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# HUMAN RIGHTS COMMISSION

City and County of San Francisco

*London N. Breed, Mayor*

## *Regular Meeting Minutes*

November 8, 2018

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

Eva Chan, 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**  
**NOVEMBER 8, 2018**

Susan Belinda Christian  
Michael Sweet  
Melanie Ampon  
Karen Clopton  
Mark Kelleher  
Jason Pellegrini  
Joseph Sweiss

Absent:  
Hala Hijazi  
Eva Chan  
Maya Karwande  
Abigail Porth

00:00:06 SUSAN BELINDA CHRISTIAN  
Good evening. It is 5:34 p.m. on Thursday, November 8<sup>th</sup>. And this is the regular meeting of the San Francisco Human Rights Commission. Madam--Mister Secretary tonight, would you please read the roll?

00:00:20 COMMISSION SECRETARY  
Chair Christian.

00:00:21 SUSAN BELINDA CHRISTIAN  
Present.

00:00:23 COMMISSION SECRETARY  
Vice Chair Sweet.

00:00:24 MICHAEL SWEET  
Present.

00:00:25 COMMISSION SECRETARY  
Commissioner Ampon.

00:00:27 MELANIE AMPON  
Present.

00:00:28 COMMISSION SECRETARY  
Commissioner Chan. Commissioner Clopton.

00:00:32 KAREN CLOPTON  
Here.

00:00:34 COMMISSION SECRETARY  
Commissioner Hijazi. Commissioner Karwande. Commissioner Kelleher.  
Commissioner Pellegrini.

00:00:44 JASON PELLEGRINI  
Present.

00:00:45 COMMISSION SECRETARY

Commissioner Porth. Commissioner Sweiss.

00:00:50 JOSEPH SWEISS  
Present.

00:00:51 COMMISSION SECRETARY  
We have quorum.

00:00:52 SUSAN BELINDA CHRISTIAN  
Thank you. And now we will call public comment on items not on the Agenda. And this is a time for members of the public to address the Commission on matters that are within the Commission's purview, but not on tonight's Agenda. I'm not seeing any cards right now and I'm not seeing anyone approaching the podium for public comment. So Mr. Secretary, if you will read the next item on the Agenda.

00:01:20 COMMISSION SECRETARY  
Adoption of Minutes dated October 25, 2018.

00:01:25 SUSAN BELINDA CHRISTIAN  
Colleagues, these draft minutes were circulated, and I will entertain a motion. I know that there may have been some few edits already made; is that right, Lori, by Commissioner Kelleher?

00:01:39 COMMISSION SECRETARY  
Yes, and those were recirculated.

00:01:41 SUSAN BELINDA CHRISTIAN  
And those were recirculated. So if people can take a final look and I will entertain a motion. Commissioner Clopton.

00:02:05 KAREN CLOPTON  
I move approval of the minutes.

00:02:09 SUSAN BELINDA CHRISTIAN  
And is there a second?

00:02:13 JOSEPH SWEISS  
Second.

00:02:15 SUSAN BELINDA CHRISTIAN  
Thank you, Commissioner Sweiss. Is there any Commissioner comment on this item at this moment? Commissioner Ampon, do you have a comment?

00:02:24 COMMISSIONER AMPON  
I just noticed that I was marked absent from the last meeting, but I was here.

00:02:30 SUSAN BELINDA CHRISTIAN  
Thank you, we will correct that. Any Commissioner comment at this time? Vice Chair

Sweet.

00:02:39

MICHAEL SWEET

I was noted as absent, but probably should not have been.

00:02:44

SUSAN BELINDA CHRISTIAN

On the 25<sup>th</sup>?

00:02:45

MICHAEL SWEET

Because I was in hiatus at the time.

00:02:50

SUSAN BELINDA CHRISTIAN

Ah, that--

00:02:51

MICHAEL SWEET

So we should get that corrected.

00:02:52

SUSAN BELINDA CHRISTIAN

So he should just be removed from that list, as well as the cover page for the minutes because he was not active at that time. Any further Commissioner comments on this item? Any public comment on this item? Seeing none, Mr. Secretary, would you please read the roll?

00:03:29

COMMISSION SECRETARY

Chair Christian.

00:03:30

SUSAN BELINDA CHRISTIAN

Yes.

00:03:32

COMMISSION SECRETARY

Vice Chair Sweet.

00:03:33

MICHAEL SWEET

Yes.

00:03:34

COMMISSION SECRETARY

Commissioner Ampon.

00:03:36

MELANIE AMPON

Yes.

00:03:37

COMMISSION SECRETARY

Commissioner Clopton.

00:03:38

KAREN CLOPTON

Yes.

