

MEGABLACKSF

FRAMEWORK



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Megaliths are defined as a large stone forming the foundation of a structure, Black people serve as the foundation of economies, culture, innovation and knowledge. MegaBlack celebrates and recognizes the contributions of Black people in the San Francisco Bay Area. Black people are not monolithic, but Megalithic, demonstrated in songs born in the heart and soul of our history and forming the foundation of music from gospel to opera, Leontyne Price, James Brown and Aretha Franklin.

We are megalithic in our movements and quest for social justice, Nat Turner, Harriet Tubman, Martin Luther King Jr., Malcolm X, Angela Davis are the architects of the civil rights movement and modern day efforts like Black Live Matter.

We are Megalithic
We are MegaBlack

COMMUNICATIONS

Racial Equity Tools is designed to support individuals and groups working to achieve racial equity. This site offers tools, research, tips, curricula and ideas for people who want to increase their own understanding and to help those working toward justice at every level – in systems, organizations, communities and the culture at large.

www.racialequitytools.org/home





ECONOMIC POWER

The economic power of Black communities in San Francisco has been decimated by intentional disinvestment in and redlining of our neighborhood resources, citywide policies that specifically disrupted the Black economy (i.e. Redevelopment) and targeted, predatory, and inequitable capital practices and policies. We demand justice and restitution of black wealth through the reconstruction of a Black San Francisco economy.

POLICY INTERVENTIONS:

- Rebuild Black Wealth through Redevelopment. All redevelopment land should be used for Black residents and commercial businesses.
- Enforce Policies that Close the Racial Income Gap. Close the racial wealth gap in public and private workplaces, by advancing anti-discrimination enforcement in the salaries and wages of black San Franciscans.
- Equitable Reinvestment Revenue Set-Aside. Establish a tax revenue set-aside similar to the Children's Fund that is specifically invested in Black housing and economic development opportunities in San Francisco.
- Black Business Capital Fund. Create a preservation and restoration fund for Black San Francisco businesses.
- Eradicate Exclusionary Employment Practices. Audit companies and impose tax penalties on companies with \$50 million or more in revenues employing fewer than 10% Black employees.
- Regulatory and Capital Support for Non-Predatory Banks. End wealth-stripping of black communities by heavily regulating and eradicating subsidies for payday and corrupt mortgage lenders, rent-to-own stores, and all the other entities that prey on people experiencing poverty. Invest in capital supports for non-predatory capital sources that explicitly support black communities through equity capital, liquid savings, and credit, particularly black-owned banks.
- Black Business Preferences and Prioritization. Create a black businesses preferences program for citywide contracts, including incentivizing the private sector to do the same.
- Preservation Supports and Restitution for Black Family Wealth. Create a preservation and restoration fund for Black San Franciscans, providing access to estate planning, legal assistance, real estate counsel, and workout support for investable assets key to family wealth, including for black families victimized by predatory practices.
- Quantifying the Impact of Racism on Wealth. In support of the Office of Racial Equity, direct the Assessor, Controller's and Budget offices to quantify and provide a historical account of the impact of racism on black wealth in San Francisco. 'Cultural Fluency' Civil Servant Waivers. Create a "Cultural Fluency" waiver, similar to the existing language waiver, for civil servant positions so that people Black people can be prioritized for civil servant jobs that will involve interacting with the Black community.
- Require all businesses of a certain size that are headquartered in SF has at least one Black board member
- Use a proportion of the cannabis tax revenue generated in SF to create and sustain a robust re-entry jobs/training program that center Black people. The proportion of the revenue used for this initiative should be related to the disproportionality of arrests and convictions in SF over the last 5 decades
- Rebuild the "Harlem of the West" Fillmore corridor as a form of reparations for Urban Renewal. It is not enough to take Justin Herman's name off the plaza. Reparations must be made
- Black women carry a disproportionate share of the responsibility for the economic stability of Black communities, Develop programs and policies that increasing economic power for Black women.

EDUCATION EQUITY

At its core, westernized education was not designed to include Black students. Foremost, it is a system that does not allow students, regardless of race, to gain accurate knowledge of history, and the contributions that Black people have made. Educational settings continue to deny Black students the right to bring their entire selves into learning spaces as the western world has limited the presentation of our history to that of slavery and despair. This is made evident right in our very own city by SFUSD's reputation of disproportionately putting Black children into special education. Despite African-American-focused initiatives and designated staff to address these disparities, African-Americans continue to underachieve in SFUSD.

