
HUMAN RIGHTS COMMISSION

City and County of San Francisco

Regular Meeting Minutes

October 10, 2019

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Michael Sweet, *Vice-Chair*

Melanie Ampon, Commissioner

Karen Clopton, Commissioner

Hala Hijazi, Commissioner

Maya Karwande, Commissioner

Mark Kelleher, Commissioner

Jason Pellegrini, Commissioner

Abigail Porth, Commissioner

Joseph Sweiss, Commissioner

Sheryl Evans Davis, *Executive Director*

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING MINUTES
OCTOBER 10, 2019

Present:

Michael Sweet
Melanie Ampon
Karen Clopton
Hala Hijazi
Maya Karwande
James Loduca
Jason Pellegrini
Joseph Sweiss
Sheryl Davis

Absent:

Susan Christian
Abigail Porth
Mark Keller

00:00:15

Michael Sweet

Good evening. It's 5:37 p.m. My name is Michael Sweet. I'm the vice-chair of the Human Rights Commission. I'll be standing in for commission chair Susan Christian, who is ill this evening. I'd like to call this meeting to order, and I'd like to ask the commission secretary to please read the roll.

00:00:35

Cathy Mulkey Meyer - Commission Secretary

Item number 1, call to order and roll call of commissioners. Vice-Chair Sweet?

00:00:41

Michael Sweet

Present.

00:00:42

Cathy Mulkey Meyer - Commission Secretary

Commissioner Ampon? Commissioner Clopton?

00:00:48

Karen Clopton

Here.

00:00:50

Cathy Mulkey Meyer - Commission Secretary

Commissioner Hijazi?

00:00:51

Hala Hijazi

Present.

00:00:53

Cathy Mulkey Meyer - Commission Secretary

Commissioner Karwande?

00:00:54

Maya Karwande

Present.

00:00:56

Cathy Mulkey Meyer - Commission Secretary

Commissioner Loduca?

00:00:57

Here.

James Loduca

00:00:59

Commissioner Pellegrini?

Cathy Mulkey Meyer - Commission Secretary

00:01:01

Present.

Jason Pellegrini

00:01:01

Commissioner Sweiss?

Cathy Mulkey Meyer - Commission Secretary

00:01:03

Here.

Joseph Sweiss

00:01:05

We have quorum.

Cathy Mulkey Meyer - Commission Secretary

00:01:07

Thank you, Madam Secretary. The first item on the agenda is public comments on items not on the agenda. This is an opportunity for members of the public to speak on items that are within the purview of the Human Rights Commission, but are not items that are on this evening's agenda. If there's any member of the public who wishes to address the commission at this time, please step forward. We ask that you bring a yellow speaker's card, which you can get to the left of the front door when you come in. The cards are not required, but they do help us. Is there anyone from the public who wishes to provide general public comment at this time? Seeing no one, we'll move on to the next item. If the commission secretary could, please read that item.

Michael Sweet

00:01:48

Item number 2, adoption of minutes dated September 26, 2019.

Cathy Mulkey Meyer - Commission Secretary

00:01:57

These are the minutes that are in the binders under tab number two. They were circulated via email at the beginning of the week. Does anyone have any questions, comments or concerns on the minutes? Do we have a motion? Commissioner Clopton?

Michael Sweet

00:02:30

I move we approve the minutes.

Karen Clopton

00:02:33

There is a motion to approve the September 26, 2019 minutes. I'll note that Commissioner Ampon is present. Commissioner Karwande?

Michael Sweet

00:02:41

I second the motion.

Maya Karwande

00:02:42

Michael Sweet

We have a motion and a second on the September 26 minutes. Is there discussion on the motion? Seeing none, we'll move to a vote. If the commission secretary could, please read the roll.

00:02:51

Cathy Mulkey Meyer - Commission Secretary

Vice-Chair Sweet?

00:02:52

Michael Sweet

Aye.

00:02:53

Cathy Mulkey Meyer - Commission Secretary

Commissioner Ampon?

00:02:55

Melanie Ampon

Aye.

00:02:56

Cathy Mulkey Meyer - Commission Secretary

Commissioner Clopton?

00:02:58

Karen Clopton

Aye.

00:02:59

Cathy Mulkey Meyer - Commission Secretary

Commissioner Hijazi?

00:03:00

Hala Hijazi

Aye.

00:03:02

Cathy Mulkey Meyer - Commission Secretary

Commissioner Karwande?

00:03:04

Maya Karwande

Yes.

00:03:05

Cathy Mulkey Meyer - Commission Secretary

Commissioner Loduca?

00:03:06

James Loduca

Yes.

00:03:07

Cathy Mulkey Meyer - Commission Secretary

Commissioner Pellegrini?

00:03:09

Jason Pellegrini

Aye.

00:03:10

Commissioner Sweiss?

Cathy Mulkey Meyer - Commission Secretary

00:03:12

Yes.

Joseph Sweiss

00:03:14

Motion passes.

Cathy Mulkey Meyer - Commission Secretary

00:03:15

Thank you. And before I move on, I should ask if there's any public comment on this item? This is any public comment on the September 26 minutes. Very well. If the commission secretary could, please read the next item.

Michael Sweet

00:03:31

Item number 3, review of Human Rights Commission's 55th anniversary event. Presenters, Commissioner Clopton and HRC staff.

Cathy Mulkey Meyer - Commission Secretary

00:03:41

Thank you. Commissioner Clopton, I'll turn this over to you, and let you take it from here. And Madam Secretary, I'm having a problem with my screen. If you could help out while we're doing that? Thank you. Go ahead.