00:03:39

COMMISSION SECRETARY

Commissioner Pellegrini.

00:03:42

JASON PELLEGRINI

Yes.

00:03:43

COMMISSOIN SECRETARY

Commissioner Sweet--I mean Sweiss.

00:03:47

JOSEPH SWEISS

Yes.

00:03:48

COMMISSION SECRETARY

Motion passes.

00:03:50

SUSAN BELINDA CHRISTIAN

Thank you. Moving on the regular business, Mr. Secretary, would you read the next item, please?

00:03:55

COMMISSION SECRETARY

70<sup>th</sup> Anniversary of Human Rights Day presentations. Sandy Sohcot, The World As It Could Be, Human Rights Education Program.

00:04:03

SUSAN BELINDA CHRISTIAN

And this is a discussion item. Welcome.

00:04:05

SANDY SOHCOT

Thank you.

00:04:08

SUSAN BELINDA CHRISTIAN

A former Human Rights commissioner.

00:04:12

SANDY SOHCOT

Good evening, Commissioners. It is a pleasure to be here. I'm happy to have this opportunity to introduce a program that we call The World As It Could Be, Human Rights Education Program. I'm going to now pull it up so you can see a little more about it. Let's see. This program was started while I was executive director of the Rex Foundation, which actually was started by the Grateful Dead, kind of homegrown rock and roll band. And my job at the time was to revive the foundation in the absence of the Grateful Dead. And--what happened to my--well, hold on. Let's see. Is there a way to keep this up? Oh, there we go. In 2006, one of the things that I was doing at the foundation to kind of regenerate our connection with the community, because we were only known in Grateful Dead concert environments, was to write newsletters about issues of importance to our grantees. The Rex Foundation would make smaller grants to Grassroots programs all over the country and internationally, although quite a few were in the Bay Area.

And so in 2006, I published a newsletter called Perspectives on Being Human. And I'm happy to share these copies with you. And this was to raise awareness about the human

rights framework as a way of seeing that all endeavors to further the betterment of people and the world could be seen as connected by human rights. And in the newsletter, we included the universal Declaration of Human Rights. And after publishing the newsletter, I wanted to bring it to life in some way besides the words, and I wanted to somehow involve youth. I wanted to do something creative. We had just moved our offices into the Presidio and I wanted to somehow engage some of the nonprofit leaders that were there. And so I went to one of our grantees, the San Francisco Mime Troupe Youth Theater Project, and asked if they would be interested in helping us dramatize the importance of the universal declaration. And that led to my raising some money to commission our first original production. We had a collaboration of three nonprofit groups that use the creative arts to work with youth on social justice issues. And it was the Mime Troupe Youth Theater Project, Destiny Arts which is based in Oakland, using dance and martial arts to work with youth, and then Youth Speaks that uses spoken word to work with youth. We had an executive--creative director, Ellen Sebastian Chang, who might be familiar to you, and we created--they created an original production. It was called *The World As It Could Be, A Declaration of Human Rights*. And this title came about when one of the adults reading the declaration looked at it and said, wow, I did not know this document existed. And it basically spells out the world as it could be.

And so what happened is on December 7<sup>th</sup>, we actually put on our original production that was presented by approximately 20 youth. 17 were from the Performance Troupe of Destiny Arts and 3 were poets with Youth Speaks. And on December 8<sup>th</sup>, we put the production on at Balboa High School. And, in fact, then mayor now governor Newsome was there to welcome the students. And what happened, this was about a 40-minute production that where the youth were declaring--they started with a young man coming out as the universal declaration and being shredded because it seemed to be irrelevant. And through the course of the 40 minutes with dance, spoken word, rap, the youth presented their ideas about what the UDHR represented and why it should be manifested. What happened in the presentation is what led us to where we are today. What we found in the course of it was the young people learning about the declaration, as well as the adults, really became excited about knowing this document existed. And nobody that we connected with, adults or youth alike, knew about the declaration, yet it had this profound effect. What also generated this effect, the catalyst for it, was the use of the creative arts that really helped the young people using creative arts activities like creating a dramatic tableau to look like justice, helped the youth grasp the concepts in a more visceral way. And having the opportunity to be creative in their expressions of their ideas about the universal declaration gave them an opportunity to express the concepts in their own words, in their own expression. And then having the opportunity to be the teachers was somewhat transformational. It was basically like a rite of passage opportunity.

