

RACIAL EQUITY & GENDER RESPONSIVENESS

From Policy to Implementation

City & County of San Francisco
 Alameda County, Human Rights Commission
 Liza Rodriguez, General Attorney's Office
 Assistant Sheriff Johnson, Sheriff's Department

May 8, 2019



Supported by the John D. and Catherine T. MacArthur Foundation

Agenda

- Overview of Government Alliance on Race and Equity (GARE)
- Leveraging GARE and Safety and Justice Challenge (SJC) to meet Racial and Ethnic Disparity (RED) Reduction Goals.
- Policy Implementation: Race Data & Statement of Preference



Supported by the John D. and Catherine T. MacArthur Foundation

Learning Objectives

At the conclusion of this workshop, participants will be better able to:

- Identify tools available to address race and ethnicity data challenges;
- Identify gaps and opportunities relative to racial equity goals in local policies and procedures;
- Identify alternatives to binary gender in-custody classification;
- Create a draft racial equity statement and agenda for action;



Supported by the John D. and Catherine T. MacArthur Foundation

Learning Objectives

At the conclusion of this workshop, jurisdictions will:

- Have practical procedural examples for enacting 'statement of preference' policies that ensure all individuals in Sheriff's custody feel safe and facilitate their participation in the county jail's rehabilitation programs.
- Understand that acknowledging transgender, gender variant and non-binary communities is the foundation for an action oriented improved system response to sexual assault incidents.



Supported by the John D. and Catherine T. MacArthur Foundation

Poll Question #1

- Why did you choose this session?
 - Interested in...
 - Racial Equity Tools
 - Gender Responsiveness
 - Both



Supported by the John D. and Catherine T. MacArthur Foundation

Poll Question #1

- Results



Supported by the John D. and Catherine T. MacArthur Foundation

Poll Question #2

- How ready is your jurisdiction to address Racial and Ethnic Disparities (RED) and RED Goals?
 - Rate your jurisdiction on a scale of 1 to 5
 - 1- Conducting initial assessments about how to move forward.
 - 2- Identified some initial steps but have some obstacles in getting started.
 - 3- Identified partners and taken some action to reduce disparities.
 - 4- Have a comprehensive RED plan in place for the coming fiscal year.
 - 5- Have begun implementing our RED plan of action.



Supported by the John D. and Catherine T. MacArthur Foundation

Poll Question #2

- Results



Supported by the John D. and Catherine T. MacArthur Foundation

GOVERNMENT ALLIANCE ON RACE & EQUITY

Ariana Flores
Policy Analyst, GARE Cohort Lead
Human Rights Commission



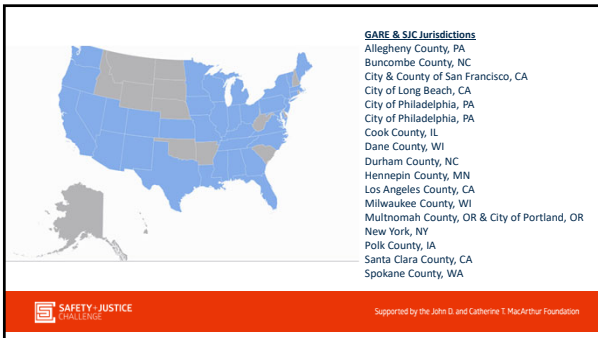
Supported by the John D. and Catherine T. MacArthur Foundation

Segregated by Design

- Directed by Mark Lopez
- Narrated by Richard Rothstein, author of *Color of Law*

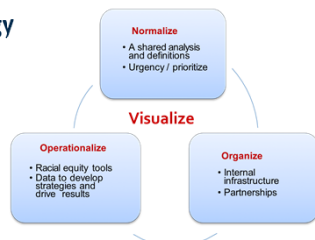


Supported by the John D. and Catherine T. MacArthur Foundation



Supported by the John D. and Catherine T. MacArthur Foundation

Strategy



Supported by the John D. and Catherine T. MacArthur Foundation

Why we lead with race

- Racial inequities deep and pervasive
- Learning an institutional and structural approach can be used with other areas of marginalization
- Racial anxiety on the rise – race is often an elephant in the room
- Specificity matters
- Government has a responsibility to advance racial equity.



