City and County of San Francisco
HUMAN RIGHTS COMMISSION

AFRICAN AMERICAN COMMUNITY EMPOWERMENT INITIATIVE
A PROGRESS REPORT

AFRICAN AMERICAN LEADERSHIP COUNCIL, EQUITY ADVISORY COMMITTEE
& SF HUMAN RIGHTS COMMISSION STAFF IN ACTION

PROGRESS, ACTION & IMPLEMENTATION

EMPOWERING THE AFRICAN AMERICAN COMMUNITY TO SUCCEED,
FLOURISH, THRIVE AND BE Viable AND SELF SUSTAINING
OVERVIEW

Empowering the City’s African-American Community to Succeed, Flourish, and Thrive and be Viable and Self-Sustaining

(JUNE 2012)

The San Francisco Human Rights Commission continues to work tirelessly in providing leadership and advocacy in promoting basic human rights for all of San Francisco’s diverse and multicultural communities. Our mission is to identify those underserved communities and fortify their quality of life by advocating for city services and programs that address historical and social barriers that preclude specific communities from flourishing and being self-sustaining. The African-American community in San Francisco continues to experience an alarming decrease in population and as this “out migration” persists the collateral consequences have resulted in a community that continues to feel marginalize and disenfranchised.

Recent census data reports that the African-American population in San Francisco is steadily decreasing with the fear that that current number is at less than four (4) percent. For more than two (2) decades, there have been a variety of reports generated by the City that have examined this phenomenon but yet there still remains a large chasm that continues to swallow whole the socio-economic viability of this community. The following studies have been conducted in the last twenty years on this subject matter:

(1) 1993- The Unfinished Agenda
(2) 2001-Violence in Our City (Research and Recommendations to Empower Our Community)
(3) 2006 San Francisco Demographics Report
(4) 2003-Environmental Racism
(5) 2009- Report of the Mayor’s Task Force on African-American Out-Migration

A COMPARATIVE REVIEW AND ANALYSIS OF EQUITY AND DIVERSITY REPORTS BY THE SAN FRANCISCO HUMAN RIGHTS COMMISSION (11.17.11)
Despite these “good faith” attempts to address the issue of “Black Flight” to more affordable and culturally sensitive locales, the African-American community remains desperate and frustrated by what seems to be a failure on the part of city leadership to realistically address community concerns and IMPLEMENT the recommendations as put forth in the aforementioned equity and disparity reports—most notably the “Unfinished Agenda” and “Out Migration” Reports.

AFRICAN AMERICAN LEADERSHIP COUNCIL

Under the auspices of the African American Community Empowerment Initiative, the Human Rights Commission has facilitated the creation of the African American Leadership Council (AALC) which is a self-selected Community Action Committee (CAC) consisting of community stakeholders and community empowerment advocates. The AALC working in part with the HRC’s Equity Advisory Committee (EAC) and HRC Staff has taken on the task toward developing an implementation strategy to institute potential solutions to produce real, tangible and substantive outcomes intended to RETAIN and ATTRACT African Americans to the City by critically looking at solutions to improve the overall quality of life for this community.

The African American Leadership Council has convened a number of times to prioritize the equity reports’ recommendations and have created five (5) working groups to developing policy recommendations and considerations toward effective implementation. The working groups include:

(A) Education
(B) Health, Human Service and Transportation Committee
(C) Housing and Economic Development
(D) Arts and Culture
(E) Public Safety

SAN FRANCISCO HUMAN RIGHTS COMMISSION LAYING A FOUNDATION TOWARD GREATER IMPLEMENTATION

While the challenge(s) to effectively address African American Out Migration still exists and while community sentiment continues that much remains to be done as it relates to the Unfinished Agenda Report and the Out Migration Report, some progress has been made! The HRC is presently working with the African American community, its leaders, stakeholders, activists, allies, and other Community Based Organization (CBO’s) to commence the effort of laying a foundation that reflects a level of PROGRESS that has been non-existent prior to now. To date, the African American Community Empowerment Initiative (via the AALC, EAC and HRC Staff and CBOs) has implemented a number incremental action items that represent “movement” or “progress” toward effectively, but reasonably and realistically, implementing
positive outcomes toward enhancing the overall quality of life for African American residents in San Francisco