And with the idea that the arts were not being publicly funded well enough in public schools, seeing the response to learning about the universal declaration and knowing that it was actually supposed to be taught in high school, we learned it was officially in the

standards to be taught in 11<sup>th</sup> grade, could be taught in 10<sup>th</sup> grade and 12<sup>th</sup> grade, and yet there was no knowledge of it. And so we piloted developing curriculum with Balboa High School and Arroyo High School in the East Bay, to use the creative arts and a culminating presentation as a part of deepening learning of the universal declaration. We published the curriculum, which I believe you have copies of, in 2010. And since that time, we have put on trainings for teachers and we have been working with high schools, presenting at conferences to have our curriculum utilized. What is unique about it is the integration of the creative arts as an integral part of learning and deepening an understanding of the concepts of human rights, as well as giving the youth the opportunity to basically present why the universal declaration and why human rights are so important. Our endeavor is for the young people to see how it is connected to their every-day experiences. So I'd like to show you, in a more recent time, an example of how this has manifested itself.

We--I did leave the Rex Foundation in 2013 so I could focus on this project. The Rex Foundation is doing quite well with my successor. And we are now part of the Alameda County Deputy Sheriff's Activities League based in the unincorporated part of Alameda County called the Ashland Cherryland area, where they had, in 2014, opened the Reach Ashland Youth Center as a resource for youth who had otherwise been marginalized with very few resources in this particular part of Alameda County. And that gave us an opportunity to create an after-school rite of passage program that would be something that the youth could have a sense of being initiated into the community by adults. And we called it The World As It Could Be Is Within Reach. And we were teaching and we teach the youth about what it means to be part of a healthy community using the universal declaration as our guiding framework. In the last three years, this program has now been led at Arroyo High School. And this last year, we--the students did a community service project that came out of it called The Radical Red Project. And the way this happened was the youth learned about the declaration then they--we gave a process of seeing what was in their community that they felt needed to be addressed, like which articles resonated with them and what needed to be addressed. What came out was Articles 25 and 26, the right to a standard of living and healthcare for good well-being and the right to an education. And the issue at hand was access to menstrual hygiene products, as well as being treated with dignity in the school. The students pointed out that often they were--they would--if girls were--asked to go to the bathroom, the teachers would say why do you have to go. They would actually be somewhat humiliated. And so this was interfering with their right to an education, as well as their right to healthcare.

And so they embarked on a project which involved--sorry, I'm not having--let me get this. What they did was actually work on, and the state law changed that helped them, which was making it a requirement to distribute free products to all schools where there was a certain level of the population at the poverty level. And Arroyo qualified, as well as many of the schools in that area. However, the girls in our group, we happened to have a group of all girls, they designed boxes to hold products in each class. They went

around and presented to all the school about what was available to girls. And they also designed a poster that could be used to educate the school community on the importance of understanding what menstrual health was to the full development of the person. I was actually shocked that this was still an issue, but it is actually quite--we had learned that it's actually an international issue. And it is still locally one of concern. However, this was a major achievement. So this is how we try to show the connection to real life, so that it's really about what does it take to generate human rights in your most immediate world. Our guiding principal is Eleanor Roosevelt's quote and 10 years after the universal declaration was adopted, which starts with "Where after all do human rights begin? In small places, close to home, so small they can barely be seen." And that is the attitude behind our curriculum, which is to really understand that this is about looking at these rights in our most immediate places whether it's how we speak to each other in our homes, at the dining room table, in our classrooms with our fellow students and teachers or with anybody we come across. And this is--our aim is to really show that human rights and perhaps being--that it's about how you are as a person and how you relate to the people around you, and how you can contribute to your community.

If I have time, I can show you one brief video of one of the students. Let's see if I can--

00:15:52

SUSAN BELINDA CHRISTIAN

Please do.

00:16:02

SANDY SOHCOT

And our website, by the way, all of our materials are available for free use. Our curriculum is available. We want it to be utilized as much as possible. It's a resource guide, as well as the lesson plans to teach about the universal declaration. And we have a series of theater games and exercises that help youth creatively grasp concepts and look at each other eye to eye. All of our videos are available, as well. Let's see.

In 2011, we did an original production called Lesson Plans, which was about exercising the right to an education. The excerpts I'm going to show you was a digital story created by Jose Rodriguez. Jose had been a student at Arroyo High School. And when we were working with them in their very first learning--using our curriculum, and he, in develop--in learning about the UDHR and in having the students prepare for their first townhall to present to their community, he had been very shy, very reticent. He hardly spoke. In part, I think it was because he had issues. His family was not documented. He was afraid to speak. His language skills were poor. Our creative director actually engaged with him. He wound up being the sound person for the production. After that production was put on at Arroyo High School, he actually got up, walked across the hall, went up on the stage and started talking about what it meant to him to learn about the universal declaration. And his teacher actually cried. He said he had never heard him speak like that in the two years he had worked with him. Then Jose went on and made this digital story that was part of this Lesson Plans production.

