



London Breed
Mayor

Committee Members

Fonda Davidson
Yohana Quiroz
Lygia Stebbing
Pat Sullivan
Jerry Yang
Meenoo Yashar



Ingrid Mezquita
Executive Director

OECE Citizens Advisory Committee October 8, 2020 3:00 - 5:00 pm Virtual Convening **Meeting Minutes**

Members Present: Yohana Quiroz, Pat Sullivan, Fonda Davidson, Lygia Stebbing, Jerry Yang

Members Absent: Meenoo Yashar

I. Call to Order, Agenda Review, Zoom Norm-Setting

- A. Chair Quiroz welcomed attendees, called the meeting to order, reviewed the agenda, and discussed zoom norms.

II. CAC Meeting Minutes

- A. Chair Quiroz motioned to approve August 12, 2020 meeting minutes. Vice Chair Yang Seconded, Member Davidson carried. *August 12, 2020 meeting minutes approved.*

III. Racial Equity Action Planning

- A. Director Mezquita presented on the meaning of racial equity and the work OECE has done to-date to build a culture and lens that centers racial equity both internally and externally. She detailed the City's establishment of an Office of Racial Equity (ORE) under the Human Rights Commission and the associated mandate that all departments develop Racial Equity Action Plans to be reviewed and graded by ORE. This planning process is divided into two phases with Phase 1 looking at internal structures and policies and Phase 2 focusing externally on funded services (*see attachment 1, slides 1-14*).
- B. Maya Castleman, OECE Senior Administrative Analyst, presented on the structure and process OECE is engaged in to create a joint racial equity action plan with First 5 San Francisco. Given the Human Service Agency's (HSA's) role providing HR to OECE, the Phase 1 plan will also include cross-references to the HSA plan (*see attachment 2*). Ms. Castleman then presented the ORE Phase 1 Racial Equity Action Plan Template including a detailed review of the Boards & Commissions section (*see Appendix I*). She explained that OECE views the template and Phase 1 planning as a first step in a much longer process to create a mutual understanding of institutionalized racism across both the OECE CAC and

First 5 Commission. OECE imagines that this process will include examination of past complicity and/or active participation in racial harm as well as amendments to bylaws, onboarding processes and/or other applicable actions to concretize the CAC's commitment to promoting racial equity.

- i. A member of the public commented that she was excited about the current energy behind racial equity planning across the City but also concerned that well-crafted planning documents do not always lead to operationalized change. She asked OECE how citywide racial equity planning efforts would affect the day-to-day work.
 1. Chair Quiroz responded that the question created a good segue into the next agenda item.

IV. OECE/First 5 Joint Strategic Planning

- A. Director Mezquita presented on OECE and First 5 San Francisco's plan to move away from a more traditional and likely racist approach to strategic planning and towards an equity-focused process. She shared that with the help of the VIVA consulting firm and the Expecting Justice Pre-Term Birth Initiative, OECE and First 5 plan to utilize a Community Action Research team comprised of those actually receiving OECE and First 5 services in order to glean authentic insight into community needs (see attachment 1, slides 15-21).
 - i. Chair Quiroz thanked OECE and First 5 for their thoughtfulness around creating an equitable strategic planning process.
 - ii. A member of the public commented that in order for the process to be truly equitable, documents detailing both the strategic planning process and the racial equity planning process should be translated and shared with the FCC community in their preferred languages.
 1. OECE Deputy Director Denise Corvino responded that the Office has scheduled monthly FCC roundtables by language for the coming year that OECE will use to engage FCC educators in these processes.

V. Community Learning Hubs in ECE Settings

- A. Chair Quiroz presented on the work Felton Institute has done in collaboration with OECE and DCYF to create community learning hubs for school-aged children in early care and education settings (*see attachment 3*).
 - i. A member of the public asked about current available learning hub slots and asked if Spanish- and Chinese-speaking FCCs have been oriented on the process for becoming a learning hub.
 1. Chair Quiroz responded that she has already conducted several orientation sessions in Spanish and would be happy to work with the FCC association to set up an orientation session in Chinese.

