



July 15, 2024

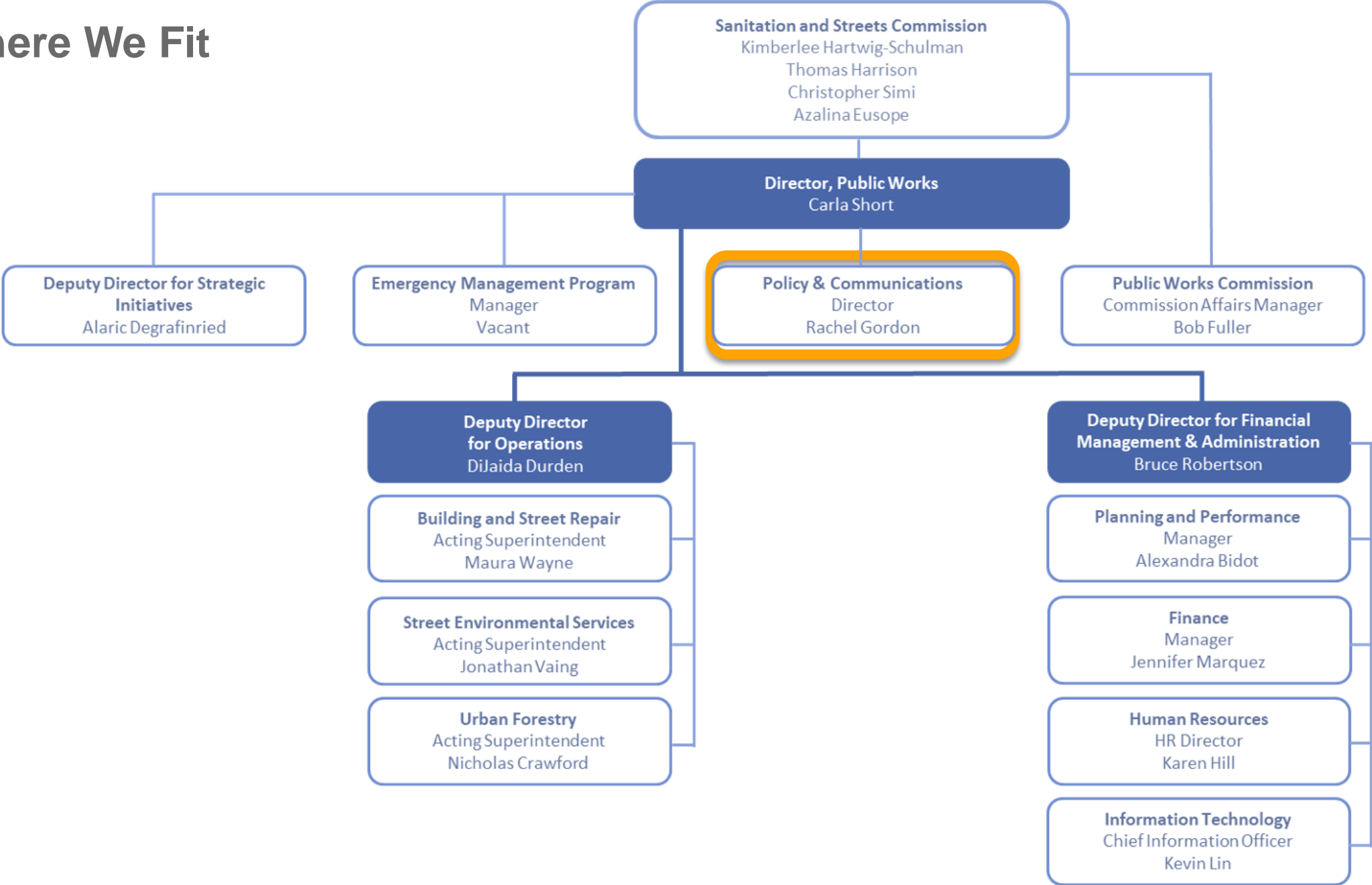
Racial Equity Initiative Update

Beth Rubenstein

Deputy Director of Policy and Communications; Lead, Racial Equity Initiative



Where We Fit



SF PUBLIC WORKS RACIAL EQUITY WORKING GROUP



Beth Rubenstein
Racial Equity Lead,
Deputy Director of Policy
and Communications



Guillermo Perez, Jr.
Leadership and Racial
Equity Manager at
Operations



Lluvia Hernandez
Racial Equity Specialist



Meklit Biliard
Racial Equity Specialist



**DeShelia "Nikki"
Mixon**, Landscape
Section, Urban Forestry,
Operations



Jon Swae
Grants, Urban Forestry,
Operations



**Alexandra
Bidot** Planning and
Performance, OFFMA



Julie An
Landscape Architecture,
BDC



Jumoke Akin-Taylor
Project
Management, BDC

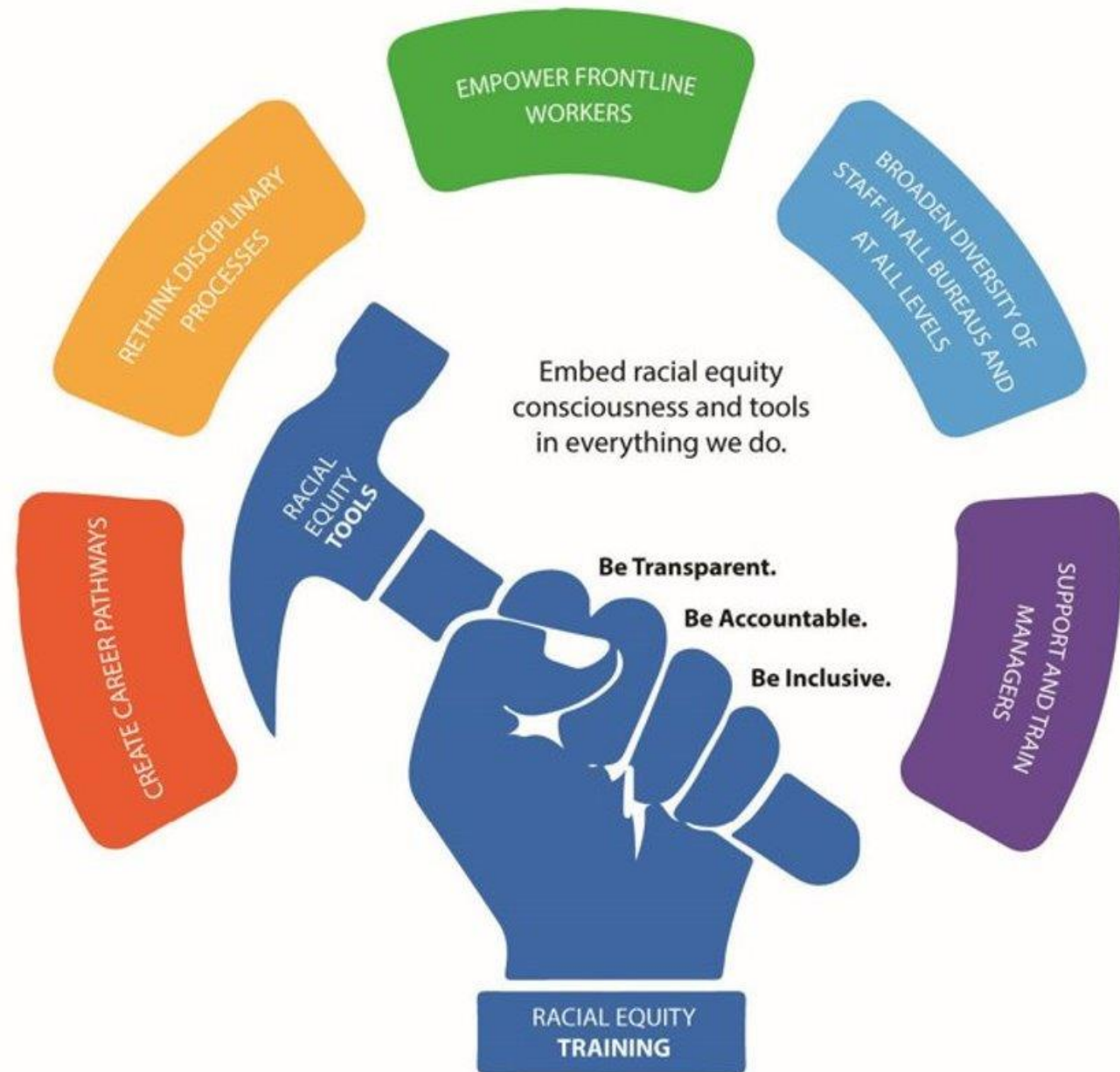


Patrick Rivera
Project Management,
IDC

Priorities

Racial Equity Action Plan

- Phase 1: Workplace
- Phase 2: Service delivery and community collaboration



Create an organizational culture of inclusion and belonging

2023 – 2024 Racial Equity Initiative Progress Report

- What was the racial disparity we focused on?
- Why was this a priority?
- What steps did we take?
- What did we learn?
- What follow-up and new projects will we be doing in the next year?
- What are the outcomes we are hoping for?

Structured by the citywide Office of Racial Equity, required for all City departments, due May 13, 2024

2023 – 2024 Racial Equity Initiative Progress Report

Create career pathways

- Uneven access to and information about promotional opportunities and planning for one's career pathway

Rethink disciplinary processes

- Uneven application of disciplinary actions; uneven understanding of disciplinary processes; need for de-escalation techniques to avoid disciplinary action

Empower front-line workers