(00:18:20)

(video begins)

AUDIO FROM VIDEO

"Do you know me? My people are from El Salvador. My people are unique. My people are brave and fearless. My people can overcome any obstacle. My people are fighting for their documents. My people are suffering against the government. How do I motivate myself? How do I give myself motivation? I always carry my ipod, I can feel the beat move through me. Drums make me get up. Guitars makes me move around. Sound raises my voice, makes me be heard. My voice says I need to be heard. I can speak. I can call you a friend, a cousin, a brother. I can speak my mind. I can tell you stories. I can sing you a song. But how do I know what to say, what to sing? Because I am educated. Education is my right. Education is something that everyone should have to succeed to fulfill our dreams. Education is what doesn't make you feel like a fool. Education can give you better choices. Education keeps you off the streets. Education is the right to a healthy life, for a better life. Education makes a better world go around. I educate myself by my mistakes. Read a book. Learn new words. Trust myself. For me, I want to be more educated. Me and my sisters, we are the first generation of our family to graduate. We need encouragement to pass this on to the next generation. Do you know me? My voice says I need to be heard. But how do I know what to say, what to sing? Education is my right."

00:21:26

SANDY SOHCOT

So I did try to have Jose participate in a planning meeting for us a few years ago, and he was occupied at community college. So that was a very satisfying thing to know. So this is our work. We not only provide curriculum, we use social media to write blogs, to communicate about the continuing relevance of UDHR; how does it connect to current issues. And we hope that by using the voices of students and our own continuing communications, we will keep raising awareness and bring attention to the importance of the document as really what was meant to be a revolutionary way to have a world of peace and cooperation. And we know that many more people need to know about it than currently. And we hope that we can be part of that. So thank you.

00:22:20

SUSAN BELINDA CHRISTIAN

Thank you for that presentation. And it's really kind of stunning how apropos it is for the times that we are in. And what a great thing it would be to work with you to spread this throughout the community with students.

00:22:34

SANDY SOHCOT

Thank you. And I hope all of you, like, get on our website. You can sign up and be part of our--or like us on Facebook and be part of spreading the word. So thank you.

00:22:44

SUSAN BELINDA CHRISTIAN

Commissioners, any questions or comments? Commissioner Clopton.

00:22:50

KAREN CLOPTON

Thank you. Thank you, President. I just wanted to thank Sandy for coming and presenting, and for all of the work that you've been doing over the last decade. It's exciting. We are hopeful that prior to December 10<sup>th</sup>, we'll be able to, on the Commission's website and other social media forums, to post an article every day. I have been doing that personally for the month of November, because there are 30 days and 30 articles. But I'm hopeful that we'll be able to do that for 30 days before the actual 70<sup>th</sup> anniversary on December 10<sup>th</sup>. We are planning a big celebration and inviting youth from throughout the city to come.

00:23:49

SANDY SOHCOT

Great, that's wonderful. Okay. Thank you very much.

00:23:52

SUSAN BELINDA CHRISTIAN

Vice Chair Sweet.

00:23:54

MICHAEL SWEET

I just want to thank you for coming and say it's great to see you again. Probably 8 years ago, we had a hearing on education as a human right in the Board of Supervisors chamber. And that was, you know, towards the end of your period on the Commission and still one of the more memorable meetings in which I participated in then as a relatively new commissioner. But I want to thank you and commend you on continuing with your work. It's great that you keep going and so many people benefit from what you do.

00:24:26

SANDY SOHCOT

Thank you. I've become somewhat obsessive about it. But thank you very much.

00:24:34

MICHAEL SWEET

Thank you.

00:24:35

SUSAN BELINDA CHRISTIAN

Commissioners, any other comments or questions?

00:24:39

SANDY SOHCOT

All right.

00:24:40

SUSAN BELINDA CHRISTIAN

Is there any public comment on this item? Thank you so much for coming out tonight. I'm looking forward to seeing you again.

00:24:46

SANDY SOHCOT

All right, thank you.

00:24:50

SUSAN BELINDA CHRISTIAN

And, Mr. Secretary, the next item on the Agenda, please.

00:24:53

COMMISSION SECRETARY

Curriculum related to the Universal Declaration of Human Rights. Krista Forgey, 5<sup>th</sup> grade teacher, Mission Dolores Academy with students Laniyah Tullis and Shelia Reed.

00:25:07

SUSAN BELINDA CHRISTIAN

Welcome to you all.

00:25:10

LANIYAH TULLIS

Hello. Hello, my name is Laniyah Tullis. I am in 8<sup>th</sup> grade.

00:25:16

SHELIA REED

Hi, my name is Shalea Reed and I'm in 7<sup>th</sup> grade.

