



Equity Advisory Committee ("EAC") Minutes from the August 10, 2011 Meeting

Committee members present:

Commissioner Mark Kelleher, Commissioner Faye Woo Lee, Grecia Lima, Mollie Ring Dena Wurmen, Miquel Penn, Rick Hauptman, Monali Sheth, Azalia Merrell*

Committee members absent:

Commissioner Victoria Ruiz, Joel Brown, Mira Habiby Browne, Elena Gil, Ophelia Williams, Jane Henzerling, and Susana Rivero

Staff present:

David Miree

Guests present:

Fred Blackwell, San Francisco Redevelopment Agency
Ace Washington, Community Activist

Call to order, roll call. And approval of minutes:

Staff member David Miree called the meeting to order at 5:38 pm and called the roll. A quorum of the EAC was present at the meeting. Due to a lack of a quorum related to the June 2011 meeting and with the July 2011 meeting being cancelled, there are no written EAC minutes for these months accordingly.

Public comment for items not on the agenda:

Grecia Lima thanked the Human Rights Commission (ers), staff and EAC members for all their support regarding the endorsement letter related to the proposed Domestic Workers' Bill of Rights (AB899). Ms. Lima noted that she took the letter to Sacramento where it was well received and supporters were enthusiastic about San Francisco's effort. Equally supporters were also excited by a study completed by the City's Department of Public Health which highlighted the impact that AB899 would have on the health and quality of life for domestic workers.

David Miree noted for those who were not in attendance at the June EAC meeting that the Domestic Workers who spoke before the full Commission provided an amazing presentation and he believed that the presentation had quite a visible impact on both the Commissioners and the audience sitting in the gallery. Ms. Lima was asked if there was a status report on this matter and she noted that the bill was going through Appropriations.

Commissioners' and Staff Report:

Before turning the floor over to Commissioners Woo Lee and Kelleher, David Miree spoke on behalf of HRC Executive Director Theresa Sparks who was scheduled to be in attendance but could not make the meeting due to a scheduling conflict. Mr. Miree noted that Director Sparks had expressed to him her support and commitment to the EAC in its efforts toward officially adopting as the EAC work project an implementation plan related to the African-American Out Migration Report and the EAC's effort regarding creating a Minority Youth Civic and Economic Empowerment Internship/Mentorship Model for the city. Mr. Miree wanted to reflect and impress upon the EAC members the HRC's dedication to assisting the African-American community and other communities of color, by empowering these marginalized communities with the tools to afford a viable, productive and self-sustaining quality of life in San Francisco. Miree also went on to



note the unanimous support from the full HR Commissioners and how they collectively recognize the critical nature of this matter and have expressed their willingness to work with the EAC to help effectuate swift and decisive “movement” toward positive change in this area of discussion.

Commissioner Woo Lee wanted to inform the EAC about the newly appointed HR Commissioners and deferred to Commissioner Kelleher to give some background on the new appointees. Commissioner Kelleher noted that Sheryl Davis and Michael Pappas had been appointed by Mayor Lee and they will be officially sworn-in by the Mayor at some time in September.

Michael Pappas is the Executive Director of the [San Francisco Interfaith Council](#) and an ordained priest of the Greek Orthodox Church. He has devoted countless hours and energy to working with the homeless and furthering ecumenical/interfaith relationships. Sheryl Davis is the Executive Director of [Mo' Magic](#), a collaborative San Francisco neighborhood-based nonprofit organization whose mission is to transform the community and youth through positive activities and events.

Mr. Miree noted that the two new commissioners had expressed their intent to drop in on the EAC meeting but if not Commissioner Kelleher invited EAC members to the full Commission Meeting the following day where they could meet the new Commissioners. Mr. Kelleher also informed and invited the EAC to a community meeting being hosted by the Commission as a part of its regular meeting but will be taking place in District 8 (Castro Neighborhood) on September 22, 2011 at the Eureka Valley Rec Center from 6:00pm-8:00pm. Mr. Kelleher noted that the Commission tries to host one or more of its regular meetings in the community to foster greater dialogue between the Commission and the community to afford a better exchange of information and also helps the HRC develop policy and do human rights advocacy as well as better address community needs and concerns.

