

Racial Equity Action Plans Evaluation

OERJ, members of the Equity Advisory Council, and close community partners assessed department Racial Equity Action Plans. REAPs were scored by priority area to articulate discrete feedback for each plan. The following chart shows department ratings for each priority area and rates their overall plans. Priority areas highlighted in green indicate the department’s strongest plan.

Understanding Department Ratings

- Transactional approaches are issue-based; they focus on short-term gains for communities most impacted but leave the existing structure in place.
- Emergent approaches show some evidence of thinking across institutional levers of power and identifying some strategies aimed at changing operations, but ultimately more growth is needed to impact significant levers of power.
- Transformational approaches cut across multiple institutions, focus on policy and organizational culture, and alter how institutions operate.

Note, moving toward transformation takes time. Every step, whether transactional or transformative, counts toward our greater goal of driving racial equity.

Department	Priority Areas	Rating by Priority Area	Overall Rating
Assets, Information, & Services (DAIS) ^[1]	Environment, Climate, & Energy	Transactional	Emergent
	Transportation & Infrastructure	Emergent	
	Contracting	Emergent	
Administrative Hearings (DOAH)	Community Engagement	Transactional	Transactional
	Workforce	Transactional	
	Arts & Culture	Transactional	
Animal Care & Control (CACC)	Public Safety	Transactional	Transactional
	Community Engagement	Transactional	
	Education	Transactional	
Aviation (CDA)	Workforce	Emergent	Transactional
	Contracting	Transactional	
	Community Engagement	Transactional	
Business Affairs & Consumer Protection (BACP)	Economic Development	Transformational	Emergent
	Community Engagement	Transactional	
	Contracting	Emergent	

Buildings (DOB)	Housing	Emergent	Emergent
	Environment, Climate, & Energy	Emergent	
	Workforce	Transactional	
Civilian Office of Police Accountability (COPA)	Public Safety	Emergent	Emergent
	Community Engagement	Emergent	
	Workforce	Emergent	
Cultural Affairs & Special Events (DCASE)	Arts & Culture	Emergent	Emergent
	Community Engagement	Emergent	
	Data	Transformational	
Family & Support Services (DFSS)	Public Health & Services	Emergent	Emergent
	Contracting	Emergent	
	Community Engagement	Emergent	
Finance (DOF)	Community Engagement	Transformational	Transformative
	Economic Development	Transformational	
	Contracting	Emergent	
Fire (CFD)	Workforce	Emergent	Emergent
	Data	Emergent	
	Public Health & Services	Emergent	
Health (CDPH)	Community Engagement	Emergent	Transformational
	Workforce	Transformational	
	Public Health & Services	Transformational	
Housing (DOH)	Contracting	Emergent	Emergent
	Data	Emergent	
	Housing	Emergent	
Commission on Human Relations (CCHR)	Public Health & Services	Transactional	Transactional
	Community Engagement	Transactional	
	Data	Transactional	
Human Resources (DHR)	Workforce	Transformative	Emergent
	Public Safety	Emergent	
	Education	Emergent	
Inspector General (OIG)	Data	Emergent	Emergent
	Public Safety	Emergent	
	Workforce	Emergent	
Library	Education	Emergent	Emergent
	Community Engagement	Emergent	
	Data	Transactional	

Mayor's Office for People with Disabilities (MOPD)	Public Health & Services	Emergent	Emergent
	Housing	Transformative	
	Data	Emergent	
Emergency Management & Communications (OEMC)	Community Engagement	Transactional	Transactional
	Public Safety	Transactional	
	Workforce	Emergent	
Planning and Development (DPD)	Economic Development	Emergent	Emergent
	Data	Emergent	
	Community Engagement	Emergent	
Police (CPD)	Community Engagement	Transactional	Transactional
	Workforce	Transactional	
	Public Safety	Transactional	
Procurement Services (DPS)	Education	Emergent	Emergent
	Contracting	Transactional	
	Economic Development	Emergent	
Streets and Sanitation (DSS)	Community Engagement	Emergent	Transactional
	Education	Transactional	
	Data	Transactional	
Transportation (CDOT)	Transportation & Infrastructure	Transactional	Transactional
	Workforce	Transactional	
	Community Engagement	Emergent	
Water Management (DWM)	Public Health & Services	Emergent	Emergent
	Data	Emergent	
	Workforce	Emergent	