Michael Sweet

00:03:53

Okay. As you know, in July on July 24th, we celebrated the 55th anniversary of the founding of the San Francisco Human Rights Commission. And during that celebration we focused on--in light of the creation of the Office of Racial Equity, we focused on black out migration, and those who have stayed and contributed to the African-American cultural experience in San Francisco. And we also celebrated intersectionality and the various contributions of our LGBTQI community, and focusing on the transgender leadership. And we were pleased to inaugurate two new awards, one called the Community Stalwart Award, and the other one is addressing intersectionality and the importance of looking beyond one thing, but all of the different ways that we can be oppressed but yet be resilient. And so the awards were really to acknowledge the resilience of both of these communities.

Karen Clopton

And we were very excited to present the awards, as well as the amazing entertainment, which was part of the award to all of the awardees. And the music included the incomparable Paula West, backed by a trio including Marcus Shelby, the orchestra leader, and Tammy Lynn Hall on the piano. We also were very fortunate to have Dr. Dee Spencer accompanying Renee Lubin-Holmes, who is the star of *Beach Blanket Babylon*, and she performed at the 55th anniversary celebration. So we were very fortunate to have all of them to celebrate resilience and remembrance and being stalwart in our communities. And I want to thank all of the commissioners who attended and who contributed, Michael Sweet's firm for sponsoring the event, for the generosity of the executive director in sponsoring the catering, and to John Kiasu [sp?] for sponsoring the musicians.

00:07:34

Michael Sweet

Commis--Director Davis?

00:07:36

Sheryl Davis

Yes. And I'll just give a quick--we're still waiting to get some of the updates from our community partners, just in terms of the report out of financials. But there was \$37,750 that they have already reported, and there is--there was \$29,835 spent. And so of the income, thank you to Fox Rothschild for \$5,000, Clark Construction, San Francisco Foundation director advised was \$10,000, San Francisco Foundation donor advised was \$10,000, Lenar was \$2500, and Comcast \$250. The cost for Cornell West was \$20,000, and then the receptions, \$2700 for Commonwealth Club, \$3200 for the Jazz Center, and then \$3459 for the food at the Jazz Center. And we are still waiting, because there were funds that came through the Event Bright through our partners that has not been reported yet, and so I just need to see what bucket they put that in. So it came in, and they received it, but I think they may have missed--they might have put it in the wrong bucket.

00:09:02

Michael Sweet

Did we--do you know if we're in the red or the black on the event--on the series of events for the week? Are we lo--did we lose money?

00:09:12

Sheryl Davis

No, we did not lose money. Yeah.

00:09:15

Michael Sweet

That's important.

00:09:17

Sheryl Davis

So yeah, and so the--of the 6,000-plus that was--that we made money on, there's still some of the speakers that came in that we want to--some of our speakers that spoke at the symposium that we want to recognize and acknowledge. They really pointed out to us to make sure that we are equitable in how we support speakers, and so we are working on that now, I think finishing up the last of those.

00:09:53

Michael Sweet

Great. Commissioner Pellegrini?

00:09:56

Jason Pellegrini

When that report is done, if we could get that so--I can't write all the numbers down that quickly.

00:10:00

Sheryl Davis

So I will definitely do that, but just so folks understand, like, this--the way that we typically have done, we don't necessarily have a budget. And because the money really went to our non-profit partner, I'm really at their leisure to give me those things. So I'm asking them for that, but this is what I have. And we, you know, we partnered, and actually, this is not comprehensive. A lot of the other partners who did things because they were partners, not necessarily because it was--there were a couple of people that paid other costs for us that were a part of their budget

and line items that they are not necessarily willing to share with us. So I will give you this in writing, but some of the other things we ask people to support and be partners in the work, and to them partnership is they cover the cost, and it's not included in our overall, because they charged somebody else for it.

00:11:04

Michael Sweet

So I wanted to commend Commissioner Clopton and the commission staff for a fantastic event. I thought it was, I mean, we--I was only able to get to the Jazz Center event, but I also heard that the other events were equally exciting and well attended. And one of the attorneys from my firm got to the luncheon, I think, but really, really sounds like it was a great event, a great week. I would suggest--and so I'm glad we did this, 'cause in all the years I've been here, we haven't tried to do something as comprehensive as that, including in our 50th anniversary.

A couple of things I--observations I would make. First of all, I do think that we should look for ways to enhance the communication, and to improve the visibility earlier on. I think that the feedback I got, including from people within my firm who were trying to go through our bureaucracy to attach documents and events, and be able to get me a check, weren't able to find the information, and didn't get responses to requests as quickly as they would've liked. And sometimes when you have people who don't exclusively focus on doing events, you kind of feel and do what you can. But I think there's a lot of takeaway there and a lot we can learn from. And if that was the great result the first time out of the gate, we'll do even better next time. But certainly a little more on the front end in terms of notice and visibility, I think would benefit everyone.

And also, you know, I don't think that we as a commission realized exactly where it was going and what was happening. I think the first thing I saw was an email from someone saying, "There's an opportunity for sponsorship here." But we, you know, to come to the commission early on and say, "This is what we're doing, and we'd love to have your help, and this is how the events are gonna roll out," you know, you have partners here, and people who can help promote events in the community and through their groups. And certainly the more time and notice we have to do that the better.

00:13:40

Karen Clopton

Well, I would just say--I want to acknowledge and thank you for saying that, and I just want to say Brittini and Taquon did an amazing job. And it was something that we had talked about doing, and it kind of fell to their feet at the last minute, and they really made it happen. So I want to recognize and acknowledge, and also say that I did not, like, jump in at the times when I needed to, and they still were able to make it. So we definitely will do a better job in the future.

