



DRAFT

Equity Advisory Committee ("EAC") Minutes from the March 14, 2012 Meeting

Committee members present:

Commissioner Faye Woo Lee, Commissioner Sheryl Evans Davis, Rick Hauptman, Jane Henzerling, Mollie Ring, Miquel Penn, Valerie Coleman, Angela Jenkins, Barry Kendall, Stella Kim, Tamara Sherman, and Jamie Wagoner

Committee members absent:

Commissioner Michael Pappas, Commissioner Susan Christian, Elena Gil, Azalia Merrell, Alex Randolph, Erin Le, Susana Rivero, Monali Sheth, and Charrisse Wells,

Staff present:

David Miree

Guests present:

None.

Call to order, roll call and approval of minutes:

Commissioner Lee called the meeting to order at 5:39 pm and HRC staff member, David Miree 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 February 8, 2012 meeting/orientation of the EAC.

Public comment for items not on the agenda:

None

Commissioners' and Staff report:

In the interest of time and due to a previously scheduled commitment, Commissioner Davis took this opportunity to address the EAC membership with an update and overview of the efforts and outcomes related to the creation of the African American Community Leadership Council (AALC). The idea for the AALC originated from a HRC Special Community Meeting that was held in the Western Addition on November 17, 2011. As a result of the feedback from the November 17th meeting, a call was put out to individuals who may be interested in participating in the AALC. The first meeting was held on March 1st, 2012 and included over 25 concerned and interested community members in attendance. The purpose of this first meeting was to prioritize the "findings and recommendations" as contained in the various equity and disparity reports. Commissioner Davis provided the EAC membership with an "Executive Summary" (excerpted below) that highlights the outcome of the meeting:



Objective

To form an advisory group focused on prioritizing findings and recommendations from various equity reports and disparity studies. The group would also develop implementation plans and timelines. Plans and timelines would be shared with the Human Rights Commission, Mayor, department heads and community at large.

Goals

Convene regular meetings of the Leadership Council
Develop and convene subcommittee groups
Prioritize three areas
Implement recommendations
Develop partnership with the Mayor and City Departments

Solution

In 1964 a committee was formed out of the Human Rights Committee to assess the issues facing African Americans. Since that time there have been a myriad of studies, reports and recommendations, but to the dismay of many little movement towards implementation.

Reports and Studies

1993 Unfinished Agenda
2001 Violence in our City
2003 Environmental Racism
2006 San Francisco Demographic Report
2009 African American Outmigration Report

Priorities Identified

At the initial meeting of the African American Leadership Council certain priorities were identified. Understanding there is some overlap and the need to move forward the hope is to develop subcommittees to develop timelines and plans for 3 areas and begin to implement some portion of the plan. Furthermore the council intends to leverage existing efforts and work to move forward.

Priority areas identified at the initial meeting:

1. *Arts and culture*
2. *Education*
3. *Employment (business ownership/development),*
4. *Health*
5. *Housing*
6. *Public safety*
7. *Transportation*
8. *Youth*

Commissioner Davis wanted to enlist the assistance of the Equity Advisory Committee toward this effort as well as acknowledge and recognize how the EAC's existing work projects related to the African American Community Empowerment Initiative/Out Migration is meant to serve as a "companion piece" to the proposed "action items" resulting from the formation of the AALC. The next meeting of the AALC is scheduled for March 19, 2012.

EAC Member Angela Jenkins "welcomed" and "echoed" the need for greater "action" on this subject because not only is the decrease in population an issue for the African American Community but the Community lacks a crucial **voice and presence** in the political landscape of San Francisco including the need for greater diversity on the Human Rights Commission. Staff member Miree noted that since said meeting in the Western Addition that more individuals of colour have been appointed to the Human Rights Commission.

Commissioners' and Staff report (cont'd)

Commissioner Lee informed the EAC body of a pending HRC Community Meeting to be held in the Sunset Community on April 26, 2012. The actual venue TBA although the Commission is looking at Ortega Library because it apparently has greater parking (for starters) but the meeting room is smaller. Alternatively, the Commission is looking at Giannini Middle School which is next door to the Library but has a much larger meeting space. This "Special Community" meeting is one in a series of meetings the Commission anticipates having throughout the various communities and neighborhoods in San Francisco. Commissioner Lee asked the EAC membership to "Save the Date" and to attend this meeting.

