



Racial Equity Action Plan



APPENDIX

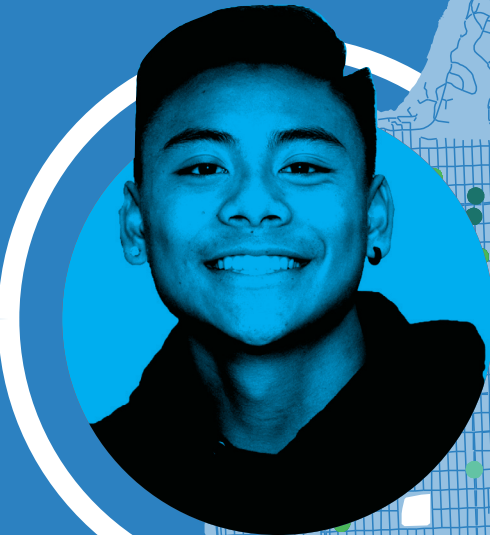


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DEPARTMENT OF CHILDREN, YOUTH AND THEIR FAMILIES (DCYF)

APPENDIX I: VULNERABLE POPULATIONS SERVED



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VULNERABLE POPULATIONS SERVED:

DCYF serves the following communities of color:

- Black or African-American
- Latino/a/x or Hispanic
- Middle Eastern or North African
- Indigenous, Native American or American Indian
- Pacific Islander/Native Hawaiian
- East Asian
- Southeast Asian
- South Asian/Indian
- Filipino/a/x
- Other: Multiracial/Multicultural

DCYF Serves the following vulnerable groups/communities:

- Children and Youth
- Transgender, Gender Variant, Intersex People
- Lesbian, Gay, Bisexual, Queer People
- People with Limited-English Proficiency
- Undocumented People
- People Facing Food Insecurity
- People who are Subjected to Intimate Partner Violence
- Public Housing Residents
- Caregivers
- Detained/Justice-Involved People
- Low-income Students
- People Who Are Unbanked/No Access to Credit/Debit Cards



DEPARTMENT OF CHILDREN, YOUTH AND THEIR FAMILIES (DCYF)

APPENDIX II: VULNERABLE POPULATIONS ENGAGEMENT ASSESSMENT

POPULATION	STAKEHOLDER ENGAGEMENT	% OF BUDGET	\$ OF BUDGET	CRITICAL ISSUES	MEASURABLE ACTIVITIES
<p>Diverse population of SF youth and families; see Executive Summary for demographics</p>	<p>2019 CNA Family Summits: During each Funding Cycle, DCYF conducts a Community Needs Assessment (CNA), using qualitative and quantitative data collected through interviews, focus groups, surveys, and other outreach mechanisms. This process helps DCYF to determine service gaps in programming for children, youth, TAY and families. The process also includes an Equity Analysis which examines the disparities between disadvantaged communities and the City as a whole. For 2019 DCYF held We Are the City Family Summits in all 11 districts of the City. Family Summits gave community members the chance to share their stories, perspectives and experiences to help DCYF better understand the challenges of growing up and raising families in San Francisco.</p>	<p>0.17%</p>	<p>\$307,276</p>	<p>Not all findings from family summits were disaggregated by race/ethnicity. Disaggregated findings are shared. For more information on participant demographics and critical issues, see the Executive Summary.</p> <p><u>Gentrification and Displacement:</u> Latinx and Black families reported that gentrification and displacement keeps them separated from the support of extended family and churches. Families highlighted the significance of organizations that serve Samoan, Filipino, Chinese, Black, and Latin@ youth in providing culturally relevant programming and being a visual reminder that there is still a place for youth of color in the City. However, families and providers from Districts 5, 6, and 10 expressed concern about the sustainability of these programs, noting that they are often competing for funding with larger organizations.</p> <p><u>Safety and health:</u> major themes included: pedestrian safety for residents of Districts 1, 2, and 4; gun and gang violence for residents off Districts, 3, 7, 9, and 10 and anxiety around violence caused by individuals struggling with homelessness, substance abuse, and untreated mental health issues for residents of Districts 6, 9, and 10.</p> <p><u>Demand for Afterschool Programs:</u> Parents and providers at all 11 summits concurred that the demand for afterschool programs far outstrips supply. Providers identified the need for more equitable distribution of afterschool- resources, encouraging DCYF to provide increased funding to school sites and districts that serve a greater portion of the youth.</p>	<p>DCYF uses the qualitative and quantitative data collected for the CNA-to inform the allocation of the Children and Youth Fund allocations. DCYF administered \$141 million to fund services for children and youth in 2018-19.</p> <p>For more information see the 2018-19 Service Highlights report</p>