00:14:06

Michael Sweet

Well, and Brittini, you know, was--it was fantastic. I mean, that's not to take away anything from your efforts. But again, just feedback for next time, and there definitely should be a next time. And then, Madam Director, as to the budget and the last co--exchange we had over here, I just want the record to be clear that, you know, if someone else doesn't want to provide an explanation for what they did or for where money went or anything else, that's their business. But, you know, we--I think we should see what people will provide to us. I don't think we as a

commission can be here validating people who want to say, "Well, we'll tell you what we feel like telling you, and we'll charge it where we, you know, where we're gonna charge it." If that's, you know, if we can't get answers, if we can't get more detail on a line item, that's fine, but I--

00:15:07

Sheryl Davis

I just want to clarify this is about--not about money we raised, but about people's own personal budgets that they, like, have it within their line item to do something. And so, like, I don't know what their reporting system is, and so I don't want to get into--they partnered with us. They chose to use their money how they saw fit. So it's very different than we raise money and it's our money, versus there were some partners who covered things, which were a part of their budget. And I think they have a different reporting system. So I just want to be mindful of when people do us a favor, I don't want to be like you gotta, you know, so--

00:15:44

Michael Sweet

Sure. And we got a case of Pellegrino, and that was taken care of by someone. And that's fine, but it should at a minimum say, you know, for someone for helping to provide food.

00:15:54

Sheryl Davis

Right.

00:15:55

Michael Sweet

But I, you know, and if they don't want to get into how much a case of Pellegrino costs, that's fine with me, but I do think it's important that we provide as much, you know, we provide transp--

00:16:05

Sheryl Davis

Well, I mean, I will say just for instance, like, the food at the Jazz Center, I actually paid for that. But after this was asked for, I was like, "Well, I'm just gonna go ahead and get reimbursed," 'cause I don't want to say, you know, like I--there was a cost. I paid for it out of my pocket. That was gonna be my contribution. But I don't--I didn't want to necessarily get back and forth about, like, where something was covered.

00:16:25

Michael Sweet

Well, and fortunately we have someone here from the city attorney's office, and I guess the--I just want to make sure that we're--that we are disclosing and reporting as we are required. And that doesn't mean asking people, you know, what's in their personal wallets or coming out of their checkbook, but I just want--I want to be cognizant of the fact that to the extent we have to report things, and, you know, that we do that. And to the extent it doesn't matter what someone paid for a case of Pellegrino, then that's okay too.

All right. Is there any other commissioner comment on the festivities? Okay. Is there any public comment on item number three? Great. If the commission secretary could, please read the next item.

00:17:22

Cathy Mulkey Meyer - Commission Secretary

Item number 4, update on projects and staff. Presenter, Human Rights Commission staff. Four-A, update on staff and budget, 4-B, introduction of new HRC staff and fellow, Lisa Nguyen, staff,

KellyLou Densmore, director of SHARP, Stephanie Garcia, Willie Brown Fellow. Item 4-C, review recent legislation related to HRC, Office of SHARP, racial equity, and shutdown of juvenile hall.

00:17:58

Sheryl Davis

So I will start with just in your binders under the tab are the list of the staff for this upcoming fiscal year. The yellow cells are the vacant positions and still to be hired, the blue are temporary or positions that are--I'm just looking. One particular one is no longer--there is another position that is also--although I don't see it on here. I'll double-check with Brittini, 'cause I think this was changed. So I don't know if there are questions, but we are in the process with staff to rethink some of the language that we use about the department. So instead of Discrimination Division, the staff has been working on calling it Civil Rights Division with Enforcement and Investigations, and then Policy or Legislative Affairs. So those are some of the--that's some of the language that we're looking at in terms of billing out.

And then on the right you can see what some of the specific projects are for the current staff. This will probably change in the next month or so, either internal changes or with some of the external, depending on who comes. So that--I don't know if there are questions before we move on to the next thing about the current staffing and where we are.

So with the open ones, the challenges are that we--there were 0.77 positions, so we would not have been able to hire until October. And then for the two SHARP positions we wanted to wait until we hire the director to start that process to hire them. And so those are the positions. The three blue, we had two people leave the Investigations and Enforcement Division, and so in the meantime we have three temporary positions. And then we will start the process to do hiring for permanent civil servants after we kind of catch up on some of what we've done. So those are basically six-month positions.

00:20:16

Michael Sweet

Do we have any commissioner questions or comments on the staff chart? Okay. Then let's--

00:20:33

Sheryl Davis

And I did just want to note that Zoe Polk is on leave, but she will not be returning. So just also didn't want people to be surprised by that. So she's not--she's out of the office now, but will not be returning.

00:21:00

Michael Sweet

Okay. Is there--so the next thing I see on the screen is the fiscal year budget.

00:21:07

Sheryl Davis

So do you want to have maybe Stephanie and--are they next? What was next? And Lisa, just in terms of staff updates, Stephanie and Lisa can at least introduce themselves.

00:21:17

Lisa Nguyen

Hi, I'm Lisa Nguyen. Sorry. What do you want additional?

00:21:25

Sheryl Davis

Well, so Lisa is supporting some of the program operations. And we're--as we're thinking about all the different projects, how they connect, what they look like, making sure that we are in alignment, and that we understand where the intersections or where there's overlap between some of the projects. And she's actually liaison to the mayor's Office for Opportunities for All at this point. So and then Stephanie.

