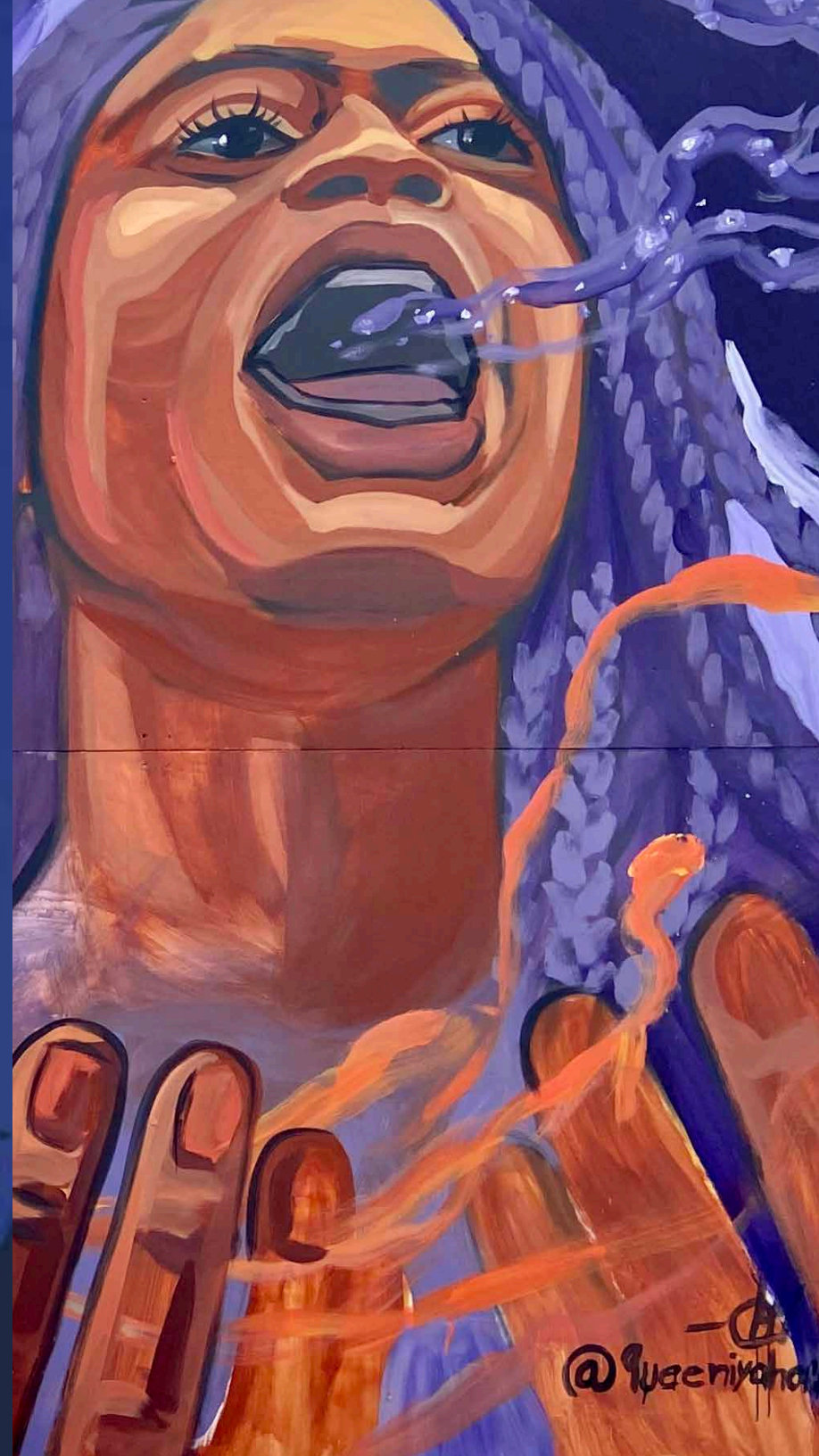


Our Vision and Values

OFFICE *of* **RACIAL EQUITY**

A DIVISION OF THE SAN FRANCISCO HUMAN RIGHTS COMMISSION

Shakirah M. Simley, Director



VISION

The North Star

Transforming systems to support the collective liberation of Black, Indigenous, and People of Color in San Francisco.



