



City and County
of San Francisco

Economic Recovery Task Force

San Francisco Economic Recovery Task Force (ERTF)

MEETING #2

June 11, 2020

ERTF Meeting # 2 Agenda

- › Reopening Plan
 - Responses from Task Force members
 - San Francisco's Reopening Plan
 - Health orders and directives
- › Shared Spaces program
- › Policy working groups
- › Equity and Economic Recovery
- › Q&A with Co Chairs, Supervisors and Department Heads

What We Heard:

Task Force Reopening responses

Research Methodology

- › Over 30+ Task Force members conducted research
- › Interviews, focus groups, town halls, and surveys, ~1,000 people's voice
- › Retail, restaurant/bar, office, manufacturing, personal services, arts, entertainment, religion, medical/health
- › **Most research respondents are English speakers***



What We Heard

- › Industries need specific guidelines that consider the nuances and range of their businesses.
- › Clarity is key - guidance is confusing
- › New business model = higher costs, lower revenue



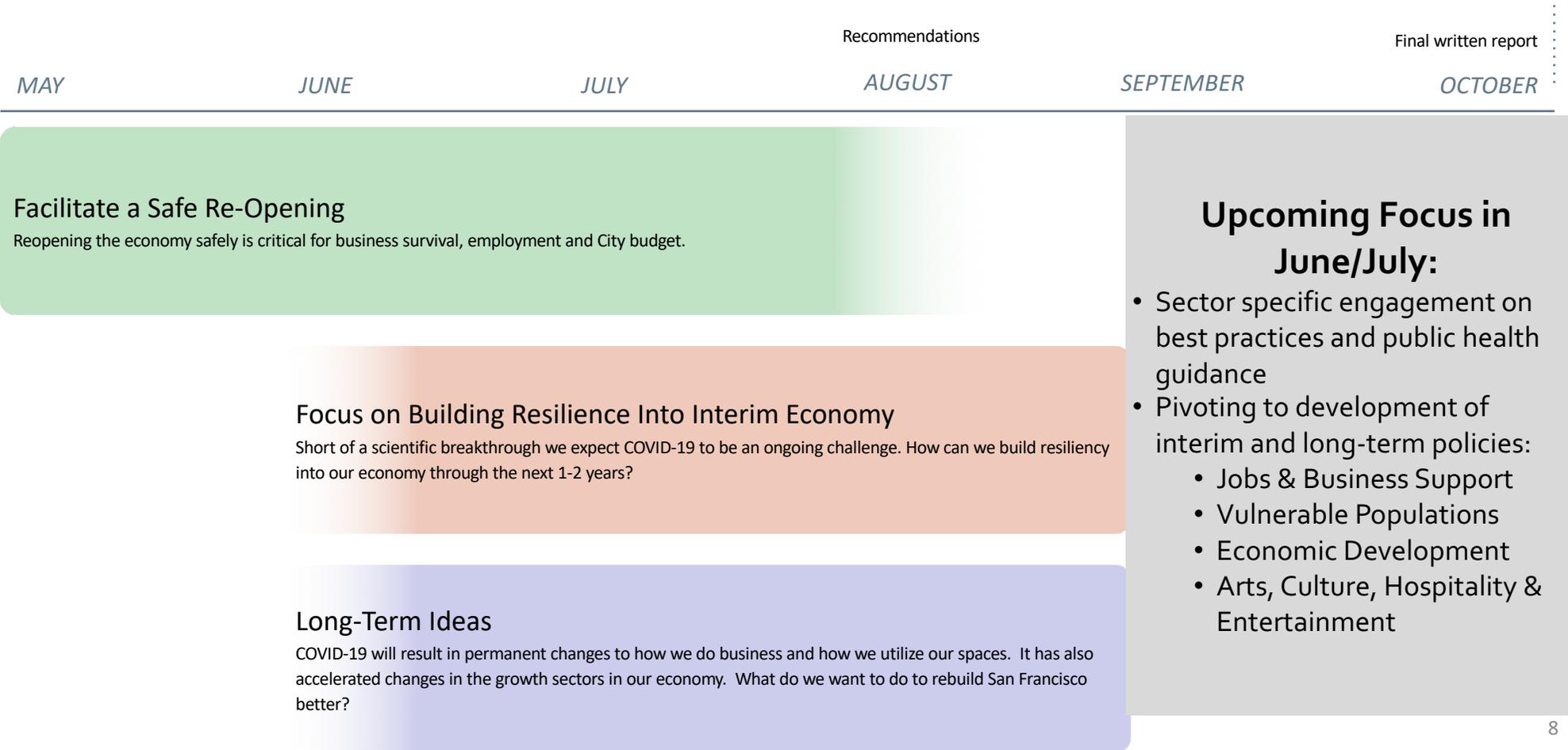
What We Heard

- › Substantial safety training needed
- › Burden of real or perceived COVID-19 exposure
- › A need to reimagine space