Supported by the John D. and Catherine T. MacArthur Foundation

Racial inequity in the U.S.



Supported by the John D. and Catherine T. MacArthur Foundation

San Francisco's Model



- Create a Racial Equity Committee
- Use Racial Equity Tool to analyze existing policies & practices
- Draft a Racial Equity Action Plan



Supported by the John D. and Catherine T. MacArthur Foundation

LEVERAGING GARE AND SJC TO MEET RED REDUCTION GOALS

Tara Anderson
Director of Policy
San Francisco District Attorney's Office



Supported by the John D. and Catherine T. MacArthur Foundation

San Francisco District Attorney's Office Racial Equity Work

- Implicit Bias Training
- Implicit Bias Challenge
- Decision Point Analysis
- Blind Charging Policy
- GARE Participant
- Sentencing Commission



Supported by the John D. and Catherine T. MacArthur Foundation

Criminal Justice Racial Equity Statement

The San Francisco Community Corrections Partnership, Juvenile Justice Coordinating Council, Reentry Council and Sentencing Commission prioritize racial equity so that all people may thrive. San Francisco's criminal justice policy bodies collectively acknowledge that communities of color have borne the burdens of inequitable social, environmental, economic and criminal justice policies, practices and investments. The legacy of these government actions has caused deep racial disparities throughout San Francisco's juvenile justice and criminal justice system. We further recognize that racial equity is realized when race can no longer be used to predict life outcomes. We commit to the elimination of racial disparities in the criminal justice system.



Supported by the John D. and Catherine T. MacArthur Foundation

Agenda for Action

San Francisco's Criminal Justice agencies and social service providers can take the following actions to narrow and ultimately eliminate the racial disparity gap.

1. Expressly commit to the elimination of racial disparities in the criminal justice system in legislation and/or resolution;
2. Require racial impact statements prior to the implementation of criminal justice policies and in reviewing the enforcement of existing policies. This includes but is not limited to Budgeting, Request for Proposals, Request for Qualifications, and all grant making mechanisms;
3. Mandate regular racial equity and implicit bias trainings for all criminal justice stakeholders;
4. Mandate regular procedural justice trainings for all criminal justice stakeholders;
5. Require disaggregated data collection, using agreed upon standard measures, on the race and ethnicity of individuals who come into contact with the criminal justice system;



Supported by the John D. and Catherine T. MacArthur Foundation

Agenda for Action (cont)

6. Incentivize the elimination of racial disparities in the criminal justice system by requiring annual budgets to include racial equity assessments;
7. Ensure parallel justice; meaning that any of the investments in the criminal justice system that focus on the rights, punishment, and sometimes rehabilitation of the perpetrator include a comparable set of responses to victims;
8. Participate in San Francisco's Government Alliance on Race and Equity (GARE) Initiative;
9. Conduct meaningful community engagement;
10. Conduct department-level decision point analysis to learn whether and to what extent racial and ethnic disparities exist at key criminal justice decision making points; and
11. Enhance recruitment, hiring, workforce development and promotional policies and practices to ensure the workforce in criminal justice agencies reflects the diversity of the communities we serve. This diversity should exist across the breadth (functions) and depth (hierarchy) of government.



Supported by the John D. and Catherine T. MacArthur Foundation

Racial Equity Work Group

- Meets every other month
- Representation from all criminal justice agencies, the Department of Public Health, Department of Child Support Services, and Department of Children Youth and Their Families.
- Holds San Francisco's SJC Strategy 5
 - Root Out Implicit Bias: Provide implicit bias training and create decision-support tools to mitigate implicit bias.



