

# City and County of San Francisco



Gavin Newsom  
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

## Equity Advisory Committee Minutes of the October 14, 2009 Meeting

**Committee members present:** Commissioner Lee, Commissioner Dajani, Todd Davis, Daisy Hung, Nura Maznavi, Azalia Merrell, Carnelious Quinn, Molly Ring, and Jennifer Salerno

**Committee members absent:** Commissioner Turman, Joel Brown, Priscilla Padilla, Pamela Duszynski, Sarah Jackson, Eric Quezada, Beth Stokes, Todd Mavis

**Staff present:** Melinda Kanios, Lupe Arreola, Linda Janourova, Theresa Sparks

**Guests present:** Jeanne Tadeusz

### 1. **Call to order, roll call, and approval of minutes:**

Commissioner Lee called the meeting to order at 5:40. Ms. Janourova called the roll. The Committee did have quorum for this meeting. The September 2009 meeting minutes were approved by the group.

### 2. **Public comment for items not on the agenda:**

None

### 3. **Commissioners' and Staff Report**

Director Sparks addressed the Committee on upcoming changes in staffing of advisory committees. She highlighted the need to cut down on the staffing hours dedicated to each committee in order to fulfill HRC work commitments and obligations. She announced that Melinda Kanios and Lupe Arreola would be coordinating the EAC, with Linda Janourova as an alternate. She apologized for not discussing this with staff earlier. Director Sparks also highlighted the need for the workgroups to self organize and to meet outside in the community. She asked all members to let her or the commissioners know if there is anything that is needed to support the workgroups or the Committee. The Committee members thanked Ms. Janourova for all her great work on the EAC.

Ms. Arreola introduced Jeanne Tadeusz who is here from France as a Fellow with Humanity in Action. She is here until December 2009 and is focusing on Sanctuary City Ordinance and immigration issues.

Ms. Arreola updated the EAC regarding the status of the Statement of Possible Impact regarding the Rapid Re-housing Program. The Statement of Possible Impact will be submitted to the Land Use Committee and the Board of Supervisors as part of the record.

Commissioner Dajani updated the Committee regarding efforts to outreach to the Muslim and Arab community regarding the 2010 Census. Commissioner Dajani highlighted the concerns of the Muslim and Arab community regarding their information being disclosed to federal authorities. He also highlighted the need to accurately reflect the



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numbers and diversity of the City, since this would be translated to more funds and resources for the City. Commissioner Dajani encouraged organizations to work closer to the US Census. Azalia Merrell agreed with Commissioner Dajani and encouraged for someone to come and speak to the EAC regarding the US Census.

#### **4. EAC Mid-Term Check-In**

HRC staff reported back on the survey conducted with EAC members on the state of the EAC, including recruitment, etc. EAC members recommended that during the recruitment process we focused on choosing members who would not just attend meetings, but be engaged in the work. EAC Members commented that they felt that an ideal number of active members per work group would be 4-6 people. The EAC staff reported that all working groups would be carried over to the next year, and that some workgroups would meet according to the amount of works and needs of each group. Others members commented that we should take lessons from this year's EAC to decide how we should structure the EAC in the coming year. One of the lessons voices by the members was the difficulty of effectively participating in more than one working group. Another lesson was the need to hold members accountable to their EAC commitments.

EAC staff asked EAC members regarding what the Commissioners could do to better engage with EAC members, and vice versa. EAC members commented that all members should attend some of the HRC Commission meetings to be exposed to the Commissioners, and that all Commissioners should attend some of each Committee's meetings. The group commented that the EAC should put more issues in front of the Commission, and should be more proactive to inform the Commission of items of interest. Another idea from the members was to have more of our EAC general meetings out in the community and invite speakers in order to have a consistent relationship with our different communities. Members also voiced the need for the EAC to inform the Commission on our work and to do more Commission updates.

#### **5. Working Group Reports**

- Education Working Group: Ms. Janourova updated the Committee regarding the process for the Organization and Student Recognition Award. She mentioned that the City Attorney recommended that we include a disclosure on the application stating that any materials turned in are property of the HRC. Ms. Janourova also reported that this year we would not be naming the award after a person due to the difficulties in acquiring the naming rights. Finally, Ms. Janourova reported that once approved by the EAC, one of the Education WG members would present the application for approval at the next HRC Commission meeting. Ms. Merrell made the motion to approve the award applications, and Mr. Quinn seconded it. 9 members in favor. 0 members opposed.
- Employment Working Group: Ms. Merrell and Ms. Ring will continue to work on their areas of interest, Workforce Development and Domestic Workers respectively. They will put together speakers and panels to help the Committee explore the topics.
- Housing Working Group: The Housing Working Group wrote its first Statement of Possible Impact, about the Rapid Re-housing Program, which was read and entered into record at the Board of Supervisors' Land Use Committee.
- Immigration Working Group: Ms. Janourova sent out a draft of a work plan for the Immigration WG, which includes the Language Access Resource Guide, implementation of recommendations of the April 2009 IRC/HRC Joint Hearing Report, and advising the Commission on any issues related to the Sanctuary City Ordinance. The Immigration Working Group will also look into issuing a statement regarding the impact of Supervisor Campos's once it is voted on by the Board of Supervisors

#### **6. Recruitment 2010-2011**

Ms. Janourova presented a recruitment timeline created by Ms. Tadeuzs. Ms. Janourova for members to volunteer for the Recruitment Task Force, which already includes the Committee's Commissioners as per their role. The role of the Recruitment Task force will be to review the application for 2010-2011, as well as review the applicants who submit their applications. Ms. Tadeuzs informed the group that all EAC members who would like to come back next year have to re-apply. Ms. Janourova explained that the HRC would take into consideration the member's attendance in the general meetings, workgroups, and general participation in the Committee.

Ms. Janourova stated that the application would be available within the next week, and would be sent to the full group for input and feedback. The group was provided with an organizational outreach list, and was asked to provide any

additional organizations by the first week of November. The group was encouraged to contact people personally who they feel might be interested.

Ms. Merrell, Mr. Quinn, and Ms. Salerno volunteered to be a part of the Recruitment Task Force.

**7. Final announcement and adjournment**

Ms. Merrell announced that she was named Chair of the Women's Committee for the Carpenter's Union.

There will not be an EAC Meeting in November 2009.

We will have a short EAC meeting December 2009 that will be followed by an EAC Holiday Party.

**Meeting was adjourned at 7:37 PM**