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# HUMAN RIGHTS COMMISSION

City and County of San Francisco

*Edwin M. Lee, Mayor*

**HOLD OVER FROM 12-13-12 MTG FOR APPROVAL 1-10-13**

## ***Special Mission District Meeting Minutes***

Thursday, October 25, 2012

6:00 pm

John O'Connell High School, Auditorium  
2355 Folsom Street  
San Francisco, CA 94110

### **ROSTER OF COMMISSIONERS**

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, *Executive Director*

# Special Community Meeting – Mission District John O’Connell High School

## Call to Order and Roll Call

Commission Vice-Chair Douglas Chan  
Commissioner Sheryl Evans Davis  
Commissioner Mark Kelleher  
Commissioner Nazly Mohajer  
Commissioner Faye Woo Lee  
Commissioner Todd Mavis  
Commissioner Michael Pappas  
Commissioner Richard Pio Roda

Commissioners excused: Chair Michael Sweet, Susan Christian and Michael Pappas

Staff Present: Director Theresa Sparks, Sheryl Cowan, Zoe Polk, and Alma Tan

## Introduction of Commissioner Faye Woo Lee as Chair for the Special Meeting.

Vice Chair Douglas Chan welcomes everyone; states that the meeting will start as a town hall meeting; no quorum at this time.

Introduces Commissioner Faye Woo Lee as Chair for the Special Meeting.

Commissioner Lee thanks everyone for coming to the meeting. Meeting starts 6:10 p.m.

Roll called; no quorum at this time.

### 3. Overview of the Human Rights Commission

Director Sparks gives overview of the HRC. Founded in 1964; about the same time as the US Civil Rights Act. The primary focus at that time was to investigate and remediate against any discrimination against African Americans, particularly in the auto and hotel industry.

Roll Call done again, quorum has been reached. Commissioner Chan calls an official HRC meeting to order. Commissioner Lee asks Director Sparks to continue.

Director Sparks: Currently, the mission and purpose of the SF HRC is to investigate and enforce all discrimination claims against protected classes in the City. She gives some examples of protected classes: race, country of origin, sexual orientation, height, weight, gender identification, and many more. HRC investigate articles or elements of discrimination, including discrimination in city contracting. HRC can end city contracts if they find discrimination. We also chartered under the city government to mediate between groups to alleviate inter-group tensions. She gives example of brutal attacks (a few years ago) on elderly seniors in Visitation Valley which included discord/tensions between the African American and Chinese communities. HRC mediated to understand what was going on in the area to help alleviate the problem. She states that HRC also develops policy for the city. Currently HRC is working on non-discrimination for people who had been in jail; also studying the human rights impacts on their families. Also looking at elements of discrimination in the African American community; she mentions that the African American population has decreased in recent years; she states HRC is looking at this decrease. Currently, HRC is also working to alleviate Islamophobia in the City. She invites everyone to call or contact the HRC office if they ever have any questions.

### 4. Spotlight on Program at John O’Connell High School

**O’Connell Best Practices Club.** Commissioner Secretary reads: *The Club is a group of students from all grades who are interested in partnering with teachers to answer the questions: What do O’Connell students need from their teachers and classes in order to be successful in school? How do O’Connell students learn best? Students work with teachers to show which of their teaching methods engage students and help them learn.*

*Students can give feedback to teachers and make sure students are getting the education they want and need*

Teacher, Gary Cruz, who is in charge of the Best Practices Club, was not able to attend; Principal Mark Alvarado presents instead. Principal Alvarado defers to the young men and women (students) as he states they are the most knowledgeable about the program.

Student: Kali Mobley: Senior; she states that she works with Mr. Cruz, is on the Student Council and is on the Dance Commission at the school. Says that Best Practices Club is where students come together from all grade levels to ask questions, and use inquiry to work better with teachers. States that teachers and students work better together and have a more comfortable environment, and the school is community-based as a whole.

