

EDUCATION

FORMAL RECOGNITION OF INSTITUTIONAL HARMS

Objective 1: Acknowledge the harm done to past generations of Black students in San Francisco and take steps to prevent future harms.

- 1.1 The San Francisco Unified School District (SFUSD) and the City and County of San Francisco should formally acknowledge the historic failure to adequately serve Black children in San Francisco due to past racist practices.
- 1.2 Ensure funding to African American Student Achievement, including the continued funding of the African American Achievement and Leadership Initiative.
- 1.3 Identify and distribute local, state and federal funding available for school infrastructure to update school buildings that are outdated, unhealthy, and in disrepair.
- 1.4 Incentivize the state education agency to conduct deep racial equity audits, eliminate racially biased curriculum, implement strategies to promptly address negative racial impacts, and establish frameworks for applying a racial equity lens to future policy and programming decisions.
- 1.5 Ensure that schools across San Francisco have adequate funding that prioritizes neighborhoods that have had a legacy of educational disinvestment.
- 1.6 Establish benchmarks and goals related to Black student retention at SFUSD and Department of Early Childhood.
- 1.7 Offer financial compensation for families affected by the education harms that the SFUSD has perpetuated throughout the years on Black students.

Objective 2: Make meaningful financial investments in Students and Communities to Address Past Structural Harms

- 2.1 Expand eligibility to the equity incentives in the city's Kindergarten 2 College (K2C) program to prioritize Black SFUSD students at schools across the district to add funds monthly to students' accounts based on grades, evidence of student achievement and other benchmarks.
- 2.2 Offer scholarships for other educational options beyond SFUSD (boarding schools, private schools, parochial schools, etc.)
- 2.3 Fund tuition assistance for 2-4 year college institutions, trade school and other post-secondary school options.
- 2.4 Invest in pathways for Black SFUSD graduates who return to San Francisco to work at SFUSD. The city will provide funding to eligible returning professionals to offset the cost of housing, student loans, etc.

- 2.5 Eliminate student loan debt for Black people in San Francisco who went through SFUSD

Objective 3: Invest in educational infrastructure to ensure that all SFUSD students have equitable access to quality school buildings and resources.

- 3.1 Establish an Afrocentric K-12 school in San Francisco, similar to existing culturally specific schools in SFUSD. Study innovative public school models such as Cleveland, Ohio's iPromise School to implement best practices for urban education and pedagogy in a brand new K-12 school built intentionally for African-American student enrollment.
- 3.2 Equip all SFUSD students with technology that equips them to be competitive in the 21st century, including access to laptops and internet/wifi access supplemented for students.
- 3.3 Establish a satellite Historically Black College or University (HBCU) campus in San Francisco. Create an incentive package and facilitate relationships with the technology sector to attract an HBCU, with the intention of strengthening the pipeline into the technology industry.

- PATHWAYS

Objective 4: Introduce curriculum that elevates and promotes Black history and culture, and offers students a foundation of culturally competent skills.

- 4.1 Introduce a mandatory core Black History and Culture curriculum into all SFUSD grade levels, per the guidelines set forth by the Fund Black History Resolution adopted by the SFUSD in 2020.
- 4.2 Offer culturally-competent after school programs and weekend cultural enrichment opportunities.
- 4.3 Offer culturally-competent early childhood education programs for students ages 0-5 that prioritize fundamentals to prepare students for kindergarten.
- 4.4 Incorporate meditation, yoga and other mindfulness principles into the classroom and afterschool programs.
- 4.5 Teach and model healthy coping skills, anger management, navigating gender relations, empowerment and anti-bullying in schools.

CREATING BLACK-CENTERED EDUCATIONAL

4.6 Introduce a comprehensive nutrition curriculum that incorporates gardening and agriculture at all grade levels.
4.7 Commit to funding and hosting nonpartisan voter education events to supplement civic education curriculum with practical resources about voting and the electoral process.
Objective 5: Create pathways for African-American students to pursue both traditional and non-traditional educational opportunities.
5.1 Reinstate trade pathways and vocational opportunities into the SFUSD curriculum including culinary, woodshop, electrical engineering, automotive and other vocational programs.
5.2 Invest in the Arts Program, with an emphasis on culturally-based practices at schools densely populated with African American students. Collaborate with existing institutions such as the African American Arts and Cultural District to create relevant and meaningful arts curriculum.
5.3 Increase funding for existing programs that support college readiness and completion. Programs must have a proven track record and be monitored by a Reparations Oversight Committee.
5.4 Increase funding for existing programs that support 1:1 tutoring. Programs must have a proven track record and be monitored by a Reparations Oversight Committee.
5.5 Collaborate with local employers to create a secondary school curriculum that prepares students for careers and internships in emerging industries.
5.6 Provide scholarship funding for students to pursue supplemental educational opportunities inside and outside of San Francisco. Include a requirement for students to bring their talents back to San Francisco to prevent further regional brain drain.
5.7 Fund after school programs that include media literacy/analysis skills and cultural empowerment to counteract the harmful images of Black youth in mainstream media.