HRC staff is still in the process of drafting the agenda for this meeting but one of the topics schedule for discussion and public feedback will focus on the City's Anti Hate- Crimes Awareness and Hate Crime Prevention. Another scheduled topic will be a presentation on the “Black Experience in the Castro.”

David Miree also “reminded” EAC membership about the HRC's Face Book page and other efforts in social media that the HRC is/will be involved. Mr. Miree asked that EAC members “like us” (HRC) on Face Book and encouraged their friends and colleagues to do the same. Miree noted how important social media is to the HRC's perception in the community in terms of affording information about services, policies and projects in which the HRC is involved. Miree also welcomed any ideas from EAC members for content for the page to ensure that the Facebook submissions remain current and relevant. HRC has also created a Wikipedia page and will be establishing a Twitter account toward the end of the month. These are rather significant efforts toward the HRC having a greater e-government presence and proving electronic access to information regarding our services and programs.

Commissioner Kelleher informed the EAC about the work of the HRC's ad hoc Committee on Budget and Finance noting that the HRC is presently looking into alternative source funding outside the City Budget via private and federal grants. The intent of this effort is to have state/federal programs or private foundations “underwrite” or fund some of the HRC innovative projects related to, for example, creating greater Transgender Healthcare policies or implementing some of the recommendation from the Bi-Sexuality Invisibility Report.

This alternative source of funding will also address the on-going and continuous deep pocket cuts from the State Level which is presently impacting how effective local governments and city department can be toward providing adequate services to meet the needs of the community.

The HRC is calling upon the various AC's and other entities for suggestions on these types of alternative funding sources and donations to help the HRC maintain its ability to continue to do human rights advocacy and do the good work the public has grown to expect from the HRC.

EAC Speakers Series

Fred Blackwell, Director of the San Francisco Redevelopment Agency Topic: Mayor's Report on Minority (African-American) Out Migration and the 2009 Out Migration Task Force-Background, Findings, and Recommendations. (Introduction of Speaker)-David Miree expressed his great excitement that Mr. Blackwell had agreed to address the EAC regarding this very important topic. Mr. Miree went on to explain that he believes that the EAC could certainly benefit from Mr. Blackwell's experience and expertise on this subject as the EAC moves to adopt this project as its official "work group" project and moving forward toward creating an implementation strategy including advancing the proposal related to the Minority Youth Empowerment Internship Mentorship program.

Mr. Miree asked Mr. Blackwell to provide a historical perspective on the Report and highlight the City's past, presence and future effort(s) to address the out migration that is occurring in the African-American community from San Francisco. Mr. Blackwell was asked to address any obstacles the Task Force faced and how these obstacles were overcome as well as to offer any suggestions or recommendations to the EAC as to his thoughts on how the EAC would get the traction needed to advance this issue and get the essential "buy-in" needed from City Leadership to help effectuate positive change.

Miree acknowledged that there had been a lot of conversation and support surrounding this issue but efforts seemed to falter in the implementation portion/process. However, Miree expressed that he remained hopeful and "encouraged" by Mr. Blackwell agreeing to address the EAC that the EAC could "make good" on some of the recommendations including getting the Minority Youth Empowerment Internship/Mentorship effort off and running. And ending with that thought, Miree turned the "floor" over to Mr. Blackwell.

Fred Blackwell's Presentation (Highlights)

Mr. Blackwell started off his presentation by providing a historical background on the 2009 Mayor's Task Force on African-American Migration from the City and County of San Francisco. He noted that he wanted to address some of the Task Force's findings and recommendations including speaking to some of the various obstacles and challenges the Task Force faced and addressed related implementation.

