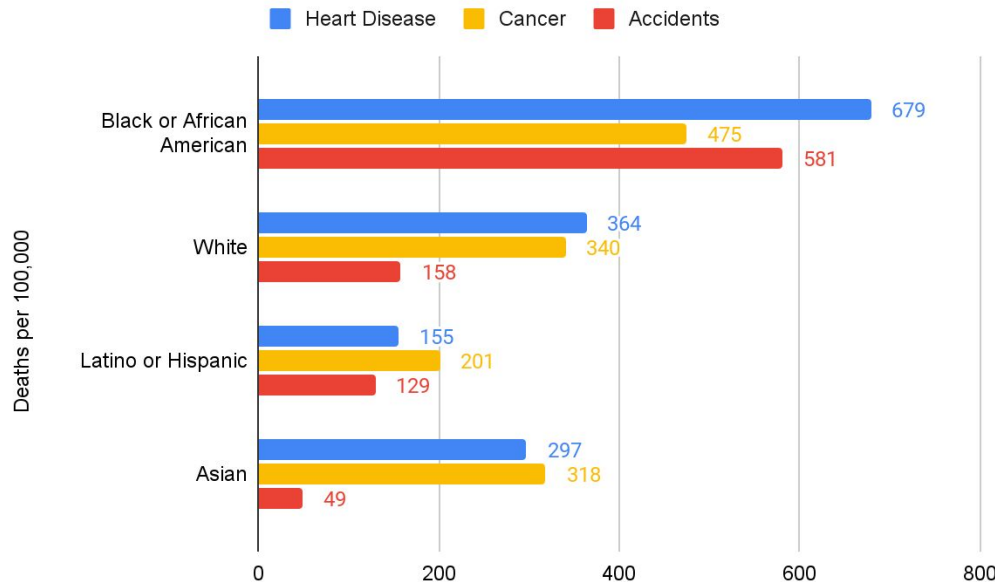


Community Health and Wellness

Example data that requires review and validation with community in 2022

Leading causes of death by race/ethnicity - San Francisco

2019 California Health and Human Services Open Data Portal



Data issues to address include:

- Incorporate sources that reflect health and wellness throughout people's lifetimes (e.g., eyesight)
- Use longer timeframes in order to show data that might otherwise be held due to confidentiality practices, especially for American Indians, Pacific Islanders
- Show intersections of gender identity, age, income, neighborhood

Policing and Criminal Justice

<i>Guiding questions</i>	Who is being policed and incarcerated?	How are people being served by the criminal justice system?	What are post-incarceration outcomes?
<i>Prioritized indicators</i>	<ul style="list-style-type: none">● Police uses of force● Suspension rates for youth● Incarceration in federal, state, and county facilities● Mental health and other health outcomes during incarceration and institutionalization● Juvenile detention rate	<ul style="list-style-type: none">● Race/ethnicity of judges, public defenders, prosecutors, police● Sentence lengths● Percentage of arrests vs. charges brought● Defendants who have public vs. private defenders● Language access availability and cost	<ul style="list-style-type: none">● Outcomes 1 year, 5 years, and 10 years after release● Youth previously incarcerated in juvenile detention who return to school

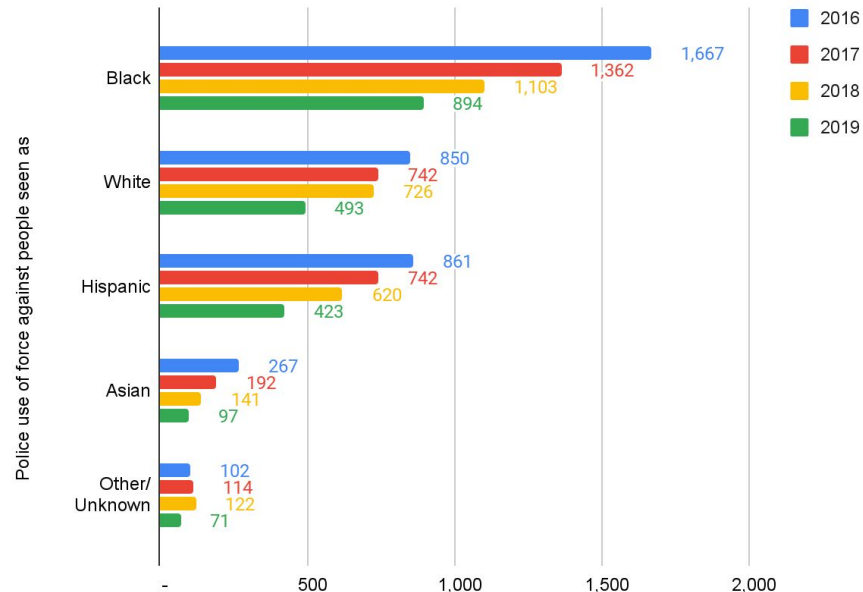
Note: Initial data has been compiled for indicators in **bold**