MOVEMENT

ACTION

PROGRESS

IMPLEMENTATION

“NO MORE REPORTS!” – IMPLEMENTATION IS HAPPENING BECAUSE WE HAVE.........
ESTABLISHED THE AFRICAN AMERICAN COMMUNITY EMPOWERMENT INITIATIVE AND THE AFRICAN AMERICAN LEADERSHIP COUNCIL......

SAN FRANCISCO HUMAN RIGHTS COMMISSION
AFRICAN AMERICAN COMMUNITY EMPOWERMENT
LEADERSHIP COUNCIL

WHAT: THE SAN FRANCISCO HUMAN RIGHTS COMMISSION (HRC) CORDially INVITES YOU TO PARTICIPATE IN THE FORMATION MEETING OF THE AFRICAN AMERICAN COMMUNITY LEADERSHIP COUNCIL


WHEN: THURSDAY, MARCH 1, 2012-6:00PM-7:00PM

WHERE: (HRC) OFFICES 25 VAN NESS AVE, SUITE 800
The African American Leadership Council
In 2012, HRC’s policy group under the direction of Executive Director Theresa Sparks formally launched the African American Leadership Council (AALC). AALC, composed entirely of the members of the community, will serve as a conduit between the African American Community and City government to create measures by which to address “Black Flight”, ensure that the needs of this community are heard, and improve the quality of life for African Americans in San Francisco.

2012 African American Community Empowerment Initiative
Purpose: Address, prevent and remediate the negative impact of the “out-migration” of the African American community in San Francisco by implementing the findings and recommendations of numerous reports, spanning more than two decades, which examine the parity of the African American community in San Francisco.

Outcome: Ensure greater inclusiveness and representation of the African American community at the policy and decision-making level where the community is disproportionately impacted and foster the retention of African Americans to San Francisco, a city renowned for its diverse and multicultural landscape and its commitment to the inclusion of all its ethnic communities toward the City’s overall economic viability, industry and commerce.

Process:
- Establish a city-wide cultural competency and sensitivity action plan to counter the popular sentiment that San Francisco does not embrace or support the African American community at the same level of other ethnic communities in the City.
- Create a Minority Youth Economic, Civic and Vocational Internship/Mentorship Program to groom young African Americans to become leaders in their communities.
- Develop a mechanism whereby City leaders and agencies have to inform the community of any potential action plans that advance the City’s commitment to implement the recommendations found in the various equity and disparity reports.
- Create opportunities for African American community stakeholders to experience the behind the scenes methodology by which public policy is created.
- Direct greater resources to Community Benefits Organizations and non-profits that can assist in community development and economic growth.

CHANGED OUTCOMES STARTING WITH OUR YOUTH

“BROWN BAG’ SUMMER YOUTH MENTORSHIP
FOR IMMEDIATE RELEASE  
Monday, June 18, 2012  
Contact: David Mires, Esq., Policy and Communications  
Phone: 415.525.2502

**** PRESS RELEASE ****

SAN FRANCISCO HUMAN RIGHTS COMMISSION TO HOST SUMMER YOUTH MENTORSHIP PROGRAM

Lunch time program aimed at teaching summer interns skills for success including, professionalism, networking, and pathways.

Mentorship program to complement HRC’s on-going initiative toward implementing recommendations found in long standing equity and disparity reports.

Moreover, series to build on Mayor Lee’s historic call for summer employment for youth.