The Committee (aka Task Force) was appointed by Supervisor Maxwell and the Mayor [less] to study the nature of the problem but more to "get underneath the hood" of the "sensational headlines" and to develop some concrete recommendations to try and address the issue. One of the first tasks the group took on after being appointed- (Mr. Blackwell noted that his role was to act as (Mayoral) Staff to the Committee and that the actual Chair was Eileen Hernandez). He was tasked with getting the Committee whatever information and materials they needed and to help guide decision-making and facilitate discussion.

The Committee looked at several pieces of data which Mr. Blackwell believed was very important in how the report was formatted and how the recommendations were shaped. The Committee looked at census data both nationally and regionally. Some regional data was provided by the (California Department of Finance). The purpose of looking at this regional data was it was the only source of information to show not only the nature of the decline but also areas (regionally) where there was an increase in African-American population at the same period of time.

Regional data also revealed the results of a survey of African-Americans inside the City and those who had left the City with the inquiry posed how they came to their location decisions. During the same time the Task Force was viewing this data, Black Enterprise Magazine, in its annual review of the top *Ten U.S. Cities for African-Americans* offered supplemental or complementary data that revealed that the African-American population was experiencing the greatest (significant) increases in cities north of Washington DC and west of Dallas. Mr. Blackwell noted that in the year the Committee looked at the report, that the data has not changed since that time.

The committee was "struck" by the fact that there was an overall national trend in terms of African-American migration patterns away from the west, away from the north, and into the South. Another important factor which was revealed was even in these "attractive cities" for African-Americans there was

another type of migration taking place within this migration which was Black communities moving to the “outer suburbs” from those “central cities as referenced.

Two points: (1) Nationally out migration is a bigger issue than the “cause and effect” that is happening in San Francisco and (2) regionally there exist these “pull factors” where these suburban areas are providing more of a reason or incentive for people to move from the “City” to these outer reach areas.

Mr. Blackwell noted that the other area where the Task Force spent a significant amount of time was trying to get a more realistic handle on the true nature of this matter by going beyond the sensational headlines which was framed depending on the source. The (Guardian) has its take and the (Chronicle) or (Examiner) have their own take. But Blackwell believes that the treatment of this issue in these (articles) lack the depth of analysis of what is really happening beneath the “sensational headlines” of this issue. For example, a sensational headline would note that in 1990 there was an estimate 80,000 African-Americans in San Francisco. By 2005 there were not enough Black people living in the City to fill Candlestick Park-less than 46,000 African-Americans living in SF. However, Mr. Blackwell quickly notes that once you begin to look at these numbers based on age, income, family type and a variety of other variables, one quickly begins to get a more “nuanced” picture. The more nuanced picture will note that what is happening in SF as it relates to the African-American community is not completely different from what is happening in general in the City.

Mr. Blackwell notes that San Francisco is quickly becoming a city where either one has to be “affluent” or at a rather low income level. This is the way the population is starting to look. Another component of this issue reflects that fact that (when looking at similar cities across the country) San Francisco has the lowest number of children that serve as a percentage in the population count. According to Blackwell these variables are “mirrored” when looking at African-American out migration patterns. If one applies the above referenced variables to the African-American community and out migration, one would see that it is “middle class” African Americans and African-American families who have left the city. Which tends to suggest a different analysis then how the issue is being “framed” or “characterized” as a part of the public debate.

In simple terms, public discourse would suggest that this migration is in large part a symptom of **GENTRIFICATION** like in communities exemplified such as Bayview and the Western Addition. Blackwell noted that this is certainly an important [thing] to wrap their arms around and try to address but it is merely a [slice] of the bigger picture as it relates to the out migration of African-Americans from San Francisco.