Policing and Criminal Justice

Example data that requires review and validation with community in 2022

Police uses of force by perceived race/ethnicity - San Francisco

96A Quarterly Report



Data issues to address include:

- Disaggregate “Other/Unknown” into specific race/ethnicity categories (e.g. American Indian, Arab, Pacific Islander) without violating confidentiality practices
- 2020 City audit outlined process issues causing inaccuracy in reporting on use of force. FPD 96A quarterly reports also do not assess whether force was “justified”
- Allow people to self-identify their race, instead of relying on police assumptions

Policing and Criminal Justice

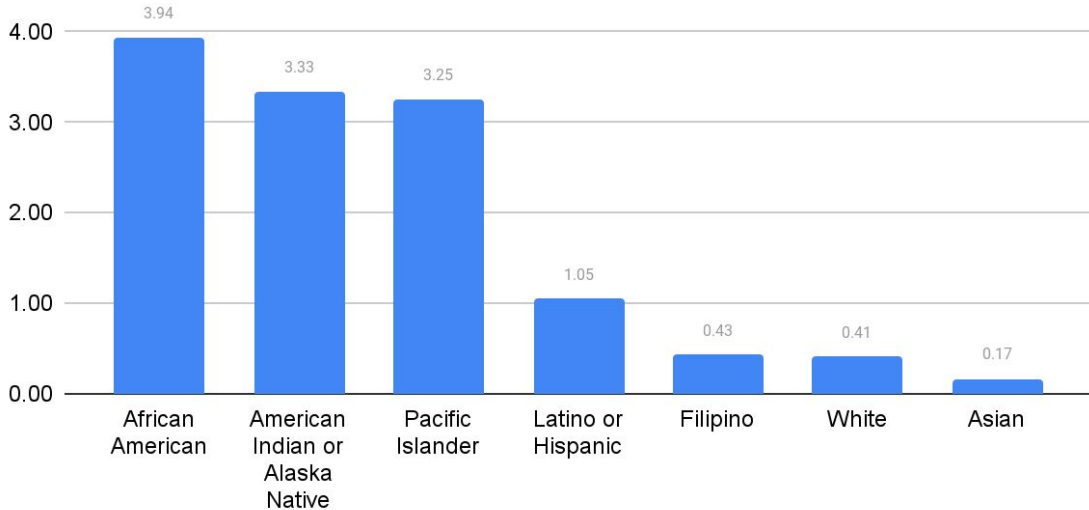
Example data that requires review and validation with community in 2022

Data challenges to address include:

- Race/ethnicity data reported to state undercounts the number of American Indian students within SFUSD
- Include additional measures to reflect the “preschool to prison” pipeline
- Integrate data on students with disabilities - within every racial group, students with disabilities were suspended at a higher rate

Ratio of suspension rate vs. enrollment rate - San Francisco

2019-20 California Department of Education



Percentage of student suspensions vs. percentage of student enrollment

Wealth-Building, Economic Justice, and Fair Employment

Guiding questions

What assets, savings, and equity do people have?

What access to banking, financing do people have?

Who is making a dignified wage? What does workplace quality and safety look like?

What does worker representation and business ownership look like?

Prioritized indicators

- **Households living in poverty**
- Savings amounts and types
- Retirement savings
- Home equity and appraisal amounts

- **Mortgage application outcomes**
- Savings and checking account holders
- Banking deserts and predatory lenders
- Credit scores

- **Median wages**
- **Employment by occupation**
- **CCSF employee wages and occupational segregation**
- Unemployment/underemployment rates
- Workplace hazard exposure for essential workers
- Discrimination and harassment complaints filed against employers

- Participation in labor unions
- Business ownership and average revenues
- Business loans provided