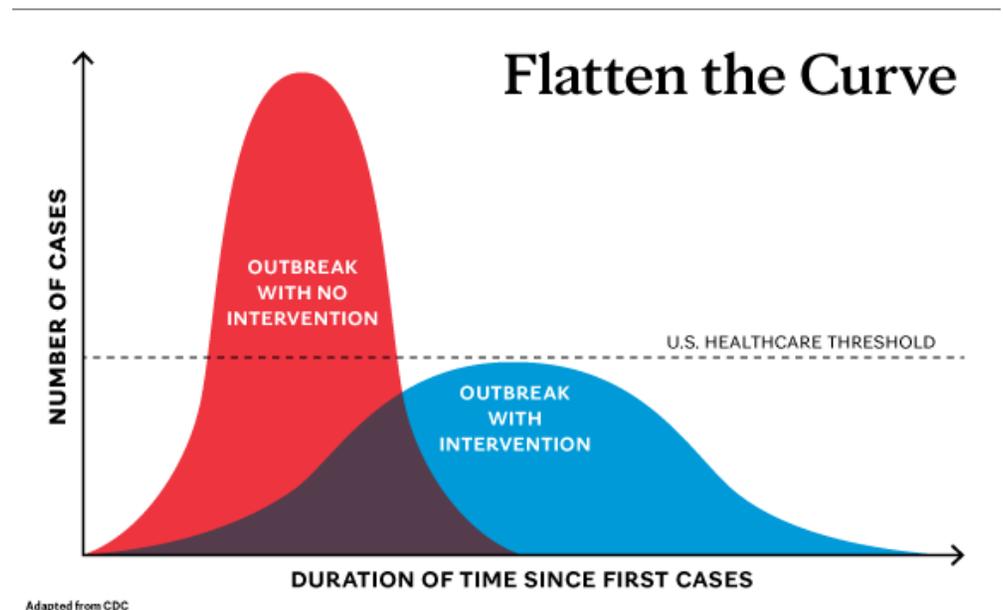
Reopening Plan

Economic Recovery Task Force

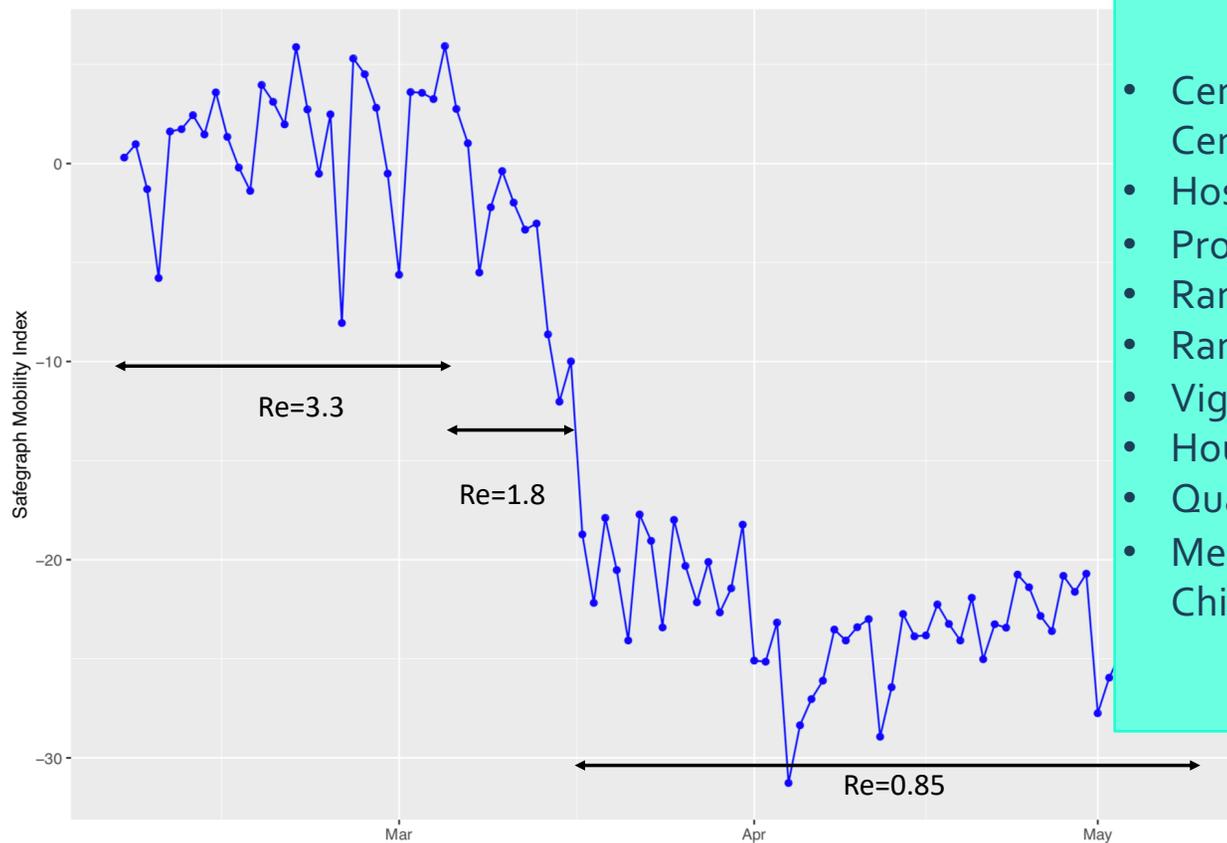


San Francisco Led the Nation in Slowing Spread of COVID-19

- › Early action flattened the curve and saved many lives
- › Now, we enter the next stage of recovery responsibly and thoughtfully, while continuing to prepare and respond to the public health concern



COVID-19 Reproduction Rates & Mobility



ONGOING RESPONSE:

- Centralized Emergency Operations Center at Moscone
- Hospital Coordination
- Procurement of PPE
- Ramping Up Testing
- Ramping Up Contact Tracing
- Vigilance at Congregate Living Facilities
- Housing Homeless/Shelters
- Quarantine Facilities
- Meeting Basic Needs – Food for Seniors, Children, Sick/Quarantined, etc.

Non-Linear Recovery

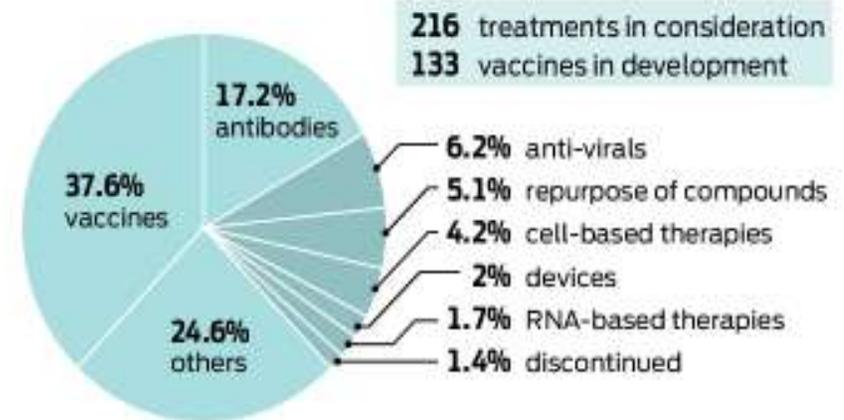
Plausible Future Scenarios

1. Because of a longer incubation period, more asymptomatic spread, and a higher reproductive rate, COVID-19 appears to spread more easily than flu.
2. Depending on control measures and other factors, cases may come in waves of different heights (with high waves signaling major impact) and in different intervals.
3. Based on the most recent flu pandemics, this outbreak will likely last 18 to 24 months.