Another salient component of this issue is that San Francisco is not able to “**attract**” African-Americans to the city in addition to not being able to **retain** this community. Comparatively speaking, when the issue of migration is viewed in terms of other communities (i.e. White, Asian, Latino, etc) what one usually finds is a **one to one ratio** or “**replacement population**” (i.e. for every one White, Asian or Latino person who leaves the City, at least another one person from that demographic comes to the city [to live.]

In addition to these variables, the Task Force took a survey of African-Americans to note the basis for their location or relocation decisions and as reported these variables included:

- Employment (economic development)
- Affordable Housing
- Education
- Public Safety /Community Policing Relations
- *Quality of Life and Arts and Culture

*(4 out of 5 of these variables come directly from the survey report published in Black Enterprise Magazine except where noted- In this instance African-Americans noted that their community lacked a connection to the City- where its cultural contributions could be celebrated as is the case with Chinatown or Japantown for example.

But perhaps the most [startling] finding when asked about location decisions was that a **large number** of African-Americans surveyed noted that “despite San Francisco legacy as a liberal or embracing city to most communities/issues-it was **NOT** the same for the African-American community in San Francisco who often feel “unwelcomed” or “unembraced from a race perspective. Many noted feelings like they were “on the outside looking in” in terms of their quality of life experience living in San Francisco. Blackwell noted that this expression was “very alarming” to hear/see when speaking on this issue with the affected community.

“There seems to be a collective effort from the city to squeeze out the African-American community via this unwelcoming stance or non –embracing perspective.”

Reviewing some of the Recommendations

Mr. Blackwell addressed the recommendations per the Task Force’s findings. He noted that some were considered “turnkey” in terms of implementation but other required a much more nuanced effort.

Housing- findings revealed that the African-American community wanted to see an effort of retention toward keeping the African-American community that was already here in the city but to also create a **housing strategy** to attract Blacks to the city (i.e. affordable housing or replacement housing in terms of those who may have been displaced as a result of redevelopment.)

Hiring Opportunities and (Economic Empowerment) resulting from a commitment of jobs created from public investments as well as establishing a viable marketplace for business owners and entrepreneurs to take up shop and be able to affirmatively participate in the economic vitality of the City.

Education- There was an effort toward improving educational outcomes for African-American students in the public school systems. (i.e. Charter Schools)

Public Safety- Implementing more community policing (focusing on Bayview and Western Addition Communities.)

Looking at some of the Implementation Challenges

City Leadership (Buy-In) -These recommendations (Out Migration Report) span almost every city department. By definition these implementation efforts will have to involve a wide variety of departments and span across a number of disciplines. This requires Department Heads and Departments to embrace the findings and integrate them into their work plans and develop their own implementation plan that would address or cover their point of reference or work product. This effort would require a dedication and commitment from Room **200** and would present a rather **large scale collaborative** effort and oversight or review from multiple levels across city departments.

Outside Advocacy- Parallel to the above, this large scale effort must include the same dedication and commitment from outside sources-advocacy groups, CBOs, non-profits who serve the African-American Community to assist in implantation via oversight and review that the process or effort is being followed-up on and requiring a certain level of “accountability” from City Leadership, Outside Advocates as well as the African-American Community itself.

(EX- in terms of Housing... implementation of many of these findings would require a collaborative effort between Room 200, Mayor’s Office on Housing (MOH), Redevelopment AND those applicable non-profits, CBOs and other outside advocates to ensure that the housing component would be on track for realistic implementation .

Funding- (speaks for itself). Many of these recommendations were put into the public debate at the same time the city was looking at a \$600 million deficit, then a \$500 million deficit then a 300 million deficit. What this means is that we have to identify existing resources and tools that are available to us to address this issue. **THERE IS NO MONEY FOR NEW PROGRAMMING**

Recognizing some achievements

Housing - Redevelopment, MOH, and Housing Authority have convened a “subcommittee” from the Task Force to review some of the recommendations as it relates to housing. As a result, the subcommittee 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.

Commissioner Mark Kelleher asked Mr. Blackwell about the possible outcome of hiring a “Czar” to facilitate, coordinate, and oversee implementation?