00:21:54

Stephanie Garcia

Hello, my name is Stephanie, and I'm a Willie Brown fellow. And I was placed at the HRC, and I'm working under the Policy Division. I'm working on doing research, and possibly conducting a memo on best practices and closing down the juvenile hall here in San Francisco. Thank you.

00:22:17

Michael Sweet

Thank you. And how long are you here?

00:22:20

Stephanie Garcia

Until December, yes.

00:22:24

Michael Sweet

This December?

00:22:25

Stephanie Garcia

Yes, this December, unfortunately. Yes.

00:22:30

Michael Sweet

Thank you. Okay. So we'll go to the budget update now.

00:22:34

Sheryl Davis

Yes, and Lisa is gonna help us scroll through. This is the budget update based on the mayor's budget and the changes that came through that process.

00:22:45

Michael Sweet

But, you know, before we get into the details, we have some new commissioners here who haven't been through a budget process. Could you--could one of you kind of explain the big picture of how budgeting works, and how the two-year cycle works, and where we are in that cycle, and what our job is at this point?

00:23:07

Sheryl Davis

So there is--even though there's a two-year cycle, we still have to review and update the budget annually. The budget proposal typically covers two years, so some of what you'll see in this budget that I go through will actually be based on a two-year commitment in terms of the funding. The process actually will probably start for departments in the next month or so, where departments will be encouraged to look at their current budgets, and begin to make recommendations or consider what they need for the next two years moving forward. And then in February, so I'm gonna say that so Cathy can help us remember, in February we should bring the budget before the commission. And then in June--in March, basically we have to submit a budget to the mayor's office. The mayor submits her budget recommendations to the board in June. The board uses June, the month of June, to go through the process to solicit feedback and

to have hearings around the budget, and then July 1st is when the new budget basically has to be voted on and agreed to by that date.

And so typically there are budget instructions that come out from the mayor's Budget Office for departments about what--whether they want you to save money, whether they want you to hold staff, or whether you are recommended to make some budget cuts in terms of staff. So they'll give budget instructions based on kind of the forecast for the next fiscal year's budget. And so after--well, typically after the board goes through their process, it goes back to the mayor's office. And then there's still some kind of back and forth negotiating. The mayor signs the budget. I can't even remember was that in August I think she probably signed the budget? And then that's when it is actualized. So even though the budget might be voted on by the board in July, it's not really official until the mayor signs it in August. And we don't actually get to access and draw down new funds or funds really until around this time, because there's a whole process by which the money needs to be allocated and put into people's actual line items and budgets.

00:25:30

Michael Sweet

Great. Thank you. Does--do any commissioners have questions about the budget process before we drill down? Okay. Off we go.

00:25:42

Sheryl Davis

Through the budget process the mayor added money back, as well as the Board of Supervisors, and so there was--last year there was no money in the HRC budget for Opportunities for All. This year money has been put into the budget. This money is for salaries and for some money that will be granted out to partners and to support different aspects of the budget. Generally our budget is big buckets like this, in that the finance manager just manages the invoices. They come in, and then they get entered into the system. And so we don't necessarily have for you all line item printouts that say this much went to this person, but that--it will see professional services. It will talk about salaries and benefits, and what's in grants, or what's in DT, or what's in printing in the office.

So this money was put into--the 1.74 was put in for Opportunities for All, and as it says, salary, services and grants. The Board of Supervisors put \$200,000 in for the juvenile hall closure for citywide add back, and so that is because the Close Juvenile Hall Task Force sits in the HRC. Part of what we will probably need to do, because it is going to be very intensive and extensive over the next year, is to hire someone part-time to actually staff that. There are 15 members on the task force. There are eight work group areas, which are not necessarily only about the committee members. It's about doing work groups in community and hearing from other people's perspectives. So that process is supposed to happen--it was meant to start happening in October, but the first hearing for--with the Rules Committee to select people to be on the task force doesn't happen until October 21, I think, 23. So we will--hopefully some of the members will be selected, but there are some challenges around waivers and whether people have to be San Francisco residents in order to serve on that task force.

So--but that \$200,000 is for consultants. There is written into the legislation that we have to hire an expert that will help navigate and move the legislation, or make sure that we're in compliance. \$123,000 for the Office of Racial Equity for staffing. So the mayor put two positions

in our budget. The Board of Supervisors added this money for a third person, so there will be three people in that office. And in the next two-year cycle there's funding for two additional positions, so that fully staffed that office will have five people. And then \$135,000 from District 10 for add backs focused on workforce alignment, reentry services and support in D-10 that is centered around both some aspects of Opportunities for All, some aspects of the Office of Racial Equity, and some around the juvenile hall closure. And so again, that was done by the D-10 office.

So again, this is just another look, and it's a breakdown of what those money allocations were. And so the \$200,000, as I mentioned, is mainly for a consultant, and in some way potentially for staff. Office of Racial Equity, that is for a staff person. Close--the working group, that \$50,000 is because the task force members that are not city employees are supposed to be compensated for their time and participation, and so that funding is meant to go to stipends to support community members that participate. Youth Access Point service enhancement is focused on the D-10, what it is that we're doing to support young people that need more help to get--and again, that's transitional age youth. But they wanted systems involved and folks with barriers, and for us to help them in that regard. Detention diversion programs for youth, this again is what does it look like to not send people to juvenile hall, and so how can we leverage those dollars to try and support that and to build that out. And then the equity piece around school supplies for D-10 students, and that would be a professional service contract with someone that's already doing that work in D-10.