Possible Pandemic Wave Scenarios for COVID-19

Scenario 1: Peaks and Valleys

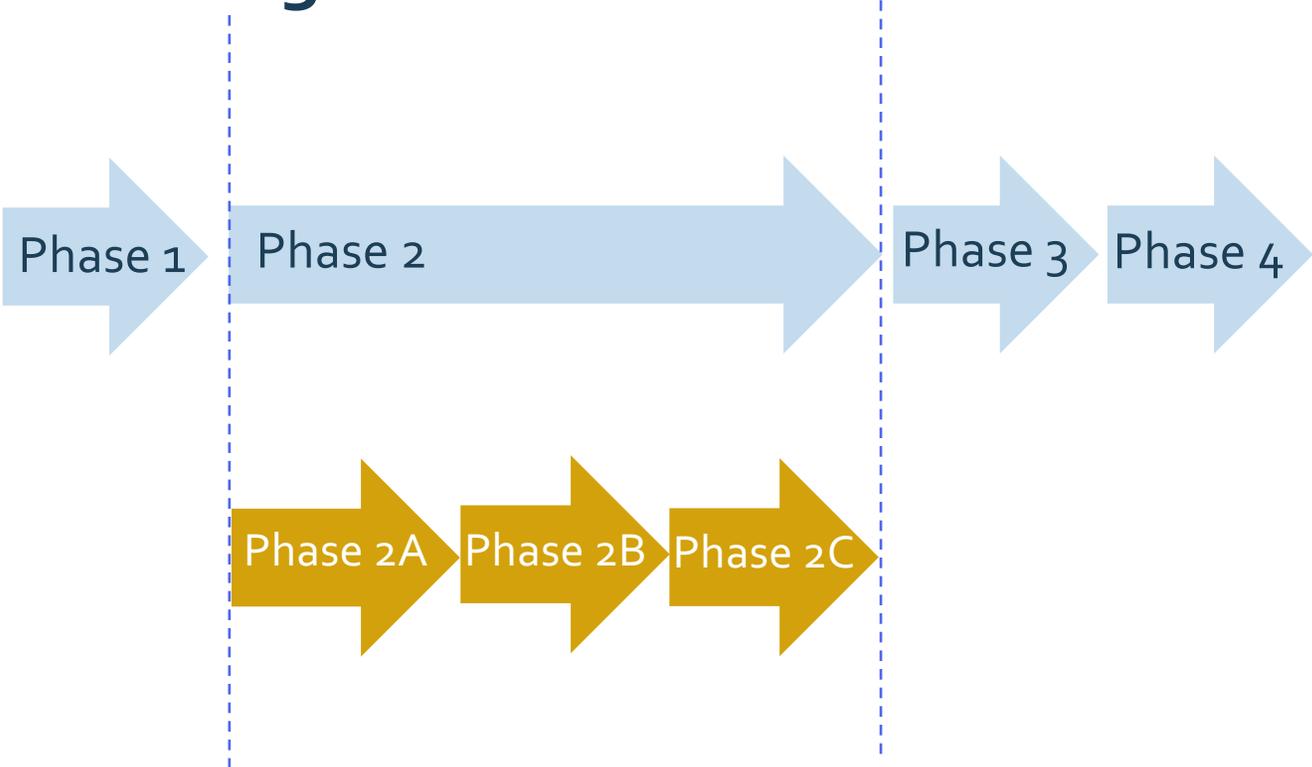
Coronavirus vaccines and treatments in research or development



Recovery - San Francisco's Approach

- › State phases as a building block but local on-the-ground conditions will drive reopening – SF is dense urban area
- › Incremental opening gated with health indicators
- › Low to high risk, factoring in mitigations
 - Pre-COVID service delivery needs to adapt for interim period
- › Hard hit sectors and ability to continue operating remotely
- › Recognizes some sectors that are critical foundations for reopening (e.g. childcare, education, transportation)
- › Roadmap issued to allow businesses and residents to plan and to prepare – expect to update this roadmap with additional guidance and information
- › Considers regional action and indicators

State Phase as Building Block



EVERYONE:

Health Indicators to Inform Decision to Move Forward, Stay Put, or Pull Back

Note: This may change if San Francisco is permitted by State to vary from its phasing and pace

Reopening Roadmap

All Businesses & Youth Services

(Essential businesses already allowed to open)

Prior to June 15

- All construction
- Curbside retail, products (10-person limit)
- Manufacturing, warehouse, logistics (50-person limit)
- Elective surgeries and dental
- Private household outdoor – gardener, landscaping
- Hotels, STR for essential work, quarantine, homeless, other activities that the health order permits
- Equipment rental for outdoor recreational activities
- Professional sports practices only (Requires plan approval)
- Daycare (stable groups of 10-12)

Mid-June

- Outdoor dining (restaurants and bars serving food) – **MOVED TO 6/12**
- Indoor retail (enclosed malls req approved plans)
- All curbside retail (started early June)
- All manufacturing, warehouse, logistics
- Non-emergency medical appts
- Other private household indoors – cooks, house cleaning
- Outdoor fitness with limits
- Professional sports games and other entertainment for broadcast, without in-person audience, (requires plan approval)
- Office, with limits, telework encouraged
- Summer camp (stable groups of 12)

Mid-July

- Hair salons and barber shops
- Indoor dining
- Real estate open houses with appt only

Mid-August

- Hotels, hospitality and STR
- Gyms and fitness centers
- Limited indoor leisure like movie theaters, billiards and bowling alley
- Nonessential healing arts
- All other personal services like indoor personal training, nail salons, tattoo, permanent makeup, and piercing
- Bars without food
- Public schools, academic year begins (learning plans being developed by SFUSD)
- Other schools, including primary, secondary, and higher education

← All operations following social distancing; individuals using face coverings and practicing good hygiene →

Activities

- Botanical gardens
- Outdoor historical sites
- Outdoor museums
- Dog parks
- Parks, beaches and skate parks
- Golf, with limits
- Tennis (singles-only outside a HH) with no shared equipment

- Religious gatherings and ceremonies, with limitations
- Other small gatherings, outdoors, with limitations

- Indoor museums
- Basketball courts
- Playgrounds
- Indoor and outdoor swimming pools
- Indoor tennis
- Zoos

Phase 4

FULL REOPENING – All activities will be allowed, including mass gatherings. Activities include concerts, live audience sports and performances, festivals, night clubs, etc.