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POPULATION	STAKEHOLDER ENGAGEMENT	% OF BUDGET	\$ OF BUDGET	CRITICAL ISSUES	MEASURABLE ACTIVITIES
Diverse population of SF youth and families who attended Family Summits, Sunday Streets, and other public events.	2019 CNA Family and Youth Survey: DCYF conducted brief online surveys asking respondents about their experiences and ways in which the City could serve them at in-person events in Fall 2019. Data collected is intended to inform the CNA	0.00%	\$300	Note that most costs associated with this survey are captured under 2019 CNA Family Summits; only the cost of the survey software subscription is listed here.	DCYF uses the qualitative and quantitative data collected for the CNA-to inform the allocation of the Children and Youth Fund allocations. DCYF administered \$141 million to fund services for children and youth in 2018-19. For more information see the 2018-19 Service Highlights report
Diverse population of SF parents, with focus groups held in English, Spanish and Chinese	DCYF Parent Experience Survey: Focus groups with parents of children in grades K-5. DCYF worked with a consultant to conduct focus groups with parents of children in grades K-5 to understand their expectations for DCYF-funded programs and develop a survey for parents. Focus groups included African-American, Pacific Islander, Latinx and Chinese parents, and demographics were included in focus group summaries.	0.09%	\$157,222	The DCYF Parent Experience Survey was created to help understand parent satisfaction with DCYF programs, areas for program improvement and program impact on youth in grades K-5 who are too young to complete written surveys. Findings from focus groups relevant to black and brown families showed that more clarity of language is needed in questions related to cultural background (e.g. race/ethnicity versus other combinations of demographics) and how we conceptualize words like “community” and “cultural background.”	DCYF administered \$141 million to fund services for children and youth in 2018-19, including , \$35 million to Out of School Time programs serving youth in grades K-8. For more information see the 2018-19 Service Highlights report



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POPULATION	STAKEHOLDER ENGAGEMENT	% OF BUDGET	\$ OF BUDGET	CRITICAL ISSUES	MEASURABLE ACTIVITIES
Diverse population of SF youth participating in DCYF-funded programs; see Youth Survey reports for demographic details.	DCYF Youth Experience Survey: Youth in grades 6 and up are asked to provide feedback on their experiences and the impact of participation in our programs through the annual DCYF Youth Experience Survey. Survey results, including the race/ethnicity and other demographics about respondents, are available on a program level and summarized by service type.	0.03%	\$49,927	Findings can be found by DCYF Service Area and Strategy as well as by funded program on the DCYF Year End Reports website DCYF uses youth survey feedback to inform ongoing program evaluation and improvement. Youth surveys are anonymous and therefore results are not disaggregated by race/ethnicity. Overall survey results suggest the need for more clarity about what culturally competent programming means to DCYF as well as more TA and capacity building on the subject for both grantees and the department.	DCYF administered \$141 million to fund services for children and youth in 2018-19. For more information see the 2018-19 Service Highlights report
DCYF grantees	Virtual Focus Groups with DCYF grantees: In May 2020 DCYF and the San Francisco Beacon Initiative held virtual focus groups with 59 grantee agencies to learn about needs they were seeing among their youth and families during the shelter-in-place as well as the services provided to meet those needs. DCYF also hosted five similar convenings for a larger group of DCYF grantees by service area in June 2020.	0.00%	\$4,685	The focus groups helped DCYF identify unmet needs of children, youth, and families (e.g., financial assistance, social/emotional supports, supports for remote learning, access to internet/technology) and challenges facing organizations that serve children, youth, and families (e.g., guidance for planning summer/fall work, funding, input into city/school decision-making).	Information from the event allowed DCYF staff to better support grantees, and in turn SF youth and families, with shifting needs resulting from the pandemic.
San Francisco children, youth, and families	DCYF Oversight and Advisory Committee (OAC): The OAC advises and provides oversight to DCYF and participates in the administration of the Children and Youth Fund , and takes steps to ensure that the Fund is administered in a manner accountable to the community.	0.00%	\$1,893	The OAC has engaged in work group conversations and feedback regarding the administration of the Children and Youth Fund and related planning efforts Agendas and minutes can be found here :	Information from the OAC helps guide DCYF to better understand the needs of San Francisco children, youth and families, and apply the feedback to our planning work.