Commissioner Mavis suggests that all the students come up to the microphone to tell something they like about the program.

Student Kelly: Assembly Commissioner; she states the staff is great and “they pour their hearts out to help the students”; the teachers work very hard and work late at night on their lessons to help them. She states they use activities to help teach.

Student Florence Lee; Public Service Commissioner; she studied student government elections; it was a good experience because it taught her how to plan and follow-through (on projects). She states that she got a lot of support from the teachers, who are “cool” and states that the teachers at O’Connell really try to help them answer all their questions; she also states that the teachers relate well to the students.

Carlos: Student at “OC”; He thinks the best features of the OC are the teachers; they are kind and “actually do their job” and help. They are always there for the students. He states that the teachers are there to help push the students, and that teachers often stay and take time out of their day during lunch and after school to help tutor.

Nicole: Junior; Diversity Commissioner; appreciates the teachers at OC; she states that even though teachers are there for the students, it is their (the students) responsibility to help the teachers too; she says that a good example of this is happening now; that Mr. Cruz is out for a few days and the Student Council has had to step up to help with a few big events.

Anthony: Junior, in Student Council. States that one of the best things about the school is that you get to know your teachers, as people. He says they also get to know you; they helped him to get his grades up.

Gloria: Part of Student Council; she likes that the teachers are “there for her all the time.” She states that without the teachers, she wouldn’t be who she is now. She states that she used to be very shy, but joining student council has helped her overcome her shyness.

April, Senior, President of the American Sign Language Club; she has had a great experience working with teachers; she states that teachers really help and teach other students about disabilities.

Commissioner Lee thanks the students for their input.

Principal Alvarado states that they did not prompt students to say all the nice things about teachers. He had been Principal of Downtown High School, and has now returned to John O’Connell High School. He states that they have 12 to 1 student to adults (teacher) ratio at O’Connell. He says it is essentially a small “private” school in the SFUSD. “Students are inundated with support, all kinds of support” He states that the students can’t fall through the cracks and they really benefit from this flood of support.

Commissioner Lee asks about the number of teachers and students. Principal Alvarado states that they have about 450 students, 35 teachers and 8 coaches. They have a school improvement grant so they can pay for coaches. He states that OC is third in the state for having the third highest increase in the API.

Mr. Alvarado states that they are the only school in the city to have a the Best Practices Club. He thanks the Coalition of Small Schools for their help.

Commissioner Davis asks about how people choose the school; is it by lottery? She also asks for graduation rate, and then how many are moving on to college or work. She also states that the club is a model that should be duplicated throughout the city.

Mr. Alvarado states that all SFUSD schools are open enrollment, so a family can apply to any school. As a side note, all of SFUSD are seeing a declining enrollment. At OC, people seem to have the impression that the school is “gang ridden” or has discipline problem, or the neighborhood is bad. He says this is just not the case at O’Connell; he states the biggest problem is kids getting to school on time. In terms of graduation rates, he states that they are transitioning 60-70% of the students to state and 4-year colleges. Now he says his students are not really dropping out. In terms of capacity, he states they could do better. He said for years they had suffered from poor test scores. They created a “bump it up” program. If students received higher score on AP test, they would bump up their class grade. They just had a bump-it-up assembly and read all the names. By simply changing the students’ mind set about the tests, they saw great improvements (71% jump) in scores. He states that the students are very bright and he thinks that by changing mind-set, they should be able to get students to transfer into the 4-year universities.

He gives brief history of O’Connell as vocational/trade school. Now, it has transitioned into a comprehensive high school however, they still have Tech21 shared with Washington High School (auto and machinist program) and O’Connell (construction program), hence assuring students who don’t choose to go to college, they can move to the trades. Local 22 (Union) and PUC has been very supportive. Local 1414 (auto machinist union) is also helping. Labor is joining them to help with “on ramps” into these industries. Also, they are launching a Culinary Program. Former Palio chef is heading up the new culinary program. Their path is making sure that all the students have as much opportunity as possible. If students don’t choose a “4-year” path, these programs assure there are on-ramps into industry.