<https://sf.gov/information/reopening-san-francisco> (As of June 5, 2020)

State Phases as Building Block

Phase 2		Phase 3	Phase 4
Early Phase 2	Expanded Phase 2 (County-specific plan required to move faster)		
<p>Lower-risk workplaces Gradually reopen retail (curbside only), manufacturing & logistics. Later, relax retail restrictions, adapt & reopen schools, childcare, offices & limited hospitality, personal services.</p> <ul style="list-style-type: none"> • Curb-side retail • Manufacturers • Logistics • Childcare for nonessential workforce • Select services: car washes, pet grooming, and landscape gardening • Outdoor museums, and open gallery spaces and other public spaces with modifications • Office-based businesses (telework remains strongly encouraged) • In-person religious services (churches, weddings) 	<p>Later, relax retail restrictions, personal services.</p> <ul style="list-style-type: none"> • Destination retail, including shopping malls and swap meets • Dine-in restaurants (other amenities, like bars or gaming areas, are not permitted in Stage 2) • Schools with modifications 	<p>Higher-risk workplaces Adapt and reopen movie theaters & more personal & hospitality services.</p> <ul style="list-style-type: none"> • Personal care (hair salons, barbershops, nail salons, gyms) • Entertainment venues (movie theaters, sports without live audiences, zoos, museums) 	<p>End of Stay Home Order Reopen areas of highest risk: e.g. Concerts, conventions, sports arenas.</p> <ul style="list-style-type: none"> • Concerts • Conventions • Live audience sports

Counties that have state permission to "vary"

Bay Area Shared Health Indicators

Indicator	Definition	Data Metric
Surveillance	<ul style="list-style-type: none"> • # new cases/day flat or decreasing • # of hospitalized patients flat or decreasing 14 consecutive days 	<ul style="list-style-type: none"> • COVID+ test result rate • Daily count of confirmed COVID+ admitted to all hospitals
Hospital Capacity	<ul style="list-style-type: none"> • <20% COVID+ patients in staffed, non-surge hospital beds 	<ul style="list-style-type: none"> • Daily count of confirmed COVID+ admitted to county hospitals
Testing	<ul style="list-style-type: none"> • 2 tests conducted per 1,000 residents/day 	<ul style="list-style-type: none"> • # new lab results/day
Contact Tracing	<ul style="list-style-type: none"> • Reach 90% of cases, ID contacts • Reach 90% of all contacts ID'd 	<ul style="list-style-type: none"> • % of COVID+ cases reached • % contacts reached
PPE Supply	<ul style="list-style-type: none"> • SFDPH has 30-day supply 	<ul style="list-style-type: none"> • # days on hand for PPE

Economic Recovery's Impact on SF Operations

- What happens in larger economy has direct impact on City's ability to operate
 - Primarily felt through revenue weakness
 - Also pressure on support to local business and workers
- Incurred and ongoing COVID-19 medical/emergency response
 - Currently assumes FEMA reimbursement – may not continue for future
- Downstream impact of State budget deficit (+ State/Fed support)

Economic Recovery's Impact on SF Operations

Forecast Through FY2023-24					
Sources	FY19-20	FY20-21	FY21-22	FY22-23	FY23-24
General Fund Sources		(487)	(306)	(110)	89
Public Health Revenue		(132)	(32)	(12)	8
Other		(31)	150	(67)	(93)
		(650)	(188)	(189)	4
Uses					
Baselines & Reserves		93	21	(29)	(86)
Salaries & Benefits		(125)	(307)	(415)	(495)
Citywide Operating Costs		(66)	(162)	(234)	(315)
Department Costs		(6)	(100)	(148)	(197)
		(104)	(548)	(826)	(1,093)
Projected Shortfall	(246)	(754)	(736)	(1,015)	(1,089)
FY20-FY22			(1,736)		

Hotel Tax (-39%)
Sales Tax (-20%)
Business Tax (-8%)

\$630M Rainy Day
& Stabilization
Reserves

\$150M General
Reserve

Economic Recovery's Impact on SF Operations – Timeline and Instructions

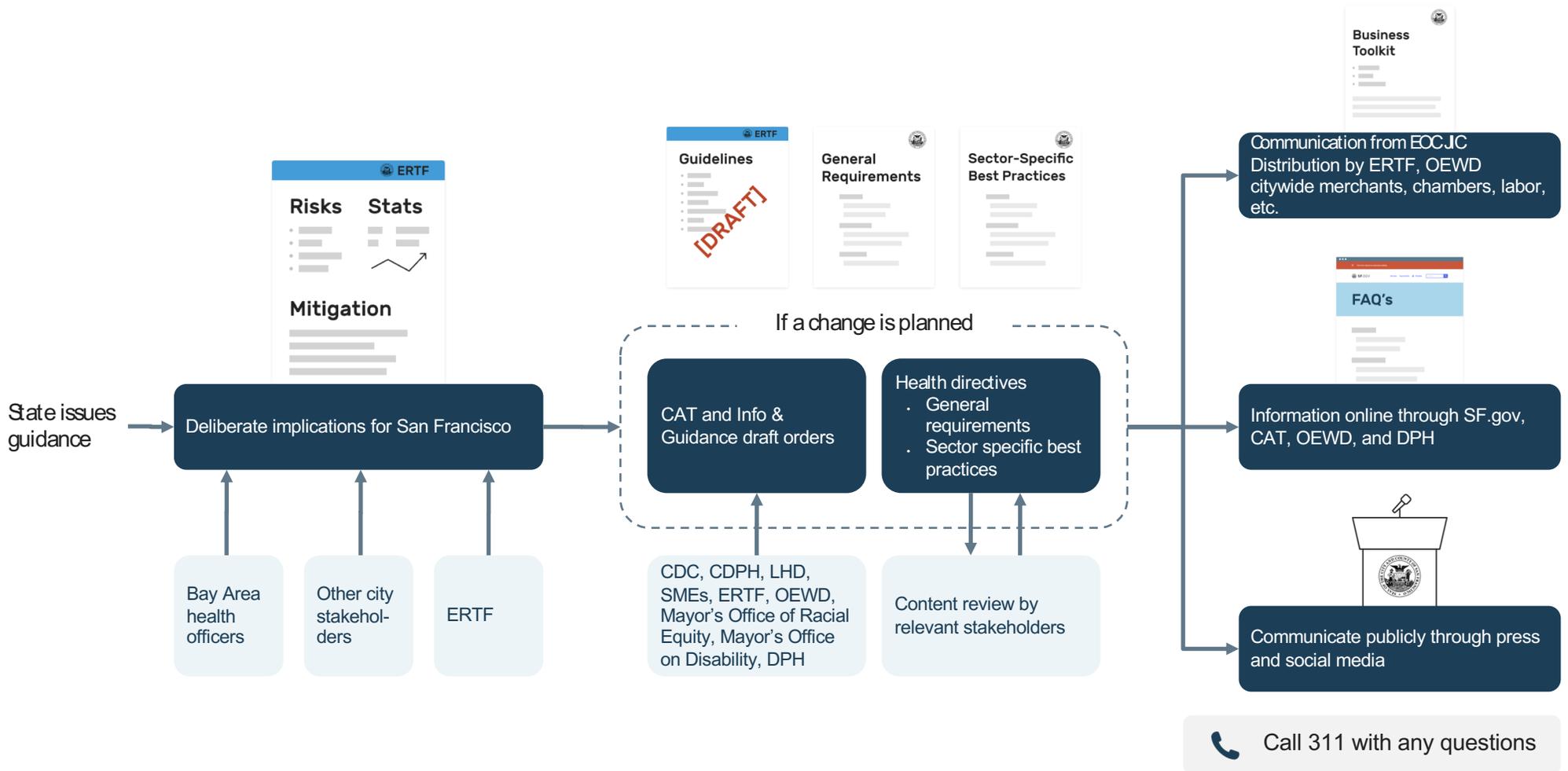
- July 1st - Interim Budget Operational
- August 1st submission & August BOS review (vs. June)
 - Must close \$1.7 billion gap
 - Budget instructions: 10%, + 5% cuts
- September Full BOS Approval
- October new budget in place