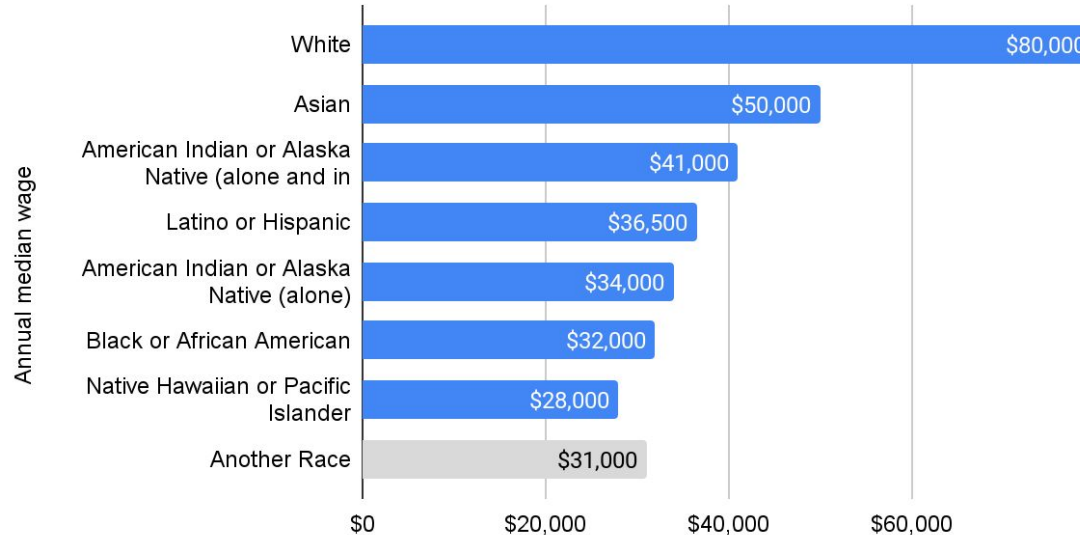
Note: Initial data has been compiled for indicators in **bold**

Wealth-Building, Economic Justice, and Fair Employment

Example data that requires review and validation with community in 2022

Median wages by race/ethnicity - San Francisco

2019 American Community Survey (5-Year Estimate)



Data challenges to address include:

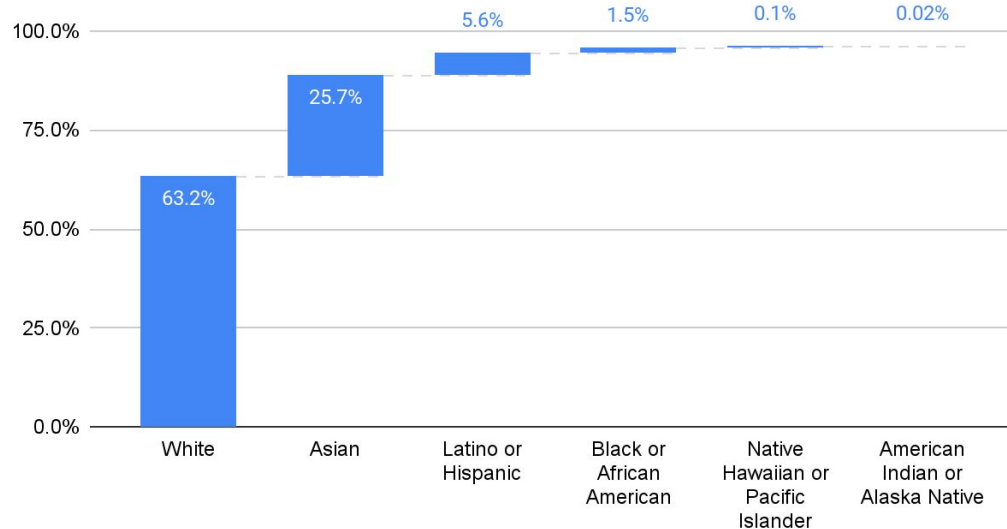
- Review against similar analysis for different departments
- Disaggregate Asian, “another race” data as much as possible given known disparities within each category
- Reflect frequency and scale of wage theft, labor violations
- Integrate measures on age, gender, immigration history, English proficiency

Wealth-Building, Economic Justice, and Fair Employment

Example data that requires review and validation with community in 2022

Race/ethnicity of people paid more than \$118k/year - San Francisco

2019 American Community Survey (5-Year Estimate)



Race/ethnicity of people paid more than \$118k/year

A quarter of San Francisco residents make \$118,000 per year or more (75th percentile)

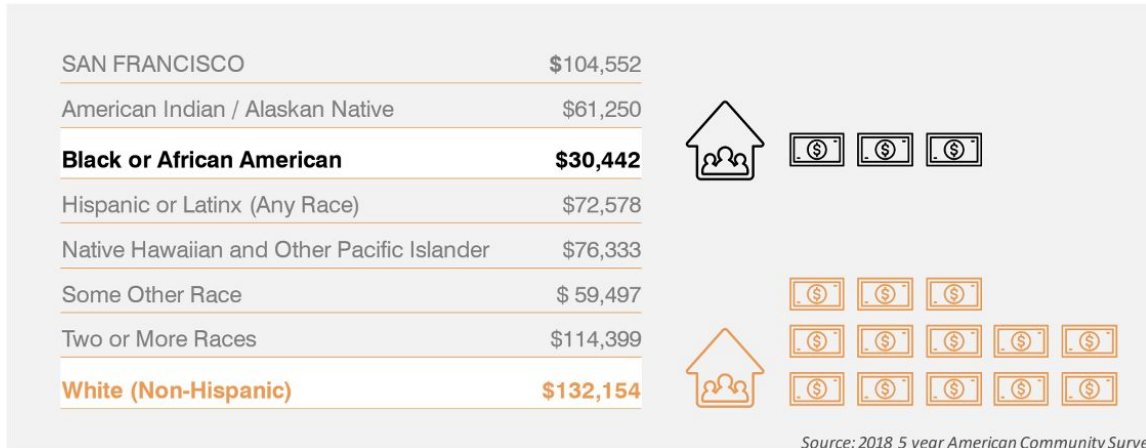
Data issues to address include:

- Does not show impact of job loss during COVID-19 pandemic
- Broaden timeframe to reflect that racial income gap in San Francisco is widening
- Disaggregate data further, including by occupation type

Wealth-Building, Economic Justice, and Fair Employment

Example data that requires review and validation with community in 2022

Median Income for Black Households is less than one fourth of White Households.



Housing Element 2022 Updates

- Graphic on left illustrates analysis from Planning Department for a slightly different time frame (2018 5-Year Estimate) and slightly different basis (households) than initial data compiled for Index
- Need to discuss different approaches with community and establish consistent narrative

Wealth-Building, Economic Justice, and Fair Employment

ESTIMATED SF UNEMPLOYMENT BY RACE/ETHNICITY

	2015	2016	2017	2018	2019
TOTAL POPULATION	840,763	850,282	864,263	870,044	874,961
Unemployment - Citywide	6.8%	6.2%	5.4%	4.7%	4.2%
By Race/Ethnicity					
American Indian/Alaskan Native	15.0%	14.1%	10.0%	11.9%	10.7%
Asian	7.4%	6.5%	5.7%	4.9%	4.2%
Black/African American	17.9%	16.1%	14.6%	12.5%	10.0%
Native Hawaiian/Pacific Islander	13.1%	15.2%	10.9%	8.8%	7.4%
Other/Two or More Races	8.1%	7.9%	6.3%	5.1%	4.8%
White	4.8%	4.5%	4.1%	3.6%	3.3%
Latino (of Any Race)	7.6%	7.3%	5.9%	4.9%	4.9%

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates

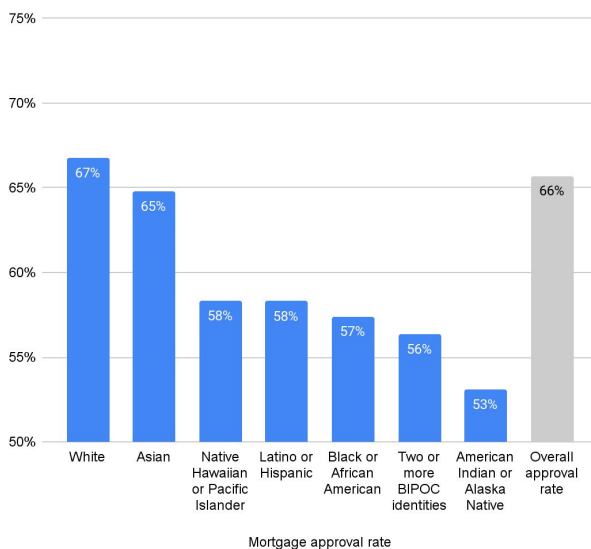
- Graphic on left illustrates analysis from OEWD for unemployment rates
- Need to validate underlying population estimates with community and update with race/ethnicity categories to be used in final Index

Wealth-Building, Economic Justice, and Fair Employment

Example data that requires review and validation with community in 2022

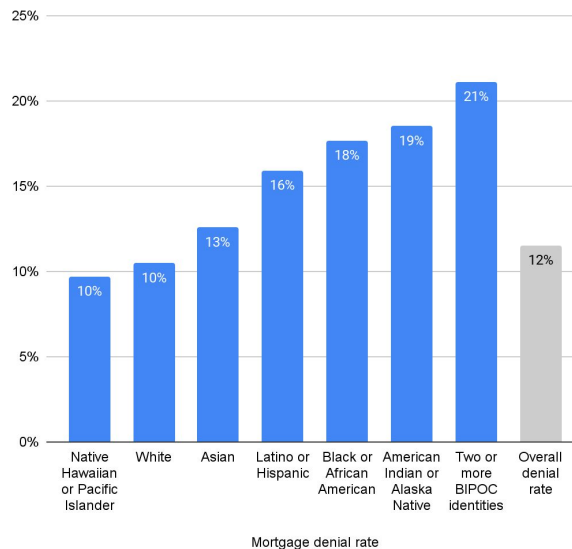
Mortgage approval rate by race/ethnicity - San Francisco

