



## Equity Advisory Committee ("EAC") Minutes from the September 14, 2011 Meeting

**Committee members present:**

Commissioner Faye Woo Lee, Commissioner Sheryl Davis, Grecia Lima, Mollie Ring, Miquel Penn, Rick Hauptman, Monali Sheth, Mira Habiby Browne, Elena Gil, Azalia Merrell, Jane Henzerling, and Susana Rivero

**Committee members absent:**

Commissioner Mark Kelleher, Ophelia Williams, and Dena Wurmen,

**Staff present:**

David Miree  
Nadia Babella

**Guests present:**

Nadia Babella

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

Staff member David Miree called the meeting to order at 5:35 pm and called the roll. A quorum of the EAC was present at the meeting. A motion was made and second to approve the minutes from the August 10, 2011 meeting of the EAC.

**Public comment for items not on the agenda:**

None

**Commissioners' and Staff Report:**

Commissioner Lee invited (and reminded) the EAC body to a "special meeting" of the full Human Rights Commission that will be conducted in District 8 on September 22, 2011 from 6:00-8:00pm. This meeting is one of several HRC meetings to take place in and throughout the various communities in the City. The focus of this community meeting will explore (but not limited to) Trends in Hate Crimes and Anti-Bullying Efforts in San Francisco and more specifically in the LGBT Community.

David Miree introduced to the EAC body one of the new HR Commissioners, Ms. Sheryl Davis. Miree explained that Commissioner Davis had graciously agreed to be involved with the EAC as the Committee moved forward in its efforts related to the Out Migration Report ("Report") Implementation Strategy and the Minority Youth Internship/Mentorship Project. Commissioner Davis will be dividing her time between the LBE Advisory Committee (Primary) and the Equity Advisory Committee as long as her schedule will permit. Miree explained that Commissioner Davis has a long-standing history of involvement in previous applications and review of the Out Migration Report and that her expertise will be very helpful as the EAC explores "next steps" toward developing a strategy to address/implement some of the recommendations of the "Report."

Commissioners Davis introduced herself to committee members and spoke about her present work in the Western Addition where she convenes meetings between service providers and children, youth and their



families in her role as Executive Director of “Mo Magic.” Commissioner Davis also oversees community programming out of the Ella Hill Hutch Community Center. Davis has held membership on the Citizens Advisory Committee (CAC) for the Western Addition. She also noted as a result of her profession and involvement with the aforementioned community organizations she has worked extensively with the Out Migration Report and related Task Force. She is particularly interested in Education, Employment and other quality of life issues as they related to minorities living in San Francisco.

Miree asked if Commissioner Davis would talk about her experience with the Out Migration Report and Task Force. Miree noted that in his last presentation on the subject before the full HR Commission, **Commissioner Davis firmly expressed the importance of managing public/community expectations and that any task(s) taken on by the EAC related to this issue should be framed in such a manner to reflect “SMALL VICTORIES” via REALISTIC incremental or “baby steps.”**

Commissioner Davis echoed David Miree’s prior pronouncement that the affected community was **frustrated** by all the prior empty promises and that the community needed to see **real** or **tangible** results to foster “buy-in” that this effort by the EAC is NOT yet another example of the meaningless promises that have come before.

Commissioner Davis noted that she would like to see the EAC take on a **“do-able”** task(s) where the affected community could actually see a level of advancement or movement to reflect a real or tangible measurement of success.

Building upon Commissioner Davis’ statement, Miree again expressed to the EAC in moving forward on this issue that the Committee must be realistic in its approach and that implementation of even one of the recommendations may very well require efforts that may go beyond the current EAC. That in whatever action the EAC takes moving forward it must be done with an eye toward a **do-able** project that will have real, tangible, or substantive results by which the affected community can measure a level of success or accomplishment. Miree expressed that he believed that such success could be experienced by the proposed Minority **Youth Civic and Economic Empowerment Internship/Mentorship Program**.

EAC member Miquel Penn gave the Commissioner a brief overview of the Internship/Mentorship proposal and noted that the Mayor’s Youth Education and Employment Program (MYEEP) has agreed to assist the EAC in this endeavor. The crux of the internship/mentorship program would be to link youth in the affected communities with **tech companies** who current seem to be attracted to establishing a presence in San Francisco. These tech companies like Twitter, Salesforce.com and Facebook have expressed their commitment to being “a good citizen corporation” and have been receptive to “giving back” to the community” by participating in endeavors such as this one proposed by the EAC.

Miree noted that as a result of an analysis he had conducted on the various reports and studies on this issue the one essential, vital and critical component that was a reoccurring theme was the importance of **“Buy-In” from City Leadership**.