Mr. Blackwell expressed that this issue (appointing a Czar) was a “big source of debate” with the Task Force. Some of the members felt that this role was “absolutely needed” and advocated for some form of a “Czar” like person to facilitate implementation but others believe that due to the magnitude of this issue that appointing a Czar would actually be likened to “setting someone up for destined failure (**“to achieve the unachievable- in turn this person would be responsible for outcomes of which he/she has no authority.”**)” Additionally, “authority has to rest with Room 200.” The recommendations have to be “pushed down” from Room 200 to departments to ensure accountability. However, the results of the “debate” were that there was not a strong support for the appointment of a Czar.

Commissioner Kelleher noted that he had the understanding that with the HopeSf project (San Francisco’s own created and funded public housing) that there would be “wrap around services” and possible “case management” in an effort to address retention of the African-American community.

Mr. Blackwell responded that Commissioner Kelleher’s “understanding” was on point and that with HopeSF the matter of retention was being addressed with some programmatic efforts that include (a) One-One replacement, (b) phased –in development- (redevelop of housing would be done in phases to reduce/address displacement) (c) funding a very intense case management program working with a group called “Urban Strategy” to provide this service and there is significant funding for employment based counseling.

Mr. Blackwell expressed excitement by many of these achievements and highlighted the success of the Hunters View-the first revitalization site- which experienced a 70 percent local hire on the construction side and 40 percent of the persons working in this project live in Hunters View.

On the Education front- SFUSD’s Superintendent Garcia and President Hydra Mendoza have been very instrumental in ensuring successful outcomes that target students of color. (an example of the wrap around services referenced above.)

Ms. Lima asked about the relationship between Out Migration (of the African-American community) and Immigration of other communities and how was the City addressing this issue? Who are the community partners on this issue?

Mr. Hauptman noted that he has been talking and complaining about this issue for decades and he found the report and the response to this issue to be “pretty bleak.” His concern was to hear that the migration pattern is happening here (San Francisco) and is reflective of what is happening across the country, then its like “big duh” the issue is simply explained away but the problem exist still without a viable response.

On the Community Partners side there are some logical partners including the African-American Faith Based Community, NAACP, African-American political organizations like the Democratic Club, the African-American Action Network, African-American Chamber- all have been a part of this effort but it was felt that these organizations have not “adopted” or “embraced” to the level one would expect the Report’s recommendations.

Mr. Ace Washington commented that it was a matter of a lack of Black Leadership amongst these organizations and hence a reason why there has not been the level of “bird-dogging” on this issue from the Black Community. Mr. Washington stated that he has been a “historian” on this issue for 20 years and he is saddened (hurt) by the lack of response/support to this issue by the Black community.

A collective inquiry was made as to why the Black community did not support this effort (recommendations). Mr. Blackwell stated that he did not know-but offered that most of these groups were advocacy groups and did not do implementation. A suggestion was offered that the leadership in questioned be invited to address this inquiry.

Mr. Hauptman suggested that the Black leadership was not as responsive to this issue because they have been sold a “Bill of Goods” or “BS”. The promise has been that if the City develops these marginalized communities, for example build a stadium, then these industry leaders will create jobs and hire.... “but no they don’t...and they never follow through.” “It is unfortunate that some people believe this progress is going to happen...but it never happens.....There may have been a belief by recognized persons in the Black community that a particular corporation was going to come in and promote economic change but it has never happened.”

Mr. Blackwell noted that there is a real belief by some “Black folks” that the City is not going to do anything.....so why roll up my sleeves and work on something that is not going anywhere....