Commissioner Lee also referenced a measure put forth by SF Supervisor David Chu related to designating a "Benefit Corporation" Status to some organizations for their contribution(s) toward giving back to the communities in which they serve including creating more job and apprenticeship opportunities for underserved communities. This status would allow for a 4 percent preference or discount when bidding on City contracts. The Supervisor made a presentation to the full Commission on this matter. The Commission was concerned about how this measure could potentially "negatively" affect the intent of the already existing LBE program.

Commissioner Lee continued by highlighting another proposal put forth by Supervisor Jane Kim related to the "surveillance and profiling" of the Arab, Muslim, Middle Eastern and Southeast Asian Community (AMMESA) and recently added African American Community. EAC Member Angela Jenkins gave a very brief overview of this issue which surrounds the collaborative effort between the FBI and local Police regarding the "surveillance and/or racial profiling" of this religious and ethnic groups and the role the SFPD plays in this outcome. The purpose of the proposal is to make sure that local police are following "local" guidelines as contained in a MOU and not be required to follow the "directives" of the Feds as it relates to "counter-terrorist" intelligence gathering as well as ICE enforcement

Staff Member David Miree noted that in an effort to allow for more attendance at the full HR Commission Meetings that the Commission is now meeting at 5:30pm opposed to its regular time of 4:30pm on the second and fourth Thursdays. Commissioner Lee noted that this is still a "pilot effort".

EAC Member Rick Hauptman referenced a disturbing trend involving the fact that some teenagers were being "arrested" and reported to ICE Officials just on the simple occasion of not having a transfer. Hauptman noted that that "local" reporting related to ICE enforcement was still very much problematic and evidence of remaining racial and ethnic profiling (involving the City's youth who are mostly from communities of colour.) Commissioner Lee noted that this practice has been diminished to only be enacted when there is a serious crime or felonious offense.

Update and Status on HRC "HERO Awards"

The discussion around this agenda item, (prompted by EAC Member Valerie Coleman) was the "type" of individual(s) who were eligible for nomination and who exactly could do the nominating? Popular sentiment that circulating was that to be eligible for the honor one had to be a "heavy hitter" in the community. Staff Member Miree in response to an example put forth by Coleman noted that this award recognition was meant to acknowledge the work of the "unsung heroes" who do human rights advocacy at the "grass roots" level. Miree attempted to clarify the "type" of individuals who were eligible and who could nominate them. As of said discussion and prior to the March 30th deadline only two nominations had been received. (Note-- as of the creation date of the March minutes that number has increased substantially).

EAC Membership Proposing and Identifying Work Projects and Work Groups for 2012

Staff Member Miree prepared and distributed to the membership a package which outlined all the individual work projects and suggested "POPs". Each members was asked to briefly speak on his/her anticipated contribution to the Committee including where appropriate "selling" his/her "POP" or project

proposal for consideration as one of the three (3) potential work projects for the 2012 term. After a roundtable discussion membership was given a chance to identify the top three projects by majority vote. The following was the outcome of said process and vote:

- (1) Education as a Human Right*
- (2) Fostering Greater Comprehensive Advocacy for the Senior Community (Silver Tsunami)*
- (3) Advocacy related to the issue of Re-Entry and Re-Alignment*
- (4) African American Community Empowerment Initiative/Out Migration (Continuing and On-going effort)*

Sponsors or authors of the selected projects were tasked with creating and developing potential projects that the membership as a whole could work on and/or participate in.

NOTE: The minutes should reflect that the word “BIAS” was inadvertently omitted from EAC Member Angela Jenkins’ goals and objectives section. Jenkins’ interest and recommendation to the EAC is to foster greater awareness to the occurrence of “UNCONSCIOUS BIAS” in the application of priorities as it relates to city services and programs.

Announcements

None.

Adjournment

The meeting was adjourned at 7:23 pm.