00:25:21

LANIYAH TULLIS

We both attend Mission Dolores Academy and we both are a part of the SRC. At school we work with Ms. Veronica every Wednesday for about an hour, and we come up with ideas for future plans on how we can improve our school community. Over these past months, some examples of what we have come up with to help improve our school community are--

00:25:41

SHELIA REED

Posters for gender equality, bullying preventing and racial equality.

00:25:59

KRISTA FORGEY

Hello Commissioners, my name is Krista Forgey and I'm the 5<sup>th</sup> grade teacher. So unfortunately I've never had these two as my students, but we're all here today to talk about the UDHR--well, human rights, I guess. So I teach the Universal Declaration of Human Rights in my classroom, and I teach 5<sup>th</sup> grade over at Mission Dolores Academy. And so I just wanted to talk a little bit about what that actually looks like at a 5<sup>th</sup> grade level, because it is a very complex document. And I teach it to them day one, basically. I introduce it and I say why do we talk about this, and we discuss why it's important for kids to know their rights from a young age so that when they grow up they can really fight for their rights and they can also tell the rights to other people too, because that's part of the goal of the UDHR.

So through that, we read Esperanza Rising, which is a coming of age story where the main character goes from being very wealthy in Mexico in the 1930s, so after the Mexican Revolution, and then moves to California. And then has a lot of struggles because she is now a migrant worker. And so we connect all of the UDHR to the struggles that she was going through. And the kids totally get it, even examples that I didn't even think of they got. At one point in the novel, the mother gets sick so Esperanza has to work extra hard, and the mom doesn't collect unemployment--not unemployment, but disability or anything like that. My kids raised their hand and they go, "Ms. Forgey, that's a violation of UDHR Article No. 25. We know it." And they--it's amazing. It's very powerful what they're doing. So at a 5<sup>th</sup> grade level when we do it, it

kind of looks something like this. We have the article, paraphrase or summary and then what it looks and then what it doesn't look like. So at a 5<sup>th</sup> grade level, this is kind of what we're doing, how you introduce it and how they begin to really grasp the concepts. And so we break it down one by one article, but they get it. They get it. And then I have two versions of it. I have a plain version, a simplified version, and then we have the complex version that we read first. And I go into why is it important to have a plain version, and they all can say, oh, it's so that we can communicate it with everyone more easily so that everybody knows their rights.

And that's kind of a summary of what we do. We connect it to a lot of other news articles. We talked a lot in my class about the strike that's going on with the hotels. Some of our parents were in it and we talked about the rights that were being violated. One of my students really knows about the one job is enough movement going on. And so we discussed that. But this is what's going on in my 5<sup>th</sup> grade classroom. And that's all.

00:28:56

SUSAN BELINDA CHRISTIAN

Very interested to hear that the students are connecting the declaration to every day events. And does that happen spontaneously in class during discussions, as well?

00:29:06

KRISTA FORGEY

Mm-hmm. Oh yeah. And I have a very lively group and they just, you know, when they think of something they're just like "Ms. Forgey, I know it. I know it." And they're very excited about it.

00:29:19

SUSAN BELINDA CHRISTIAN

Commissioners, any questions or comments? Do you have any thoughts just off the top of your head, I don't mean to do this, put you on the spot. But any ways that--anything that you think that your students might want to bring to us to collaborate with them on, you know at an event or for, you know, a hearing with the students?

00:29:50

KRISTA FORGEY

I mean would you like to hear some of their thoughts on what's going on? We make--

00:29:56

SUSAN BELINDA CHRISTIAN

Absolutely.

00:29:57

KRISTA FORGEY

Yeah, they're very bright. Would absolutely love to do it. I mean these are the middle schoolers at the school, but the 5<sup>th</sup> graders are the same way. We make posters for human rights, so with these violations--or not with the violations, but with the different articles, we kind of have the do's and the don't's of--but in poster form so that we can hang them up all over the school. I can have them do something like that or--

00:30:24

SUSAN BELINDA CHRISTIAN

Yeah, I would really--because I know, I think we probably all wake up, you know, to the radio or look in the paper and just think, you know, oh my god, this is such a catastrophe. This is such a violation of, you know, basic human rights. And I'm interested to hear that from people in middle school and in your class.

00:30:43 KRISTA FORGEY  
Yeah.

00:30:44 SUSAN BELINDA CHRISTIAN  
So we can talk about making that happen--

00:30:47 KRISTA FORGEY  
Absolutely.

00:30:48 SUSAN BELINDA CHRISTIAN  
--sometime in the next few months maybe.

00:30:50 KRISTA FORGEY  
Sure.