- Need for front-line workers to have a voice in process improvement and department direction

Broaden diversity of staff at all levels

- Need for a racially-diverse management and professional staff that represents the demographics of the department

Assist and train managers to support all staff

- Need for managers to nurture a culture of inclusion and belonging and ensure equitable access to information, promotional opportunities and trainings

- What was the racial disparity we focused on?
- Why was this a priority?

2023 – 2024 Racial Equity Initiative Progress Report

Create career pathways

- Increased accessibility to information about promotional opportunities
- Initiating a one-on-one coaching project for staff

Rethink disciplinary processes

- High-level conversations with HR about disseminating information
- Operations-specific survey with front-line workers about their supervisors

Empower front-line workers

- Ongoing Operations Racial Equity Working Group
- Pocket guide to accessing Employee Portal and HR staff

Broaden diversity of staff at all levels

- Offered trainings, including how to get a City job and computer skills

Assist and train managers to support all staff

- Racial equity module in Supervisor Academy

- What steps did we take?
- What did we learn?

2023 – 2024 Racial Equity Initiative Progress Report

Create career pathways

- More staff apply for promotional opportunities and are successful in the hiring process

Rethink disciplinary processes

- Staff understand the disciplinary processes and trust is developed between them and supervisors

Empower front-line workers

- Front-line workers see that their voices are heard and that positive changes in the Operations division relied on their input and wisdom

Broaden diversity of staff at all levels

- All staff see themselves in upper-level positions and the department benefits from a diversity of perspectives and life experiences