And then this just gives the budget changes of what happened in terms of the funding. And so the salaries, as you can see, went--there was an increase because of the addition of three positions for Office of Racial Equity, four positions for Opportunities for All. And then we have funding to support a position from DCYF. Non-personnel services, city grant programs, and that's where we have a lot of our LGBT grants, but we'll potentially have some funding for data evaluation and assessment through this piece. And then the Opportunities for All program, which the majority of that is for salaries and benefits.

And then these are just the positions and then the number of openings that we currently have that we will be working to fill in the next few months. And again, just some of these positions, seven of those are new, and we could not have hired before October because they were 0.77 in this year's budget. Is that the last slide? I think so.

00:31:38

Michael Sweet

Thank you. Do we have commissioner questions or comments? Commissioner Clopton?

00:31:46

Karen Clopton

I was just curious, because there are 12 openings, and now, you know, it is October. Is there a place on the website that lists it, or any outreach in that way?

00:32:03

Sheryl Davis

So we will work with Department of Human Resources. All of those, because they are new, and the Opportunities for All initiative is new, and the Office for Racial Equity is new, we will have to do job descriptions in partnerships with the HR that match those classifications. We can't use

existing classifications, because a lot of them are very specific to the department that is recruiting. So we will do--

00:32:27

Karen Clopton

Oh, I see. So there's a lot of work to be done before posting.

00:32:32

Sheryl Davis

Right. But we have--with the Office of Racial Equity, because that was born out of work that happened in the community and with the Board of Supervisors, there has been engagement with community that wanted to be very much a part of the conversations of defining the job description and the hiring process. So we've been doing some of that. That position will probably be, of all of them, the one that moves the most quickly, because there is a mandate in the legislation for work that has to be done by June 2020 to be presented to the Board of Supervisors. So that one we will probably do as a temporary position for six months, so that we can get that work done, and then go through the longer process of doing a test to get somebody in that can have it as a permanent position.

00:33:26

Karen Clopton

How long do you anticipate the process to take before even the recruitment and hiring process would begin?

00:33:35

Sheryl Davis

So for specifically the one that we prioritized, the Office of Racial Equity, the--our DHR rep will be back next week. We will give her--the first phase is that we have to request to fund the position, so then the money has to be approved for us to actually fund the position before DHR will actually advertise. Once the mayor's office approves funding the position, then we have to go through the process of putting out the job description, and then the DHR will post it. And it's a matter of after that, how long we leave the posting open. We hope to leave it open for two weeks if people--if we get submissions in during that time. And then, unfortunately, after that it's really about the city process, so it's about how long it takes to get fingerprinting, it takes--about how long it takes for the background checks to come back, and how long, even after all that happens, it takes to actually on board. In an ideal world we would be able to have somebody before Thanksgiving.

00:34:31

Karen Clopton

I see.

00:34:34

Michael Sweet

Any other commissioner questions or comments?

00:34:37

Sheryl Davis

And so I wanted to share just--I had two other questions that are specific to the budget. And so one was the HRC retreat, and so again, like, typically they're a big bucket, but I can share for the retreat it was \$500 for food, and then \$5,000 for the consultant, but that was for pre, post, and during. And those two--those were the only costs for the retreat. And then for the Opportunities for All event, the mayor's office actually organized and coordinated that. All we paid for was the food on that event, and that was \$10,916.63. All the other costs were

absorbed by the mayor's office. And at that event we had over--Cathy, I know we were trying to go through the numbers, but over 500 people at that event. Yeah.

00:35:35

Michael Sweet

Commissioner Hijazi?

00:35:36

Hala Hijazi

Unfortunately, I wasn't able to make the retreat. I was sick. I'm just looking at the section where it says, "Retreat." Was--did she officially provide, like, a summary, a memo of the outcomes? 'Cause right now there's three documents, and I'm not sure if that's from her. And one of them it just, like, just kind of on there, but not really. It doesn't have direction. So I just wanted to know is there something that she's presenting? Is she gonna--is there any deliverables that we didn't see that maybe the staff saw that you guys are working on, that we didn't see? 'Cause right now--and it's fine. I just wanted to know, like--

00:36:16

Sheryl Davis

I don't--she's not finished. I know that we actually owe her. She's supposed to come back. She's been asking us for her returning session. But because we--we've had special meetings, and we've had some not quorum. So I know that she's asked me a couple of times. There are certain pieces still. And then she shared some things I can't remember. I would have to go back through and look at--I know that we did get more than that one page, but I need to go back and see what it was.

00:36:41

Hala Hijazi

Okay. That's all. I just want--

00:36:42

Sheryl Davis

But she's not actually finished. Brittini's meeting with her next Friday, so--

00:36:48

Hala Hijazi

Okay. Thank you.

00:36:49

Sheryl Davis

--there's still more to come from her.

00:36:54

Michael Sweet

Other commissioner comments or questions? Is there public comment on this item? And who will present on--

00:37:15

Sheryl Davis

Brittini.

00:37:16

Michael Sweet

--legislation?

00:37:22

Brittini Chicuata

Good evening, commissioners. I hope you're having an amazing Thursday. My name is Brittini Chicuata. I'm policy director here at the HRC. And I wanted to talk with you this evening about the new offices that the director referenced, as well as--it should really be called juvenile justice reform, not necessarily shutdown of juvenile hall.

So with regard to the Office of SHARP, which stands for Sexual Harassment and Assault Response and Prevention, this legislation was created by the office of Supervisor Hillary Ronen. And the work of the office is really centered around receiving complaints concerning the manner in which any city department has responded to or failed to respond to allegations of sexual assault or sexual harassment. And then the other main goal of this office is to assist complainants in navigating within city government to resolve those complaints. So one way to think of it is as an ombudsman of sorts, and really just receiving folks who have been disenfranchised or harmed when they've tried to navigate city services through other venues.