Health Orders and Directives

Review for San Francisco

Operationalize Order

Communicate



Legal guidance

› Health Order

- Appendices C1 & C2 set out additional businesses allowed to resume
- Appendix A = Social Distancing Protocol (SDP). Updated to include all generally applicable requirements for all businesses
- Order: In addition to Appendix A, businesses must follow any industry-specific guidance issued by the Health Officer related to COVID-19



[Health Officer Order No. C19-07e](#) [Appendix A: Social Distancing Protocol](#) (revised 6/1/2020)

Each business operating in San Francisco must complete, post onsite, & follow this Social Distancing Protocol. See the attached **Instructions and Requirements** for details on what is required and how to complete this checklist.

Check off all items below that apply and list other required information.



Business/Entity name: _____ Contact name: _____
Facility Address: _____ Phone / Email: _____

(You may contact the person listed above with any questions or comments about this protocol.)

SIGNAGE & EDUCATION

- Post signage at each public entrance of the facility requiring of everyone:
 - (1) avoid entering if experiencing COVID-19 symptoms;
 - (2) maintain a minimum six-foot distance from others in line and in the facility; and
 - (3) wear a Face Covering
- Post a copy of this two-page Social Distancing Protocol checklist at each public entrance
- Post signage showing maximum number of patrons who can be in line and in the facility
- Educate Personnel about this Protocol and other COVID-19 related items

PROTECTIVE MEASURES

- Follow Sections 2.1 through 2.4 below, including:
 - Ensure Personnel stay home or leave work if they are sick
 - Provide a copy of the Attachment to Personnel to ensure they understand when to stay home; translated versions of the Attachment are available online
 - Ensure Personnel review health criteria before each shift and advise Personnel what to do if they are required to stay home
- Require Personnel and patrons to wear a face covering as required by Health Officer orders
- Implement a plan to keep site Personnel safe, including by limiting the number of Personnel and customers onsite to a number that ensures physical distancing and favoring allowing Personnel to carry out their duties from home when possible

MEASURES TO PREVENT UNNECESSARY CONTACT

- Tell Personnel and patrons to maintain physical distancing of at least six feet, except Personnel may momentarily come closer when necessary to accept payment, deliver goods or services, or as otherwise necessary
- Separate all desks or individual work stations by at least six feet
- Place markings in patron line areas to ensure six-foot social distancing (inside and outside)

Legal guidance

› Directives

- Set forth industry-specific requirements
- Instead of businesses needing to create; now they can just fill out and post simplified check box / template



Health Officer Directive No. 2020-10b (Exhibit B) Health and Safety Plan (Issued 6/1/2020)

Checklist

Each Retail Business with Curbside Operations must complete, post onsite, and follow this Health and Safety Plan.

Check off all items below that apply and list other required information.

Business/Entity name:

Contact name:

Facility Address:

Contact telephone:

(You may contact the person listed above with any questions or comments about this plan.)

- Business is familiar with and complies with all requirements set forth in Health Officer Directive No. 2020-10, available at <http://www.sfdph.com/directives>.
- Customers may not enter the store.
- Exchange of goods between Personnel and customer must take place outdoors, though the exchange may be through a door or open window.
- Personnel wash hands frequently and use hand sanitizer before and after handing items to customers.
- If possible, conduct delivery and contact method without direct interaction.
- Modify or eliminate any customer signature-capture procedures or sanitize equipment after each use.
- If possible, curbside transactions should occur without customer exiting their parked car.
- Customer line outside is adequately spaced, allows sufficient sidewalk space for people to walk by safely, and does not overlap with lines from other neighboring businesses.
- No goods have been moved outside for display or sale.
- No more than 10 Personnel are on site in the facility at any time.
 - Less than 10 if Personnel cannot maintain at least six feet of physical distance at all times (specify number: ____).
- Store has direct access to an immediately adjacent sidewalk, street, alley, or parking area for pickup by customers using any mode of travel, without blocking pedestrian access or causing pedestrian or vehicle congestion.

Web resources:

- › **Health Directives and Social Distancing Protocol:**
<https://www.sfdph.org/dph/alerts/coronavirus-health-directives.asp>
- › **Office of Econ Development business sector guidance:**
<https://oewd.org/node/4473>
- › **SF.gov reopening:**
<https://sf.gov/information/reopening-san-francisco>
- › **City Attorney FAQs:** https://www.sfcityattorney.org/wp-content/uploads/2020/06/Stay-Safe-at-Home-Health-Officer-Order-FAQs-Rev-6.1.2020_final.pdf

The screenshot shows the San Francisco Department of Public Health website. The header includes navigation links for 'About DPH', 'Our Services', 'Our Programs', 'Healthy Living', 'Records, Permits & Licensing', 'Knowledge Sharing & Collaboration', 'Diseases & Conditions', and 'Training'. A search bar and a 'Select Language' dropdown are also visible.

Coronavirus (COVID-19) Health Directives

On March 6, 2020 San Francisco Health Officer Tomas Aragon **declared a health emergency** due to the COVID-19 pandemic and subsequently enacted Health Orders to protect the public health. Health Orders are enforceable laws and are usually accompanied by one or more Directives which provide legally binding instructions for how to comply with the Health Order. The Orders and Directives may also be accompanied by **Guidance** that provides suggestions and frameworks to facilitate compliance.

HELPFUL LINKS
[SFDPH COVID-19 Main Page](#)
[Health Orders](#)
[SF Communicable Disease Program](#)
[COVID-19 Guidance](#)
[COVID-19 Info at sf.gov](#)

Health Orders related to COVID-19 are numbered C19-##. When a number is followed by a lowercase letter, the letter shows that the item has been amended. So C19-07e is the fifth iteration of Order No. C19-07. Health Directives in calendar year 2020 are numbered 2020-## in order of release.