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POPULATION	STAKEHOLDER ENGAGEMENT	% OF BUDGET	\$ OF BUDGET	CRITICAL ISSUES	MEASURABLE ACTIVITIES
Service providers for children, youth, and families	DCYF Service Provider Working Group (SPWG): The SPWG advises the OAC on funding priorities, policy development, the planning cycle, evaluation design and plans, and any other issues of concern related to the Children and Youth Fund, or the responsibilities of the DCYF or other departments receiving funds.	0.00%	\$622	The SPWG has engaged in work group conversations and feedback regarding the administration of the Children and Youth Fund and related planning efforts. Agendas and minutes can be found here :	Information from the SPWG helps inform the OAC and in turn guides DCYF to better understand the needs of San Francisco children, youth and families, and apply the feedback to our planning work.
Beacon Community School Program staff at SFUSD middle schools and the highest need elementary and K-8 schools	Beacon Community School Program staff interviews: DCYF contracted with SPR to evaluate the expansion of the Beacon Community Schools Strategy from 10 to 27 schools. This strategy serves all SFUSD middle and high need elementary and K-8 schools. From March-May 2020, SPR conducted 143 interviews with program staff to understand how well youth and families in need are being reached and to learn more about how DCYF can better support programs.	0.07%	\$127,309	Results of the Beacons Community School Program evaluation help DCYF understand areas for program improvement, and program impact on youth development. Critical issues that emerged included staff capacity to serve diverse students, language capacity to provide services and outreach in multiple languages, alignment with the schools and expansion of school day services.	Information from the evaluation report and conversations with the evaluator and Beacons service providers allow DCYF staff to better support grantees, and in turn SF youth and families.



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POPULATION	STAKEHOLDER ENGAGEMENT	% OF BUDGET	\$ OF BUDGET	CRITICAL ISSUES	MEASURABLE ACTIVITIES
Program staff at DCYF-funded Education Supports programs	Education Supports staff interviews: DCYF contracted with Policy Studies Associates to evaluate the implementation of the Educational Supports Service Area. Educational Supports programs serve academically at-risk children and youth. In 2019-2020, PSA conducted interviews and surveys with program staff to understand how well youth and families in need are being reached as well as how programs were meeting participants' academic and family engagement needs.	0.06%	\$101,568	Results of the Education Supports evaluation help DCYF understand areas for program improvement, and support needed for grantees. Generally speaking, findings from staff interviews are not disaggregated by race/ethnicity. Critical issues that emerged include challenges in accessing information on the needs of youth in program and in keeping youth and families engaged in educational supports programming. The need for clarity from DCYF on grant expectations also came up.	Information from the evaluation report and conversations with the evaluator and Education Supports grantees allows DCYF staff to better support grantees in strengthening program implementation and maximizing impact for academically challenged SF youth.
Diverse population of SF youth and families across the City	DCYF Community Engagement & Communications staff outreach and communications materials: DCYF Communications & Community Engagement staff interface with the public and disseminate information at DCYF produced and sponsored, city partner and community events. Staff also produce communications materials and reports that detail DCYF's investments. These materials provide a range of information about service providers, youth served, sites and outcomes. DCYF's communication materials also intentionally highlight DCYF grantees and their participants.	0.22%	\$388,178	Staff provide information on available resources to children, youth, and families across the city.	DCYF administered \$141 million to fund services for children and youth in 2018-19. For more information see the 2018-19 Service Highlights report