(San Francisco, CA)- The San Francisco Human Rights Commission (HRC) in conjunction with Mo’ Magic, the HRC’s Equity Advisory Committee (EAC) and the African American Leadership Council (AALC) is proud to host a summer long “brown bag” lunch series for underserved youth participating in summer internships with the City. The program is intended to provide youth from some of the City’s most vulnerable communities with the vital skills needed to be successful in today’s highly competitive job market. The mentorship program will also expose participating youth to a variety of “soft skills” applications to assist them in the “art” of networking as well as ensuring that they are getting the best possible and most rewarding experience from their summer internship.

“Giving young people job opportunities is among my highest priorities,” said Mayor Ed Lee. “This mentorship program supports my San Francisco Summer Jobs + Initiative, which is investing in our youth, giving them valuable job skills and preparing our next generation of leaders.”

Theresa Sparks, Executive Director of the San Francisco Human Rights Commission stated, “One of the important goals of this mentorship program is to expose those young people to individuals who may have experienced similar challenges as a youth but who were able to overcome these barriers and ultimately become successful professionals in their own right. The mentorship program can make such a difference in the professional development of these young people and significantly improve their chances for future success as career professionals.”

Sheryl Evans Davis, Human Rights Commissioner and Director of Mo’ Magic, a collaborative San Francisco neighborhood-based nonprofit organization whose mission is to transform the community and youth through the MAGIC of collaboration noted, “It remains so important that our youth see and hear from people with whom they share a cultural kinship that anything in life is possible with the right direction and guidance. Not only will the youth benefit from this program but as a result their families and the communities in which they live may also benefit as well.”

Mayor Lee has joined the Obama Administration’s Summer Jobs+ Challenge, which was launched by the White House in January, as a “call-to-action for businesses, non-profits and governments” to provide meaningful job opportunities via summer employment for youth and young adults. Partners in this challenge include the Office of the Mayor, United Way of the Bay Area, AfterCollege, the San Francisco
June 25, 2012, San Francisco Human Rights staff (Zoe Polk and David Miree) conducted a week long orientation seminar with local youth to address their questions about internships and interview and job preparedness. The range of topics included:

- Professionalism and Making a Good First Impression
- Effective Interviewing Skills
- Appropriate office attire
- How to produce an effective cover letter and resume
- Researching potential employers
- Role Playing- How to succeed in a professional or business environment
- The role of social media in getting and keeping an internship or job
- How to navigate difficult conversations in the workplace
- Computer literacy
- How to tone base office skills (e.g. answering the phone properly, using a fax, copy, or scanning device
- Attendance and Punctuality

“I would like to get better interviewing skills so that I am able to get a job.”

“I hope to get professionalism and more work skills and gain more experiences and learn new things.”

“I hope to learn the skills I need to get a job and keep it.”

“I hope to gain knowledge on how to act to certain scenarios in the workplace.”
CONDUCTED HEARINGS ON QUALITY OF LIFE ISSUES AFFECTING THE AFRICAN AMERICAN COMMUNITY…….

WAR ON DRUGS HEARING

THE WAR ON DRUGS IS _______.


The War on Drugs is a human rights issue. Join the conversation.

Do prior convictions keep you from getting food stamps? From living with your family in public housing? From going to college? From riding public transit? From getting a job? From voting? From walking down the street? Paying off your debts? From getting your record expunged?

For many people, this is their reality.

If it is yours, we want to hear your story. If you are interested in participating in a public hearing addressing the human rights impact of the war on drugs, please contact the San Francisco Human Rights Commission.

When:
April 12, 2012
5:30 p.m.

