



# Racial & Social Equity Commission Review

City of South San Francisco

# Racial & Social Equity Recap



- May 25, 2020: George Floyd's death awakens SSF residents call for change
- July 2020: Commission on Racial and Social Equity created
- July 2021: Racial & Social Equity Commission Report Adopted by Commission
- August 2021: Racial & Social Equity Commission Report Presented to Council

# Commission on Racial and Social Equity



- **Members:**

- 2 Councilmembers
- Chief of Police
- City Manager
- SSFUSD Board of Trustee
- SMC Ageing & Adult Servies
- Youth Advisory Committee
- Change SSF
- 6 Residents
- 1 Alternative



# Commission on Racial and Social Equity

## Objectives:

- Develop understanding of racial/social inequities
- Examine police presence w/respect to COC to build trust
- Build trust/strengthen relationships among local organizations
- Collaborate w/community to offer opportunities for change
- Develop recommendations for action to eliminate inequities



# Commission on Racial and Social Equity




## **Process (3 Phases):**

- Listen & Learn
- Identity & Hone Solutions
- Get Specific About Action





# Commission on Racial and Social Equity

## Group Agreements:

- Focus on Common Goal
- Build and Strengthen Partnerships and Community Relationships
- Be Open to New Ideas and Perspectives
- Participate and Be Self-Aware

 <b>Focus on Our Common Goal</b>	<ul style="list-style-type: none"><li>• We care deeply about our community. We want our community to flourish, and grow up healthy and supported.</li><li>• We focus on identifying specific and actionable areas of change/ways to reduce inequities.</li></ul>
 <b>Build and Strengthen Partnerships and Community Relationships</b>	<ul style="list-style-type: none"><li>• We focus on the common goal and the ideas (not the individuals involved) when people disagree or have different perspectives.</li><li>• We want to strengthen trust by showing up and sharing experiences and ideas.</li><li>• We commit to working together respectfully and speaking from our own experiences and expertise.</li><li>• Have fun! (whenever possible)</li></ul>
 <b>Be Open to New Ideas and Perspectives</b>	<ul style="list-style-type: none"><li>• We commit to remember that multiple perspectives can coexist and be valid, even when they seem to be in conflict.</li><li>• We will work to understand others' perspectives (including assumptions, priorities, concerns, and possibilities) while paying attention to power dynamics and privilege. When we hear something that we disagree with, we will take time to reflect on it and will try to understand (instead of arguing or dismissing).</li><li>• We know that participants are diverse in a range of ways (including race, ethnicity, cultural background, immigration status, sexual orientation, gender identity, gender expression, religion), and we will strive not to assume, work to avoid making assumptions about the values, life experiences, or feelings of other participants.</li></ul>
 <b>Participate and Be Self-Aware</b>	<ul style="list-style-type: none"><li>• We invite you to share your expertise and perspectives!</li><li>• We commit to being aware of how much an individual is talking compared to other participants.</li><li>• We commit to being aware of how each of us is acting when others are talking.</li></ul>

# Commission on Racial and Social Equity

Principles	Planning Practices
 <p>Recognize Systemic Racism + Social Inequities</p>	<ul style="list-style-type: none"> <li>The South San Francisco Commission on Racial and Social Equity aims to proactively advance equity in the City's internal and external processes, as well as to recommend policy and program changes to overcome institutional inequities in education, policing, healthcare (including mental health and addiction services), and other social services. The Commission recognizes that each of these areas has a direct impact on the other. The issues are interrelated and there is a need to develop solutions to address each area of concern. Below are approaches to support an effective planning practice:               <ul style="list-style-type: none"> <li>Acknowledge how racism and social inequities impact residents in South San Francisco</li> <li>Recognize complex factors that maintain systemic racism and social inequities</li> <li>Recognize historic trauma</li> <li>Engage multiple sectors and diverse perspectives to identify solutions</li> </ul> </li> </ul>
 <p>Support Learning + Innovation</p>	<ul style="list-style-type: none"> <li>Develop a thorough knowledge of institutional racial and social inequities in the areas of education, policing, healthcare (including mental health and addiction services), and other social services, identifying cumulative impacts of institutional and structural inequities, as each area relates to South San Francisco</li> <li>Examine police presence and relationships with respect to communities of color in order to build trust</li> <li>Focus on information gathering, including presentations by regional and national experts, city staff, outside agencies, and the public, to gain the requisite base knowledge to understand the complexities surrounding current conditions and determining areas where meaningful change is possible (Phase 1).               <ul style="list-style-type: none"> <li>Be curious</li> <li>Promote data-driven processes and decisions</li> <li>Honor evidence-based practice and practice-based evidence</li> </ul> </li> </ul>
 <p>Promote Transparency</p>	<ul style="list-style-type: none"> <li>Build trust and strengthen partnerships with local community-based organizations, community health organizations and agencies, and social justice organizations               <ul style="list-style-type: none"> <li>Make decision-making process transparent</li> <li>Recognize project limitations/constraints (e.g., timeline, hours)</li> <li>Communicate clearly and make materials accessible</li> <li>Be consistent and dependable</li> <li>Do not over-promise</li> <li>Recognize existing power dynamics and support just and fair participation</li> <li>Engage people with different amounts and types of power</li> </ul> </li> </ul>
 <p>Focus on Action + Systems Change</p>	<ul style="list-style-type: none"> <li>Collaborate with the community and other institutions/partners to develop and offer opportunities for change relating to racial and social inequities exploring and elevating successful models and best practices.</li> <li>Submit recommendations for action to the South San Francisco City Council designed to reduce or eliminate racial and social inequities within the scope of the areas of inquiry and help the City of South San Francisco better serve a diverse community and staff.</li> <li>Focus on solutions, refining and stress testing various options, engaging stakeholders, analyzing financial and legal constraints, and collaboratively arriving at a set of draft recommendations for policy and program changes (Phase 2).</li> <li>Focus on refining recommendations, developing implementation plans and production of final report (Phase 3)               <ul style="list-style-type: none"> <li>Maintain the focus on our common goal: that all community members in South San Francisco can flourish</li> <li>Help build buy-in</li> <li>Balance feasibility and vision</li> <li>Focus on systems, institutions, structures, and policies (not individuals)</li> <li>Engage diverse sectors and non-traditional partners</li> </ul> </li> </ul>