VI. Final Public Comment

- A. A member of the public shared information on community advocacy efforts to support Proposition F in the upcoming election.
 - i. Director Mezquita stated that as a government agency, OECE takes no position on Proposition F.

VII. Closing

- A. Chair Quiroz thanked members of the CAC, OECE staff, and members of the public for their attendance and participation.
- B. Meeting Adjourned at 4:47pm.

Next scheduled meeting: December 3, 2020, 3pm-5pm.

For questions or assistance, please contact Maya Castleman
Email: maya.castleman@sfgov.org Phone: (415) 355-3669

**Know Your Rights Under the Sunshine Ordinance: Sunshine Ordinance Task Force, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102. (415) 554-7724 / fax (415) 554-5163 sotf@sfgov.org

Attachments:

- 1. Racial Equity and Strategic Planning Presentation**
- 2. Racial Equity Action Planning Collaborative Structure**
- 3. Community Learning Hubs in ECE Presentation**

Appendices:

- I. SF Office of Racial Equity Racial Equity Action Plan Template**



Racial Equity

Across our public sector, a fundamental element of social impact remains missing: race equity. Race equity, the condition where one's racial identity has no influence on how one fares in society and essential to social change.



“Success is not a random act. It arises out of a predictable and powerful set of circumstances and opportunities.”

**- Malcolm Gladwell,
*Outliers***



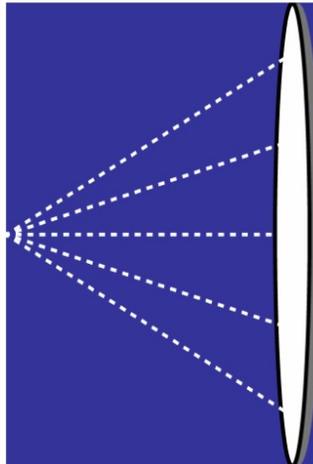
1779: Thomas Jefferson proposes a two-track educational system, with different tracks for (in his words) “the laboring and the learned.”

Scholarships would allow a select few of the laboring class to advance by “raking a few geniuses from the rubbish.”