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POPULATION	STAKEHOLDER ENGAGEMENT	% OF BUDGET	\$ OF BUDGET	CRITICAL ISSUES	MEASURABLE ACTIVITIES
Diverse population of SF youth and families across the City	We are the City: The Family Appreciation Events: The FY19-20 We are the City: The Family Appreciation series provided residents, particularly children, youth, and families, increased access to temporary open public spaces for fun, free and family-friendly outdoor activations throughout the City.	0.15%	\$275,000	We are the City: The Family Appreciation events connected attendees with DCYF, our grantees, City leaders, departments and resources and celebrated the contributions of all of these groups in making San Francisco a great place to grow up. The events were implemented in partnership with DCYF grantees in districts 3, 4, 5, 6, 10 and 11.	DCYF administered \$141 million to fund services for children and youth in 2018-19. For more information see the 2018-19 Service Highlights report
Diverse population of SF youth and families across the City	Citywide Summer Resource Fair and Pop Up Events: DCYF Communications & Community Engagement Team along with our partners host an annual citywide Summer Resource Fair. The goal of the fair is to increase awareness of and participation in the multitude of summer programs and services available to the City's children, youth and families, with particular emphasis on programs and services for working and low-income families. The SRF has grown into a multifaceted event that features over 125 exhibitors and brings in over 1,500 attendees.	Amounts and percentage of budget displayed in rows above for <i>DCYF Community Engagement & Communications staff outreach and communications materials</i> and <i>We are the City: The Family Appreciation Events</i> include this activity		Increases awareness of and participation in the multitude of summer programs and services available to San Francisco's children, youth and families, with particular emphasis on programs and services for working and low-income families.	DCYF administered \$141 million to fund services for children and youth in 2018-19. For more information see the 2018-19 Service Highlights report



DEPARTMENT OF CHILDREN, YOUTH AND THEIR FAMILIES (DCYF)

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POPULATION	STAKEHOLDER ENGAGEMENT	% OF BUDGET	\$ OF BUDGET	CRITICAL ISSUES	MEASURABLE ACTIVITIES
Youth Participants and Program staff at DCYF-funded Out of School Time programs	National Summer Learning Week: DCYF and our grantees celebrate National Summer Learning Week, a national day of advocacy that emphasizes the importance of keeping youth learning, safe and healthy in the summer, ensuring they return to school in the fall ready to succeed. The Funding and Communications & Community Engagement teams visit various DCYF grantees to highlight their efforts in promoting Summer Learning.	Amounts and percentage of budget displayed in rows above for <i>DCYF Community Engagement & Communications staff outreach and communications materials</i> and <i>We are the City: The Family Appreciation Events</i> include this activity		Keeping youth learning, safe and healthy in the summer, ensuring they return to school in the fall ready to succeed.	Many grantees providing summer programming are funded under our Out of School Time (OST) Service Area which is designed to ensure continuous support and programming outside of school hours, These programs provide skill building, physical activity, enrichment and transition supports to elementary and middle school youth.
Youth Participants and Program staff at DCYF-funded Out of School Time programs	Lights On Afterschool: DCYF and our grantees celebrate Lights On Afterschool, a day of recognition of the importance of afterschool programs for children, their families, and their communities. The Funding and Community Engagement and Communications team visited various DCYF grantees to highlight their efforts in promoting afterschool programming through support, participation and promotion through storytelling.	Amounts and percentage of budget displayed in rows above for <i>DCYF Community Engagement & Communications staff outreach and communications materials</i> and <i>We are the City: The Family Appreciation Events</i> include this activity		Importance of afterschool programs for children, their families, and their communities.	Many grantees providing summer programming are funded under our Out of School Time (OST) Service Area which is designed to ensure continuous support and programming outside of school hours, These programs provide skill building, physical activity, enrichment and transition supports to elementary and middle school youth.



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Diverse population of SF High School Age Youth and TAY	Youth Advocacy Day (YAD): YAD is an all-day event committed to youth empowerment and civic engagement. The event provides high school students and TAY with the opportunity to meet with city leaders and public officials to share their thoughts, concerns, and questions about the issues most important to them. YAD is a unique educational experience for youth to take ownership over their civic lives. The event invites young people to claim their voice and step into their leadership through intentional interactions and positive experiences within the heart of City government.	0.04%	\$75,000	YAD provides an opportunity for high school students and Transitional Age Youth (TAY) to meet with city leaders and public officials to share their thoughts, concerns, and questions about issues they care about as young people.	
SF tweens, teens, and transitional age youth	Together Apart: Virtual Talent Showcase by SF Youth: In June 2020 DCYF hosted a virtual talent show with young people. The event featured performances and provided the opportunity for young people to share their experiences. 54 youth participated in the event and completed a survey on their experiences and needs during the pandemic.	0.01%	\$20,000	DCYF provided a space and platform for tweens, teens, and transitional-age youth to express what they're experiencing through the pandemic, quarantine and protests through art and performance, as well as live conversations with community organizations.	Information from the event allowed DCYF staff to better support grantees, and in turn SF youth and families, with shifting needs resulting from the pandemic.