Additionally, they'll be compelling the attendants of city officers or employers to meet with the complainant, notifying relevant city departments of any failure in connection with a complainant of sexual assault or harassment, to perform a duty imposed by law, and to perform promised act or to respond reasonably to the complainant's or office's request. So it's really giving a venue to seek justice, for a survivor to seek justice if they've been harmed by navigating the process through another venue. Any questions on that office?

Okay. The Office of Racial Equity was created by Supervisors Brown and Fewer, and this was established in June of this year as a division of the Human Rights Commission as well. And the Office of Racial Equity will guide a citywide plan to address the history of structural and institutional racism in San Francisco's delivery of services to the public, and in its internal HR practices and systems. So really taking a deep dive in the ways in which our different city departments treat different neighborhoods throughout San Francisco. Are we providing the same level of parks in Bayview as we are in the Marina? Are we providing the level of trash pickup equally across the city? But also what does our hiring look like over time? And what challenges do we have with regard to the pipeline of workers across racial demographics? And what can we be doing better? A lot of these city departments aren't really looking at any of that data, and so they aren't asking the questions in the first place to really know what they need to change in their behavior to do better.

The Office of Racial Equity will collaborate with all city departments to create targeted strategies to advance racial equity, and the Office of Racial Equity will provide analysis on the racial equity impact of proposed legislation, which I think is a pretty big new opportunity to really evaluate what racial impact new housing, new whatever has on San Francisco, in a way that hasn't really been done through our CEQA process, for example.

And then most importantly, the Office of Racial Equity will utilize a multi-method approach to facilitate public engagement and restorative justice processes, so something like a truth and reconciliation process across the city with different disenfranchised communities.

00:41:34

Michael Sweet

Commissioner Karwande?

00:41:37

Maya Karwande

Oh, I have a question, sorry, going back to the SHARP office.

00:41:41

Brittni Chicuata

Yes.

00:41:42

Maya Karwande

I was wondering what--kind of what the relationship between the SHARP office and the Human Rights Commission will be. I see that the SHARP commissioner or director is appointed by the Human Rights Commission, but is there--it doesn't sound like the office sits within the HRC, but is there, like, an ongoing kind of consulting relationship or what's it to be like?

00:42:04

Brittni Chicuata

Well, the SHARP office is actually a division of the Human Rights Commission.

00:42:07

Maya Karwande

Oh, it is? Okay.

00:42:08

Brittni Chicuata

Yes. So it's an office within.

00:42:10

Maya Karwande

Okay.

00:42:11

Brittni Chicuata

And the director reports directly to the executive director, and is appo--was appointed by the executive director.

00:42:16

Maya Karwande

Okay.

00:42:20

Michael Sweet

Commissioner Sweiss?

00:42:22

Joseph Sweiss

I think if I understood the director, you said that the board had some immediate deadlines for next year for the Racial Equity Office. I'm just curious what. Was it more data or some specific objectives they had in mind?

00:42:35

Sheryl Davis

The framework, the equity framework itself, has to be presented to the board by 2020. And then by 2021 the departments have to submit their equity action plans. So those are the two--and then there is also a requirement for a report card or score card. So those are all things that we need to kind of get going and have underway. The equity framework is a mandate by June 2020.

00:43:01

Joseph Sweiss

So--and the report card and everything was--this is all brand new?

00:43:04

Sheryl Davis

All brand new, so they all have to be created. And they will require--I don't know if anyone was following the process by which this office was created, but those will require intensive engagement, both internally and externally, both with people who work for the city, as well as people who receive services from the city. A lot of people feel like they contributed to make this office happen, and want to make sure that this office is accountable.

00:43:33

Michael Sweet

Commissioner Clopton?

00:43:35

Karen Clopton

On that note, I wanted to recommend to the chair and vice-chair that we have a standing item for a report from the Office of Racial Equity, so that we are able to provide oversight and accountability for this responsibility.

00:44:02

Michael Sweet

Thank you. Commissioner Sweiss?

00:44:05

Joseph Sweiss

I was just gonna add at the PUC it was extremely challenging to see how all of their small and huge projects would be done in ways that are equitable and mindful of the community, and also mindful of the decisions they made in the past that weren't so sensitive to, you know, the Bayview and a lot of other communities. So I'm really excited to see how this office would work with the PUC. And other departments have huge projects going on on making sure they're done in much more equitable ways.

00:44:39

Michael Sweet

Thank you. Do we have other--

00:44:43

Sheryl Davis

Well, I just wanted to--before Brittini, I think there was a little bit miscommunication on my part. So I know that the HRC is also, or at least I'm co-chairing the mayor's Blue Ribbon Panel, but there is also legislation that mandates the Shutdown Juvenile Hall Task Force. And so I actually wanted to share that tonight, but I realize that that is not in your binders. So Cathy, if we can at least email that, what that looks like and what it calls for. I think the pieces around who's a member, the workgroup areas, and the timeline. Because that one also has a timeline. Juvenile hall is supposed to be closed by 2021, and the HRC is leading that process. So I just want to make sure that you all are familiar with the expectations and the fact that we're listed in that ordinance.

00:45:44

Michael Sweet

Thank you. Any other commissioner questions or comments? Any public comment? Seeing none, I'll ask the commission secretary to please read the next item.

