

City and County of San Francisco
HUMAN RIGHTS COMMISSION

Theresa Sparks
Executive Director



Edwin M. Lee
Mayor

Equity Advisory Committee ("EAC")

Minutes from December 12, 2012 Meeting

Committee members present:

Commissioner Fay Woo Lee, Lee, Valerie Coleman, Rick Hauptman, Monali Seth, Jamie Wagoner.

Committee members absent:

Jane Henzerling, Angela Jenkins, Barry Kendell, Erin Le, Miquel Penn, Mollie Ring, Alex Randolph, Stella Kim

Staff present:

David Miree

Call to order and approval of minutes:

David Miree called meeting to order at 5:42 pm. Meeting lacked quorum, and therefore members could not officially vote to approve minutes.

Public comment on items not on the agenda

None.

Commissioners and staff report

Commissioner Lee: Nothing to report because there was no Commission meeting since the last EAC meeting.

Staff (David): HRC has reorganized this year. The former HRC employees who oversee compliance with Sections 12(b) and 14(b) are now under the City Administrator, in a new group called Contract Compliance. The new group is located at 30 Van Ness Avenue. HRC continues to house the policy and discrimination divisions.

Approval of Equity Advisory Committee 2013 Appointments:

As a preliminary matter, David explained that because the Committee lacked quorum, the matter of approval of appointments could only be opened for discussion, not for a vote.

Monali explained that she, Rick, Angela, and Zoë interviewed each of the prospective EAC members. The HRC required interviews as part of the application process for the first time this year in order to ensure that those individuals chosen to join the EAC are committed to the issues that EAC addresses and are interested in helping to push the issues along.

Monali went on to explain the results of the interviews. After meeting the applicants, the interviewers compiled their notes and reported on whether they would recommend each applicant. The interviewers unanimously recommended that three of the five applicants be appointed to the EAC. There was less than unanimous approval for the appointment of the other two applicants.

EAC members discussed the interviewers' recommendations for approval after reviewing the notes. In particular, several EAC members discussed their desire to recommend appointment for all applicants because each applicant has a diverse background not currently represented on the Committee. Sometimes, the members agreed, diversity and passion can trump interview abilities. For example, one applicant has work experience related to drugs and reentry, and would bring a new perspective to the EAC having himself been a parolee.

Additionally, the members seemed to reach a consensus that they would recommend all applicants be appointed because of their desire to grow the EAC.

Review of changes to EAC meeting format (Discussion and Possible Action Item):

David reminded the group that this item is open only for discussion because of the lack of quorum.

While the EAC had a number of members at the beginning of 2012, very few of them show up regularly for meetings. After two absences the members were supposed to get a warning and then be removed from the Committee. The members discussed their desire, in the future, to see staff explain to all applicants the commitment required for membership on the EAC.

Additionally, the EAC should vote at the next meeting about making structural changes that will encourage greater involvement in and stewardship over EAC projects. This suggestion that new members sign a pledge to commit to attending meeting was discussed and ultimately discarded because there are other ways of stressing the importance of commitment. However, acceptance letters should include expectations of attendance at meetings.

Members also suggested that staff send out an up-to-date EAC contact sheet, including only those members still active in the committee.

Members want a retreat at the beginning of 2013. While a retreat can take up a lot of time, it is a great way to connect as members about goals, and provides members with a sense of stewardship over their work.

Announcements:

Jamie will miss next two months because re-taking the bar exam

Commissioner Lee will miss the January meeting because of required attendance at another meeting.

The next HRC meeting is Thursday, December 13 at 5:30 pm.

Meeting Adjourned at 7:00 pm