Equity Advisory Committee ("EAC")
Minutes from May 9 , 2012 Meeting

Committee members present
Fay Woo Lee, Sheryl Evans Davis, Valerie Coleman, Rick Hauptman, Jane Henzerling, Angela Jenkins, Stella Kim, Erin Le, Alex Randolph, Mollie Ring

Committee members absent:
Susan Christian, Elena Gil, Tinisch Hollins, Azalia Merrell, Miquel Penn, Susana Rivero, Monali Seth, Charrisse Wells, Tamara Sherman, Jamie Wagoner, Barry Kendall,

Staff Present
Zoe Polk

Guests present
None

Call to order, roll call, and approval of minutes:
Staff member Zoe Polk called the meeting to order at 5:40 pm. Zoe called roll. A quorum of the EAC was present at the meeting. A motion was made and second to approve the minutes from the May 9, 2012 meeting of the EAC.

Public Comment on items not on the agenda
None

Commissioners' and Staff report
Commissioner Lee informed Committee members of the Commission's Community meeting in the Sunset District on April 26. She stated that there was an interesting presentation from a teacher from Mission High School who talked about an anti bullying event. Students and teachers worked together to blanket the school in pink to bring awareness to bullying in school. There were also students who presented on bullying at the Commission meeting.

EAC Speaker Series : EAC's initiative to support the Domestic Workers Bill of Rights
Mollie Ring, Zoe Polk

Zoe began the discussion by reviewing how commissions are formed and the purpose of the Commissions. She stated that the purpose of the commission to advise Mayor and Board on Human Rights issues. She also indicated that commissioners are appointed by the Mayor.

She also walked through how policy is stated by the HRC: through commissioners and the executive director. The advisory committees, staff and the public advise the commissioners and the executive director about policy. In some instances, policy is generated because of an event or controversy.

The purpose of the Equity Advisory committee is to advise the commission on issues related to equity and quality of life affecting San Francisco's diverse and multicultural communities.
Zoe went through possible action items by EAC members including collecting information, education, outreach, advocacy and issuing reports.

Advisory Committee members can collect information by volunteering as a group, Inviting speakers to present at EAC and convening Focus groups. Advisory committee members can educate themselves before making an action item by having speakers present on topics particular to the vote, having service provider organizations make presentations and inviting speakers to present on ballot initiatives. In addition, the advisory committee members can do outreach by holding panel discussion in the community about a certain topic. The committee can also engage in advocacy by (voting on and) writing a letter from the EAC or drafting a letter or resolution to be issued from the Human Rights Commission. Advisory committee members can conduct advocacy at the commission level, at the board of supervisors level and with business and nonprofit groups. Finally, the advisory committee members can issue reports on research and findings based on outreach, education, and advocacy.

Next Zoe discussed two projects that have been done before by the EAC: the Domestic Worker Bill of Rights letter and the War on Drugs hearing.
Advisory committee member Mollie Ring discussed her involvement with the EAC domestic workers subcommittee. Mollie described how each member identified the topic, which was how to support for the State Legislation: the Domestic Workers Bill of Rights. The subcommittee identified an action item that was needed on this topic, a letter from the Commission to the State Legislature requesting the legislation be passed. Subcommittee members divided up the work by section, each member was assigned a different section of the letter: background, current legal protections, and considerations abot the bill. In addition each subcommittee member was tasked with getting a speaker to present on different sections of this letter at the Commission level. Staff worked with the commission to organize speakers. The Commission unanimously passed the letter. Staff has followed up on continuing needs of domestic worker legislation by writing follow letters as the bill makes it way through the California legislature committees.

Zoe also talked about the EAC's involvement with the War on Drugs Hearing. In October 2011 a speaker from the ACLU was invited to EAC to present on the impact of the drug war on African American out migration. Staff followed up with the speaker to organize the hearing.

Subcommittee Breakout sessions

EAC members met with their subcommittee leaders to discuss next steps on project assignments. Subcommittee members were asked to make a time line of next steps. After each subcommittee had time to meet, Zoe asked each group to present their time line. Zoe advised each group that they are welcome to use the HRC office for follow up meetings.