Where:
San Francisco
City Hall
Room 416
1 Dr. Carlton
B. Goodlet Place
San Francisco, CA
94102

San Francisco Human Rights Commission
25 Van Ness Avenue, Suite 800, San Francisco, CA 94102-6033
(415) 252-2517; email: HRC.info@sfgov.org
PROPOSED JOINT HEARING ON THE PLIGHT OF AFRICAN AMERICAN YOUTH IN THE SFUSD

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

FOR IMMEDIATE RELEASE
XXX June XXX 2017
Contact: David Miree, Esq., Policy and Communications
Phone: 415.525.2502

PRESS RELEASE

SAN FRANCISCO HUMAN RIGHTS COMMISSION APPLAUDS DISTRICT 5 SUPERVISOR CHRISTINA OLALO’S OFFICE ON CALLING FOR HEARING TO ADDRESS PLIGHT OF AFRICAN AMERICAN YOUTH IN SAN FRANCISCO PUBLIC SCHOOL SYSTEM

Hearing to review current programmatic strategies and services designed to address the disproportionality of African American youth represented in suspensions, expulsions and the achievement gap.

Legislative review complements HRC’s on-going efforts to foster tangible and substantive outcomes toward community concerns and recommendation as outlined in the “Unfinished Agenda” and “African American Out-Migration” reports.

(San Francisco, CA): The San Francisco Human Rights Commission (HRC) and members of the City’s African American community are applauding District 5 Supervisor Christina Olague’s Office for its advocacy in fostering equity in education by holding a hearing on the plight of African American youth in the City’s public school system. The Human Rights Commission has long been advocating for more efforts on the part of the City that would promote greater equity in education as a human right. The HRC considers this hearing a pivotal advancement toward this goal. Both the agency’s Equity Advisory Committee (EAC) and African American Leadership Council (AALC) have been working to develop strategies to effectively address the historical disproportionality of African American youth represented in school suspensions, expulsions and the achievement gap. This hearing is intended to examine the potential cause and effect related to this issue and to suggest policy that could ultimately correct past inequities resulting in more African American students graduating high school and successfully matriculating in higher education.

Theresa Sparks, Executive Director of the San Francisco Human Rights Commission stated, Historically, education has played a vital role in the socio-economic advancement of people of color. African-Americans have a long-standing legacy of enriching our society through the pursuit of higher education and scholarship. This hearing is essential to identifying and adopting a modern approach to keeping young people of color in school and providing them with the tools and resources they need to succeed both academically and professionally.

The education sub-committee which is a working group of the African American Leadership Council, called for greater action on this issue by San Francisco officials after learning about new measures being put in place by the Oakland Unified School District which is experiencing similar outcomes for its African American males students and the work the OUSD is doing to address this matter. Supervisor Olague’s Office took up the charge on this matter and called for a hearing to look at how San Francisco can effectively address this disparity. Date and time of the hearing to be announced.

This legislative hearing complements the HRC’s on-going efforts to foster tangible and substantive outcomes toward community concerns and recommendation as outlined in the “Unfinished Agenda” and “African American Out-Migration” Reports.

PAC
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San Francisco
California 94102-4033

TFI (415) 753-2500
FAX (415) 431-5764
TDD (415) 363-2500
www.sfgov.org/denv/humanrights
CO-SPONSORED COMMUNITY EVENTS AIMED AT FOSTERING POSITIVE OUTCOME S RELATED TO HEALTH AND WELLNESS IN THE AFRICAN AMERICAN COMMUNITY

Lunch discussion and book signing
July 14, 2012 Join us
• 11:30am • 1300 on Fillmore

> Light lunch and book provided. Space is limited, please RSVP info@momagic.org

A DIALOGUE NOT JUST FOR BLACK WOMEN, USEFUL INFORMATION FOR ALL! THE OFFICE OF MINORITY HEALTH REPORTS - "HEART DISEASE IS THE LEADING KILLER ACROSS MOST RACIAL AND ETHNIC MINORITY COMMUNITIES IN THE UNITED STATES ACCOUNTING FOR 20% OF ALL DEATHS IN 2007"

Dr. Beverly Yates' strong voice educates women about ways to take charge of their own health by encouraging them to adopt new attitudes and use effective natural therapies. She is a board certified and licensed naturopathic physician practicing in Seattle, Washington. Dr. Yates presents natural health care seminars across the country.