OUR POLICY RECOMMENDATIONS AND THOUGHTS AROUND EDUCATIONAL EQUITY:

- Infuse Black history and culture into the curriculum and instruction so that Black students at all grade levels see themselves in a historical and cultural context daily. This must be institutionalized in our public school. Teachers must be trained on how to infuse Black history and culture into their lesson plans and be held accountable to do so.
- Black Teacher to Black Student Ratios: If 60% of the student population at a public school is Black, then so should be their teachers. Black students are more likely to gain confidence and are motivated to achieve academically when their teacher looks like them. "Researchers from Johns Hopkins and American University outline findings that show that Black students who are exposed to one Black teacher by third grade were 13 percent more likely to enroll in college. Those who had two Black teachers were 32 percent more likely to enroll in college."
- Behavior and Mental Health Support.
- Black Student Success Coaches: provide academic support (on the school campus in/out of the classroom); facilitate student-led clubs/groups such as Black Student Unions, Sister/Brother groups.
- Additionally, Geoffrea Morris's, Black California COVID-19 Recovery Plan states the following recommendations for State Legislation and San Francisco County demands.

STATE LEGISLATION

- SB 117 is a law that requires the State Department of Education to consider the days a school is closed due to COVID-19 as days between a pupil's regular school session for purposes of the timelines affecting special education programs. The bill waives certain special education timelines if a local educational agency has closed due to COVID-19 up until the school reopens and the regular school session reconvenes. The bill specifies that it is not waiving requirements imposed by federal law.

RECOMMENDED BLACK SAN FRANCISCO COUNTY DEMANDS

- Black San Francisco demands that all Black children classified as special education students have their IEPs reassessed within the first four weeks that school resumes. Black San Francisco requires the IEP reassessment teams be predominately African-American and/or familiar with Black cultural norms in order to assist parents in a kind and inviting way as their child is reassessed. This would be called the COVID-19 Black Education Reassessment.
- Black San Francisco would also like SFUSD to incentivize contracting opportunities for African-American educational centers and related businesses contracted to support children that have been deemed greatly impacted by COVID-19 school closures.
- Black San Francisco also demands more autonomy for school principals.





HEALTH

ANTI-BLACK RACISM, PUBLIC HEALTH, AND COVID-19

Racism is a public health crisis. Racism structures opportunity and assigns value based on how a person looks. The result: conditions that unfairly advantage some and unfairly disadvantage others. Racism hurts the health of our nation by preventing some people the opportunity to attain their highest level of health. While racism may be intentional or unintentional, it operates at various levels in society. Racism and unjust social policy are the driving forces behind the social determinants of health (like housing, education, and employment, to name a few) and are explicit barriers to health equity.[1]

For generations, communities of color have faced disparities in job opportunities, income and education. They are less likely to have housing security and access to quality schools, healthy food and green spaces, and access to quality health care. All these factors undermine mental and physical well-being. Across the country, African Americans suffer from higher rates of diabetes, hypertension, asthma and heart disease than white Americans. Although African Americans have lower rates of depression and anxiety than white counterparts, the condition is more likely to be more persistent.[2] The role of racism in these underlying conditions should not be underestimated.

The COVID 19 pandemic has exacerbated the current health disparities in the African American community and has unmasked the inequities even further. The spread of COVID-19 is dependent on many factors. Some key factors contributing to COVID-19 transmission or severity include:

- Living in crowded conditions
- Leaving the house for essential work, or being unable to limit outings
- Being over the age of 60
- Having certain preexisting health conditions

Structural racism is closely tied with many of these risk factors and emerging data indicates communities of color bear a disproportionate burden of COVID-19 disease and death.[3] COVID-19 is killing Black Americans at alarming rates. In San Francisco, African Americans make up 5% of the population, but represent almost 9% of COVID-19 deaths.

Predominantly black U.S. counties are experiencing a three-fold higher infection rate and a six-fold higher death rate than predominantly white counties. Many of these communities are located in poor areas with high housing density, limited access to education, and high unemployment rates. Low socioeconomic status is independently a risk factor for poorer health outcomes and is forcing some individuals residing in these communities out of their homes and into the workforce.[4]

African Americans are also overrepresented in frontline jobs like the postal service or home health aid industry, and have remained on their jobs as essential workers through the shelter in place order, leading to higher rates of exposure.

