A COMPARATIVE REVIEW AND ANALYSIS OF EQUITY AND DIVERSITY REPORTS BY THE SAN FRANCISCO HUMAN RIGHTS COMMISSION (11.17.11)

**San Francisco Demographic Report: (FY 2000 Census # African American Population) 2006**
The Committee on African-American Parity (CAAP) of the San Francisco Human Rights Commission was formed to assess the status of the African-American Community in the City between 1984-1990. This 1993 Report looked to analyze whether the community was "better or worse off" by contemporary standards. This Report was designed to address inequities in 8 areas.

**The Unfinished Agenda 1993**
The purpose of the workshop was to attempt to create a bridge b/w City government & Bayview Hunters Point community concerning 2009 Task Force to develop recommendations for action. Recent reports note that the African-American population is below 4%, and is on trend for further decrease. The African-American Community is calling on City Leadership to not only slow, but reverse this trend through socio-economic empowerment and development of the African-American Community.

**Violence in our City 2001**

**Environmental Racism 2003**
The African-American Community is currently experiencing an alarming decrease in population in the City and County of San Francisco. City Officials and concerned citizens sought to identify and address the causation of this exodus by creating a 2006 Task Force to develop recommendations for action. Recent reports note that the African-American population is below 4%, and is on trend for further decrease. The African-American Community is calling on City Leadership to not only slow, but reverse this trend through socio-economic empowerment and development of the African-American Community.

**African-American Out Migration 2009**
Recent reports note that the African-American population is below 4%, and is on trend for further decrease. The African-American Community is calling on City Leadership to not only slow, but reverse this trend through socio-economic empowerment and development of the African-American Community.

**San Francisco welcomed the 21st Century with a wave of unprecedented violence.**

**109,504**

**14.1%**

**728**

**49.7%**

**385,728**

**30.8%**

**Hispanic**

**Employment and Entrepreneurship**

**Education**

**Criminal Justice**

**Housing**

**Health Services**

**Media Relations**

**Political Empowerment**

**African American Families**

**Key Areas of Focus**

**Education**

**Recruitment**

**Youth Mentoring**

**Economic Development**

**Media**

**Energy**

**Health**

**Protecting the South-East Community from: Industrial Dumping Pollution Toxic Activities Naval Shipyard Mitigation Measures**

**Southeast Water Pollution Control Plan**

**Recycling Methods**

**Housing**

**Job and Economic Development**

**Public Safety and Quality of Life**

**Arts and Culture**

**RECOMMENDATIONS**

1. ALLOCATE CITY FUNDS FOR A PROGRAM THAT ADDRESSES THE NEEDS OF HIGH- RISK SINGLE FATHERS.
2. IMPLEMENT AN INFORMATION CAMPAIGN AT RESTORING VOTING RIGHTS FOR THOSE CONVICTED OF A CRIMINAL OFFENSE.
3. PUBLISH A BROCHURE FOR YOUTH ON WHAT TO DO WHEN STOPPED BY THE POLICE.
4. INSTITUTE YOUTH ACHIEVEMENT AWARDS.

1. THE FIRST PARCEL OF THE NAVAL SHIPYARD IS READY FOR DEVELOPMENT.
2. THE NEW CLEAN WATER MASTER PLAN WILL PROVIDE AN OPPORTUNITY TO AMELIORATE SOME OF THE ENVIRONMENTAL DEGRADATION CAUSED BY THE PRESENCE OF THE SOUTHEAST PLANT IN THE NEIGHBORHOOD AS WELL AS INTRODUCING ENVIRONMENTS FRIENDLY RECYCLING METHODS.
3. THE HARDERS POINT POWER PLANT IS DUE TO BE SHUT DOWN IN 2009.

1. Expand Homeownership Opportunities for Existing and Potential African-American Residents
2. Stabilize and Improve Conditions in San Francisco Public Housing
3. Promote Public Policies that Support Retention and Attraction Strategies
4. Preserve and Improve Existing Housing Stock and Produce New Affordable Housing
5. Strengthen Infrastructure to Improve Pre-K through College Achievement
6. Establish Direct and Effective Linkages to Community Colleges & Universities

**San Francisco Human Rights Commission (11.17.11)**

**San Francisco Demographic Report**

**The Unfinished Agenda**

**Violence in our City**

**Environmental Racism**

**African-American Out Migration**

**San Francisco welcomed the 21st Century with a wave of unprecedented violence.**

**San Francisco Demographic Report:**

**The Unfinished Agenda:**

**Violence in our City:**

**Environmental Racism:**

**African-American Out Migration:**

**The African-American Community is currently experiencing an alarming decrease in population in the City and County of San Francisco.**

**Recent reports note that the African-American population is below 4%, and is on trend for further decrease.**

**African-American Community Leaders estimates put the remaining African-American population for the city of San Francisco at around 3.3 percent (San Francisco Bayview Newspaper - February 4, 2011).**

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3. Establish an African-American Development Foundation and Fund It through a Voluntary "Tax" of 0.5% (Half of One Percent) on the Gross Revenues of African-American Owned Businesses—Especially Those that Receive Contracting Preference under the City’s LBE Program.

4. Negotiate Specific Private Sector Hiring and Training Goals with the Private Sector Companies, Especially from Those that Sustainably Benefit from the African-American Community.


6. Negotiate Training and Hiring Goals and Subcontracting Goals with Non-Profits and for Profit Development.


8. Promote Alternatives to Incarceration.

9. Establish Vocational Programs.


11. Negotiate a Commitment to Increase Lending to African Americans and Entrepreneurs on the Part of Banks and Other Lending Institutions.

12. Work with Labor Unions to Increase Recruitment.

13. Develop College Education Guarantee Programs.

14. Encourage More Affordable Housing.

15. Institute a Media-Based Long Term Public Education Campaign to Foster Confidence in Community and Economic Development.

