

SFAC Racial Equity Statement

The San Francisco Arts Commission is committed to creating a city where all artists and cultural workers have the freedom, resources and platform to share their stories, art and culture and where race does not predetermine one's success in life. We also acknowledge that we occupy traditional and unceded Ohlone land. Fueled by these beliefs, we commit to addressing the systemic inequities within our agency, the City and County of San Francisco and the broader arts and culture sector. This work requires that we focus on race as we confront inequities of the past, reveal inequities of the present and develop effective strategies to move all of us towards an equitable future.

Racial Equity Objectives	Resources	Accountability	Budget	Start	Finish	Status
1. Earmark resources for racial equity.			30 hours staff time			
+ 1.1 Budget line item for racial equity staff and racial equity working group to implement racial equity action plan.	Racial equity working group	Deputy Director and CFO Senior Racial Equity and Policy Analyst		Quarter 3 FY 18-19	Ongoing	
+ 1.2 Earmark resources for professional development that would move the agency towards racial equity goals.	SFAC professional development fund Union tuition reimbursement	Deputy Director and CFO Senior Racial Equity and Policy Analyst	\$5,000	Quarter 3 FY 18-19	Ongoing	
2. Establish annual racial equity outcomes for each program and for the whole agency.		Racial Equity Working Group Leadership Team	100 hours staff time	Quarter 3 FY 18-19	Ongoing	
3. Collect and analyze demographic data of constituents to improve racial equity impact of each program.			200 hours staff time	Quarter 3 FY 18-19	Ongoing	
+ 3.1 Implement demographic survey across agency for grantees, artists and suppliers.	Salesforce	Senior Racial Equity and Policy Analyst		Quarter 3 FY 18-19		
+ 3.2 Conduct demographic survey of artists in the Civic Art Collection.	Salesforce	Senior Racial Equity and Policy Analyst Collections staff		Quarter 2 FY 19-20		
+ 3.3 Annual evaluation of data and report-out with strategies to improve racial equity outcomes.	Salesforce	Senior Racial Equity and Policy Analyst		Quarter 4 FY 18-19		
4. Review job descriptions and interview protocol to ensure that racial equity competency is a key leadership skill that the agency values in hiring, retention, and promotion.	Racial Equity Working Group	Deputy Director and CFO Senior Racial Equity and Policy Analyst Program Directors	75 hours staff time	Quarter 3 FY 18-19	Ongoing	

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5. Review grants and artist selection panels as well as applications and guidelines to establish racial equity as a key lens for evaluation of artists to receive commissions, grants and exhibition opportunities.	Racial Equity Working Group	Senior Racial Equity and Policy Analyst Program Directors Director of Cultural Affairs	100 hours staff time	Quarter 1 FY 19-20	Ongoing	
6. Create a cohesive communication plan around the agency’s racial equity goals and outcomes.		Racial Equity Working Group Director of Communications	125 hours of staff time	Quarter 3 FY 18-19		
+ 6.1 Quarterly report on progress of racial equity action plan at commission meeting as part of director’s report.		Director of Cultural Affairs Office Manager		Quarter 3 FY 18-19	Ongoing	
+ 6.2 Create a page on racial equity on the agency website with agency racial equity statement, resolutions and ongoing projects.		Director of Communications Staff website administrators		Quarter 3 FY 18-19	Quarter 4 FY 18-19	
+ 6.3 Revise boilerplate language about the agency to include racial equity statement, and identify outlets for racial equity plan.		Racial Equity Working Group Director of Communications		Quarter 3 FY 18-19	Quarter 4 FY 18-19	
+ 6.4 Embed racial equity in other staff meetings to establish ongoing feedback + for racial equity goals and objectives.		Racial Equity Working Group Senior Racial Equity and Policy Analyst		Quarter 3 FY 18-19	Ongoing	
+ 6.5 Report on progress of racial equity work in all program areas in annual full commission meeting dedicated to racial equity and in annual report		Director of Cultural Affairs Director of Communications Senior Racial Equity and Policy Analyst		Quarter 4 FY 18-19	Ongoing	

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7. Establish strategic partnerships with other City departments (e.g. Human Rights Commission, Grants for the Arts), local funders (e.g. Arts Loan Fund, Northern California Community Loan Fund) and community partners (e.g. Community Arts Stabilization Trust) to build public awareness and further the network to advance racial equity work.		Director of Cultural Affairs Director of Communications Director of Public and Private Partnership	150 hours of staff time	Quarter 3 FY 18-19	Ongoing	
+ 7.1 Create and share templates of racial equity statement and action plan with partner organizations	SF GARE cohorts Public Art Network Arts Loan Fund	Director of Communications Program Directors		Quarter 3 FY 18-19	Ongoing	
+ 7.2 Invite potential partners to training, brown bags etc.	SF GARE cohorts	Director of Communications		Quarter 3 FY 18-19	Ongoing	
+ 7.3 Work with grantees to identify potential partners for racial equity initiatives	Grants Convening	Director of Community Investments		Quarter 1 FY 19-20	Ongoing	
+ 7.4 Collaborate with other City departments to provide resources to community partners looking to advance racial equity work.	Arts Commission and Grants for the Arts monthly meeting Human Rights Commission SF GARE cohorts	Racial Equity Working Group Senior Racial Equity and Policy Analyst		Quarter 1 FY 19-20		
+ 7.5 Collaborate with other City departments to create programs such as public art boot camps to build capacity for artists and people of color in arts, arts administration and civil service testing.	Public Art Network SF GARE cohorts	Director of Public Art Racial Equity Working Group	\$10,000 50 hours staff time	Quarter 1 FY 19-20	Ongoing	
8. Continue to provide ongoing racial equity trainings to all staff and commissioners.			340 hours staff time			

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+ 8.1. Provide racial equity orientation for new staff, commissioners, interns and volunteers.	New employee orientation and handbook Commissioners' orientation materials	Office Manager Director of Cultural Affairs Commission Secretary		Quarter 3 FY 18-19	Ongoing	
+ 8.2 Continue definition exercises at staff meeting.		Racial Equity Working Group		Quarter 3 FY 18-19	Ongoing	
+ 8.3 Continue to organize and send staff to in-depth topic trainings, brown-bag and other events on racial equity.		Racial Equity Working Group	\$2,500	Quarter 3 FY 18-19	Ongoing	
9. Empower staff in non-leadership positions to advocate for changes in their own program and the agency at large through multidirectional feedback process.	PPAR Supervisor survey	Supervisors Racial Equity Working Group	40 hours staff time	Quarter 3 FY 18-19	Ongoing	