

***BIC Regular Meeting
of
May 18, 2022***

Agenda Item 6

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7. BOARDS AND COMMISSIONS

An Equitable Workforce Starts with Equitable Decision Making. For many departments, an equitable and diverse leadership does not stop with senior leadership positions. Decisions are also being made in boards and commissions. These seats must represent the community that the department serves. Bi-

laws that contain policies and language that perpetuate implicit bias must be revised. Seats must be accessible and available to employees of color. Policies and budget decisions made by **Boards and Commissions** must be assessed through a racial equity lens.

DEPARTMENT GOAL

What is the department’s overall goal on Boards and Commissions?

Using a racial and gender equity lens, evaluate and improve the Department of Building Inspection’s services, processes and representation on the Building Inspection Commission, and related committees.

7.1. Ensure a diverse and equitable board and commission members that match the community being served.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
7.1.1. Review and revise bylaws and rules of order or create other commission procedures to include inclusive language and to align with the department’s RE Action Plan. By June 1, 2021, the Building Inspection Commission will review its Rules and Regulations, which serve as its bylaws, and assure that the language aligns with the DBI Racial Equity Action Plan. Please note that the Building Inspection Commission currently follows its Rules and Regulations in regard to all sections.		Bylaws, rules of order or other procedures successfully amended				

	<p>All Commissioners have input in the budget process, which the Department presents.</p> <p>Community advisory working groups</p> <p>Issue-specific task forces</p>
<p>7.1.6. Pass a resolution on a Ramaytush Ohlone Land Acknowledgement.⁵</p> <p>In 2021, the Building Inspection Commission will pass a resolution on a Ramaytush Ohlone Land Acknowledgement. In preparation, of passing this resolution it may be helpful for the BIC to do some research and become more informed regarding the Ramaytush Ohlone, so that they may be respectful and careful in how the Commission proceeds.</p>	<p>Resolution adopted</p>
<p>7.1.7. Incorporate Proposition C 2020 passage which removes the requirement of U.S. citizenship and voter registration for individuals to serve on city boards, commissions, and advisory bodies.</p> <p>In 2021, the BIC will incorporate Proposition C 2020 passage.</p>	<p>Greater racial and gender equity in board and/or commission members</p> <p>As specified by the City Charter, there are four Mayoral Appointees and three Board of Supervisors Appointees. All Commissioners serve 2-year terms. As a result of this, the Building Inspection Commission does not have direct input regarding new appointments.</p>

Commented [a1]: Including the Committees the President/BIC appoints

⁵ <https://americanindianculturaldistrict.org/ramaytush-land-acknowledgement>

7.2. Safeguard members so they naturally feel welcomed and valued, not tokenized.

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
7.2.1. Determine a regular and standardized protocol for accommodation requests, centering people with disabilities, working people, parents, etc.		# of diverse board/commission members % of board/commission retention				
The Building Inspection Commission has a regular and standardized protocol for accommodation requests, centering people with disabilities, working people, parents, etc.		Implementation of inclusive protocols				
Additional option is to consider having people submit their public comment in advance of the meeting, and call in also.		When the BIC receives requests in advance of the meeting for language interpreter services, ASL interpretation, etc. the BIC Secretary assists in making the accommodation.				
e.g. ASL interpretation, video conferencing, food during meetings, translations, etc.						
7.2.2. Commit to ongoing racial equity training being mindful of ongoing and current issues.		# of completed training per quarter Increased participation rate				

Commented [a2]: Submitting comments early/Consider call-in option moving forward

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more fitting and could open up a variety of mentorship opportunities.

Retention on the BIC seems to be okay, but whether or not a Commissioner continues to serve is at the discretion of the Board or Mayor's Office.

The BIC can implement a member experience satisfaction survey. *(Since terms are 2 years, perhaps after 1 year of serving on the Commission.)*

7.3. [Additional Department-Specific Goal]

ACTIONS	RESOURCES COMMITTED	INDICATORS	TIMELINE	IMPLEMENTATION	STATUS	LEAD
7.3.1. [A description of the action to reach the goal goes here.]						