00:30:52 SUSAN BELINDA CHRISTIAN  
Okay. And also interested in any other thoughts you come up with later.

00:30:57 KRISTA FORGEY  
Okay.

00:30:59 SUSAN BELINDA CHRISTIAN  
You guys like that idea? Okay. Well, then we'll definitely see you two back here.

00:31:06 KRISTA FORGEY  
Maybe with some 5<sup>th</sup> grader.

00:31:07 SUSAN BELINDA CHRISTIAN  
Yeah. Any other--Colleagues, any other questions or comments? Vice Chair Sweet.

00:31:17 MICHAEL SWEET  
I just want--I have a daughter in 8<sup>th</sup> grade and I--she's never come here and stood up in front of us and spoken into the microphone like that. So I want to thank you for doing that. I think it's very, very great that you guys are doing that and coming down to city hall and showing your interest.

00:31:35 SUSAN BELINDA CHRISTIAN  
Yeah. To second that, you were much more chill than I would be and much more chill than I am sometimes on the second and fourth Thursday of every month. So very, you know, very impressed. And when you said Ms. Veronica, is that our own Ms. Veronica? That's what I thought. So thank you again for coming out, and look forward to seeing you again.

00:31:55

KRISTA FORGEY

Yeah, thank you.

00:31:57

SUSAN BELINDA CHRISTIAN

Is there any public comment on this item? Seeing none, thank you and see you soon. Mr. Secretary, please read the next item on the Agenda.

00:32:08

COMMISSION SECRETARY

Update on projects and staff. Amelia Martinez-Bankhead, MBSK update and Healing Justice Film Screening.

00:32:15

SUSAN BELINDA CHRISTIAN

Welcome.

00:32:17

AMELIA MARTINEZ-BANKHEAD

Thank you.

00:32:17

SUSAN BELINDA CHRISTIAN

Good to see you.

00:32:18

AMELIA MARTINEZ-BANKHEAD

Nice to see you too. Good evening, Commissioners. I know I haven't had a chance to meet all of you. My name is Amelia Martinez-Bankhead. I've been with the Commission a little bit over--almost two years now. But I'm here to talk a little bit about some of the projects that we're working on right now with MBSK. Later on, you're going to hear about the fabulous work that Veronica and Terry are doing with our MBSK youth council. But I wanted to talk about some of the community events that we're doing because, of course, bring our families together in the spirit of strengthening our communities is something really big for us.

So we've been working on black family day for--it's the eighth one that just happened. And that was on Saturday, October 20<sup>th</sup>. It happened at USF. It's an event that took place in partnership with various of our MBSK partners, such as SFUSD, AAALI which is the--I wrote this down--African-American Achievement and Leadership Initiative group, some CBOs like Hundred Percent, College Prep, Collective Impact among many others. The event is designed to provide parents with the opportunities to help support their youth, their children academically and to be able to engage students with different resources that are available throughout the community. The event includes speakers, which also has student speakers, not just adults speaking to them. But there are student speakers also. A resource fair and workshops. Our resource fair was really well attended and organizations that were present, they represented different areas, four different areas which were academic supports and enrichment, arts culture and enrichment, family wellness and support, careers, jobs and financial power.

Now, considering the success that the event has had for the last few years, where they've--they have two a year, so it's really been about four or five years it's been happening. We're now working at having a Latino family day. Same thing with a PI family day. Working with our MBSK collaborative partners, we have started the work with Road Map to Peace, which is the Latino coalition that is part of the MBSK collaboratives. So right now we have tentatively scheduled for Saturday, April 13<sup>th</sup> at John O'Connell High School, which is in the Mission District. And we are in the beginning stages of the planning, but we're really looking forward to having this event in the Latino community. And we will be using Black Family Day as a model, also for a Pacific Islander Day which we'll be planning soon with the folks from the Oceana Sunrise Initiative with our PI brothers and sisters.

So also--and also I hope that you guys can attend. I would love to see you there. So as soon as we have invitations, we will be sending it, because it's always great to be able to see the work that we do in the community, to see the faces of the youth and the families. And family days are always a lot of fun. It's like a big--like you're having a big celebration or, I guess for the Latino, like a big quinceanera. So also as part of MBSK Justice Policy work, there is another event that we're working in collaboration with MBSK partners that we're calling Healing Justice, A Community Conversation that will be taking place Friday, January 18<sup>th</sup>, next year. And this will be at Rafiki Coalition. And what will be happening at this event is that we will be having a screening of a documentary that is called Healing Justice by Shakti Butler. The film explores the causes and the consequences of the current justice system and how it affects our marginalized communities. It walks through the history of violence that has led to the current system, bringing into focus the different histories of trauma on a personal-interpersonal community and generational level. The documentary does address the school prison pipeline, and a need for a comprehensive criminal justice reform. And also the importance of healing and restorative practices. Now, with the idea of restorative practices in mind, the way that this event will take place, again, very community oriented, we will have representation from the different communities. African-American, Latino, PI, Native American. We're inviting all the different communities to help in the planning, but also to take place to be represented in music, art. We'll have people-- hopefully, we're looking to have youth come in, have spoken word. If they sing, whatever it is, to have them represented. But we want to see a good number of youth attending the event because, again, we want to make sure that they know that we are there as a community supporting them in this process.