Director Sparks mentions that the HRC has an internship program every year each summer. Students may apply.

Commissioner Kelleher asks if John O’Connell High School has evaluated the Best Practices Club against other programs. Also, he asks if the school is promoting the club as a model throughout the school district. Principal Alvarado says they are just starting; they are just creating student focus groups to set up metrics. The Principal also states that principals in SF are very competitive, so he says that once he brings data to the principals’ meetings, there will be some promotion for the program. Commissioner Kelleher mentions SF Foundation for potential funding.

Commissioner Lee asks about similar programs. Principal Alvarado states that Peer Resources does similar work.

5. John O’Connell Parents, Teachers & Students Association (Invited but not confirmed.) Commission Secretary states that this item has already been covered and that Principal Alvarado has covered many of the projects.

## 6. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Student: Wants to complain about the boys' bathrooms; says that they are worse than the girls' bathrooms. Says it wouldn't hurt to have an air freshener.

Angela Jenkins; On HRC Equity Advisory Committee; says she is honored to be on the committee and thanks staff for their work. She encourages HRC to continue their work on the *War on Drugs* (study).

Carlos: Student: He wants to complain about the food at the school. He mentions that the chow mein has grease at the bottom, the pancakes are still frozen and milk is warm not cold.

Kelly: Student; President of the Asian Club; wants to share a story of how O'Connell has given her a lot of opportunities; her counselor encouraged her to apply and she got a scholarship to go to wilderness program for 3-weeks to learn leadership skills. Her counselor also recommended her to summer program at USF; it was a great experience to see what college is like. She states that O'Connell gives students lots of opportunities.

## 7.. Adjournment 10-25-12 6:46 p.m.

### KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact:

Sunshine Ordinance Task Force Administrator  
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4683  
415-554-7724 (Office); 415-554-7854 (Fax)  
E-mail: [SOTF@sfgov.org](mailto:SOTF@sfgov.org)

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at [www.sfgov.org](http://www.sfgov.org). Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

### ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary-at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

### DISABILITY ACCESS

The Human Rights Commission regular meetings will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

### LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: [sfgov.org/ethics](http://sfgov.org/ethics).

### MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at [www.sf-hrc.org](http://www.sf-hrc.org) and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

### 了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4683

電話號碼:415-554-7724 ; 傳真號碼415- 554-7854

電子郵箱: [SOTF@sfgov.org](mailto:SOTF@sfgov.org)

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁[www.sfgov.org](http://www.sfgov.org)等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

### 利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

### 殘障通路 CHANGE \*\*\*\* 3223 ORTEGA, SF, CA 6-8PM \*\*\*\*ORTEGA LIBRARY 4-26-12 415-252-2506

人權委員會會議將在 \*\*\*Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於Grove街和McAllister街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車線 (市政中心站- Civic Center)。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設會有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

## 遊說者法令

依據「三藩市遊說者法令」 ( SF Campaign & Governmental Conduct Code 2.100 ) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼:415- 252-3100，傳真號碼 415-252-3112，網址: [sfgov.org/ethics](http://sfgov.org/ethics)。

## 會議及議程政策

本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁[www.sf-hrc.org](http://www.sf-hrc.org)或人權委員會位於Van Ness 街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)  
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4683  
415-554-7724 (Oficina); 415-554-5163 (Fax);  
Correo electrónico: [SOTF@sfgov.org](mailto:SOTF@sfgov.org)

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en [www.sfgov.org](http://www.sfgov.org). Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

## POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un lector. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

## ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala de **ORTEGA LIBRARY, 3223 ORTEGA ST**, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

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### **REUNIONES Y LAS POLÍTICAS DE AGENDAS**

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en [www.sf-hrc.org](http://www.sf-hrc.org) y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.