*In response to Mr., Hauptman’s earlier inquiry, Mr. Blackwell noted that although this issue of out migration is happening across the country it is happening in San Francisco in a particularly **dramatic way and it has been happening in San Francisco longer than any other place. It is happening in (cities named) but not to the extent this issue of out migration is being experienced in San Francisco. San Francisco is on trend and if this trend continues there will not be any Black people left in the city. Also during the time of this study it was revealed that all other communities were growing in San Francisco while the Black community was decreasing.**

Mr. Penn commented that he believes that if momentum can be increased on this issue we may see a higher level of involvement. That at this point people lack “hope” that anything will be done but if this matter can find its way back into the public dialogue and more recognition is given to the fact that there has in fact been some “progress” made (by publicizing the noted accomplishments) more people in these affected communities would want to get involved in this effort and embrace the recommendations.

David Miree posed three questions for Mr. Blackwell- (a) comment on the affects of Prop 209, (b) how can we better affect community perception that progress **IS** being made on this issue? and (c) (by no means diminishing but recognizing the invaluable contributions of past leadership) what possible affects would a change of the guards have-how can we infuse this effort with a fresh perspective?

Responding in part to the inquiry about Prop 209 (prohibition against race based affirmative action efforts); Mr. Blackwell did note that 209 is very much an issue in implementing a variety of efforts that may have or had a race-based configuration. Citing for example the LBE program replacing the MBE/WBE programs or SBA or Local hire programs which also removes race or gender-specific affirmative efforts.

Blackwell noted that Prop 209 is only a fraction of the issue. Citing for example when the City creates “affordable housing units/sites”, the method by which these sites can be “populated” is determined by a “lottery system” which again removes any discretion to “target” a specific community or allow for a race or gender based configuration.

Blackwell stated that the “irony” is that the Lottery system is required under the Fair Housing Act (FHA) which in application tends to be counter-productive to the intent of the FHA which was to protect and provide for low-income families and people of color when it came to the housing market. Some community leadership has advocated that the City “break the law” regarding this application as the City has done with [Gay Marriage]. However, this argument becomes problematic when you consider having the [western part of the City] discriminating based on race, gender, income because the [City] has decided to throw out fair housing laws....so there’s a “fine line” here when you look at the unanticipated consequences of discriminating based on race or income even if you think it is a “well intended” breaking of the law. It’s not that cut and dry and the City would lose federal funding potentially and not be able to produce housing.

Mr. Hauptman reiterated his concern that what he is hearing is “it all seems like [throw our hands up] because there is nothing we can do.”

Blackwell offered Work Force housing as a specific strategy or targeted outreach as a way to inform affected communities that housing is coming on-line. Other responses may include assisting in credit repair or the application process. The City is using [ethnic media] to do outreach or “market” affordable housing opportunities. The take away point here is there are things that can be done to get around some of the prohibitions but none of the alternative responses are like “low hanging fruit” or as simple as just “break the law”... This overall issue requires a level of effort that goes beyond engaging the “usual suspects” and the old things [we] have always done.

Mr. Hauptman put forth that his impression was that Room 200 at this point is not committed to addressing out migration?

Mr. Blackwell noted that Room 200 (Mayor’s Office) was by its nature more reactionary in dealing with hot button issues and in most cases the “squeaky wheel” gets the attention-just the way politics work. If there is no pressure or a sense of urgency from the community to have this matter addressed-just like any other issue-it is not going to receive the attention that is needed.

Mr. (Ace) Washington suggested that it is up to City Leadership-specifically Mayor Lee to champion this issue as Mr. Lee has a civil/human rights background and should understand the urgent need for this matter to be addressed. Ace praised the work of the EAC and Human Rights Commission for bringing this matter to the attention of the Mayor and back into the public dialogue.

Fred Blackwell responded that Mayor Lee has in fact looked at the Report and [Mayor] expressed that there were too many moving parts to be addressed all at once or collectively. However, Mayor Lee has identified three (3) areas of interest- (a)local hire, (b) work force housing, and (c) arts and culture- **looking at these three components solely and implementing them well.**

Blackwell stated that this illustrates the point very well because there is soo much being offered in the Report that issues need to be **PRIORITIZED**. For example advocates need to itemize issues 1, 2, and 3 and focus just on these areas for implementation. Ms. Lima expressed that this prioritization needs to be community driven which would foster greater community “buy-in” as well as would foster more “ownership” from the community to take on the responsibility for ensuring accountability from City Leadership.