POLICY IDEAS

- Create a joint HRC/DPH resolution declaring Racism a Public Health Crisis to be voted on by the Public Health Commission
- Create and distribute (?to whom?) a quality report card on workplace and healthcare related racism rating/ranking healthcare systems in San Francisco (UCSF, Kaiser, Sutter, local clinics)
- Create a virtual “Green Book” on healthcare quality in San Francisco for Black residents

[1] APHA. Health and Racism. 2020.

[2] <https://www.psychiatry.org/psychiatrists/cultural-competency/education/mental-health-facts>

[3] San Francisco Department of Public Health. DataSF. n.d. <<https://data.sfgov.org/stories/s/w6za-6st8>>.

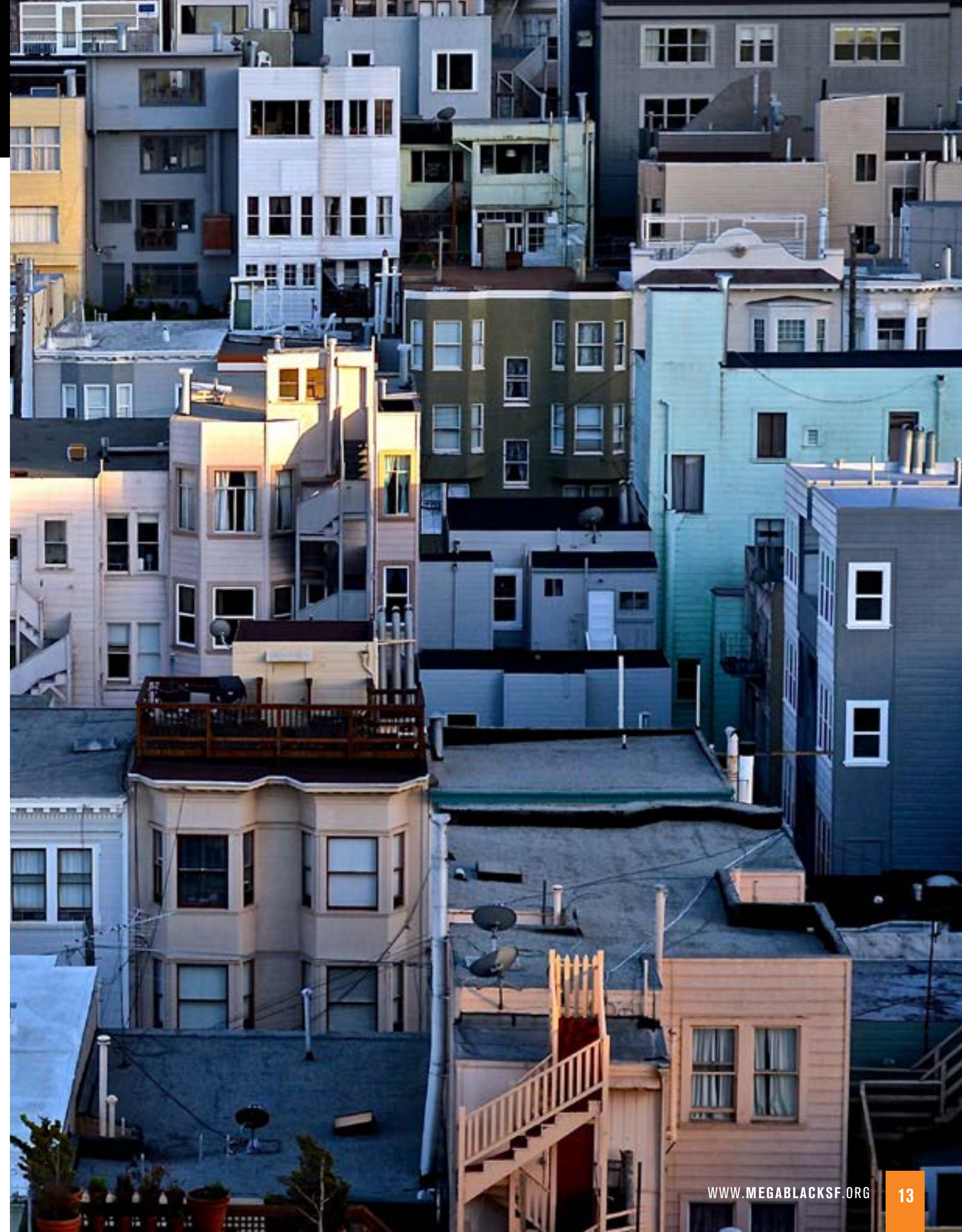
[4] Hlavinka, Elizabeth. COVID-19 Killing African Americans at Shocking Rates. 1 May 2020.

