## Department Inventory Tool FY 21-22 Budget

About this worksheet						
Department name	Date last updated	Notes				
San Francisco Health Service System	5/9/2022	Initial inventory submitted as part of department progress report, per guidance from Office of Racia Equity. Will be further refined during development of Phase Two Racial Equity Action Plans				

A. Department priority issue areas for imp	proving racial equity or closing racial equity gap	s, especially within its existing services					
Issue area	Brief description	Notes or examples					
1 Mental Health Services	First Responders and All Frontline Health Care	Workers – expanded Mental Health Services.					
2. Health Equity	People with Medical Conditions – supporting the	People with Medical Conditions – supporting the full spectrum from infancy to older adults.					
3. Community Engagement	Strategic Planning focus groups and/or survey	Strategic Planning focus groups and/or survey with members of the employee workforce.					

										E. Ra	cial equity-related activit	ty information		
B. Item name and description			C. Overall resources			D. Racial equity alignment	Complete only for line items that are aligned with a department priority equity issue area (D)  If data is not collected within department, enter "not available"  If data needs is collected but needs further analysis, enter "to be updated"  If any of this information exists in a separate report or document, please also include the link in the cell							
Name of activity, function, program, service, or initiative  Suggest 10 words or less	Brief description of purpose  Suggest 50 words or less. Note any intended demographics or communities	Activity/service type  1 - Public-facing activity or service 2 - For other City departments 3 - Within department only	Estimated FTEs and/or budget amount	Funding type  Note whether funding is City general fund, restricte government source, or other	contracted service	Names of 5 largest contracted service providers or consultants for this activity/service, if any  By total contract amount	Department priority equity issue areas  List any priority equity issue areas from (A) that are relevant to this activity. If none, leave blank.	Locations  Note neighborhood(s) ir which activity/service facility is located. See list on next tab for examples	Open to general public or application/referral required  1 - General public St 2 - Application or referral required  Solution of the served shows the served sh	demographics of people served	Additional demographics of people served  Suggest 30 words or less. See list on next tab for examples	Community input and decision-making opportunities  Suggest 30 words or less. See list on next tab for examples. If none, leave blank	Estimated FTEs and/or budge specifically for racial equity improvements	Names of contracted providers or consultants for racial equity improvements, if any  Include as attachment if too many to list in cell
Focus Group Strategic Planning: preparing for the 2023-2025 refresh	Strategic planning input from membership about their experiences with health benefits as they are today to better design future health plan options. SFHSS will continue to engage our health plan partners and serve as a conduit for the expressed needs of our membership, including those that identify as BIPOC and that face disproportionate health inequities.	e d 2 - For other City departments	30K Budget amount	General Fund	N/A	N/A	Community Engagement/Health Equity	Not available	Not available Not available	Not available	Not available	Not available	Not available	Not available
Staff Engagement Survey	Inaugural survey themes included staff familiarit with racial equity, personal culture and sharing preferences, awareness of racial equity statements, experiences with interpersonal and institutional racism, and approaching and ending racial inequities.	3 - Within department only	One 2820 Senior Health Program Planner (RE Lead) (0.25 FTE) \$50,000	General Fund	N/A	N/A	Organizational Culture/Health Equity							
ComPysch	ComPsych 24/7 one-on-one mental health counseling for any first responder and City	2 - For other City departments	488K Budget amount	General Fund	ComPysch	N/A	Mental Health Services/Health Equity							
CORDICO	employee in need.  CORDICO, a phone-based wellness application	2 - For other City departments	163K Budget amount	General Fund	CORDICO	N/A	Mental Health Services/Health Equity							
Racial Equity Advisory	customized for use by all City first responders.  As a reflection of all that has been learned in the preliminary year of Racial Equity Action Planning SFHSS will create a RE Advisory Charter setting forth committee purpose, membership, goals, and responsibilities in anticipation of the release of the REAP Phase II framework.	g,	One 2820 Senior Health Program Planner (RE Lead) (0.5 FTE) \$100,000  Interdivisional Advisory Group also includes the Communications Director, Enterprise Systems and Analytics Manager, Well Being Manager, and Assistant Health Educator on a volunteer basis.	General Fund	N/A	N/A	Organizational Culture/Health Equity							
Employee Development Trainings	SFHSS Racial Equity Lead continues to adapt monthly updates and quarterly trainings using relevant social context and foundational concept from the SF Office of Racial Equity, SF Department of Human Resources, Government Alliance on Race and Equity and other thought leaders in the field.	3 - Within department only	5K Budget amount	General Fund	Human Resources	N/A	Organizational Culture/Health Equity							
Health Service Board Education	SFHSS Leadership seeks to provide diverse educational opportunities that support the Commissioners in acquiring the knowledge they need to effectively carry out their duties in alignment with the Racial Equity Action Plan.	3 - Within department only	5K Budget amount	General Fund	N/A	N/A	Organizational Culture/Health Equity							