Note: One Health Order and several Directives refer to "Appendix A", which details the requirement that businesses establish and implement a Social Distancing Protocol and Health Plan. Click for **Instructions and a fillable form to create a Social Distancing Protocol and Health Plan**. Businesses are also required to provide the **Personnel Screening Handout** to their personnel.

Directive Name and Number	Resources
Children -- Childcare Providers 2020-14b	Guidance for Childcare Social Distancing & Health Template for Childcare 中文 Arabic Pilipino Español Vietnamese
Children -- Summer Camps 2020-13b	Guidance for Summer Camps Social Distancing & Health Template for Summer Camps 中文 Arabic Pilipino Español Vietnamese
Construction 2020-04	
Curbside Retail 2020-10b	Guidance for Curbside Retail Health and Safety Plan Fillable Word Template for 2020-10
Dentists 2020-09b	Guidance for Dental Care
Elective Surgery 2020-08	Guidance for Healthcare Providers
Food--Outdoor Dining Forthcoming Directive	Preliminary Guidance for Outdoor Dining
Food Prep for Carry Out or Delivery 2020-05 中文 Arabic Pilipino Español	Guidance for Restaurants and Food Delivery Health and Safety Plan Fillable Word Template for 2020-05 中文 Español
Foods--Unprepared + Household Products & Hardware	Health and Safety Plan Fillable Word Template for 2020-07

Shared Spaces Program

Program Goals

- › Shared Spaces is a program that allows local businesses to apply to temporarily use public spaces near their business to operate outside, in a safe, socially distanced way during COVID-19
- › The goal of Shared Spaces is to support neighborhoods by providing additional public space to operate local business activities. Now that outdoor dining is allowed under the Health Order (starting tomorrow) Shared Spaces could be used for outdoor restaurant seating

Principle: Creativity and Innovation

- › In this time of crisis, we need to think creatively about how best to utilize one of our greatest assets: our right of way and open space
- › We can build upon a tradition of innovative programs in SF, like Parklets, SF Park, and Sunday Streets, that all demonstrate the highest and best use of our space is not for parking and traffic
- › We establish a program that sets general ground rules (safety, accessibility) and lets businesses operate creatively within these rules

Principle: Trust

- › We trust that local businesses know how best to serve their customers
- › We trust that local businesses can operate responsibly
- › We trust that in cases where an outdoor use won't be safe or successful, local businesses won't attempt it
- › We trust that local businesses can work together to propose creative solutions that benefit whole districts and neighborhoods

General Provisions

- › Makes outdoor space available to local businesses for safe, socially distanced, outdoor operations
- › Have low barriers to entry and no permit fees
- › Responsibilities for business: Identify locations, self certify compliance with rules, provide furniture and barriers
- › Temporary in nature - permits run through end of 2020

Spaces to Consider

- › Shared Spaces provides a menu of options for businesses to consider:
 - Sidewalks
 - Curbside lanes
 - Opening full street to business
 - Rec + Park property
 - Port of San Francisco property
- › Is flexible in terms of use – accommodates dining, retail, pickup, etc.

Limitations

- › Due to the congested nature of San Francisco's sidewalks and streets:
 - Many businesses will not have a suitable sidewalk
 - Many will not have a suitable curbside lane
 - Many will not have a suitable street for closure
- › The program is designed to make as much space available as quickly as possible, but applicants need to know there are restrictions
- › Collaboration with neighbors (commercial and residential) is essential

Sidewalks

- › Applicant fills out an online form, self-certifies compliance with program rules, and begins using sidewalk two business days later
- › Key requirements are: 6' path of travel, no obstruction of fire hydrants, fire escapes, standpipes, etc.
- › Limitation: many sidewalks outside retail businesses are simply not wide enough or too congested with trees and other conflicts for this program

Curbside Lane

- › Generally able to use the curbside lane if it's used for parking
- › Not able to use curbside if it is: a red zone, blue zone, bus stop, curb ramp, street with fast traffic speeds, or other conflict
- › Curbside can be for outdoor dining/business, for a loading zone, or for extra room to social distance while customers wait in line
- › For dining/business, a parklet-type barrier between curbside and traffic lane will be required

Other details

- › Insurance: \$1m in general commercial liability + workers comp
- › A business can occupy the sidewalk or the curbside lane in front of a neighboring business with written permission of that business owner
- › Enforcement will be both regular and complaint driven. Members of the public can report a non-compliant Shared Space to 311
- › Permits are temporary, can be modified and revoked at any time if permit holder not complying or if emergency situation changes

Opening Full Streets for Business

- › Merchant Association can propose a full or partial street opening
- › Collaboration and consensus is critical – businesses and residents
- › Among other potential conflicts, street closures will likely not be allowed if there is a MUNI route currently running on that street
- › City will notify applicant if opening street is feasible or not. If feasible, likely at least 2 more weeks of detailed work to ensure neighborhood consensus, safety, accessibility
- › Association expected to implement (staffing, barriers, furniture, etc.)

Engagement & Outreach next steps

Timeline

- › Kick-off meeting – April 24 from 3:30-4:30pm
- › Meeting #1 – May 14 from 2-3:30pm
- › **Meeting #2 – June 11 from 2-3:30pm**
- › Meeting #3 – July 9 from 2-3:30pm
- › Meeting #4 – August 6 from 2-3:30pm - draft recommendations
- › Meeting #5 – September 10 from 2-3:30pm – final recommendations
- › Meeting #6 – October 8 from 2-3:30pm - final report

Role of the Task Force

- › 100+ members – mostly outside the city
- › Temporary body formed to provide policy guidance and recommendations to the city on overall economic recovery
- › Shifting from safe reopening to mid – long range policy proposals for the city
- › Staff supporting the effort are dedicated; but all have other full time jobs

Engagement & Outreach: Overview

1. On-going policy working groups
 - Start mid – June
 - Initial policy recommendations due Thursday, July 30th
 - Present policy proposals to ERTF on August 6th
 - Final recommendations due by Friday, August 21st
2. Continued industry specific outreach on reopening as needed

Engagement & Outreach: Policy Work Groups

1. Jobs and business support
2. Vulnerable populations
3. Economic Development
4. Arts, Culture, Hospitality and Entertainment

Engagement & Outreach: Policy Work Groups

1. Jobs and business support
2. Vulnerable populations
3. Economic Development
4. Arts, Culture, Hospitality and Entertainment



Q: How can we ensure existing small and medium sized businesses across San Francisco survive, adapt, and thrive in a post COVID-19 environment?