2020 Home Mortgage Disclosure Act Data



Mortgage denial rate by race/ethnicity - San Francisco

2020 Home Mortgage Disclosure Act Data



Data issues to address include:

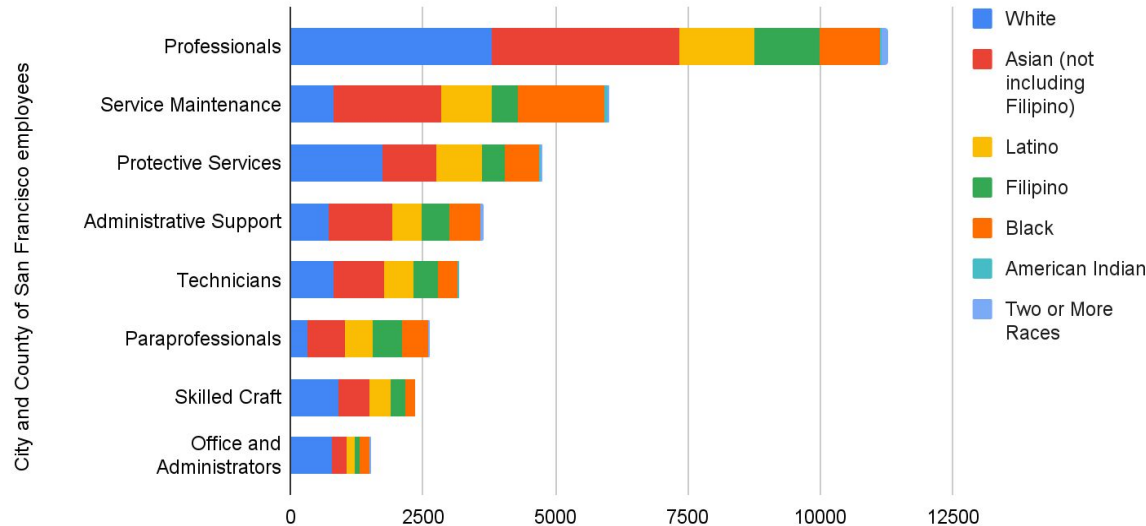
- Identify supplemental sources and/or processes to disaggregate Asian, multiracial categories
- Incorporate data on amount applied for, withdrawn applications, financial institutions

Wealth-Building, Economic Justice, and Fair Employment

Example data that requires review and validation with community in 2022

Number of City and County of San Francisco employees by EEO job codes

2021



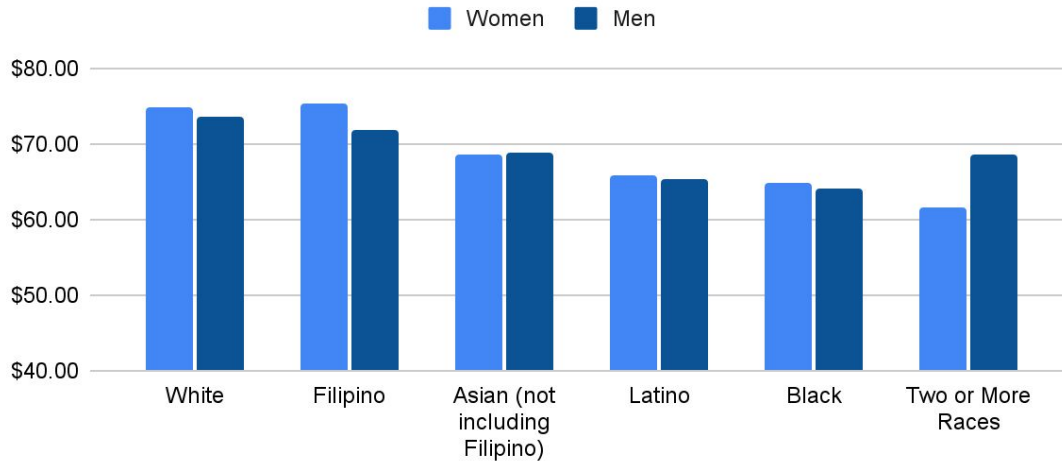
Data issues to address include:

- Combine data across years in order to report on categories with very few employees (e.g., Pacific Islanders) while adhering to confidentiality practices
- Identify supplemental sources and/or processes to disaggregate Asian, multiracial categories

Wealth-Building, Economic Justice, and Fair Employment

Example data that requires review and validation with community in 2022

Average hourly wage paid to City and County of San Francisco employees in "professional" classifications



City and County of San Francisco employees categorized as professionals

Data issues to address include:

- Combine data across years in order to report on categories with very few employees (e.g., American Indians, Pacific Islanders) while adhering to confidentiality practices
- Disaggregate within each EEO job code, and incorporate other dimensions, such as age, years of employment, and more

Education, Knowledge, and Community Wisdom

Guiding questions

Before traditional education begins, how are students doing in their First Five Years?

