**Equity Advisory Committee (“EAC”)**

**Minutes from April 11, 2012 Meeting**

**Committee members present**

Fay Woo Lee, Sheryl Evans Davis, Valerie Coleman, Jane Henzerling, Angela Jenkins, Barry Kendall, Erin Le, Alex Randolph, Mollie Ring, Tamara Sherman, Jamie Wagoner

**Committee members absent:**

Susan Christian, Elena Gil, Rick Hauptman, Tinisch Hollins, Stella Kim, Azalia Merrell, Miquel Penn, Susana Rivero, Monali Seth, Charrisse Wells

**Staff Present**

David Miree, Zoe Polk

**Guests present**

None

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

Staff member David Miree called the meeting to order at 5:30 pm. David called roll. A quorum of the EAC was present at the meeting. A motion was made and second to approve the minutes from the March 14, 2012 meeting of the EAC. Commissioner Lee requested that Supervisor Chiu’s name be spelled correctly in the final minutes.

**Public Comment on items not on the agenda**

None

**Commissioners’ and Staff report**

Commissioner Lee reminded the committee about the HRC hearing on the Human Rights War on Drugs.

She also advised that Commissioner Pappas has been reassigned to the LGBT Advisory Committee and welcome Commissioner Davis to the EAC. Commissioner Lee further advised that on April 26, the HRC Commission would be hosting a community meeting in the Sunset District. The meeting will discuss bullying in schools.

Commissioner Davis reported that African American Leadership Council had a second meeting in which six subcommittees were formed to work on different aspects of African American issues. One of the projects will be a tracking tool to follow the actions of different city departments with regard to implementing recommendations from previous HRC reports. The education committee will create an outreach tool including putting together a data base of experts who have been involved over the years and also examining previous goals.

**EAC Speaker Series Zoe Polk, Esq. Policy Analyst, San Francisco Human Rights Commission “Human Rights Impact of the War on Drugs”**

Zoe presented on the purpose of the HRC’s hearing by engaging the committee members in a discussion about the war on drugs and the use of criminal background checks to exclude people from housing and employment.

Zoe reviewed the work that HRC has done advocating to reduce barriers for persons with arrest and conviction records and the concerns received about persons with drug convictions. Polk also advised that one of the presenters at the hearing would be sharing their findings that African Americans make up 9% of the youth population in San Francisco but account for more than half of all drug felonies.

In addition, Zoe and the committee members discussed public safety, deterrence, incentives, and punishment and the impact of the convictions on drug users. Zoe presented information on health based approach to drug treatment and committee members discussed incentives

**Update and Status on HRC “HERO Awards**

David reported that he had a 18 nominations for the Hero Awards, including one person who received 3 nominations. He indicated that the EAC or the Hero Awards subcommittee would have to determine how many person were going to get recognized. There were no student nominations although there were youth nominations in addition to six organization nominations.

Committee member Jane Henzerling indicated that a conference call would be scheduled to discuss the nominations after subcommittee members have had time to review the nominations. A question was raised about how the nominations would be voted on. Commissioner Lee requested that subcommittee members bring their final round of nominations to the full E.A.C. David advised that he would send a list of all of the nominees to EAC members and encouraged everyone to review and submit comments to the subcommittee. Jane welcomed other committee members’ input and indicated that other members are welcome to volunteer on that subcommittee. David indicated that it was up for discussion whether there would be more than one awardee for each category.

Committee member Angela Jenkins indicated that she would like to see a priority on people who have not been recognized in the past, i.e. “unsung heroes.”

**Review and discussion regarding the selected Work Projects and Work Groups for 2012** (***Discussion Item)***

David indicated there was a three way tie: education as a human right, reentry and silver tsunami. David asked each project sponsor to give a brief overview of their project plans.

Valerie Coleman started by indicated that she is excited that committee members were interested in this topic because it is one that is very important to her. She indicated that she is still learning about HRC and that her skill set is as a project manager so she is good at driving ideas home. Senior population is expected to double by 2050 and San Francisco is not prepared. Seniors of color, gay seniors, women and seniors who are not English proficient are especially vulnerable. She outlined a couple of broad goals for the subcommittee: innovative solutions (for example a Mission Pie model) Increased dialogue and collaboration between city, nonprofits, and community leaders working with seniors and senior related issues, senior issues brought to the broader public, and broader awareness on the challenges of aging in San Francisco. In terms of next steps, she’d like to learn what is happening from people who are working on these issues everyday and examining what other cities are doing to address this issue. She hopes to identify the key priority areas.

David indicated that education and awareness is a key tool of the HRC and that committee could look at a presentation to the Commission, a letter of support or report.

Jane Henzerling indicated that the purpose of the education as a human rights subcommittee is to ensure every child has access to a high quality school. She is looking forward to assistance funneling down her project idea into short term projects. She sees the subcommittee’s role as shining a light on the issue and not accepting the status quo and asking the hard questions. She wants to think about how to engage with parents, particularly how to advocate for evidence based approaches that improve schools. Ed Trust West just released a report, based on 2011, San Francisco is the second worst out of 125 districts in San Francisco for African Americans, and 139 out of 140 for Latino students. Jane indicate that if there was a greater level of awareness there would be more action. She cited an example in article that appeared in Mission Local regarding Bryant Elementary, in which parents were given school data and information they did not previously have on school’s performance. She indicated parents needs information and the tools for interpreting that information. She’d like to help empower parents to be effective advocates. Committee members also discussed challenging the authorities and decision makers who do not believe in the potential of children of color and thus do not invest in them.

Commissioner Davis indicated the group should work with people that matter, the voices in the community and we have to figure out how to reach not just families of color but also the families who want better schools to want better schools for all children.

Angela Jenkins indicated that she wanted to integrate the EAC reentry subcommittee with the public safety committee. She wants to survey the community about people re-entering into the community and then after obtaining that data, use evidence based practice to create a curriculum and sustain the peace. She cited Robert from Delancey Street as a good example of putting people back in the community. She’d like to conduct seminars that do not replicate other work in the community about attitudes. She also referenced a report on the chronic stress experienced by people who are racially profiled or incarcerated shortens their life.

David advised that he would send out an email about how to get started working on the subcommittees and connect with project leads.

Jane requested time in the next EAC for subcommittee members to meet and discuss next steps.

Mollie Ring recommended that subcommittee members set a deadline of two weeks from today for subcommittee members to connect with their project lead.

**Announcements**

David announced that he will be staffing the African American Leadership Council and Zoe will now be staffing the EAC. David will still be working with HRC Hero awards subcommittee. Commissioner Davis discussed the overlap between the AALC and the Equity, in terms of seniors, addressing the disconnect between seniors having to retiring and having to re-enter the job market to survive as well as education, making sure that parents know about the A through G requirements for high school.

**Adjournment 7:08 pm**