RECRUITING, RETAINING AND SUPPORTING AFRICAN-AMERICAN EDUCATORS

Objective 6: Prioritize Black San Franciscans in local growth industries. Align educational, professional and economic development pathways to ensure successful outcomes across all employment levels in these industries.
6.1 Expand Opportunities for All to include more positions in City government so that government employment represents a viable pathway for attaining job security and economic mobility.
6.2 Improve the City and County of San Francisco's Department of Human Resources to ensure accountability and consequences for racial discrimination.
6.3 Create grant opportunities for internships to ensure Black people have access and can take on unpaid internships which have a positive effect on creating industry knowledge and getting hired.
6.4 Prioritize members of San Francisco's current and past African American communities for employment opportunities, training programs, professional certification, partnerships and contracting. Additionally, create dedicated placement services to assist both experienced, mid-career and entry-level candidates.
Objective 7: Develop incentives for retaining Black educators in the SFUSD.
7.1 Provide housing stipends for Black educators commensurate with market-rate housing needs.
7.2 Create a grant program to improve teacher preparation, recruitment, and ongoing professional development that fully incorporates culturally responsive pedagogy.
7.3 Provide funding for teacher pathway programs and continuing education opportunities.
7.4 Provide stipends for books, materials, etc Provide scholarships for San Francisco-based students attending public and private universities pursuing careers in education.
Objective 8: Building and sustaining a pipeline of Black educators.
8.1 Provide funding and other resources for new teachers to pursue tutors of their own choice for teaching certification tests.
8.2 Using the Urban Ed Academy model, expand the program to include Black women and build professional pipelines to attract and retain Black woman educators
8.3 Compensate Black educators for the harm they experience teaching a white supremacy curriculum.

LINE

Objective 9: Offer creative, community-informed options to support students who are most at risk of becoming involved in the criminal justice system.
9.1 Work in consultation with the District Attorney and Public Defender's offices to implement a cash incentive program (similar to Richmond's Office of Neighborhood Safety gun violence intervention model) that offers a stipend to those who are at risk of being justice-involved for achieving educational benchmarks like degree completion.
9.2 Introduce City College programs designed to provide access to degree programs while incarcerated and to ease the transition into educational pathways upon release.
9.3 Partner with the California State Department of Corrections and Rehabilitation and the San Francisco County jail to provide alternative pathways to college degrees while incarcerated through nontraditional instruction programs (i.e. mail-in packets, tablets, correspondence training programs, etc.)

Objective 10: Invest in holistic, comprehensive wraparound services for SFUSD youth and their families.

10.1 Supporting the SFDPH in creating a criteria for therapy within the school district to focus on trauma stemming from gun violence, war zones and Post Traumatic Stress Disorder (PTSD).

10.2 Offer rehabilitation and substance abuse counseling for youth that is easily accessible with culturally competent staff.

10.3 Offer tutoring, mentoring and counseling through nonprofit and community-based organizations that are already engaged in this work.

10.4 Increase access to in-school mental health resources and wellness practices.

Objective 11: Implement educational pathways to degree programs for unhoused residents and Transitional Aged Youth (TAY).

11.1 Hire dedicated liaisons to visit Transitional Aged Youth (TAY) housing and other supportive housing sites across the city to provide guidance in pursuing education and advocate for unhoused people who want to pursue educational opportunities.

11.2 Develop a partnership with City College to ease transition into learning programs for unhoused residents and TAY.

Objective 12: Establish independent oversight of educational programs related to Reparations.

12.1 Introduce a Reparations Education Oversight Committee– a nonpartisan body formed by the city that includes legacy SFAARAC Members appointed to track the implementation and success of these programs that are uniquely serving the Black community.