

The Human Rights Commission has developed an equity framework for City departments; the aim is to provide tools and strategies that make City Government services more equitable for all.

The framework serves as an invitation for city departments to create and uphold transformational systems and approach actual and perceived limitations with innovation. We believe that city government has the ability to support resilient people and in partnership with communities can help develop foundations that uplift all.

What does EQUITY mean to me?

History will judge societies and governments — and their institutions — not by how big they are or how well they serve the rich and the powerful, but by how effectively they respond to the needs of the poor and the helpless.

Cesar Chavez

Shared Language

EQUITY

Full and equal access to opportunities, power and resources so all people may thrive and prosper regardless of demographics.

COMMUNITY

Stakeholders across San Francisco's diverse neighborhoods who are either benefited or burdened by public policies.

ASSESS **CONDITIONS**

WILL THERE BE A NEGATIVE IMPACT

WHO WILL BE MOST IMPACTED

**CONSIDER THE POTENTIAL
UNINTENDED CONSEQUENCES**

**BUILD
BRIDGES**

CREATE **LADDERS**

CULTIVATE
COLLABORATION

Consider

Impact

THEY LOVE IT

THEY LOVE IT NOT!

Consider

IMPACT – IS ANYONE BETTER OFF?

IMPACT – IS ANYONE WORSE OFF?

IMPACT – DID YOU ACHIEVE THE DESIRED
OUTCOME?

IMPACT – WHAT'S THE COMMUNITY VIEW?

IMPACT – WHAT'S THE FOLLOW UP?

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