HOUSING JUSTICE

The housing equity of Black communities in San Francisco has been decimated by systematic displacement and evictions, intentional disinvestment in and redlining of our neighborhoods, relegation to substandard and slum conditions for low-income families, and exclusion from wealth created from urban redevelopment. We demand justice and restitution of black equity through the reconstruction of an equitable Black San Francisco housing system.

POLICY INTERVENTIONS:

- Guarantee Quality, Affordable Housing for Low-Income Black San Franciscans, including the Unhoused. All redevelopment of public and affordable housing should include preferences and priorities for Black residents, current and previous, including strong anti-eviction protections once housed. Black unhoused residents should be fast-tracked to high quality affordable housing now.
- Establish Multi-Generational Rights for Displaced Black San Franciscans. Strengthen public policies beyond first generation family members, including neighborhood preference, right-to-return and Certificate of Preference legislation, to ensure the descendants of displaced Black residents are beneficiaries of new housing.
- End Racial Segregation in San Francisco Multi-Family Housing. New housing development entitlements must include strong policies and practices to incentivize black residency and counter the legacy of generations of racial discrimination and gentrification in housing built to isolate Black communities.
- Expand Homeownership Opportunities for Existing and Potential Black Residents. All below-market rate home ownership opportunities should be prioritized for Black residents.
- Expand Development and Multi-Family Property Management Opportunities for Black Enterprises. Create a Black developer and/or property management preferences program for citywide development and property management contracts, including incentivizing the private sector to do the same.
- Expand Equity and Restitution for Historic Black Housing Assets. Create a preservation and restoration fund, allocating Housing Trust Fund and Affordable Housing Bond dollars to ensure the long-term sustainability and black ownership of historic housing assets, including in the Western Addition and Bayview Hunters Point.
- Black Community Development Capital Fund. Create a preservation and development fund for Black San Francisco businesses to provide necessary resources and amenities, such as grocery stores and culturally responsive retail adjacent to housing development assets.
- Accountability for Anti-Black Racism through Housing. Any organization receiving city dollars, subsidies or regulatory authorization for housing development should be held publicly accountable for their policies and practices around anti-black racism, including in employment, training, promotion, procurement, and Black community benefits.
- Quantifying the Impact of the Racism on Housing Justice. In support of the Office of Racial Equity, direct the Assessor, Superior Court or City Attorney, the Planning Department, and the Mayor's Office of Housing and Community Development to quantify and provide a historical account of the impact of racism on black housing rights in San Francisco..





