

# City and County of San Francisco



Edwin M. Lee  
Mayor

# Human Rights Commission

Contract Compliance  
Dispute Resolution/Fair Housing  
Small and Micro Local Business Enterprise  
Lesbian Gay Bisexual Transgender & HIV Discrimination

Theresa Sparks  
Executive Director

DRAFT

## Equity Advisory Committee ("EAC") Minutes from the May 11, 2011 Meeting

### Committee members present:

Commissioner Mark Kelleher, Commissioner Faye Woo Lee, Ophelia Williams, Susana Rivero, Grecia Lima, Azalia Merrell, Mira Habiby-Browne, Jane Henzerling., Miquel Penn, Rick Hauptman, Monali Sheth

### Committee members absent:

Commissioner Victoria Ruiz, Joel Brown, Elena Gil, Mollie Ring, Dena Wurmen

### Staff present:

HRC Executive Director Theresa Sparks, David Miree, Linda Janourova, Tamara Sherman (intern), and Zoe Polk

### Guests present:

Rachel Zarrow

### Call to order, roll call. And approval of minutes:

Staff member David Miree called the meeting to order at 5:39 pm and called the roll. A quorum of the EAC was present at the meeting. Due to the regular EAC staff lead being on leave, there were no written EAC minutes from the April meeting to review but the audio version was posted on the HRC Website just prior to the May 11, 2011 meeting

### Public comment for items not on the agenda:

None

### Welcome and Remarks - HRC Executive Director Theresa Sparks

HRC Director Theresa Sparks offered greetings and welcoming remarks to the new EAC members. In her remarks she also informed the EAC of a new staffing "reorg." related to the HRC's Advisory Committees and the newly formed HRC Policy Group. David Miree, HRC Senior Policy Analyst will be the new lead staff for the EAC with Ms. Lupe Arreola as support upon her return from a leave of absence. Director Sparks explained that due to budgetary and fiscal constraints, as well as decreased staffing levels of the agency, that staffing of all advisory committees would be limited to one senior policy analyst and one HRC staff member who would serve as support staff. As a result, Director Sparks noted that HRC staff would

only have the availability to facilitate one (1) AC project and its associated workgroup. Director Sparks also gave a brief overview of the other numerous projects that HRC staff is presently involved including but not limited to, Hate Crime and Anti-Trafficking Legislation, working to implement the recommendations related to the Mayor's Report on African American Out Migration, as well as on-going implementation strategies related to the Bisexual Invisibility Report, "Beyond Marriage" (Unrecognized Family Relationships) Report, and the Arab, Middle Eastern, Muslim and Southeast Asian (AMEMSA) Community Report, which all are highly involved staff projects. The HRC staff is also working on other critical tasks such as facilitating adding prior arrest and conviction as a protected category (w/the Reentry Council), facilitating 12(N) youth training and programs compliance, Sanctuary City issues, advocating for greater Transgender Healthcare coverage, etc. Director Sparks invited all interested EAC members to feel free to contact the related staff member if there was an area in which they had some interest in working with HRC staff regarding project implementation.

### **Commissioners' and Staff Report:**

Commissioner Woo Lee noted that Director Sparks did a very comprehensive job detailing what the Human Rights Commission is doing and that she did not have any further comments. Commissioner Kelleher noted that his primary task has been working with Director Sparks and other Commissioners to address funding source(s) for the Non-Discrimination Unit.

Linda Janourova (HRC Staff) had to make an early departure so she gave her report at this time on the Human Rights Committee Advocacy Awards and Presentation. Linda gave the history of the awards which recognizes students in the SFUSD for their outstanding contributions in the areas of human rights advocacy and promotion. Students were recognized at a full HRC meeting and it was noted that the presentation was well received by the Commissioners, students and the public. With most of the "groundwork" already done the EAC would "merely" expand on the process from 2010. The task for the present EAC members will be to look at the existing nomination and selection guidelines and the award criteria. One of the eminent issues brought up for future EAC discussion and consideration was developing an effective methodology that would allow for a more comprehensive/expansive nomination process and "pool" from which to chose awardees. Ideally, award consideration would be for both students and community organizations but the scope would go beyond the SFUSD. The implementation process and creation of a EAC workgroup (in full or in part) should commence in late August or early September to review the application, nomination and selection process (including catering).

### **Committee Member Presentation**

David Miree explained that this would be an on-going agenda item offered for the purpose to allow EAC members to "get to know" their fellow EAC colleagues outside their role as an EAC member. A selected member (or preferably volunteer) will make a five (5) minute presentation introducing his/herself to the full committee on any subject ranging from their careers, any hobbies, personal platform or perspective, community/civic involvement, their family life, or what makes them happy, etc. This agenda item allows the member an opportunity to share some personal insight with the rest of the EAC to foster a more unified committee working relationship. The presentation is meant to be fun and creative.