Courtesy of National Equity Project

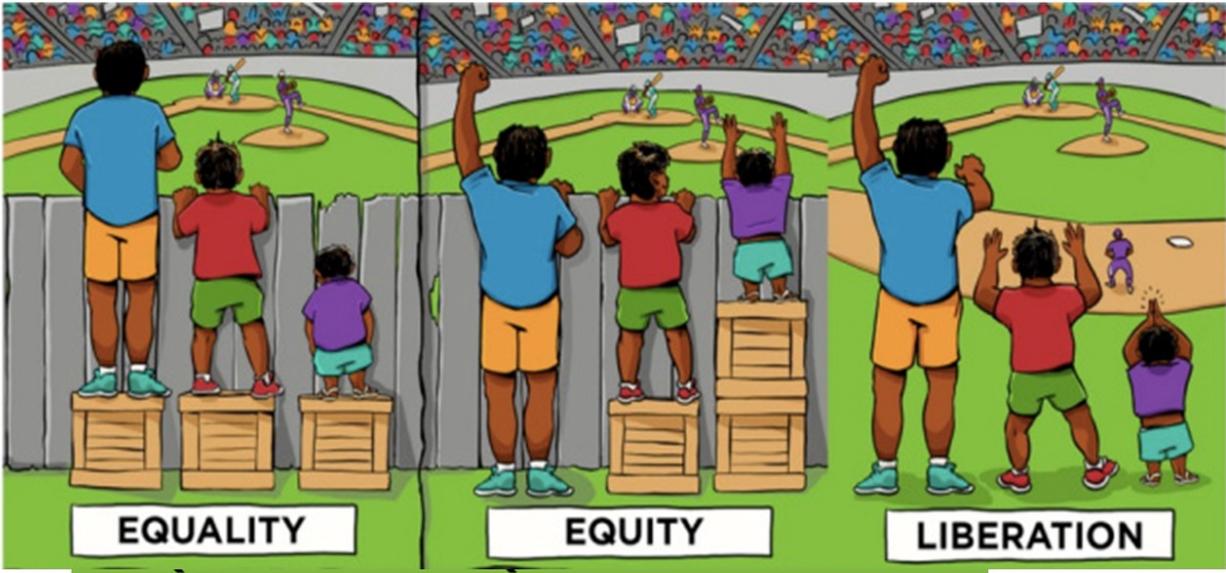
Using a Equity Lens

The metaphor of a *lens* allows us to see our contexts in new and revealing ways.



POLICIES
OUTCOMES
POWER
RELATIONSHIPS
SOLUTIONS

How might we design with intention to eliminate oppression?



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Equity means every child receives what he or she needs to develop to his or her full academic and social potential.

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**Removing the predictability of success and failure
that currently correlates with any social or
cultural factor**

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**Interrupting inequitable practices, examining
biases, and creating inclusive learning
environments for all**

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Discovering and cultivating the unique gifts, talents and interests that every human possesses.

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Building a Race Equity Culture

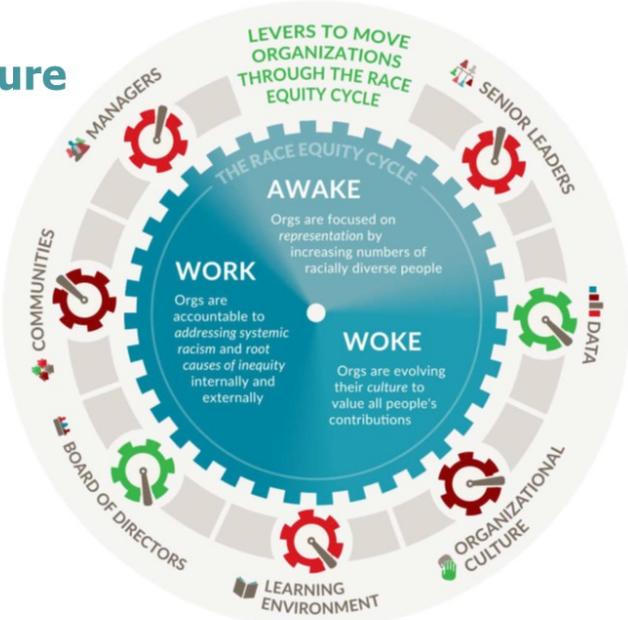
Requires a nuanced understanding of the history and context of structural racism. There are three stages of change, also known as the Race Equity Cycle:

Awake: increased representation in organizations, focused on increasing the number of people of different race backgrounds

Woke: greater inclusion, aimed at internal change in behaviors, policies, and practices so that everyone is comfortable sharing their experiences and equipped to talk about race inequities

Work: consistent application of a race equity lens to examine how organizations and programs operate.

Source: bridgespan.org



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A new world order is in the making, and it is up to us to prepare ourselves that we may take our rightful place in it.

El-Hajj Malik El-Shabazz aka Malcolm X

OFFICE OF RACIAL EQUITY VISION

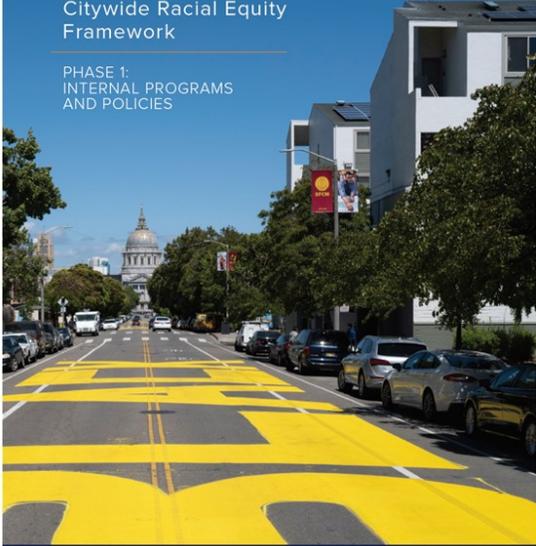
TRANSFORMING SYSTEMS TO SUPPORT THE COLLECTIVE LIBERATION OF BLACK, INDIGENOUS, AND PEOPLE OF COLOR IN SAN FRANCISCO.