Q: What do San Franciscans need to (re)enter workforce?

Areas we've heard: workforce retraining; support for pivoting business models; green jobs; connecting job seekers with work; business accessibility of gov't programs & information

Engagement & Outreach: Policy Work Groups

1. Jobs and business support
2. Vulnerable populations 
3. Economic Development
4. Arts, Culture, Hospitality and Entertainment

Q: How can we ensure our most vulnerable residents' needs are met?

Q: How do we make it easier for a growing number of people to access and receive the support they need through the recovery?

Areas we've heard: digital divide; financial inequities and access to capital; accessibility of gov't programs (language access, etc.).

Engagement & Outreach: Policy Work Groups

1. Jobs and business support
2. Vulnerable populations
3. **Economic Development** 
4. Arts, Culture, Hospitality and Entertainment

Q: How can we make it easier to start a new business and rebuild our commercial corridors?

Q: How can we promote the growth of our city while protecting existing communities?

Areas we've heard: permit streamlining; land use / development; simplify new business establishment; strengthening neighborhoods and spaces

Engagement & Outreach: Policy Work Groups

1. Jobs and business support
2. Vulnerable populations
3. Economic Development
4. Arts, Culture, Hospitality and Entertainment 

Q: How do we preserve and strengthen San Francisco's identity as a hub of world-class arts and culture for the long-term?

Q: How do we ensure that the artists and cultural diversity imbedded in our communities are sustained and uplifted throughout our economic recovery?

Areas we've heard: adaptive use of space; investments required to adapt offerings; concerns about consumer safety/confidence; reinvigorate tourism; building resilient business models; support for artist workforce

Task Force Policy Group Guide (DRAFT)

Meeting 1 (Late June)

Foundation

Create group norms and shared understanding

- Establish working group “Charter”
- [Suggested Exercise](#) to establish values, norms and success for that “charter”
- Review Previous Research and Community Feedback
- Prioritize topics of focus (i.e. Digital Equity, Shared Spaces, Neighborhood Corridors)

EARLY JULY (Meetings 2-3)

Identify the Problems & Gaps

Groups work to finalize topics and path forward.

- Policy discussion to focus in on the specific problems the group is trying to solve
- Narrow to 1-3 problems that the group would like to address
- Identify gaps in research, knowledge or expertise about that problem

LATE JULY (Meetings 3-4)

Research & Plan

Test a range of ideas to solve as possible solutions to the problem.

- Identify 1-3 solutions or “ideas” for each specific problem
- (Optional) Write a case study for each problem that demonstrates need
- Create a 1 page synopsis of ideas and solutions with the policy and engagement leads.
- Conduct a racial equity analysis of solutions

EARLY AUGUST (Meetings 5-7)

Refine & Share

Report back on lessons and share stories for inclusion in a broader report.

- Draft a longer narrative with the policy lead to share with the City and County of San Francisco
- Share it with the rest of the task force

DRAFT recommendations to the city by Wednesday, July 30th (to be presented at the August 6th ERTF meeting)

*Final Report release is Early October

Roles

CONVENER- a lead task force member who leads workshops and helps to shape agenda and “ideas”

WORKGROUP POLICY LEAD - (City staff) Logistics & policy leads that develop proposals

ENGAGEMENT LEAD -(City Staff) Support with content and agenda

PARTICIPANT (TASK FORCE MEMBER) - someone who contributes expertise and lived experience to the meetings. Members can play other roles :)

Inclusive Listening at every stage (researchers available to gain more public feedback)

Deliverables

Ideas and lessons build across each stage in the process

- Workgroup Charter
- Prioritized Topics

- Description of problem(s) the group will focus on solving
- Gap analysis

- Racial equity analysis
- Written draft
- Recommendations due July 30**

- Draft recommendations presented to Task Force
- August 6

- Final report published early October

Engagement & Outreach: Next steps

- › Policy working groups will start up next week
- › Some Task Force members are also working on neighborhood or industry specific engagement, surveys or webinars
- › If you want to organize anything for your community and need assistance, or if you have any other topics you want covered in future ERTF meetings or webinars, please email us at:
RecoverySF@sfgov.org



SF HUMAN RIGHTS COMMISSION

Equity and Economic Recovery

Sheryl Davis | June 2020

What's Fair?



EQUALITY

Equality refers to equal sharing and division, keeping everyone at the same level

EQUITY

Equity refers to fairness, justice and impartiality



Equality is measurable. It does not vary and neither matter whoever looks at it

Equity is subjective. It differs from situation to situation and from person to person



It is not concerned with the differences or gap between two or more groups

It identifies the differences and tries to reduce the gap between the groups



People are treated equally but may be unfairly

People are treated fairly but differently



Here, people will only get what everyone else gets

Here, people can get what they need

Differences Between Equity and Equality

Taken from Public Health Matters



Data Driven

DIFFICULT CONVERSATIONS

● REPAIR/RESTORE

Put back in its original state

● IMPROVE

Make it better and/or more useful

● DEMOLISH

Presentations are communication tools that can be demonstrations, lectures, speeches, reports, and more.

● REBUILD

Put the structure back, might be little different

● INNOVATE/BUILD

Do something new. Build in a new way or build where nothing existed before.

● SUSTAIN/REGENERATE

Grow healthy systems that feed back into sustaining community

Allocation of Resources

DIFFICULT DISCUSSIONS



UNEMPLOYMENT

Although San Francisco touted low unemployment rates in February 2020, some communities had 2-3 times the citywide unemployment average.



HEALTH DISPARITIES

Social determinants of health could predict which communities would be more likely to contract the virus

Before the Pandemic



EDUCATION

Achievement gaps were prevalent before COVID-19.



INCOME GAP

San Francisco was reported to have one of the largest wealth disparities before the shelter in place took effect.

Disproportionately Impacted

INDUSTRY

Retail, culinary and hospitality

INDIVIDUALS

The financial, mental and physical impact of COVID -19 has impacted individuals who have been unable to work or access relief funds.

NEIGHBORHOODS

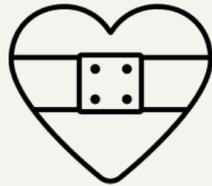
COVID-19 Data Tracker shows deeper impacts on Mission, Bayview, Tenderloin, Sunnydale, Potrero and Fillmore

RACE/ETHNICITIES

Local trends note disparate impact in the LatinX community, while state and national trends demonstrate the toll on Black communities.