00:46:01

Cathy Mulkey Meyer - Commission Secretary -

COMMISSION SECRETARY

Item number 5, Director and Chair reports. Director's report, review of requested outlines of LGBT Aging Policy Task Force, War on Drugs Report, and Photovoice Projects. Chair report, August 1619 to 2019: The 400-year Anniversary of the Advent of Chattel Slavery and Racism as Doctrine in America, Confronting Historical and Contemporary Manifestations of White Supremacist Ideology and White Nationalism, Violence, Structural Inequality and Terrorism, Addressing Legislative Acts Attacking Women's Reproductive Rights.

00:46:49

Sheryl Davis

So I just--in the first few pages you will see there was a request for outlines and a better understanding of other work that the commission had done, and what the policy was around that. So (inaudible) helped to outline and develop this specifically to questions around how the LGBT Aging Policy Task Force, which became a body of itself through then Supervisor Wiener. So that is kind of the flow of how that process happened. Similarly, the War on Drugs hearing, and then the Photovoice Project, just a way to outline three specific projects that were undertaken by the commission and the process for those.

And then just wanted to share there's--as we have been thinking about the revamp and relaunch of the LGBT Advisory Committee, one of the plans is that as the Office of Racial Equity gets staffed, that that per--that office will take over responsibilities for the Equity Advisory Committee, but that in the meantime, these are the committees that have been coordinated and supported by the staff that still get to community engagement with folks who are not currently on the commission and the work around that. For instance, the collaborative's piece has a diverse group of folks that have been engaging in that process. The Champions is a mix of both city agencies, youth, and community organizations. And then The Youth Council, which Terry and Veronica had been leading. So just to give some idea of the work that's happening there.

And then the page after that, the 7/11/19 from the retreat, was just some of, again, what came up in terms of commission secretary roles and things that had been identified that folks wanted us to continue working on and build out. So--

00:49:00

Michael Sweet

Thank you, Madam Director. Are there commissioner comments or questions on the Director's Report? And on the Chair's Report, I was not aware that I would be chairing this meeting until a couple of hours ago, and was not--did not receive information on the specific items on the Chair's Report, so I will suggest that we put those over until the next meeting. I will now ask if there is any public comment on agenda item number 5, the Director's and Chair's Reports. Seeing none, if the commission secretary would, please read the next item.

00:49:43

Cathy Mulkey Meyer - Commission Secretary

Item number 6, commissioners' activities in the community. This is an opportunity for commissioners to report back to the commission on work they are doing within San Francisco communities.

00:49:58

Michael Sweet

Thank you, Madam Secretary. Are there commission members who wish to report on activities they've been engaged in in the community? Commissioner Ampon?

00:50:12

Melanie Ampon

I am a part of the planning board for Transgender Day of Remembrance this year, which is on November 20th. It's on a Wednesday this year. And if you all didn't know, the twentieth transgender woman has been murdered in the United States. So it is a very important day, and this is an epidemic that we need to stop. So just wanted to let you all know you all are welcome to come as well. I can give you more information once we figure out where the venue is.

00:50:48

Michael Sweet

Thank you. Please do. Other commissioner activities in the community? Commissioner Hijazi?

00:50:56

Hala Hijazi

I was asked to speak at the 9/11 Remembrance Day, the official day of service. And I'm also participating in the FBI Citizens Academy. It's an eight-week course to focus on civil rights, human trafficking, and other (inaudible). So it's an eight-week course. Anyone interested in doing that the next cycle, please let me know.

I also had meetings with the Department of Homeland Security to talk about how people when they arrive, the type of I guess you would say surveillance or things that they have to do when they get into the airport when they're detained for whatever variety of reasons. Anyone interested in also getting a tour of the Department of Homeland Security, and then meeting to talk about that, please let me know as well.

00:51:45

Michael Sweet

Great. That sounds interesting. I'll note that a number of years ago a member of the commission, Commissioner Mahazha (sp?), was actually instrumental in helping to set up the transit facility at SFO. And is--are you--is that still open and active and--in SFO there's a transit area, so they don't have to send people down to San Mateo County Jail apparently.

00:52:16

Hala Hijazi

I don't know.

00:52:18

Michael Sweet

Okay.

00:52:19

Hala Hijazi

Mine was just specifically for the--what happens if someone gets detained, and what are their rights, and what is the process once they land in U.S. custody, and what happens if they have a right or wrong visa, and then what kind of profiling that happens or doesn't happen. So I don't know about that, but we had a group of 12 people from different civil rights organizations that were present. We also had Muhammad--I'm sorry, Mikail Ali, who's deputy chief, also was there to talk about this process.

00:52:48

Michael Sweet

Great. Thank you. Other commissioner activities in the community? I will note that I got an invitation to attend something--is it next week, Linked In? The week after?

00:53:07

Sheryl Davis

Yes, next Tuesday.

00:53:09

Michael Sweet

Tuesday?

00:53:11

Sheryl Davis

At Linked In. They are opening up their community space, and want to--they've invited--and I think David maybe shared it with the commissioners earlier this week about the event at Linked In for their launching of their community space, and wanting to make sure that people know it's available, and wanting to actually help get more businesses to think about the ways that they have partnered to address issues of inequity. So--

00:53:47

Michael Sweet

Well, I look forward to attending that event. I was very pleased to see that Director Davis will be one of the featured speakers. And when Director Davis speaks, I look forward to hearing her. Any other commissioner activities in the community? Any public comment on this item? Seeing none, we'll move on to the next item.

00:54:14

Cathy Mulkey Meyer - Commission Secretary

Item number 7, matters of interest for possible inclusion on future agendas.