Ms. Lima believed that the community should be asking “Why should we stay?” Mr. Hauptman suggested that the question should be “Why are we *Not* staying?” when the question is raised regarding retention of the African-American community in San Francisco.

In responding to David Miree’s question about infusing a new perspective or having a “change of the old guard-sorta speak, Blackwell expressed that this was a very important question and cited that this matter did prove to be an issue related to the Task Force. Blackwell illustrated the point by noting that many of the “new” people on the Task Force (opposed to the usual suspects) could have possibly been

discouraged to commit to furthering the “fight” because their fresh perspectives may have been “overshadowed” or “frustrated ” by the “cynical or pessimistic “ historical perspectives from the “old guard folks.”

To illustrate this point, Mr. Washington recalled that he has a past city leader on record and via a radio appearance noting that “**there is nothing that can be done about the out migration issue.**” Mr. Washington went on to say that there is a definite need for a “Czar” to coordinate this effort to address the out migration of the African-American community. Washington warned that if [the City] does not act now that there will NOT be any African-Americans left in the City to benefit from programs like Local Hire or Affordable Housing initiatives- including programs outlined in the “Ten Year Capital Plan” or the potential America’s Cup economic boost to the City.

Mr. Blackwell responded by saying that this issue demands “multiply levels” of engagement. That the EAC going forward on this issue needs to consider how the [EAC and HRC] can utilize the invaluable wisdom and contributions from the “old school folks” and some how balance that with a new perspective from perhaps a younger generation. However, Blackwell does not believe it would be productive trying to put these two factions at the same table to address this issue. Blackwell suggests going to the Youth Commission and reaching out to Naomi Kelly.

David Miree thanked Mr. Blackwell for his time and for his participation in this EAC Speaker Series session. Miree also expressed that he appreciated that fact that Blackwell did a great job in putting this issue in perspective for the EAC while also reminding the EAC of the magnitude and monumental challenges that lay a head.

Mr. Blackwell received a round of applause from the Committee.

EAC Adoption of Out Migration Report Implementation and Minority Youth Economic Empowerment Internship Program Proposal as EAC approved work project.

Before action or a vote was taken on adopting this issue, Miree explained for the record the reason(s) behind the delay in the EAC officially adopting this matter earlier which was due in part to a lack of a voting quorum. But also noted that on all occasions when this matter was discussed that it received overwhelming and unanimous support from committee members. However, in an effort to be fair and equitable, Miree opened the floor for discussion of any other proposed projects- seeing none- Ms. Lima motioned to have the Out Migration Report Implementation and Minority Youth Economic Empowerment Internship Program Proposal as the EAC approved work project.

Motion was second and **unanimously approved** by a showing of raised hands. Miquel Penn gave a very brief update on his efforts regarding the Youth Empowerment Internship portion of the implementation strategy. Miquel noted that he is continuing his efforts with MYEEP (Mayor’s Youth Employment and Education Program) to fund these youth internships with local tech companies. Penn stated that a MYEEP rep has agreed to participate in the EAC Speaker Series and plans to address the membership at a future date.

EAC Membership Assessment and Committee Objectives Moving Forward

In the interest of time it was agreed to put this item on the September 14, 2011 agenda as a discussion item. However, there was brief discussion about the possibility of reconfiguring the Committee in terms of membership numbers to preclude issues related to a quorum or the lack thereof. The sentiment was that in the interest of fairness to the “active” members that those absentee members who were not able or willing to commit to the 1.5 hours once a month should reassess their commitment to being on the EAC and/or resign accordingly.

Announcements

None

Adjournment

The meeting was adjourned at 7:10 pm