OUR APPROACH

The Pathway

The Office of Racial Equity (ORE) will:

- **Demand and hold San Francisco institutions accountable** to dismantle racism.
- **Ensure that the City becomes a place that feels like home for everyone**, from the newly arrived to legacy Black, Indigenous, People of Color (BIPOC) families in San Francisco.
- **Ensure the City respects and trusts** community agency, wisdom, and expertise.
- **Convene and coalition-build** to support the movement for racial equity.
- **Prioritize our communities of color** so they are safe, nourished, housed, joyful, and economically secure so that they may unlock all of their potential.
- **Reconcile historic wounds to repair** government-sanctioned racial harm.
- **Daylight racial disparities and monitor progress** towards collective liberation.
- **Advocate for successful policies** that provide tangible and immediate gains for historically oppressed people.
- **We nurture and help make communities whole.**

COMMUNITY LISTENING

The Spirit

These are messages and feedback we've received from community members and leaders from multiple places, including: Office of Racial Equity legislative committee hearings, SF Board of Supervisors' hearings addressing workplace discrimination for Black city workers, comments from SF Human Rights Commission meetings and various neighborhood and community-based meetings.

Black lives matter.
Black homes matter.

We need to **acknowledge** the indigenous people of this land —we are still here.

*I don't want to feel **invisible** in the city that is my home.*

I shouldn't be afraid to go to the doctor because of how they treat me.

One job should be enough.

I want to be treated with dignity and respect.

I want to be valued at work.

I just want people to leave me alone, let me **do my thing** like everyone else.

I want to move and live freely.

GUIDING PRINCIPLES

The Looking Glass

TO RESTORE THE SOUL OF THE CITY:

- We act with integrity and center humanity.
- We shift power paradigms whenever necessary.
- We dig for root causes and look upstream for solutions.
- We ground-truth from people closest to the problem and pain.
- We lead with solid, thoughtful, quality data, and analysis.
- We are nimble, adaptive, and proactive.
- We drive individual and institutional self-examination for continuous improvement.



PILLARS

The Focus Areas

- **Housing and Homelessness**
- **Transportation and Mobility**
- **Justice System**
- **Community Health and Wellness**
- **Climate and Environment**
- **Workforce and Fair Employment**
- **Information Technology and Digital Equity**
- **Education, Knowledge and Community Wisdom**
- **Wealth Building and Economic Justice**
- **Arts and Culture**
- **Food Justice and Sovereignty**
- **LGBTQIA+ and Gender Justice**
- **Youth and Elders**



MEASUREMENTS

The Yardstick

Citywide Racial Equity Index

•
Social Determinants of Health

•
Policing and Law Enforcement

•
Happiness, Hope and Optimism

•
Injury/Pain Index to Measure Inequality

VALUES

The Heart

Readiness Strengthening Social Fabric Well-Being Growth
Mobility Safety Net Encouragement **Regeneration** **Vibrancy** Success
Stabilize **Equal Justice** **Belonging**
Contentment **Self-Determination** Together
Responsibility **Economic Vitality** **Security**
Pathways **Connectivity** **Empathy**
Community **Prosperity** Interconnectedness
Adaptive Inter-being Empowerment Beauty
Building Inclusive **Resilience** Knowledge Valuing

ASPIRATION

The Future

What are the outcomes we envision for the Office of Racial Equity? How would we describe the City after the ordinance has been fully implemented in the future?

- **San Francisco is a City where Black, indigenous and communities of color**, whether they're newly arrived or multi-generational natives, feel like this is their home and can thrive for future generations.
- **We've closed racial disparities** that have most critically impacted/caused the most harm to our Black and indigenous communities.
- **We can name and root out anti-Blackness.**



- **We have a standard, recognized, prioritized and deeply felt definition of racial equity** within San Francisco (both within the City and community) — why it’s important, and the individual and collective responsibilities necessary to advance towards racial equity.
- **We have institutionalized a racial equity lens** within the functions, policy-making, budget-decisions, capital and strategic planning, service delivery of City and County of San Francisco. We have led with community to institutionalize and affirm this lens.
- **We have successfully created, distributed, and seen full adoption of the spirit, actions and the content of the ORE mandate.** When possible, these tools and products are visually represented physically and digitally, accessible to community and multilingual.



- **The ORE has pushed for structural changes within the City Budget** process leading towards more financial resources, capacity and support going towards racial equity work and communities of color and historically under-served communities.
- **The ORE has pushed for meaningful policies and legislation** that has provided tangible and immediate gains for racial equity and historically oppressed peoples. These policies are successfully enacted locally and serve as a model for state and federal change.