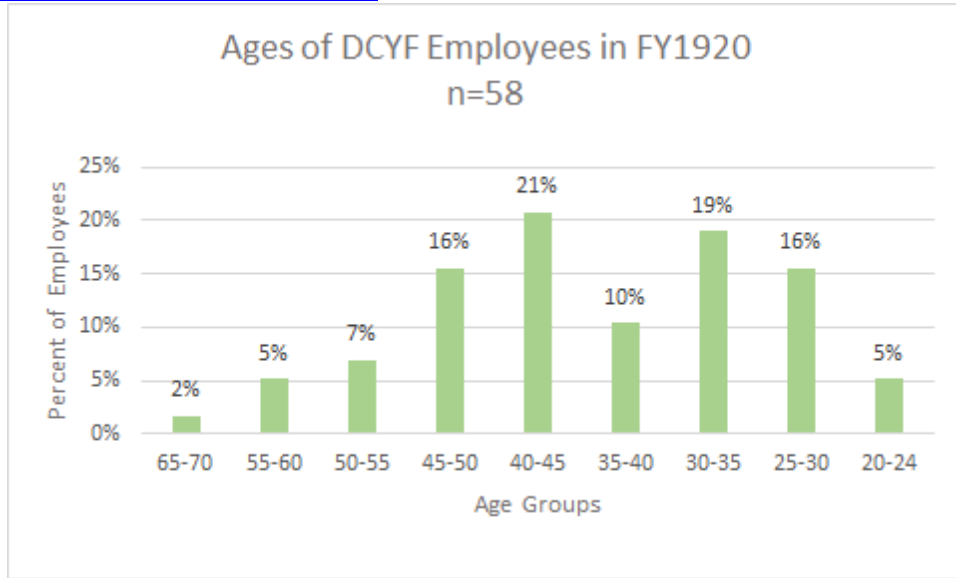
DEPARTMENT OF CHILDREN, YOUTH AND THEIR FAMILIES (DCYF) APPENDIX III: DCYF'S CURRENT WORKFORCE DEMOGRAPHIC DATA



The following charts provide demographic information on age, gender, race/ethnicity and education for DCYF employees in FY2019-20.

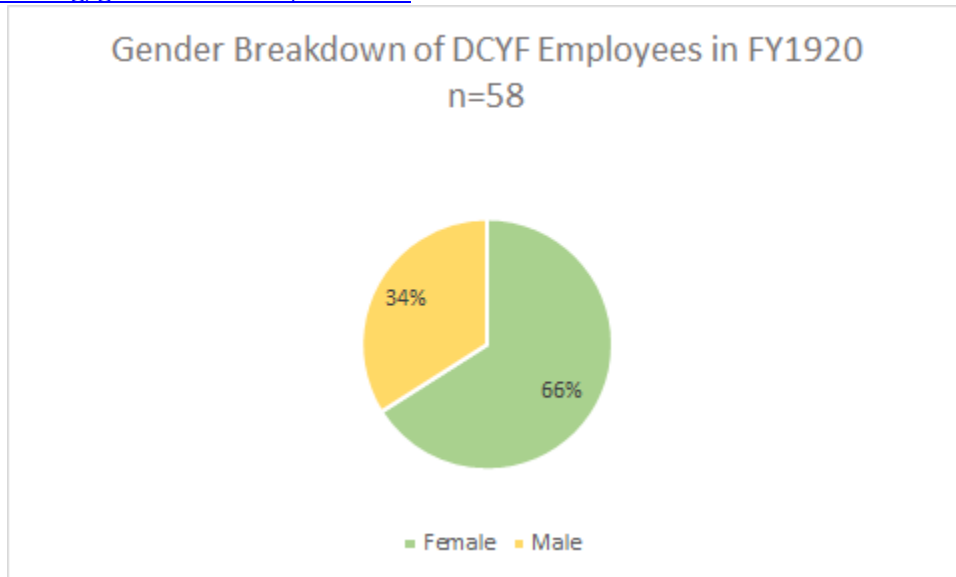
AGE:

Source: <https://sfdhr.org/age-and-departments>



GENDER:

Source: <https://sfdhr.org/gender-and-department>



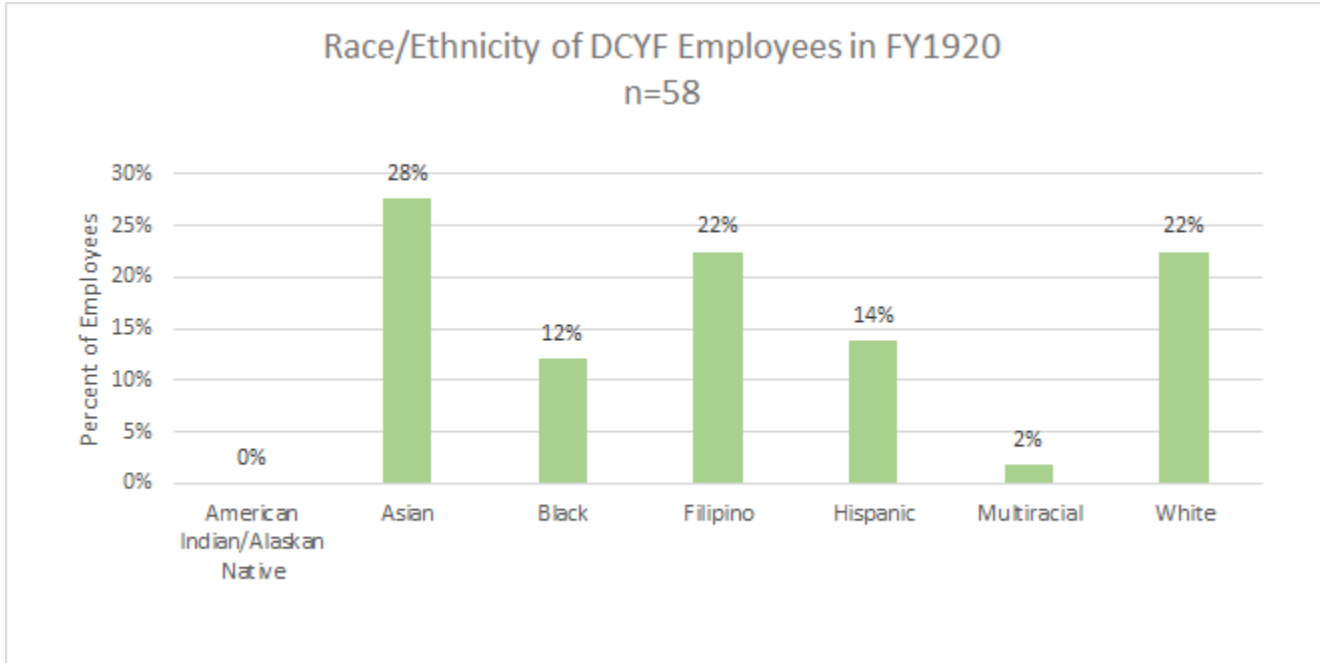


DEPARTMENT OF CHILDREN, YOUTH AND THEIR FAMILIES (DCYF) APPENDIX III: DCYF'S CURRENT WORKFORCE DEMOGRAPHIC DATA



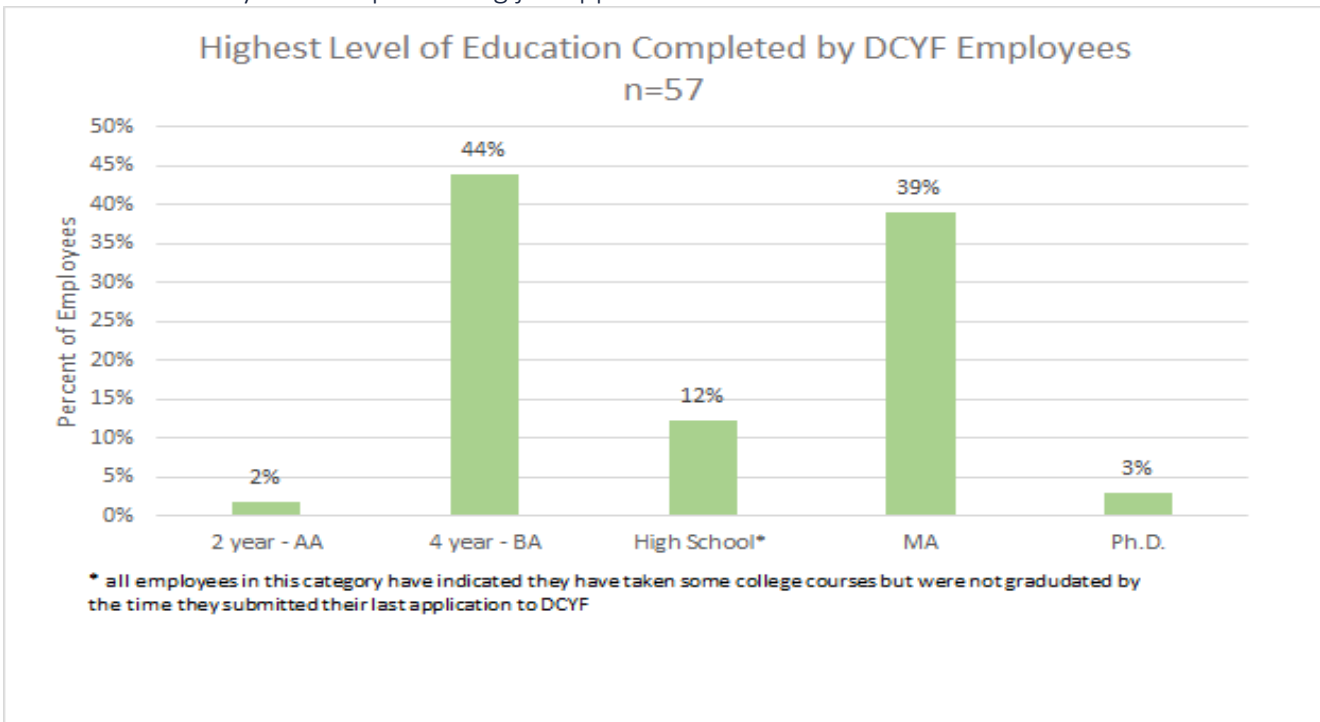
RACE & ETHNICITY:

Source: <https://sfdhr.org/race-ethnicity-and-department>



EDUCATION:

Source: This information was pulled from employees' most recent job application submitted in JobApps, the online database the City uses for processing job applications.





APPENDIX IV: RESULTS FROM DEPARTMENT ASSESSMENT & EMPLOYEE SURVEY

DCYF will engage a third-party consultant to assist with the administration of a **Barriers Assessment** and an **Annual Staff Survey**. The goal of these processes will be to gather high quality data that can be used to reflect on staff experiences with current practices for the purpose of developing adjustments to our internal programs, processes and workplace culture. We believe that the diverse lived experiences of our staff have great value as policymaking tools and are committed to developing a process that gathers them in a meaningful way. DCYF will engage a third-party consultant to assist with the administration of a **Barriers Assessment** and an **Annual Staff Survey**. The goal of these is to gather high quality data that will be used to reflect on staff's experiences with current practices in order to develop adjustments to our internal programs, processes and workplace culture. We believe that the diverse lived experiences of our staff have great value as policymaking tools and are committed to developing a process that gathers those experiences in a meaningful way.

The Barriers Assessment will be administered as a focus group with all staff who have either led or participated in a hiring process. The Assessment will also include our Senior HR Consultant at the Department of Human Resources (DHR). The Annual Staff Survey will include individual staff interviews in FY20/21 with plans to shift to traditional survey-format for future years. DCYF is using this approach to create a forum for staff that allows them to share their experiences freely and safely. The results from these interviews will be collected and presented without individual identification.

These processes will be administered in early 2021, therefore results are not yet available. DCYF is currently identifying a third-party consultant with both evaluation and strategic planning experience as well as a strong focus on racial equity who can lead the development and administration of both tools. Using a third-party consultant will help DCYF prevent conflict of interest and confidentiality issues as well as to create a process that is safe for our staff.



Making San Francisco



a great place to grow up