And the way that the film works is that it has natural breaks in it so that you can have group work. Sorry, the smoke outside is really affecting my voice. So there's opportunities for group work. So there's discussion about what's going on and it will be led by different people that are familiar with restorative practices. And, of course, in the spirit of community we will be breaking bread together. So the event will be about a four-hour event, and because we will be having youth coming from different areas of the

city and we--it is getting darker a little earlier in the day. We are making sure that we will have a system of safe passages for our students so they can get there and get home safely too. So this, again, is another one of our main events that we'll be having at the beginning of the year and, again, an invitation to everybody will be going out once it's ready to go. Those are the main highlights that I had for you tonight. Not sure if anybody has any questions.

00:38:46

SUSAN BELINDA CHRISTIAN

You said that was going to be the last--the screening is in January?

00:38:49

AMELIA MARTINEZ-BANKHEAD

The screening is going to be in January. January 19<sup>th</sup>. Don't want to lie to you. I believe it is January 19<sup>th</sup>. Sorry, no, January 18<sup>th</sup>. Friday, January 18<sup>th</sup>. It's going to be from 3:30 to 7:00 p.m.

00:39:02

SUSAN BELINDA CHRISTIAN

And where will it be?

00:39:03

AMELIA MARTINEZ-BANKHEAD

At Rafiki Coalition.

00:39:04

SUSAN BELINDA CHRISTIAN

Rafiki. Okay.

00:39:05

AMELIA MARTINEZ-BANKHEAD

Yeah, it's at the very end of Chavez. I think that's Pier 80 that's out there.

00:39:08

SUSAN BELINDA CHRISTIAN

Okay.

00:39:09

AMELIA MARTINEZ-BANKHEAD

Nobody usually knows where Pier 80 is. Very end.

00:39:12

SUSAN BELINDA CHRISTIAN

Okay, thank you. Colleagues, any questions or comments? Look forward to hearing more generally at future Commission meetings about just checking in again about MBSK and how it's working out, and especially around gender. I know here in San Francisco, we--brothers and sisters is focused on. And so I'd like to just kind of hear about that aspect of it.

00:39:45

AMELIA MARTINEZ-BANKHEAD

Okay.

00:39:46

SUSAN BELINDA CHRISTIAN

And how the focus on brother and sister and gender is generally worked through the program--is working through the program these days.

00:39:58

AMELIA MARTINEZ-BANKHEAD

Definitely. I can definitely come back and talk to you about that.

00:40:01

SUSAN BELINDA CHRISTIAN

Okay, great. Thank you. Any public comment on this item? Thank you, Amelia. Good to see you.

00:40:09

AMELIA MARTINEZ-BANKHEAD

Thank you. Good to see you too. Have a good evening.

00:40:11

SUSAN BELINDA CHRISTIAN

The next item.

00:40:13

COMMISSION SECRETARY

Willie Brown Fellow Update, Nallely Reynoso.

00:40:19

SUSAN BELINDA CHRISTIAN

Welcome.

00:40:20

NALLELY REYNOSO

Hi. Thank you. Hi, so my name is Nallely Pandora Reynoso and I am a Willie Brown fellow placed at the Human Rights Commission. I have been working with Veronica, who I am very grateful for. So I am a student at San Francisco State. I am criminal justice major and this is my last semester. And I took this fellowship because I have an interest in working in the public sector, more specifically working with youth. So that's why I was placed with Veronica, so that I can learn about all the different youth programs that the HRC offers. So I have learned about MBSK, which I had a meeting with Amelia about. I also went to the GARE speaker series, and that was--I enjoyed that because it, like, really made me realize that there are certain policies that you don't think affect a certain population, but it really does. So that opened my eyes to that.

Recently, I have also been attending Rooftop school groups with Veronica. And I've been enjoying that because I get to see firsthand how the youth are involved and how passionate they really are and why they are in that school group to begin with. And that's why I have an interest in working with youth, because I believe that they truly are our future. So I just--like, I'm--sorry, I don't know how to phrase it. I'm just really grateful for this experience with Veronica, and even Sneh, Terry, Lori--everyone in the office that--I'm learning a lot and I'm grateful for this experience and--sorry, I'm not good at...