Valerie Coleman stated the silver tsunami's goal was to conduct 10-15 short interviews with agencies and community leaders serving seniors over two month period. Find two to four issues faced that are not dealt with. *Education:* Invite speakers to present at EAC from community, government and senior perspective.

Jane Hezerling stated that the Education as a Human Right group will work to create a fact sheet which will include map and bar graph that gives visual representation of the achievement gap in San Francisco. In addition, they will invite guest to speak on organizing parents at the July EAC meeting. Organize HRC meeting at school site in September or October. Commissioner Lee indicated that the Commission would be interested in school meeting in the fall because the plan is to have a community meeting in District 10 and the excelsior. Commissioner Davis indicated that both of those locations work because there are schools in both of those neighborhoods in the Superintendent zone.

Angela Jenkins presented on behalf of the Reentry Subcommittee. They will collect Information: a phone call with SF State professor on how to design a survey to gather attitudes of persons returning to the community from prison. They will also conduct a survey. Present the survey curriculum to the Commission. Organize seminars regarding data reflected in survey in the community.

Angela and Commissioner Davis requested that the EAC engage Aileen Hernandez in the committee's work because of her decades of on the ground, inside and outside experience with dealing with issues of poverty. Commissioner Davis said its often lost on San Francisco how important Ms. Hernandez in the civil rights movement.

Announcements

Jane gave an update of the Hero Awards. The Executive Director and Commission staff also designated four legacy awards for Reverend Brown, President of the San Francisco NAACCP, Doris Ward, Former County Supervisor and Assessor; 2009 Mayor's Task Force on African American Out-Migration, Aileen Hernandez, Civil Rights Activist and Chair, 2009 Mayor's Task Force on African American Out-Migration and Espinola Jackson, Southeast Community Facility Commissioner and Community Icon. Commissioner Davis asked all committee members to attend the Commission meeting when the HERO Awards are presented. Commissioner Lee stated we'd like community members present.

Jane also indicated that the other awardees where Jose Romero, a Bayview Hunters Point Community Activist and LGBT Youth/Diversity Advocate , Karena Franses, MSW, LCSW- Social Worker, Compassion Specialist and Advocate for persons living with HIV/AIDS, the Omega Boys Club Leadership Academy which provides academic development and life skills education, including college preparation and scholarship support serving youth in marginalized communities in San Francisco. The Japanese Community Youth Council (JCYC) Educational Hu which assists low income youth that have the potential to be the first generation of their family to graduate from high school and enroll in a program of postsecondary education. Mollie indicated that the Omega Boys Club and JCYC have really clear focuses on college preparation including academic support and navigating the application process. Mollie indicated that both had really good data on helping kids who would never receive access to higher education through their programs.

Commissioner Lee asked when the Education Committee wants to have their meeting in a school. Jane indicated they wanted to do it in October. They proposed Everett, Bryant Elementary, Cesar Chavez high school, and Mission High. Zoe advised the subcommittee members do outreach to youth about what Committee meetings are like. It was suggested to do a joint meeting with the youth commission. Commissioner Davis advised that if the goal is to engage youth that are not typically involved and you involve the youth commission, the youth commission becomes the youth who lead the discussion. She offered that she'd be willing to work with JCYC and Omega Boys Club to send someone to their facilities in September to be the facilitators and speakers and even some of the students in the areas from the Education as a human Right data sheet. She advised that joint commission meetings can sometimes serve the commissions but it doesn't filter down. So the subcommittee should think about how to empower people who attend. Commissioner Davis recommended that the groups spend the summer identifying some groups, after the data sheet is created. She also advised to tie in out of school time with regard to the achievement gap so that it does not appear as an attack on the school district and everyone's a part of the solution. Zoe advised that she could be helpful doing the check ins with School District and the Board of Supervisors. Jane indicated that she was hoping that could do outreach to agencies that work with families to get good representation. Commissioner Davis advised that those

agencies tend to have the parents that are engaged. There's a whole population of people that aren't in the parents groups. So it would be good to target schools, places like Omega Boys Club, where the kids' parents aren't as involved. Its important to make something click with youth so they actually spur on the parents.

Adjournment 7:08 pm