

RESOLUTION NO. _____

A Resolution Urging Transparency and Public Reporting of Staff Mental Health, Burnout, Retention, and Safety Data, and Calling for Accountability Under the City's Racial Equity Commitments

WHEREAS, the City and County of San Francisco employs a large and diverse workforce across high-acuity, public-facing departments, including health, behavioral health, and human services; and

WHEREAS, Black workers have experienced disproportionate exposure to chronic understaffing, excessive workload, workplace violence, and racial discrimination, all of which are associated with adverse mental health outcomes; and

WHEREAS, multiple lawsuits and Equal Employment Opportunity (EEO) complaints filed by Black City workers document patterns of racial discrimination, retaliation, and hostile work environments; and

WHEREAS, the San Francisco Department of Human Resources' 2024 Workforce Development Report reflects persistent racial disparities affecting Black employees in hiring, discipline, promotion, and separations; and

WHEREAS, the City administers staff engagement surveys designed to measure employee burnout, workload, psychological safety, and intent to leave; however, department-level results are not routinely released to the public; and

WHEREAS, the Commission recognizes that multiple staff engagement and employee experience surveys are administered across City departments, including department-specific and system-wide instruments; and

WHEREAS, transparency requires that the results of all employee engagement, burnout, wellness, safety, and retention surveys administered by City departments be publicly released to ensure accountability, informed policymaking, and public trust; and

WHEREAS, the City has adopted Racial Equity Plans committing to dismantle structural racism in City employment; and

WHEREAS, burnout, psychological injury, and workforce attrition among Black City workers constitute significant public mental health concerns; and

WHEREAS, the Behavioral Health Commission serves as an advisory body on mental and behavioral health policy.

NOW, THEREFORE, BE IT RESOLVED, that the Behavioral Health Commission urges the City to publicly release workforce mental health and well-being data, including burnout, retention, safety, and wellness indicators, disaggregated by race where legally permissible; and

BE IT FURTHER RESOLVED, that the Commission calls for the public release of department-level staff engagement survey findings and all other employee engagement, staff experience, and workforce well-being surveys administered by City departments, in a manner that is timely, accessible, and disaggregated by race where legally permissible; and

BE IT FURTHER RESOLVED, that such data be aligned with the City's Racial Equity Plans, including corrective actions, timelines, and accountability measures; and

BE IT FURTHER RESOLVED, that staff engagement be recognized as a core indicator of workforce performance, organizational effectiveness, and institutional accountability within City departments.