Lunch and Book Sponsors
1300 on Fillmore
Children's Defense Fund
Human Rights Commission- AALC, Health subcommittee
Mo' MAGIC

For more information: www.momagic.org 1050 McAllister Street , San Francisco, CA 94115  415.567.0400 T  415.567.0450 F
FACILITATED GREATER DIALOGUE AND DISCUSSION ON LGBT SENIORS OF COLOR

SETTING THE AGENDA: ISSUES FACING LGBTQ SENIORS OF COLOR

COMMUNITY MEETING
JULY 26TH · 2012 · 2:00PM
WOMEN’S BUILDING · 3543 18TH ST · ROOM A
SAN FRANCISCO, CA 94110

Please attend and advise policymakers on issues relevant to you and your community. Written suggestions encouraged. Refreshments provided.

Sponsored by the National Center for Lesbian Rights and the San Francisco Human Rights Commission
RECOGNIZED THE WORK OF TRAILBLAZERS AND HEROES WHO HAVE BEEN ON THE FRONT LINES TOWARD IMPLEMENTATION

HRC “HERO AWARDS

Current Projects and Initiatives

2012 Human Rights Commission HERO Awards

HRC “HERO” Awards
Established in 2012, HRC’s HERO awards recognizes local “unsung heroes” for their outstanding contributions in the field of human rights advocacy and for local organizations whose programming advances equity in education for youth in vulnerable communities throughout the City and County of San Francisco. Nominees are submitted by the community; finalists are selected based on their demonstrated commitment to human rights, community service and fostering positive change in and throughout the City’s diverse and multicultural communities.

HERO Legacy Award for Lifetime Achievement in Human Rights Advocacy
Reverend Amos Brown – Pastor, Third Baptist Church and President, NAACP (San Francisco Chapter); 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.
Doris Ward – Former County Supervisor and Assessor; 2009 Mayor’s Task Force on African American Out-Migration.
Espanola Jackson – Southeast Community Facility Commission and Community Icon.

HERO Award for Outstanding Contribution in Human Rights Advocacy
Jose Romero – 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

HERO Award for Outstanding Contribution toward Equity in Education
The Omega Boys Club Leadership Academy – Provides academic development and life skills education, including college preparation and scholarship support serving youth in marginalized communities in San Francisco.
Japanese Community Youth Council (JCYC) Educational Hub – 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.
BUILT UPON ESTABLISHING COALITIONS TO ENSURE DIVERSITY

COALITION BUILDING BETWEEN THE AFRICAN AMERICAN COMMUNITY AND THE LGBT COMMUNITY INCLUDING SENIOR & YOUTH ADVOCACY

PRIDE in AFRICAN AMERICAN CONTRIBUTIONS to LGBT RIGHTS

Taking Pride in LGBT and African American solidarity is on Facebook.

Remembering to take pride in the legacy of Bayard Rustin

by Susan Belinda Christian

Bayard Rustin left a legacy to be remembered and respected. His contributions to the cause of racial equality and social justice are honored in this article. His work in supporting the rights of African Americans and the LGBT community is highlighted in this tribute.

The civil rights movement was stronger with the leadership of Bayard Rustin. His efforts were instrumental in advancing the cause of justice and equality for all. His life was dedicated to fighting against discrimination and inequality. His legacy lives on through the work of those who continue to fight for the rights of all people.

A black and white photograph of Bayard Rustin is featured in this article. The caption reads, "Bayard Rustin left a legacy to be remembered and respected. His contributions to the cause of racial equality and social justice are honored in this article. His work in supporting the rights of African Americans and the LGBT community is highlighted in this tribute."
FOR IMMEDIATE RELEASE
Thursday, June 14, 2012
MEDIA CONTACT:
Zoe Polk, Esq. Policy Analyst (415) 252-2517
David Miree, Esq. Policy Analyst and Communications (415) 252-2502

***** PRESS RELEASE *****

HRC TAKES PRIDE IN BAYARD RUSTIN, OPENLY GAY ORGANIZER OF 1963 MARCH ON WASHINGTON

This recognition is part of agency’s effort to establish a campaign to reframe the dialogue on race and sexual orientation and bring LGBT African Americans and allies out of invisibility.

