

# San Francisco Office of Cannabis

Presented by  
Office of Cannabis

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## Agenda

- ▶ What is Racial Equity
- ▶ Racial Equity and Legislative Mandate
- ▶ Where we are Now
- ▶ Racial Equity Commitments for the Oversight Committee

## What does Racial Equity Look Like?

**“Achieving racial equity means living in a world where race is no longer a factor in the distribution of opportunity.”**

Adapted from Anti-Oppression  
Resource Training and Alliance (AORTA)

## Legislative Mandate

- ▶ In 2019, Mayor London Breed signed racial equity legislation mandating the development of a city-wide racial equity framework and the creation of the Office of Racial Equity.
- ▶ All City departments, including the Office of the City Administrator (ADM), are required to develop a Racial Equity Plan.

## What is Required?

- ▶ **Long-Term:** To ensure that the City Administrator's Office is a safe, equitable, and inclusive workplace for individuals of all races. To ensure that city services delivered by the City Administrator are inclusive, equitable, and culturally-competent for individuals of all races.
- ▶ **Short-Term:** To submit an Racial Equity Plan to the Office of Racial Equity which includes outcomes, policies, and performance measures to evaluate efficiency. **Due December 31, 2020.**

## Where are we Now?

- ▶ Office of the City Administrator submitted its Racial Equity Action Plan by December 31, 2020
- ▶ The Action Plan, and racial equity-related materials, can be found of the following website: <https://sfgsa.org/racial-equity>
- ▶ ADM Racial Equity Internal Survey
- ▶ The Boards and Commissions section of the plan outlines initiatives that impact ADM's various Boards, Commissions, and Committees
  - ▶ Cannabis Oversight Committee
  - ▶ Entertainment Commission
  - ▶ Grant for the Arts Advisory Panel
  - ▶ Immigrant Rights Commission
  - ▶ Mayor's Disability Council
  - ▶ Transgender Advisory Committee
  - ▶ Treasure Island Development Authority Board of Directors

## Racial Equity Commitments

Review and revise bylaws to:

- ▶ Update mission statement by applying a racial equity lens (Section 1.4)
- ▶ Appoint a Racial Equity Lead (Section 4.1(b))
- ▶ Include a Racial Equity Lead's responsibilities (Section 4.4)
- ▶ Discuss process for administering an internal survey to evaluate racial equity within the Committee's work (Section 1.5(a)(4))
- ▶ Incorporate Safe Space Agreements (Section 1.5(b))
- ▶ Adopt Ramaytush Ohlone Land Acknowledgment (Section 1.5)
- ▶ Incorporate Prop. C 2020 (Section 2.2(a))
- ▶ Adopt a racial equity resolution (Section 4.4(a)(d))

## Question & Answer