EAC member Azalia Merrell expressed some confusion about which committee members were working on this project and that she recalls how she and others have volunteered on a number of times to work on this effort but to no avail?

HRC Staff David Miree noted that he would be more than happy to address her concern(s) and would do so at the appropriate time on the agenda where full discussion on this matter would be allowed.

In the interest of time Miree deferred his respond to a later time on the agenda and moved to welcome and introduce EAC Speakers Series guest Nadia Babella to make a presentation on the Human Rights Commission efforts surrounding addressing community concerns of surveillance and racial and religious profiling related to the Arab, Middle Eastern, Muslim, and South Asian (AMEMSA) Communities in San Francisco.

## **EAC Speakers Series**

**Nadia Babella, Senior Policy Analyst, San Francisco Human Rights Commission**

**Topic: A Presentation on the HRC's efforts surrounding addressing community concerns of surveillance and racial and religious profiling related to the Arab, Middle Eastern, Muslim, and South Asian (AMEMSA) Communities in San Francisco.**

### **Nadia Babella's Presentation (Highlights)**

Since September 11, 2001, numerous public debates have centered on the tension between security and civil rights. These debates have played out in the form of public controversies, including comments by the San Francisco Police Chief regarding persons of Middle Eastern and Afghan descent. The Chief's comments caused concern among many San Francisco community members, including San Francisco's Arab, Middle Eastern, Muslim and South Asian (AMEMSA) citizens.

The San Francisco Human Rights Commission (SFHRC) sought to address these concerns by 1) working with the SF Police Chief to issue an apology to the AMEMSA community, 2) providing a forum for community members to respond to the Chief's comments and testify to the harm experienced by overbroad national security policies, and 3) issue findings and recommendations to address these concerns.

On September 23, 2010, over 150 affected community members, public officials, civil rights advocates and practitioners in the field attended a hearing to present their concerns. The AMEMSA Report, which included the knowledge and expert testimony on the subject, helped to illustrate and offer an analysis on the intersection of national security and civil rights including racial and religious profiling, civil liberties and surveillance issues. The referenced report provided a narrative of the planning, research and outreach done prior to the hearing. Included in the AMEMSA report is documented testimony from affected AMEMSA community members regarding instances of discrimination. From these testimonies, several recommendations were issued to the City and County of San Francisco. The SFHRC relied on these testimonies and recommendations in its own findings and proposed actions. This report identifies strategies for the City and County of San Francisco to address community concerns and promote its commitment to nondiscrimination of all persons, including the AMEMSA community.

On February 24, 2011, the San Francisco Human Rights Commission convened and unanimously passed this report.

On March 1, 2011, Supervisor Ross Mirkarimi introduced a resolution endorsing the report and encouraging relevant agencies to consider implementing the recommendations detailed in the report. It is scheduled for vote on the Board of Supervisor's Tuesday March 8, 2011 adoption without committee reference calendar.

### **Sample of Findings:**

1. School children are subjected to anti-AMEMSA harassment in schools.
2. Since 9/11 there has been a steady rise in Islamophobia. Recent examples include the hostile public discourse arising from the "ground zero" mosque debate and Quran burning threats. In San Francisco, a Quran was burned and left at the mosque door.
3. Muslim community members are afraid that their mosques are infiltrated by the FBI. This infiltration creates a sense of mistrust in the community of fellow practitioners, particularly of new comers.
4. Profiling and/or perception of profiling creates mistrust of local law enforcement and impedes the safety of all citizens.

5. Communities previously and/or currently targeted by surveillance and profiling – e.g., Japanese American and African American communities – draw parallels between their experiences and the experience of the AMEMSA community.

#### Sample of Recommendations:

1. The Board of Supervisors (“BOS”), the Immigrant Rights Commission, and the HRC work to enhance community relations with the Arab, Middle Eastern, Muslim, and South Asian communities in San Francisco and to advocate for policies that protect, promote, and secure human rights for AMEMSA communities in San Francisco.
2. The San Francisco Police Commission amend General Order 5.17 to include all categories listed in Federal, California State, and City and County of San Francisco nondiscrimination laws as categories protected from biased policing.
3. The San Francisco Police Commission require that in addition to a monthly review by a rotating designated Police Commissioner, the review of written requests and authorizations for initiation and continuance of an investigation pursuant to Section VI of the DGO 8.10 be conducted by the entire Commission on a quarterly basis.
4. The HRC, BOS, and Police Commission ensure that all SFPD officers, including those deputized to the Joint Terrorism Task Force, follow and comply with local and state privacy laws, including DGO 8.10.
5. The City support efforts to oversee and advocate against federal government profiling and targeting of our communities.