(San Francisco, CA) The San Francisco Human Rights Commission looks forward to participating in the 2012 San Francisco Pride Celebration and Parade. For years, HRC staff, Commissioners and Advisory Committee members have joined thousands of San Franciscans and guests from around the world to take part in this extraordinary event.

This year, the HRC is particularly honored to celebrate the legacy of Bayard Rustin, the openly gay organizer of the 1963 March on Washington for Jobs and Freedom and trusted advisor to Dr. Martin Luther King.

“Bayard Rustin is an extraordinary yet too often unsung hero of the civil rights movement,” said HRC Commissioner Susan Christie. “Ten years before he was to organize the most defining civil rights moment of our time, he was arrested and convicted for “sexual perversion.” In spite, or perhaps in part because of this, he became a skilled strategist, passionate orator, and tireless advocate for justice. A review of Mr. Rustin’s activism presents a picture of a fierce commitment to protecting human rights for all persons. From defending the property of Japanese Americans imprisoned in internment camps, to his work in, strengthening labor unions, to his leadership on ending South African Apartheid and his lifelong commitment to nonviolence, Bayard Rustin’s legacy should make all Americans proud.”

SAN FRANCISCO HUMAN RIGHTS COMMISSION

BAYARD RUSTIN, MARCH ON WASHINGTON ORGANIZER
ENGAGED IN PROVIDING PATHWAYS TO LGBT YOUTH OF COLOR WITH CITY SERVICE PROVIDERS

YOUTH SENSITIVITY AND CULTURAL COMPETENCY STARTS WITH YOU!

THE SERVICE PROVIDER

√ USE INCLUSIVE LANGUAGE. Language that includes LGBTQ or gender variant youth builds trust and indicates acceptance. Instead of "do you have a boyfriend/girlfriend?" try saying "are you seeing anyone?" or "are you in a relationship?" The language we use when speaking of disabilities is important. For example, the term "disability" is preferred over "handicap" and "wheelchair user" over "wheelchair bound". Listen to the language your patients use and, when in doubt, ask what is preferred.

√ LISTEN This not only builds trust, but may give insight that affects the healthcare and advice you provide.

√ RESPECT an adolescent’s experience and autonomy. Many young people feel that adults and people in positions of authority discount their ideas, opinions and experiences. Health care providers, together with parents, can help patients make wise, healthy decisions.

√ USE GENDER NEUTRAL TERMS until the teen has established a preference for themselves and/or sexual partners.

√ BECOME FAMILIAR WITH RESOURCES FOR LGBT YOUTH IN YOUR AREA. Refer to community support programs for supportive counseling as needed.

√ AWARENESS Adolescence is made even more difficult for teens who perceive themselves or are perceived as different. This is especially true for teens that stand out due to physical, developmental, emotional and behavioral characteristics. Be aware of the special issues, such as isolation, family rejection, school danger, and stress facing gay and lesbian (LGBTQ) youth.
FACILITATED THE DIALOGUE AND DISCUSSION TOWARD IMPLEMENTATION BETWEEN THE AFRICAN AMERICAN COMMUNITY AND CITY DEPARTMENTS AS CALLED FOR IN THE “OUT MIGRATION’ REPORT......