### **Update on Domestic Worker Support Letter:**

Grecia Lima updated the EAC on a proposed letter to be sent to the State of California (specifically) to the State Assembly in support of a "Domestic Workers Bill of Rights" aka AB899. The workgroup would draft a letter containing all the relevant facts and analysis calling for, and in support of, any new legal protections and/or expanding present labor laws to domestic work employees. The Domestic Workers work group's goal is to have the "letter of support" endorsed by the full HRC and would subsequently forward the letter to the State of California. The group is also working on getting a variety of stakeholders, including actual domestic workers, to make a presentation before the full Commission on the importance of supporting a "bill of rights" for affected employees. A vote was taken and the action item was

unanimously passed. The “support letter” will complement a resolution enacted by the San Francisco Board of Supervisors recognizing the need for greater respect for the dignity and equality and the importance of the work performed by domestic employees.

After the vote, a question was raised regarding a procedural matter related to any limitations on the part of the HRC to proceed with said action where the Board of Supervisors or Mayor’s Office had taken (or not) an official position on an issue. Further, to what extent could the HRC/EAC expand upon any language or actions contained therein in the said Legislative or Executive official document. After extended discussion on the inquiry, HRC Staff members, Zoe Polk and David Miree agreed to contact the HRC’s City Attorney for clarification and would subsequently notify the EAC as to their findings accordingly. The EAC agreed that since the motion had been voted on and passed, that the Domestic Workers workgroup could proceed accordingly unless otherwise estopped by a later finding by the City Attorney’s Office that said action and language of the letter was prohibited.

### **Minority Youth Civic and Economic Empowerment Internship Program and Out Migration Report**

In light of the recent directive regarding the reorganization of staffing for the three (3) HRC advisory committees, HRC staff would be limited to overseeing a singular workgroup or project but committee members could still go forward with other projects but would have to do so without or with very limited staff support. However with this project, there was a definite nexus between the preexisting work that the policy staff (David Miree) had been conducting related to the African American Out Migration Report and a proposed EAC workgroup by Miquel Penn involving a minority youth internship program that had similar outcomes and goals.

As a result, David Miree reached out to Mr. Penn to ascertain if he would have any interest in combining efforts to develop a project that would take in account the implementation goals of the Out Migration Report and that of his proposed EAC project. In light of the fact that the EAC had already “adopted” the Domestic Workers Support Letter as the committee’s primary project, David Miree brought before the committee the proposal where this project would be treated as an “ad hoc committee” where Mr. Penn would conduct the preliminary groundwork and fact finding. Upon identifying any substantive issues, Miquel would present such before the full EAC for consideration as a discussion and/or action item to be agendaized.

Miquel’s presentation to the committee outlined the “hope” of the Out Migration Report was to address five areas of concerns affecting the African American community including (a) Housing, (b) Education, (c) Jobs and Economic Development, (d) Public Safety and Quality of Life, and (e) Arts and Cultural Life issues. Incidentally these same issues would be “pro-actively” addressed as a result of implementing the goals of the minority youth civic and economic empowerment internship program. The crux of this project would be to establish greater employment opportunities /job creation programs for local youth as a human right. The focus in this instance would be on the local technology companies to hire or train more minority youth to allow them more marketable job skills that would make minority youth more competitive in the job market. In addition the EAC would call upon the Board of Supervisors and the Mayor’s Office to assist in the creation of a Community Advisory Committee (CAC) to play an integral role in establishing more sustainable job opportunities for local youth to be able to maintain an economically viable presence in the city in which they were born and raised (i.e. San Francisco). This CAC would be entrusted to interact with businesses coming in to the City as well as giving existing companies a venue to interact with the community. It was also noted that as an off-shoot of this project that the City or invested companies be held accountable for providing “support services” to account for the historic economic and job training/skills disparities that exist with many of the participants in these local hire programs.

These “support services” should also address the “isolation” and potential housing “displacement” that many of the participants experience as a result of these work programs. For example, “in construction jobs it takes more resources than handing an individual a hammer and expecting this to be enough to enhance the person’s job skills or ability to succeed.” Subsequent committee discussion on the issue revealed overwhelming support for the “ad hoc” treatment on this issue going forward with unanimous interest and a

collective desire to participate was expressed by the EAC members. It was also suggested that Miquel look at the SEO Program (Sponsors for Economic Opportunities) as a model for this EAC project.

The idea or end goal was that Mr. Penn would update the full committee periodically on his findings and that this project would be “revisited” at a future date to be considered as a primary EAC project at the conclusion of the Domestic Workers project and /or in the absence of an alternative project adopted by the full EAC.

### **HRC Human Rights Advocacy Awards**

Please note details above under staff report.

### **Final announcements:**

The HRC Commissioners would like to host a “meet and greet” type event that would bring together the members from all three advisory committees to get better acquainted and to exchange information on the various projects that each AC is involved. The suggested time for consideration was early morning (9:00am), noon or after work hours. The general consensus of the EAC membership was after work hours would work best.

The meeting was adjourned at 7:15 pm.