



San Francisco Ethics Commission

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October 4, 2021

To: Members of the Ethics Commission

From: LeeAnn Pelham, Executive Director
Gayathri Thaikkendiyil, Deputy Director and Chief Operating Officer

Subject: Agenda Item 11 - Discussion and Possible Action on Ethics Commission Racial Equity Action Plan

Summary and Action Requested

This agenda item includes a brief update regarding the Ethics Commission Racial Equity Action Plan and an opportunity for the Commission to discuss the Plan and take action as may be desired.

Overview

In July 2019, [Ordinance No 188-19](#) created the City's Office of Racial Equity (ORE) in response to growing racial disparities in the City as a means to address the history of structural and institutional racism in San Francisco's delivery of services to the public and its internal practices and systems. To implement Ordinance 188-19, ORE created a [City's Racial Equity Framework](#) that directs City Departments to develop and implement mandated Racial Equity Action Plans.

The Ethics Commission considered an initial draft of a departmental Racial Equity Action Plan at its [December 14, 2020, monthly meeting](#). The Plan addresses: 1) hiring and recruitment; 2) retention and promotion; 3) discipline and separation; 4) diverse and equitable leadership and management; 5) mobility and professional development; 6) organizational culture of inclusion and belonging; and 7) boards and commissions. Following the Commission's unanimous adoption of a motion to endorse the creation and implementation of the department's Plan, Staff finalized and submitted the Ethics Commission's Racial Equity Action Plan to ORE on December 29, 2020.

On August 9, 2021, Staff published a [revised version of the Plan](#) to reflect updated information and planned priorities for FY22. With the continued focus on organizational growth and development in FY22, priority action items in this Plan continue to be those related to staff hiring, recruitment, and retention. The Plan will be further revised as additional priorities and actions are identified.

This item was originally planned for the Commission's September 10, 2021, meeting but as that meeting was cancelled it has been moved to the October 8, 2021, meeting agenda. Staff will present a brief summary of the Plan and current fiscal year priorities and looks forward to the Commission's further discussion and feedback.