DATABASE AND TRACKING TOOL

“Implementation of the strategies contained in this report and monitoring for effectiveness and progress, will be conducted by an Implementation Team comprised of staff from key city agencies. The Mayor will assign a staff person in each of the departments that have a role in carrying out the strategies included in this report and the team will have direct accountability to the Mayor through his Deputy Chief of Staff or the head of one of the key city departments”

-2009 Report Task Force on African American Out Migration

<table>
<thead>
<tr>
<th>Recommendation</th>
<th>Date</th>
<th>Subcommittee</th>
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<tbody>
<tr>
<td>1. Public statement of commitment of public and private sector leadership to the existence of a viable African American community in San Francisco. This commitment is to a publicly funded program to increase diversity as it pertains to African Americans in the City.</td>
<td>Full</td>
<td>Ecol + Housing</td>
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<td>2. Establish an African American economic development district to service as the center of a new tourism area that will attract tourists in the same way as Chinatown, Fisherman’s Wharf, etc. African American entrepreneurs will be assisted in developing the area.</td>
<td>Art + Culture</td>
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<td>3. Establish an African American development foundation and fund it.</td>
<td>Board + Housing</td>
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<td>4. Negotiate specific private sector hiring and training goals with the private sector company in SF.</td>
<td>Ecol + Housing</td>
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<td>5. Negotiate goals with private sector companies for sub-contracts with SF based African American entrepreneurs.</td>
<td>Board + Housing</td>
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<td>6. Negotiate training and hiring goals and sub-contracting goals in conjunction with non and for profit development in the City.</td>
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<td>7. Implementing aggressive recruitment and increase affirmative action hires in targeted areas of municipal employment, especially at the upper levels of municipal agencies.</td>
<td>Board + Housing</td>
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<td>8. Meet with municipal agencies and negotiate brand goals for contracting with African American minority business enterprises (MBE) firms especially in the areas of finance, insurance, and real estate, fuels, and equipment purchases.</td>
<td>Ecol + Housing</td>
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<td>9. Promote alternative to incarceration and oppose construction of additional jails and prisons.</td>
<td>Public Safety</td>
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<td>10. Establish vocational programs in jails and in conjunction with programs offering alternatives to jail.</td>
<td>Public Safety</td>
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<td>11. Seek improvements in the scope and effectiveness of vocational training program in the public schools and hire, training and job placement.</td>
<td>Ecol + Housing</td>
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<tr>
<td>12. Establish training programs for African American entrepreneurs that lead to venture funds provided by the development foundation (recommendation #3) Require a commitment to hire African American employees a condition of capitalization.</td>
<td>Ecol + Housing</td>
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June 26, 2012
11. Increase access to therapy and other mental health services to deal with the effects of violence in affected communities. | Health

12. Focus law enforcement on gun dealers. | Public Safety

13. Aggressively target street-level drug dealers target and prosecute "professional" criminals. | Public Safety

14. Increase treatment programs. | Health

15. Re-establish beat officers. | Public Safety

16. Ensure diversity on police force. | Public Safety

17. Adopt an effective witness protection program. | Public Safety

Environmental Review 2003

1. Energy Health Protecting the South-East Community from: Industrial Dumping, Pollution, Toxic Activities, Nuclear Shipyard, Mitigation Measures, Southeast Water Pollution Control Plan. | Policy

Out Migration Report - Education 2000

1. Strengthen infrastructure to offer high-quality Pre-Kindergarten & Kindergarten academic exposure by increasing the numbers of facilities available, particularly those that are located within low-income neighborhoods. | Education

2. Offer unified support that addresses the SFUSD's Strategic Plan in its entirety. | Education

3. Establish aggressive research and development measures that both identify and foster replication of school paradigms and instructional curricula. This evidence-based and has a proven track record relative to effective pedagogy with African American students. | Education

4. Prioritize WiFi access throughout low-income communities in San Francisco. Augment this technological resource through leveraging philanthropic investments that will be used to provide reduced price laptops and or desktop computers to low-income students. | Education

5. Launch professional recruitment effort aimed at increasing the number of qualified African American teachers in San Francisco. | Education

6. Utilize programs that are available through City College of San Francisco to re-engage the High School dropouts in an effort at reengaging these individuals in resuming their educational development. | Education

7. Expand ways workers-SF Program. | Economic Housing

.......although we are making PROGRESS there is STILL MORE WORK TO BE DONE!

(To Be Continued....)

2ND EDIT AUGUST 29, 2012