



**San Francisco
Department of Public Health**

DHRPSC0002610 : Program Administration in Support of Health Equity Programs

Department Project Manager: Jessica Brown, MPH, MSW, Director of the Office of Justice, Equity, Diversity, and Inclusion/Behavioral Health Services Act

DPH Division – Section: SFDPH – BHS, Office of Justice, Equity, Diversity, and Inclusion/Behavioral Health Services Act

Civil Service Commission

December 1, 2025

PSC REQUEST OVERVIEW: SUPPORT OF HEALTH EQUITY PROGRAMS

- **Scope of Services:** Administration of Health Equity Based Professional Training, Consultation and Technical Assistance department wide.
- **Need of Services:** DPH/BHS is mandated under the Racial Equity Action Ordinance to identify and eliminate racial disparities in workforce practices and client outcomes. BHS is a large, complex behavioral health system requiring specialized expertise in racial equity transformation, assessment, and implementation.
- **Service Delivery Locations:** Primary delivery: Virtual and in-person services across San Francisco Behavioral Health Services programs. Inclusive of BHS Administration, BHS clinics, Community-based organizations, and Faith-based and community peer outreach settings.
- **Service Delivery Timeline:** FY 2025–2030
- **Clients to be Served:** BHS workforce (1100+ employees) clinicians, peer workers, program managers, Executive leadership, Frontline administrative staff, and Community-based organizations.

WHY THIS PSC SUPPORTS DPH'S MISSION

- **Background and Service History:** Health Equity Workforce Development addresses behavioral health racial disparities within the BHS workforce. The contract is supporting these transformative initiatives:
 - Anti-Racism Fellowship for clinicians & frontline staff (4th cohort in progress)
 - 16-week Unlearning Racism curriculum and training series
 - Affinity group development for staff wellness and community-building (new '24)
 - grief & loss support groups during traumatic system events (new '24)
 - culturally congruent program evaluations using evidence based and community defined models (new '24)
- **Why Contracting is the Right Tool for This Need:** access to specialized racial equity expertise required highly trained and qualified individuals to provide rapid deployment of leadership coaching, consulting, and facilitation beyond internal capacity; sensitive racial healing and accountability conversations; high-quality, scalable training tools (videos, guides, frameworks) and objective evaluation of cultural workforce and equity.
- **How This Supports DPH Programs:** Ensures compliance with City Racial Equity Action Ordinance and builds a sustainable anti-racist workforce culture across BHS; supports workforce recruitment, retention, and professional development especially for all employees; strengthens quality and accountability for clinical outcomes; provides healing environments for staff to reduce burnout and turnover; and, produces measurable improvements in equity metrics, including culturally responsive care.
- **PSC Amount:** Increase by \$6,853,972 (amount needed from 2025 to 2030; subtract previous contract amount – around 6M)
- **PSC Duration:** 60 months



THANK YOU