Subsequent to the September 23, 2010 hearing, the HRC held a joint hearing with the Police Commission to discuss guarantees that SFPD officer’s working with the Joint Terrorism Task Force abide by local laws which prohibit First Amendment surveillance and infiltration of political and religious groups absent a suspicion of criminal activity.

Ms. Babella discussed the ongoing meetings the HRC has had with the Police Department, Airport and BOS to implement the recommendations.

Babella concluded that she believes that an important outcome to this effort is for groups like the Equity Advisory Committee and other community based organizations to play a vital role in “connecting the dots” that reflect the “overlap” of this governmental surveillance with issues related to drug enforcement and immigration enforcement.

For a more in-dept analysis please read the full report located on the HRC Website at [www.sf-hr.org](http://www.sf-hr.org) and link on to the “Reports and Hearings” tab.

#### **EAC Membership Presentation**

EAC Member Jane Henzerling made a presentation on the recent opening of a new college preparatory charter public school that opened on August 15, 2011. Henzerling who is the Founder and Head Principal of the Mission Preparatory, expressed that the school was created in large part to address the large achievement gap in San Francisco.

*The Mission Preparatory School addresses the need for a free, public, college-preparatory school that provides a rigorous, high-quality K-8 education in San Francisco. With an uncompromising commitment to upholding the highest academic and behavioral expectations for all children, Mission Prep is designed specifically to address the learning needs of an underserved and underperforming student population. Through an intensive focus on literacy and the implementation of strategic academic support structures, we ensure mastery of essential skills and content knowledge, accelerate student achievement, support student acceptance to top high schools, and lay the foundation for every child to excel in and graduate from college.*

Henzerling noted that she believes that education and addressing the achievement gap in communities of color is a human rights issue that deserves greater attention focus and attention.

For more information on the Mission Preparatory School please visit the school's website at <http://www.missionpreparatory.org>.

**NOTE: See a profile of EAC Member Jane Henzerling in the September Issue 2011 of 7x7 Magazine**

**Update and discussion on Fred Blackwell's presentation related to the Out Migration Report Implementation and Minority Youth Economic Empowerment Internship Program- including next steps**

In response to EAC Member Azalia Merrell's inquiry related to the process and route that the Out Migration /Youth Internship/Mentor effort has taken in the last three (3) months, David Miree responded accordingly.

Miree explained to the full EAC body and noted for the record that every effort had been made to be inclusive to anyone who wanted to contribute to this effort. Miree put forth that he has [conducted] every meeting on the subject and drafted the related meeting minute so he was well equipped to give a "chronology" of events leading up to a collective EAC effort regarding this subject matter. EAC members were reminded that due to staff limitations that ALL HRC Advisory Committees (ACs) would have a singular work project in which HRC staff would assist in coordinating and facilitating said project. When the initial EAC project involving the **Domestic Workers' Bill of Rights** was successfully concluded Miree put before the committee the suggestion to make the "ad hoc" Out Migration/Youth Internship effort as the main EAC work project. Due to a number of times where a quorum could not be attained which also resulted in one meeting being cancelled, it was only at the August meeting where the project was "officially" adopted. Prior to this time, members were always "updated" to any of the preliminary efforts that had been put forth either by HRC Staff or the ancillary efforts of EAC member, Penn.

Miree decisively addressed and denounced any notion that interested EAC members did not have a chance to contribute to said efforts. Miree expressed the **constant challenge** of getting members to commit to 1.5 hours each month to attend scheduled meetings or offer ideas for agenda items, so the idea that EAC members had not been given the opportunity to participate in this subject area was "tenuous at best."

Miree countered with specificity the role of HRC staff related to ACs and reminded EAC membership that ACs were to be "membership driven"

As a result, a motion was made and second that EAC members would take the lead in setting up an external meeting to discuss creating an implementation strategy.

**“HRC Hero Awards” Recognizing Students and Community Organizations for their outstanding contributions to Human Rights Advocacy in San Francisco.**

EAC Members were provided handouts from a 2010 HRC awards efforts to serve as an example for the criteria upon which the 2011 HRC Hero Awards will be similarly based in part. Members were asked to be prepared to offer comments on the nomination and selection process at the next meeting. Due to time constraints, this item will be taken up again at the October meeting.

**EAC Membership Assessment and Committee Objectives Moving Forward-Retention and New Membership Recruitment schedule and process.**

In the interest of time it was agreed to put this item on the October agenda as a discussion item. Members were briefly noticed that the HR Commission had given the directive that all HRC ACs be on the same recruitment schedule. This new schedule allows the HR Commission to consider and approve all new AC members at its December 2011 for the upcoming 2012 term which will now start in January of each year.

**Announcements**

None

**Adjournment**

The meeting was adjourned at 7:17 pm