Recovery

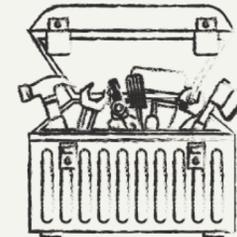
BEYOND COVID-19



Repair and Restore



Demolish



Rebuild and Build



Sustain and Regenerate

Equity Builders

San Francisco Human Rights Commission | June 2020

ASSESS CONDITIONS

Identifying potential bias, differing perceptions and perspectives. Consider implicit bias, institutional and structural racism, and social, economic and justice disparities. Develop an understanding of equity and shared definitions of inclusion principles.

BUILD BRIDGES

Provide opportunities to discuss equity in the workplace and social and professional networking circles. Develop allies and accomplices in the work.

CREATE LADDERS

Provide opportunities to move people and ideas upward. Share power and control.

CULTIVATE COLLABORATION

System leaders collaborate and share assessments and data that inform policy and decision making. Collaborative discussions regarding investments, resource allocations. Address system failures, examine benefit and/or burden – how does/will the policy increase or decrease equity?

CONSIDER IMPACT

Making an effort to consider impact, before launching, during implementation and after completion. Evaluate effectiveness through each stage and adapt accordingly.

Q&A with the Co Chairs

Thank you!

Email us at *RecoverySF@sfgov.org*

<https://www.onesanfrancisco.org/covid-19-recovery>

Next ERTF Meeting: July 9, 2020 from 2-3:30pm

Appendix: More Detailed Reopening Research Summary

Research Methodology

Sectors included:

- Retail, restaurant/bar, office, manufacturing, personal services, arts, entertainment, religion, medical/health

Some focused on neighborhoods:

- Chinatown, West Portal, Taraval, Excelsior, Fisherman's Wharf, Third St., Bayview



We Heard: One size does not fit all

- › Industries need specific guidelines that consider the nuances and range of their businesses.
- › Disaggregate some sectors
 - Small entertainment venues / large ones
 - Small yoga studios / larger multi-purpose gyms
- › Different sectors can have similar conditions
 - › Small entertainment venues and restaurants both have liquor licenses and food service



We Heard: Clarity and understanding are prerequisites for compliance

- > Information needs to be:
 - In layperson terms, digestible
 - Available in video format
 - Targeted to industry
 - Multilingual
- > Need a source of truth/advice hotline for businesses and organization



We Heard: New business model = higher costs, lower revenue

- › Increased costs (ex: PPE, sanitization, staff)
- › Ongoing high overhead (ex: rent)
- › Decreased revenue (ex: lower customer volume)
- › Challenge of the digital divide (lack ability/\$ to sell online or go touchless payment)

"I guess my main concern would be this- I don't see any possible way that we can afford both to provide the resources to ensure a safe workplace and venue, and at the same time open to a significantly lower capacity.

Is there a model out there that I am missing?"

We Heard: Employers and employees will need substantial, ongoing training

- › Things keep changing - new protocols and policies
- › Need to develop and integrate new routines, build new habits



We Heard: Guidelines enforcement is complicated

- › Who monitors safety guidelines?
 - Liability issue
 - Businesses have an incentive to demonstrate compliance to customers

"The issue surrounding the guest/customer is daunting. Our team members should not be made to be enforcers. That can become dangerous and frankly not in their job description."



We Heard: Burden of exposure

- › People make decisions on who -- employees, customers, friends, etc. -- is considered safer, with potentially negative consequences.
- Public transportation perceived as more potential exposure, may negatively impact those who rely on it

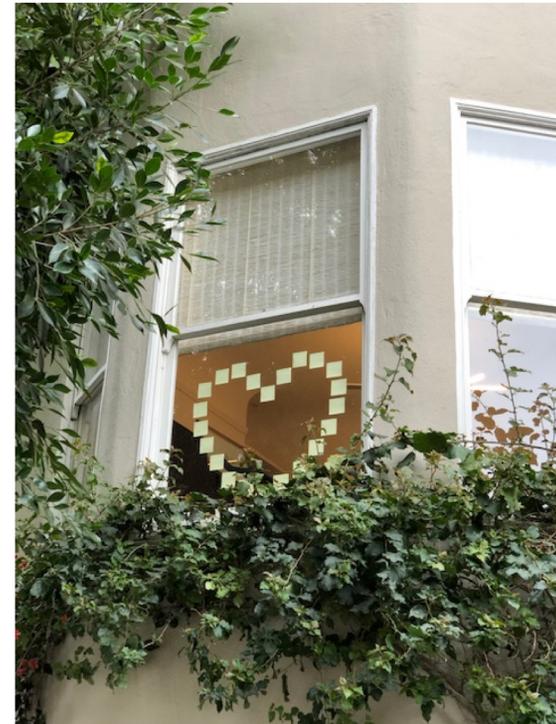


We Heard: Reconsider how we use space

Change in use of publicly used space (indoor and outdoor):
e.g. sidewalks and streets used for dining; sidewalks used as waiting rooms; plazas used for performances; streets used for night markets; outdoor areas more conducive to healthy community gathering – people can't congregate inside small retail spaces

- › Employ artists and arts and arts education organizations to activate public space, commercial corridors, empty storefronts.
- > Make it easier to allow mixed-uses in a storefront space

Creative Re-use and Activation of Public Space



We Heard: Fear of Permanent Closures

- Nearly half (49.1%) of respondents to the arts and entertainment survey said they had a high amount of concern (rating 8, 9, or 10) that their business will need to close permanently due to the financial impact of COVID-19.
- Industry members have experienced substantial losses to their expected business and individual incomes.



Facts & Quotes

“The issue surrounding the guest/customer is daunting. Our team members should not be made to be enforcers. That can become dangerous and frankly not in their job description.”

Source: Task Force research interview

“If we can open, that would be one step.

*If we can break even on expenses, that would be the next
step.*

If we can do as well as before, that would be awesome.

*If we can make changes to the business models so this is not
such a peril at a three month closure, that would be the best
thing to come out of this.”*

Source: Economic Recovery Public Survey

43%

of San Franciscans speak a language at home
other than English

Source: 2019 American Community Survey

4,306

Events cancelled in 2020 due to COVID-19

Source: CCSF Entertainment Survey

50%+

Reported losses of 75%-100% of business income

Source: CCSF Entertainment Survey

1-2 Months

the length of time that bars, live music venues,
and nightclubs can reportedly stay afloat

Source: CCSF Entertainment Survey