Supported by the John D. and Catherine T. MacArthur Foundation

Demographic Data: Availability & Quality

- Research Partnerships
 - Using social science to fill the data gaps
- Data SF
 - Unified Approach
- Sheriff's Department
 - Source of Truth



Supported by the John D. and Catherine T. MacArthur Foundation

DATA INTEGRITY STATEMENT OF PREFERENCE POLICY AND IMPLEMENTATION

Assistant Sheriff Johnson



Supported by the John D. and Catherine T. MacArthur Foundation

Poll Question #3

- Does your jail case management system allow for the flexibility to accurately capture race and ethnicity?
 - Yes
 - No



Supported by the John D. and Catherine T. MacArthur Foundation

Poll Question #3

Results



Supported by the John D. and Catherine T. MacArthur Foundation

Race Categories

- American Indian / Alaskan Native
- Asian or Pacific Islander
- Black
- Other
- Unknown
- White



Supported by the John D. and Catherine T. MacArthur Foundation

Ethnicity Categories

- | | |
|-------------------|----------------------------------|
| ▪ American Indian | ▪ Korean |
| ▪ Asian Indian | ▪ Laotian |
| ▪ Black | ▪ Middle Eastern / North African |
| ▪ Cambodian | ▪ Other |
| ▪ Chinese | ▪ Other Asian |
| ▪ Filipino | ▪ Pacific Islander |
| ▪ Guamanian | ▪ Samoan |
| ▪ Hawaiian | ▪ Unknown |
| ▪ Hispanic | ▪ Vietnamese |
| ▪ Japanese | ▪ White |



Supported by the John D. and Catherine T. MacArthur Foundation

Policing the Data



San Francisco Sheriff's Data Dashboard
CONFIDENTIAL - FOR OFFICIAL USE ONLY

Run automatically 3x day at end of watches to catch errors

Jail Count & Stats
 30 Day Counts & Booking Totals Frequency: Daily @ 0000 hours

Booking Related Reports - ATTENTION BOOKING SUPERVISORS!
 Fugitive Enroute with No Hold For Frequency: Daily: 0500, 1300, 2100
 DUI with Additional for Court - Past 24 hours Frequency: Daily: 0230
 Missing Arresting Agency in JMS Origin Frequency: Daily: 0500, 1300, 2100
 NO LOCAL Address Entry Errors Frequency: Daily: 0500, 1300, 2100
 No Zip Code Address Entry Errors Frequency: Daily: 0500, 1300, 2100
 No Ethnic Origin entry errors Frequency: Daily: 0500, 1300, 2100
 Suspect Arrest Location / Defendant Address Entries (These should be checked 2100)



Gender Identity & Statement of Preference Background

- Equity
- Programs
- Searching
- Housing



Gender Identity & Statement of Preference Challenges & Opportunities

- SFSD Voluntary Gender Identity Statement of Preference Form



San Francisco Sheriff's Department

Volunteer Gender Identity Statement of Performance Review

It is the policy of the San Francisco Sheriff's Department to ensure an equitable, fair and positive work environment for all employees. The Department is committed to the fair and equitable treatment of all employees, regardless of their gender identity or expression. This form is designed to provide a safe and confidential space for employees to share their experiences and concerns related to their gender identity in the workplace. The information provided on this form will be used to inform the performance review process and to identify areas for improvement. The information provided on this form is confidential and will be handled in accordance with the Department's privacy policy.