DRAFT

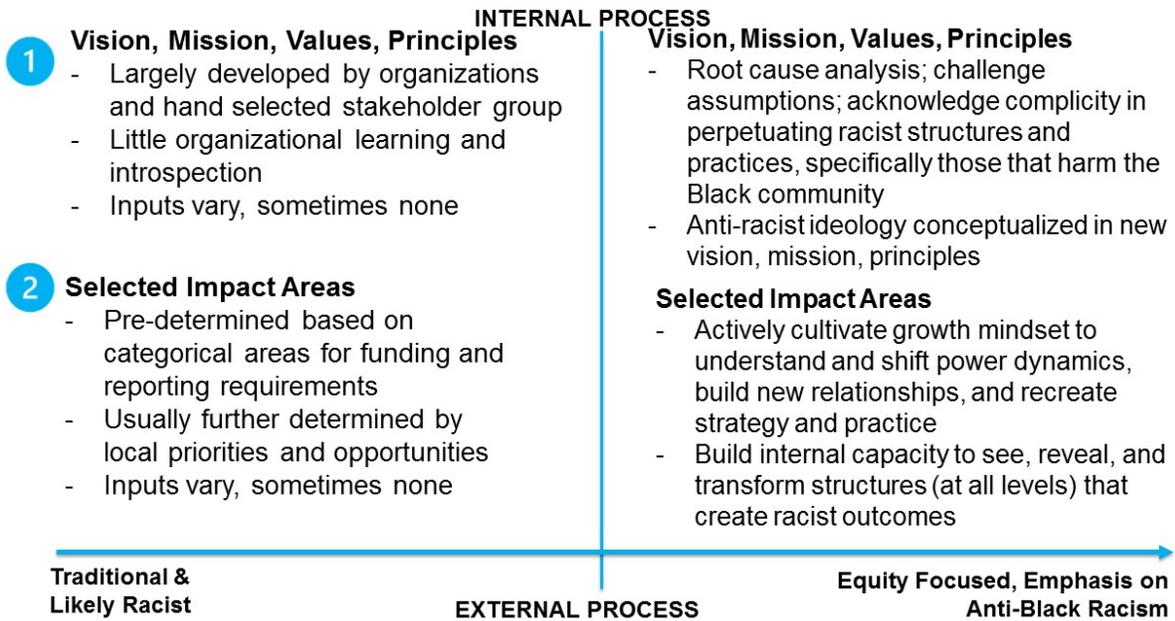
Citywide Racial Equity Framework

PHASE 1: INTERNAL PROGRAMS AND POLICIES



OFFICE of RACIAL EQUITY
A DIVISION OF THE SAN FRANCISCO HUMAN RIGHTS COMMISSION





VIVA is very open to the Community Action Research Team and other community leaders joining them and/or taking their place in community engagement.

Strategic Planning is one Component of a Comprehensive Commitment



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"Any return to normal is a return to the normality of racism."
- Dr. Ibram X. Kendi // [@DrIbram](#)

Next Few Months: Oct-Dec 2020

- Review Community Participatory & Action Model with Expecting Justice – pre-term initiative.
- Organize community-led qualitative process that informs the needs assessment from a first-person-voice experience.
- Share collected data/information to multi-stakeholders and proceed with design, refine, plan, innovate....

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Attachment 2: Racial Equity Action Planning Collaborative Structure

RACIAL EQUITY ACTION-PLANNING: CROSS-DEPARTMENTAL COLLABORATION