Where are there gaps in the traditional K-12 education system?

What types of opportunities are students able to access after traditional schooling?

What does adult and continuing education look like?

Prioritized indicators

- Students enrolled in preschool by age 4
- High quality child care availability

- Students meeting Language Arts and Math standards
- Chronic absenteeism
- Race/ethnicity of teachers vs. students at schools

- Community college graduation and transfer rates
- Students who meet CSU/UC requirements
- Participation in City or union apprenticeship programs

- Educational attainment
- Student loan debt

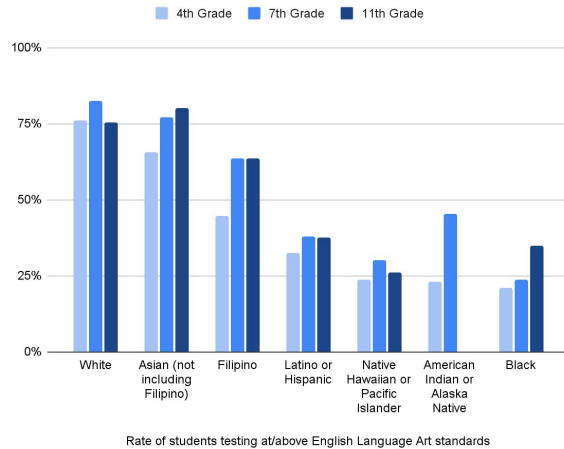
Note: Initial data has been compiled for indicators in **bold**

Education, Knowledge, and Community Wisdom

Example data that requires review and validation with community in 2022

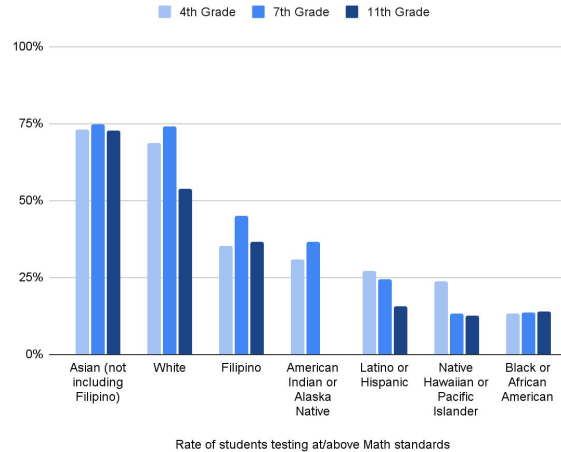
Rate of students testing at or above English Language Arts standards - San Francisco

2018-19 California Assessment of Student Performance and Progress



Rate of students testing at or above Math standards, by race/ethnicity - San Francisco

2018-19 California Assessment of Student Performance and Progress



Data issues to address include:

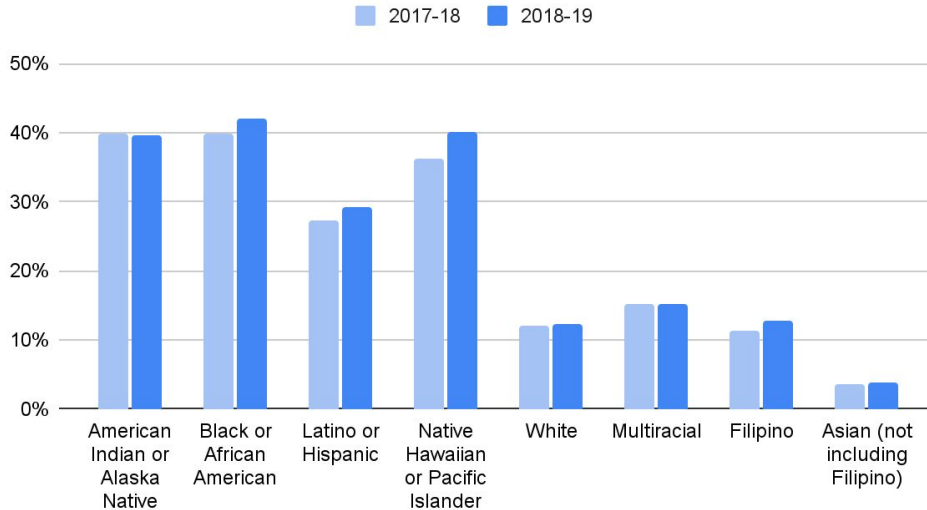
- Race/ethnicity data reported to state undercounts the number of American Indian students within SFUSD
- Combine data across years to report on categories with relatively few students (e.g. American Indians) while adhering to confidentiality practices
- Identify supplemental sources and/or processes to disaggregate categories further