Assist and train managers to support all staff

- Managers are more equipped to de-escalate difficult situations and tend to their team's individual and collective needs

- What are the outcomes we are hoping for?

2024 – 2025 Racial Equity Initiative Priorities and Projects

Create career pathways

- Building out one-on-one coaching project and complementary trainings
- Piloting a mentoring program with a racial equity lens for 40 staff

Rethink disciplinary processes

- Disseminating information about disciplinary processes and de-escalation
- Developing training and process improvements that address survey results

Empower front-line workers

- Launching Operations Racial Equity Working Group-initiated projects

Broaden diversity of staff at all levels

- Working with new DHR analytics to better understand access to promotional opportunities

Assist and train managers to support all staff

- Racial equity module in Supervisor Academy

- What follow-up and new projects will we be doing in the next year?

2024 – 2025 Racial Equity Initiative Priorities and Projects

Other projects

- **2024 – 2027 Strategic Plan**
 - An example of a racial equity tool:
 - Who is benefiting from this program, this decision, this project or this budget?
 - Who is adversely affected by this program, this decision, this project or this budget?
 - Who is at the decision-making table and who isn't?
 - Who are we excluding? How can we be more inclusive with this program, decision, this project or this budget?
- **Language access projects**
 - Translation of documents and community outreach materials
 - Interpretation services, both internally and community-facing
- **Contractor Connections and supporting Local Business Enterprises (LBEs)**

Strategic Plan
and Phase 2
projects



QUESTIONS?