POLICE ACCOUNTABILITY

WELLNESS & MENTAL HEALTH

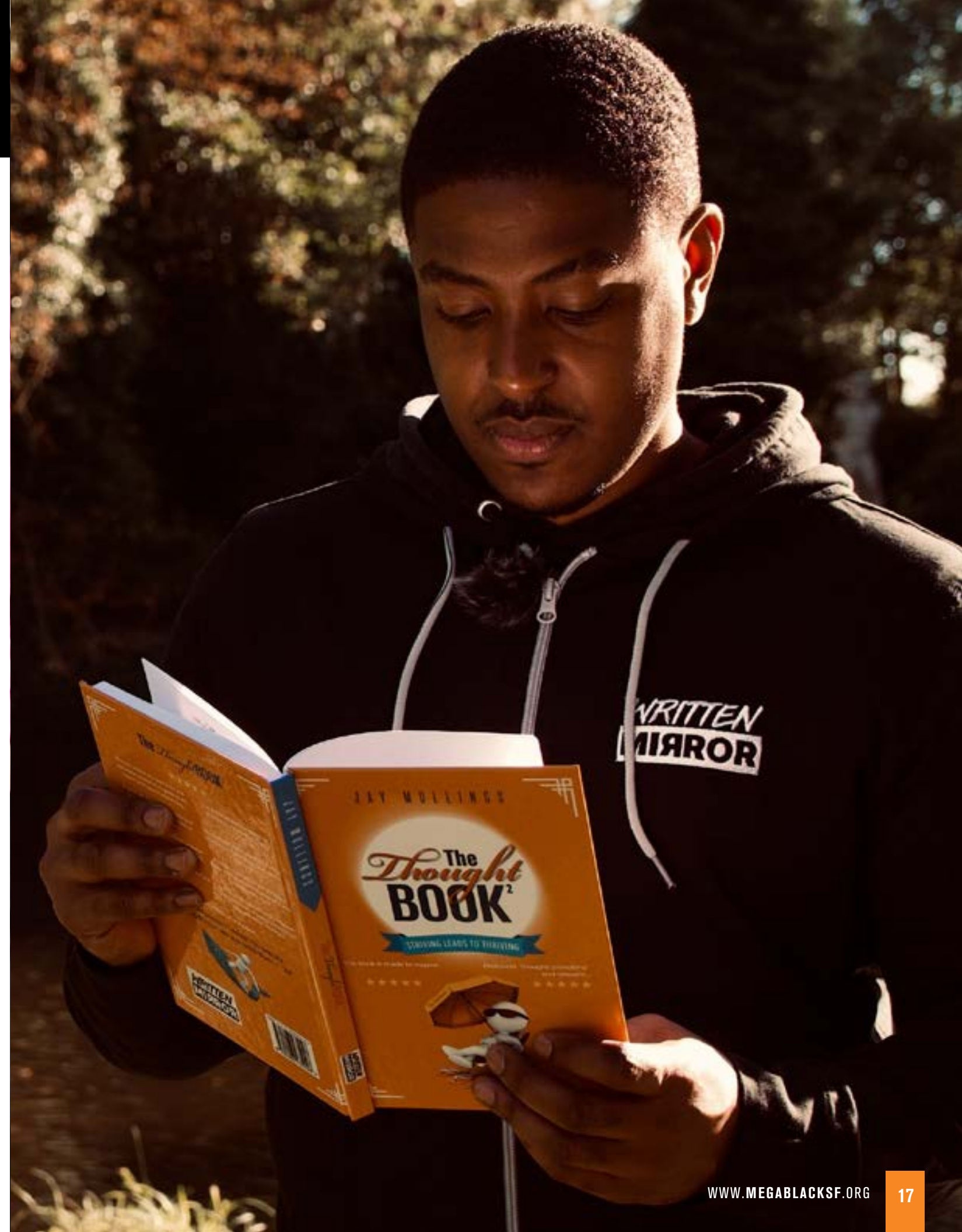
Due to historical and ongoing systemic and individual racial trauma, (originating in slavery, food apartheid, environmental racism, housing discrimination and racialized capitalism) our Black/African American communities are suffering deeply often with internalized messages of inferiority from media, relationships and the overlaying systems of white supremacy.

Often this manifests in justified feelings of pain, anger, rage, frustration etc, that then become exacerbated in systems of care that treat them with inhumanity, as inferior or as tokens, beginning with schools, to policing, jobs, and in “helping” systems that often treat parents, grandparents and families, with a lens of white patriarchal, homophobic supremacy, that criminalizes our existence. This plays out overtime the lifespan with increased use of available coping mechanisms such as substance use, abuse, reliance upon underground work economies for survival, and targeting by the police and justice system.

The existing mental health system has failed our communities, and we are in dire need of accessible, pro-black mental health and wellness services.

POLICY RECOMMENDATIONS:

- Create fully funded training pathways for Black/ African American youth through college and graduate school in programs that are positive and culturally reaffirming, with mentors, scholars, teachers and leaders who are modeling Black excellence for them throughout their pathways.
- Provide fully funded training opportunities and educational opportunities for adults who are in programs, so that they can complete the process without exorbitant debt through until licensure should they choose.
- Invest in non-pathologizing, positive Afrocentric modalities of mental health and healing that do not require diagnosis or “government tracking of MH challenges/opportunities”.
- Reparations for the wealth extracted from our communities through environmental racism, slavery, food apartheid, housing discrimination and racialized capitalism in the form of corporate and government reparations focused on healing ongoing physical and mental trauma, and ensuring our access and control of food sources, housing and land.





WORKPLACE

WELLNESS TRUST

WELLNESS TRUST

The MegaBlack SF Wellness Trust is a fund designated to provide grants to nonprofit organizations to support social enterprises and individuals serving Black stakeholders with investment dollars to finance high-impact projects in alignment with the San Francisco Foundation's racial and economic equity agenda. The fund will primarily be available to support the following services in the San Francisco Bay Area:

- Mental health and wellness
- Economic power and entrepreneurship
- Real estate and development

The MegaBlack SF Wellness Trust will be housed at the San Francisco Foundation.



WWW.MEGABLACKSF.ORG