Education, Knowledge, and Community Wisdom

Example data that requires review and validation with community in 2022

Rate of chronic absenteeism by race/ethnicity - San Francisco

California Longitudinal Pupil Achievement Data System



Rate of chronic absenteeism (absent more than 10% of school year)

Data issues to address include:

- Identify supplemental sources and/or processes to disaggregate American Indian, Asian, multiracial categories
- Determine specific root causes for missing class days, instead of perpetuating stereotypes about students of color. Initial data suggests chronic absenteeism in San Francisco is almost double statewide averages

Climate, Environmental, and Transportation Justice

Guiding questions

Who is protected from pollution?

Who is living in areas with access to green space?

Who has access to reliable and clean energy?

Who has access to reliable transportation?

Prioritized indicators

Pollution exposure:

- **Air pollution**
- **Solid waste sites and facilities**
- **Groundwater threats**
- **Toxic clean up sites**

- People living near high-quality green space
- Tree coverage

- Energy cost burden and utility debt

- **Street conditions**
- Sidewalk conditions
- **CCSF employee county of residence**
- Transit service frequency/ span
- Extreme commuting and travel time to work

Note: Initial data has been compiled for indicators in **bold**

Climate, Environmental, and Transportation Justice

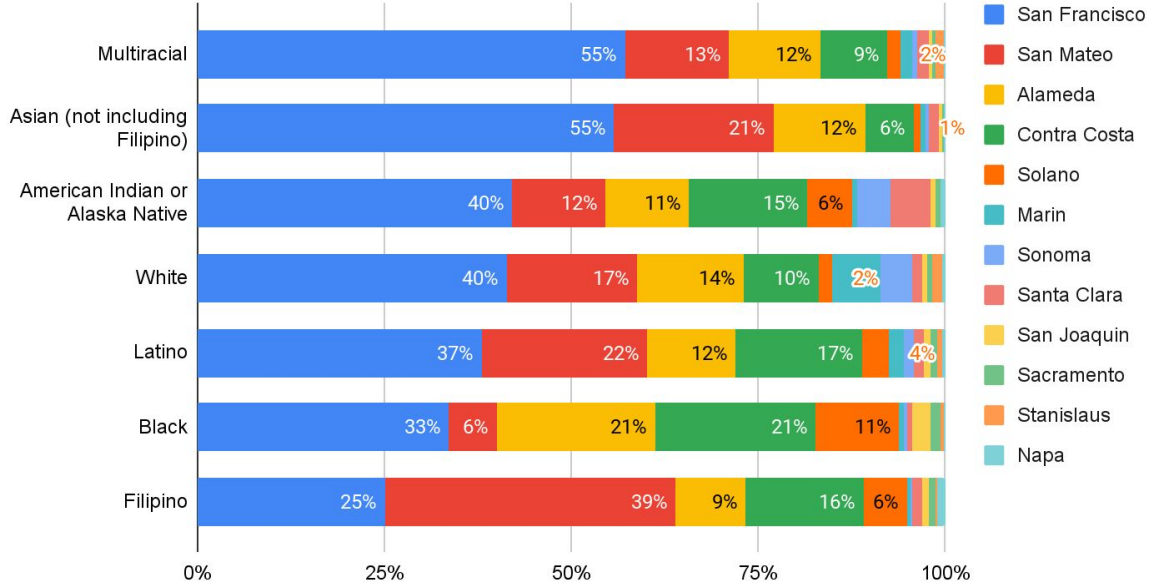
Example data that requires review and validation with community in 2022

Data issues to address include:

- Integrate additional dimensions, such as gender, wage/income, and job type to yield more insights, while maintaining confidentiality for individual employees
- Identify supplemental sources and/or processes to disaggregate Asian, multiracial categories