16. Seek to Build Political and Economic Coalitions with Other Ethnic Minorities.

5. Provide Improved After-School Programs Implement a City Wide Mentorship Program.

6. Increase Apprenticeships and Job Training Programs.

7. Create a Public Forum for Dialogue Between the Media and Communities of Color.

8. Publish a Catalogue of Programs (city and Non Government) Designed to Address the Issue of Violence in Affected Communities.

9. Create a One Stop Community Outreach Center.


11. Increase Access to Therapy and Other Mental Health Services to Deal with the Effects of Violence in Affected Communities.

12. Focus Law Enforcement on Gun Dealers.


14. Increase Treatment Programs.

15. Re-establish Beat Officers.


17. Adopt an Effective Witness Protection Program.

18. Increase Constructive Sentencing.

5. Plans are being prepared to Upgrade and Expand the Southeast Health Center.

6. The Planning Department is Rezoning the Neighborhood Through Community Planning Process.

7. The Port Has a Plan for the Southeast Waterfront.

8. The Third Street Railway Line, Connecting the Community to Downtown SF, Will Encourage Investment and Neighborhood Enhancement.

9. Recognize and Address the Potential Danger and Germination That May Result.

10. Work with and Forward Report to Board of Supervisors.

11. Recommend to BOS to Adopt and Institute Legislation Outlining a Local Version of the Principles of Enfranchising Justice.


15. Increase Profile of African-Americans in San Francisco's Tourism Industry.

16. Increase Support to Efforts that Focus on Creating a Sense of Place for African-Americans Within the City.

17. Maintain Funding and Political Support for Violence Prevention and Stabilization Programs.


19. Actively monitor and facilitate better relationships between communities, the Police Departments, and the Criminal Justice System.

20. Develop Community Supports for the Re-Entry Population to Actively Lower the Recidivism Rate.

Common Themes in Reports Identified as Critical to Attracting and Retaining the African-American Community.
BUY-IN AND COMMITMENT FROM CITY LEADERSHIP
FUNDING
RE-CONSIDER APPOINTMENT OF A “CZAR”
POLITICAL EMPOWERMENT
ADDRESS COMMUNITY PERCEPTIONS THAT CITY IS UNWELCOMING TO AFRICAN-AMERICANS
CREATE TOURISM DIRECTED TO AFRICAN-AMERICAN EXP
INCREMENTAL STEPS TOWARD PROGRESS
ECONOMIC DEVELOPMENT (JOBS, JOBS, JOBS)
AFFORDABLE HOUSING
YOUTH-FOCUSED MENTORING/INTERNSHIP PROGRAMS
EDUCATION
MEDIA ENGAGEMENT AND PUBLIC AWARENESS
OUTSIDE ADVOCACY (AFRICAN-AMERICAN COMMUNITY MUST STEP)
CULTURAL COMPETENCY/SENSITIVITY

RECOGNIZING SOME ACHIEVEMENTS
Housing - Redevelopment, MOH, and Housing Authority have convened a “sub-committee” from the Task Force to review some of the recommendations as it relates to housing. As a result, the sub-committee has implemented a number of the recommendations as it relates to public housing revitalization, strengthening the certificate of preference program, doing greater outreach around affordable housing.

Local Hire program as been very instrumental toward seeing tangible results in terms of employment and economic viability. (mostly related to construction)- City Build

**EQUITY ADVISORY COMMITTEE PROPOSED ACTION ITEMS**

- **Minority Youth Economic and Social Empowerment Internship Program**: Creates a mentorship/internship/network or vocational program to groom young African Americans to become leaders in their communities and in turn develop and advance their community investment towards political, economic and social empowerment. Modeled after a variety of other incentive program to bring businesses to San Francisco, this program would create tax incentives for local tech companies to provide paid mentoring or internships to minority youth by empowering them with the essential resources to create opportunities for themselves and in return their communities.

- Ensure greater outreach to the community that would not offend Prop 209 but would allow for access and information to jobs and economic development for local communities where there is proven desperate treatment. Work with City officials on the Local Hire Ordinance to ensure that the African American Community has adequate access and information regarding job, housing and work force opportunities including establishing an effective working relationship with other existing programs like City Build Academy and MYEEP.

- Empower the Equity Advisory Committee and the HRC to develop a Community Leadership Council to expedite and ensure a realistic and measurable effort is being put forth by the City and City Leadership to effectuate the progress.

- The Leadership Council would monitor, address, and provide an immediate response to issues in the City and act as a conduit to City Hall and the business community to ensure that community feedback is being heard and resulting in action items or implementation.

- Community stakeholders need to see (and feel) more “support and action” by the City to counter the “popular sentiment” that City Agencies do not “do anything for the Black community in San Francisco.”

- Ensure greater inclusiveness and representation at the decision-making level.

- Develop a mechanism where City Departments and City Leaders have to “report out” or publically acknowledge “legitimate” actions or plans that advance the City’s commitment to implement the recommendations in the report(s) and “real” action which addresses the stated areas in the report such as jobs, education, housing, etc. (Ex: MOH conducts more homeowner seminars in historically African American communities to inform people how to become homeowners and the various programs that are available for people who qualify. If one person (hopefully more) can realistic become a homeowner as a result…speaks volume to the City’s commitment to the community.)

- Create opportunities for community stakeholders to experience the “behind the scenes” methodology of how public policy is created

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**THE EQUITY ADVISORY COMMITTEE (EAC) IS ON TRACK TO ESTABLISH A MINORITY YOUTH CIVIC AND ECONOMIC EMPOWERMENT INTERNSHIP/MENTORSHIP PROGRAM**