## Planning Principles:

- Recognize Systemic Racism & Social Inequities
- Support Learning & Innovation
- Promote Transparency
- Focus on Action & Systems Change

# Commission on Racial and Social Equity

## Data on Demographics & Inequities in SSF:

- 4/5 Residents are People of Color
- More than 1/2 of SSF Speak Non-English Languages
- Racism Shortens the Lives of People of Color
- San Mateo County (SMC) Incarcerates Black and Latinx People at Much Higher Rates than White People
- Law Enforcement Officers in SMC Are More Likely to Use Force on Black and Latinx Residents Compared to Other Racial/Ethnic Groups
- Students of Color and Students in Other Disadvantaged Groups are Less Likely to Have Access to Higher Performing Schools and Are More Likely to Face Discrimination in Schools
- Black & Latinx SSFUSD Students Are Disproportionately Suspended
- Black & Latinx Children Are Underrepresented in Early Childhood Education
- Latinx Households in South San Francisco Have Significantly Lower Median Household Income than Asian and White Households in the City
- Black and Asian Families Are More Likely to Receive Subprime Mortgages
- Latinx Residents are More than Twice as Likely to have Their Mortgage Application Denied Compared to White Residents
- Most Housing Discrimination Complaints Involve Disability and/or Race
- Latinx and Asian South San Franciscans Are Less Likely to Own Businesses



# Commission on Racial and Social Equity

## Goals:

1. Ensure ongoing oversight and accountability to advance racial and social equity in South San Francisco
2. Ensure the safety of community members of color by eliminating racist practices and policies in the criminal justice system
3. Target resources and support to residents of color to reduce gaps created by structural inequities
4. Ensure local land use planning increases access to resources and opportunities for people of color and other historically disenfranchised community members



# Commission on Racial and Social Equity



## **Goal #1: Ensure ongoing oversight and accountability to advance racial and social equity in South San Francisco**

- ✓ Strategy 1.1: Establish a dedicated staff position (e.g., an Equity and Inclusion Officer) to institutionalize accountability, advance equity initiatives and monitor equity-related outcomes throughout South San Francisco.

# Commission on Racial and Social Equity

## Goal #2: Ensure the safety of community members of color by eliminating racist practices and policies in the criminal justice system

- ✓ Strategy 2.1: Create a **community wellness and crisis response team** for mental health crises, substance use, and homelessness focused on conflict management, de-escalation and linking people to supportive services
- ✓ Strategy 2.2: Establish a **Community Safety and Equity Advisory Board** to review data, provide recommendations, ensure accountability, and build trust
- ✓ Strategy 2.3: Strengthen community cohesion through community engagement efforts to build cross-cultural trust with a focus on residents of color and low-income residents

## Goal #3: Target resources and support to residents of color to reduce gaps created by structural inequities

- ✓ Strategy 3.1: **Expand linkage and navigation support** for low income, people of color and other historically disenfranchised community members and build trust between community members and the City
- ✓ Strategy 3.2: **Expand economic opportunities** for people of color and other historically disenfranchised community members
- ✓ Strategy 3.3: **Expand information and support to address housing insecurity** for people of color and other historically disenfranchised community members
- ✓ Strategy 3.4: **Expand educational resources** for people of color and other historically disenfranchised community members



## **Goal #4: Ensure local land use planning increases access to resources and opportunities for people of color and other historically disenfranchised community members**

Strategy 4.1: **Leverage available land assets to expand housing affordability** to people of color and other historically disenfranchised community members

# THANK YOU



Commission on Equity and Public Safety Review  
City of South San Francisco