City employee county of residence by race/ethnicity

2021

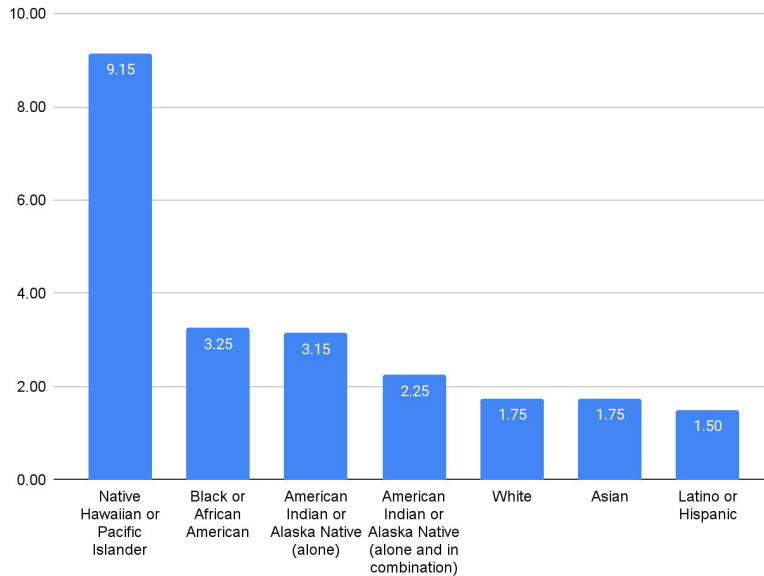


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Example data that requires review and validation with community in 2022

Toxic clean-up sites: pollution burden score - San Francisco

CalEnviroScreen 4.0 combined with 2019 American Community Survey (5-Year Estimates)



Median CalEnviroScreen 4.0 score for toxic-clean up pollution burden

Data issues to address include:

- Refine assumptions underlying both the pollution burden estimates and population estimates
- Identify supplemental sources and/or processes to disaggregate Asian, multiracial categories
- Incorporate visualizations by neighborhood. Treasure Island, SOMA, Bayview and the Presidio census tracts have very high clean-up site scores, especially Treasure Island

Resource

Examples of additional racial equity indicators considered during research phase

Housing, Homelessness, and Land Use

Additional indicators considered

Guiding questions

Who has affordable housing?

Who is receiving tenant protection and support?

Additional indicators considered

- % of RHNA target built for current cycle, split by permit type
- Current funding available vs. total funding needed to meet affordable housing need, by neighborhood
- Long-term residential vacancies

- Gap between 30% of monthly AMI and average monthly rent of 1-bedroom, by neighborhood

Community Health and Wellness

Additional indicators considered

Guiding questions

Who has equitable and affordable access to health care?

How do social, mental, and physical determinants impact health outcomes?

Do San Francisco's children have equitable health outcomes?

Additional indicators considered

- COVID-19 vaccination by race
- ER visits
- Avoidable hospitalizations

- Life expectancy
- HIV diagnoses
- Psychiatric hospitalizations
- Physical activity

- Kindergarten cavities
- Child SNAP reciprocity

Policing and Criminal Justice

Additional indicators considered

Guiding questions

Who is being policed and incarcerated?

How are people being served by the criminal justice system?

What are post-incarceration outcomes?

Additional indicators considered

- Police stops and searches
- Arrests and interactions by zip code, including median income for each zip code

- Enrollment in SF Pretrial Diversion Project
- Usage of alternative policing programs
- Crimes classified as violent

- Housing providers "notice of prospective adverse action" based on criminal history
- Education outcomes of youth whose parents are justice system-involved

Wealth-building, Economic Justice, and Fair Employment

Additional indicators considered

Guiding questions

What assets, savings, and equity do people have?

**Who is making a dignified wage?
What does workplace quality and safety look like?**

What does worker representation and business ownership look like?

Additional indicators considered

- Average inheritance
- Additional poverty measures
- Surplus income available

- Growth rate of wages
- Contractors vs FTEs
- Parental leave
- Employment tenure
- High-risk jobs/high COVID exposure jobs

- Impact of COVID on business types
- Worker cooperatives
- Availability of start up funding

Education, Knowledge, and Community Wisdom

Additional indicators considered

Guiding questions

Before traditional education begins, how are students doing in their First Five Years?

Where are there gaps in the traditional K-12 education system?

What types of opportunities are students able to access after traditional schooling?

What does adult and continuing education look like?

Additional indicators considered

- Number of books in household

- Graduation rate
- Mental well-being
- Caring adult at school

- Higher education by type (private, public, trade, 2- and 4-year)
- STEM degrees
- Net tuition

- Average income based on education
- Education loan repayment rates
- Community cultural centers

Climate, Environmental, and Transportation Justice

Additional indicators considered

Guiding questions

Who is protected from pollution?

Who has access to reliable and clean energy?

Who has access to reliable transportation?

Additional indicators considered

- Illegal dumping service requests

- Rooftop solar availability
- Participation in green jobs workforce and in workforce development programs
- Public EV charging locations
- Employment in waste and energy sector by seniority (front line vs. back office)

- Mean travel time to work/extreme commuting
- Access to a car
- Location of curb ramps and sidewalks
- Safety and accidents for people walking or biking