00:54:22

Michael Sweet

In addition to communicating with the chair and/or the director via email or a telephone call, commissioners are welcome at this point to suggest items that they would like to see included on future agendas. Director Davis?

00:54:38

Sheryl Davis

I just wanted to highlight, which we didn't talk about earlier, that Cathy Mulkey Meyer - Commission Secretary will be taking over the responsibilities as commission secretary, and mentioned something today that I thought might be of interest to the commission around having a standing item around unfinished business. So that as things have come up that we've talked about, that we don't forget about them, and that they can be put on and revisited and kept front of mind. So I just wanted to offer that, because Cathy came with new eyes and new ideas, and so just wanted to thank her for that.

00:55:14

Michael Sweet

Great. And it--along those lines, we've talked a lot about kind of reviving the update on what members of the staff are doing in not a in the weeds, every single thing every minute of the day, but I think it's great if we're gonna hear, as commissioners, if we're gonna hear that a member of staff was at a meeting with other commissioners or with, you know, department heads or something, and, you know, we made a presen--a presentation was made on behalf of HRC, it would be great to know in advance if it's available. And if nothing else, afterwards to see

that, you know, all the great things that staff are doing. So hopefully that's something that we could revive. And I have in mind, I think, a great person to do that.

I will add on this item that at this point there are two commiss--I'm talking about transit equity in the hearing we had two weeks ago. I have two commissioners who have worked with me and with Brittni on kind of what we're doing with that project, and how we got to there, and I will invite anyone else who wants to participate in that working group to let me know. I think what I'd like to see, I don't know if we can get to it in the December meeting or not, I've talked about--in the past I've talked about doing--going back out in the community, as we've done in the past, for meetings outside of City Hall. And I think after hearing what we heard, I think that the next step is probably for us to go into the community, I'm thinking probably District 10, and hold a public meeting on transit and use that as the next step. And then I guess the final step would be how we might report back or what might happen next. So if anyone else is interested in being on a--in a working group with me, please let me know. And hopefully we'll, if not late this year, then early next year, be able to get out in the community and have our next hearing on transit issues. Director Davis?

00:57:27

Sheryl Davis

Just to note, I think that MTA and Julie Kirschbaum are planning to come back on October 24, just to respond to what was said. And then I think that will be good information. And I've talked to Cathy about organizing some of those for the community meetings, so that we can--once she responds, we can hear from folks whether they agree or believe or, I mean, not to say that on the record, but--sorry.

00:57:56

Michael Sweet

And we did have a lot of questions, and she did say she'd come back. And I will say that I left--I don't know if this is more recent information or that is more recent information, but I left the building in the elevator with Julie, and she was like, "Wow." And it sounded like she might've thought like they felt like they needed more time than just showing up on the 24th. So is that a date that's been confirmed since the last meeting?

00:58:24

Sheryl Davis

Yes. And I think that they may not have all the answers, but because that was a lot, and it sounds like the more they explain, the more questions come up, so it may be good. I think they may be back multiple times. I just think it's probably good to start with at least some of the hardest questions that--

00:58:44

Michael Sweet

Yeah, great. Good. Thank you. Commissioner Karwande?

00:58:50

Maya Karwande

Just kind of going to kind of unfinished business items, one thing that I know we've discussed, and Commissioner Clopton especially, was doing kind of a big hearing at some point in a f-- maybe in a few months. I was wondering kind of if there had been any further developments on that, or if we were still kind of tossing around--I think we had talked about our subpoena power or different topics. So I just wanted to check in on that, either for this meeting or for the next one.

00:59:22

Sheryl Davis

So I will say I had a conversation with Dr. Colfax from DPH, Department of Public Health. They are very interested in having a joint hearing. And some of the things that we know that are hot topics right now, whether it's mental health, or it's their recent move, or their conversations around violence and public safety as mental health issues, there's definitely some things, I think, if folks are interested in. But he said he was very interested in hosting, as well as the mayor's Office on Disability really wanted to think about how we could partner and have a joint hearing around some things, especially things that came out of the transit equity hearing. Whether it's because we've--I've had several calls from some of the people that were in both the disability side, as well as some of the transit equity sides about what they think should be happening. So yes, we have the potential to do a large hearing with some partners.

01:00:28

Michael Sweet

Commissioner still misspelled Loduca.

01:00:32

James Loduca

Along that line, I'd be very interested in learning more about all the work that's being done by all the departments that are involved in the issue of conservatorship, and to make sure that it's being applied thoughtfully in ways that upholds the human rights of everyone involved, and is meeting the goals of the program that I think it was--the legislation was originally intended for.

01:01:02

Michael Sweet

Commissioner Hijazi?

01:01:03

Hala Hijazi

Another one that we can put on the agenda is hate crimes, and getting a report from the district attorney's office, ACLU, Asian Law Caucus, even the FBI, because their focus right now is on hate crimes and how it's affecting all our diverse communities, especially the members of the faith-based communities and places of worship, and securing places of worship. So it might be a good idea to do--get different agencies to come and speak, present. And maybe it could also be a joint one with the Immigrant Rights Commission to do that. And I think a lot of people have brought it up, but I just think this is a good time to probably--things are a little calmer to take this one.

01:01:44

Michael Sweet

Great. Sounds like an entire year's worth of work. And I see no other commissioner comments on this item. Is there any public comment on item number 7? Which brings us to the last item, which is, Madam Secretary?

01:02:10

Cathy Mulkey Meyer - Commission Secretary

Item number 8, adjournment.

01:02:12

Michael Sweet

This meeting is adjourned at 6:39.