

BUILDING INSPECTION COMMISSION RESOLUTION/COMMITMENT TO
RACIAL AND SOCIAL JUSTICE
AUGUST 2020

The San Francisco Building Inspection Commission has reflected on the recent events in our country that have brought race and class inequities to the forefront. We acknowledge that San Francisco has a long history of creating and enforcing laws/policies, and institutions that perpetuate racial inequities.

As such, the San Francisco Building Inspection Commission commits to continue to enact equitable and racially just departmental policies, workforce development and hiring policies and to continue to deliver all building safety-related services equitably, ethically, professionally and respectfully to San Francisco communities.

WHEREAS, the San Francisco Building Inspection Commission does hereby acknowledge, recognize and stand with the Black Lives Matter movement's values of treating every human being with respect, dignity and equality.

WHEREAS, the San Francisco Building Inspection Commission is appalled by the unjust murders of George Floyd, Breonna Taylor, Ahmaud Arbery, Alex Nieto, Amilcar Lopez-Perez, Mario Woods, Luis Gongora Pat, Jessica Williams, Jesus Adolfo Delgado Duarte, Sean Monterrosa, and far too many people, overwhelmingly from communities of color, who died directly as a result of illegal brutalities, malfeasance, and institutionalized racism within governmental and economic systemic structures that continue to enable reprehensible behaviors; and

WHEREAS, the San Francisco Human Rights Commission defines racial equity as the systematic fair treatment of people of all races that results in equal outcomes, while recognizing the historical context and systemic harm done to specific racial groups; and

WHEREAS, the San Francisco Building Inspection Commission is beginning to take immediate action steps to strengthen employee values and behaviors supportive of uniformly applied racial justice, social equity, and equal treatment of everyone – including the launching of DBI's Racial Equity Team whose members will reinforce daily the City's longstanding policies of non-discrimination, as well as schedule regular sensitivity trainings that instill awareness, consciousness and respectful interactions throughout the professional work environment at all times; and

WHEREAS, the San Francisco Building Inspection Commission is fully committed to the fair treatment of people of all races, cultures and incomes, and reaffirm that

diversity, inclusiveness and respect are core values of our public-facing, public service-oriented organization; and

WHEREAS, the San Francisco Building Inspection Commission is committed to advancing racial and social justice as a local employer and as a public service provider by basing programs and resource allocations upon racial and social equity; and

WHEREAS, as a government institution, we agree to continue to proactively eliminate structural racism and to change how local government works to ensure that racial equity is a priority in both policy and practice, and we acknowledge the constant need to work intentionally to level the playing field for Black, Indigenous and all people of color; and

WHEREAS, as public servants, we each individually assume responsibility to take action against systemic and institutional racism and recognize that silence and inaction amount to complicity. In order to dismantle systemic racism that persists, all Building Inspection Commission members, and leadership at all levels, must continuously, proactively and explicitly address racial injustices in our public services; now, therefore be it

RESOLVED, that the San Francisco Building Inspection Commission continues to condemn racism, sexism, homophobia and all other forms of discrimination—explicitly including racism against Black, Indigenous, and all people of color—and hereby directs the Department to dedicate time and resources towards ending institutional and structural racism within the Department and to promote the inclusion, belonging and full participation of Black, Indigenous, and all people of color to achieve fair and just outcomes; and be it

FURTHER RESOLVED, that this Commission decries government practices that have resulted in and continue to have disproportionate impacts upon Black, Indigenous, and all people of color, and commits to working with the Board of Supervisors and the Mayor to take more direct anti-racist action to dismantle the unjust structural and institutional systems of race and privilege perpetuating these inequities; and be it

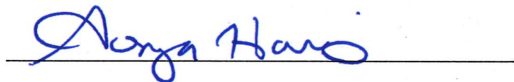
FURTHER RESOLVED, that this Commission acknowledges that the responsibility falls upon each one of us, regardless of the color of our skin, to work together constantly and consistently to create a "new normal" in which the legacy of bigotry and unequal treatment are eliminated completely from our institutions, systems, and values; and be it

FURTHER RESOLVED, that this Resolution instructs the San Francisco Building Inspection Commission to identify actions and a timeline, with measurable goals, that will advance racial and social equity across all programs and services, including Plan Review; Building, Electrical, Plumbing, and Housing Inspections Services; and Code Enforcement, by developing and implementing appropriate performance measures, incorporating a racial and social equity lens in budgeting and personnel decisions, and in all strategic long-term planning processes for the express purpose of advancing racially just outcome reporting; and be it

FURTHER RESOLVED, that this Commission recommends the Department of Building Inspection leadership to work with staff to create a detailed plan that identifies resources, milestones, timelines and data necessary for the successful implementation of this Resolution and to report the Department's progress on racial equity and social justice quarterly to the Commission; and be it

FURTHER RESOLVED, that this Commission and the Department jointly assert that the responsibility for implementing these structural and institutional changes falls upon leadership and all staff, across all levels and functions.

I hereby certify that the San Francisco Building Inspection Commission adopted the foregoing resolution at its August 19, 2020 meeting.

A handwritten signature in blue ink, reading "Sonya Harris", is written over a horizontal line.

Sonya Harris
Building Inspection Commission Secretary