Section 1: General Information

Please complete the following information as your performance review is documented and completed:

Full Name: _____ Date: _____

Job Title: _____ Last: _____ First: _____ Middle: _____

Supervisor: _____

Section 2: Performance Review

Please indicate your level of agreement with the following statements by checking the appropriate box. (Use "N/A" for Not Applicable)

Statement	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
1. My supervisor respects my gender identity and expression.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. My supervisor provides a safe and inclusive work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. My supervisor treats me with respect and dignity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. My supervisor provides me with the necessary resources to perform my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. My supervisor provides me with the necessary training and support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. My supervisor provides me with a fair and equitable evaluation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. My supervisor provides me with a safe and inclusive work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. My supervisor treats me with respect and dignity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. My supervisor provides me with the necessary resources to perform my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. My supervisor provides me with the necessary training and support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. My supervisor provides me with a fair and equitable evaluation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. My supervisor provides me with a safe and inclusive work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. My supervisor treats me with respect and dignity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. My supervisor provides me with the necessary resources to perform my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. My supervisor provides me with the necessary training and support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. My supervisor provides me with a fair and equitable evaluation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. My supervisor provides me with a safe and inclusive work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. My supervisor treats me with respect and dignity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. My supervisor provides me with the necessary resources to perform my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. My supervisor provides me with the necessary training and support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. My supervisor provides me with a fair and equitable evaluation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. My supervisor provides me with a safe and inclusive work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. My supervisor treats me with respect and dignity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. My supervisor provides me with the necessary resources to perform my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. My supervisor provides me with the necessary training and support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. My supervisor provides me with a fair and equitable evaluation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. My supervisor provides me with a safe and inclusive work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. My supervisor treats me with respect and dignity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. My supervisor provides me with the necessary resources to perform my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. My supervisor provides me with the necessary training and support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. My supervisor provides me with a fair and equitable evaluation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. My supervisor provides me with a safe and inclusive work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33. My supervisor treats me with respect and dignity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34. My supervisor provides me with the necessary resources to perform my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35. My supervisor provides me with the necessary training and support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36. My supervisor provides me with a fair and equitable evaluation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37. My supervisor provides me with a safe and inclusive work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38. My supervisor treats me with respect and dignity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39. My supervisor provides me with the necessary resources to perform my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
40. My supervisor provides me with the necessary training and support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
41. My supervisor provides me with a fair and equitable evaluation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42. My supervisor provides me with a safe and inclusive work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
43. My supervisor treats me with respect and dignity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
44. My supervisor provides me with the necessary resources to perform my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
45. My supervisor provides me with the necessary training and support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
46. My supervisor provides me with a fair and equitable evaluation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
47. My supervisor provides me with a safe and inclusive work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
48. My supervisor treats me with respect and dignity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
49. My supervisor provides me with the necessary resources to perform my job.					



Gender Identity & Statement of Preference
Challenges & Opportunities

Front of Field Arrest Card

1

2

3

4

5

6

Photo Here

Back of Field Arrest Card

7

1. AKA: Last Name & AKA - First Name - If applicable, enter the TON person's preferred name here.

2. Preferred Pronoun: He, She, They, Other or Name

3. Preferred Title: Mr., Mrs. or Other

4. Sex: Male, Female or Non-Binary

5. Gender Identity: TON

6. Search Preference: Male, Female, or No Preference

7. Housing Preference: Male, Female or TON

SAFETY - JUSTICE
CHALLENGE

Supported by the John D. and Catherine T. MacArthur Foundation

Challenges

■ Training

■ Community

■ Labor Unions

■ Searching

Opportunities

■ Training

■ Community

■ POST & BSCC

SAFETY - JUSTICE
CHALLENGE

Supported by the John D. and Catherine T. MacArthur Foundation

EXERCISE

SAFETY - JUSTICE
CHALLENGE

Supported by the John D. and Catherine T. MacArthur Foundation

Three-Person Consultancy

- P1 explains the problem (3 minutes)
- P2, P3 ask clarifying questions (2 minutes)
- P2, P3 ask probing questions (3 minutes)
- P2, P3 discuss the problem with each other and offer potential solutions, while P1 listens silently. (8 minutes)
- P1 reflects on conversation between P2 and P3 (2 minutes)



Supported by the John G. and Catherine T. MacArthur Foundation



SafetyAndJusticeChallenge.org