00:42:19

SUSAN BELINDA CHRISTIAN

No, you're doing well. You're fine.

00:42:22

NALLELY REYNOSO

And on a final note, I am a dreamer student, which--sorry, I get emotional about it.

00:42:29

SUSAN BELINDA CHRISTIAN

Mm-hmm.

00:42:36

NALLELY REYNOSO

Sorry. Also, I created a survey for other dreamers. I'm so sorry.

00:42:45

SUSAN BELINDA CHRISTIAN

Don't apologize, you're fine.

00:42:48

NALLELY REYNOSO

So from the current results, I just distributed it earlier this week. So from current results, it looks like family separation and every day racism is what people are most worried about, which I can connect with, which is why I'm getting so emotional. I'm sorry. One of the questions I included was also what can the HRC do to support dreamers, because that was a really important aspect for me. And it looks like basically just support, like not necessarily provide resources but just the HRC saying that they stand with immigrants and just general support. But, of course, resources would also be very helpful. And I think that's it. Thank you. I'm just very grateful.

00:44:00

SUSAN BELINDA CHRISTIAN

Well, we're grateful to have you with us for this time and for, you know, you were talking about how you--and even Sneh has been great. But the perspective that the students that come into the HRC for the summer or for a semester or for the year is so vital to making sure that we are current with the younger people in all of our different communities. And so you bring so much to us. And I personally just want to thank you for that, but also on behalf of the Commissioners to let you know how important what you do and what your perspective is to us. And so thank you for being present and for speaking up. And please never apologize for your emotions, because that is part of your strength and it always will be. So thank you so much.

00:44:55

SUSAN BELINDA CHRISTIAN

Mr. Rao.

00:44:58

SNEH RAO

Yeah, I just want to echo the Chair's sentiment. I think we can't stress enough how lucky we are to have you and we're so grateful for your work, you know. And I think-- recognize that as you're grateful to be here. We're really grateful to have you here, you know, and you bring a lot of value and perspective to our work. So thank you for making it in every day from a really far place. I really appreciate that.

00:45:23

SUSAN BELINDA CHRISTIAN

And please, you know, going forward or, you know, even now whenever something comes to you about--anything that comes to you about how we can, as a Commission or as individuals, support the dreamers generally but the specific individuals who are, you know, within our reach, please, please do let us know. Please speak up always.

00:45:46

NALLELY REYNOSO

Thank you.

00:45:47

SUSAN BELINDA CHRISTIAN

Commissioner Kelleher.

00:45:50

MARK KELLEHER

Thank you so much for your presentation. I had the privilege when I was at SF State to work on helping to organize the Willie Brown Fellowships in the earlier days. Excuse me. And just for a little context, the Willie Brown Fellows, there are about 12 of them every year and the last dozen years there have been about 150, actually. And I'm just really grateful to the Human Rights Commission to take on several of the fellows every year, or at least periodically. And to the other organizations across the Bay Area that do that, as well. But you can see the impact, personal impact that the fellows have. And I just want to also just express extra gratitude to former Mayor Brown, who continues to organize funding for the fellows every year. He's organized over \$1.2 million in the last couple of years to infuse the fellows with, you know, with more funding to expend the fellows beyond a smaller initial cohort originally. And then also every other year he holds an event in the city called The Breakfast Club that continues to raise money for this. So this is all privately funded by city leaders across the area. And, you know, again, you can just see how impactful it is. It's one example, a very important example. But this story is repeated over and over again through over a dozen students every single year. Thanks.

00:47:26

SUSAN BELINDA CHRISTIAN

Thank you, Mark. Commissioners, any other comments are questions? Thank you so much. When do you leave us?

00:47:38

NALLELY REYNOSO

The week of December 10<sup>th</sup>.

00:47:40

SUSAN BELINDA CHRISTIAN

Okay, great. Thank you so much for your work. Is there any public comment on this item? Thank you. Mr. Secretary, the next.

00:47:54

COMMISSION SECRETARY

MBSK Youth Council update, Veronica Garcia and Terry Jones.

00:48:08

VERONICA GARCIA

Hello, hello, hello. I took some notes, I wrote some notes for Terry and I because we tend to be chatty. Chatty. I won't use Cathy. But, you know, I get really excited also and similar to Nallely, I also get really emotional talking about things that I'm really passionate about. So, look, I could start crying right now just because I'm so excited to share with you updates about the youth council. And I've got to make sure Terry shares

too because I'm just so excited.

So we have been managing the youth council this year. And so we--so Amelia was actually out on maternity leave, and so there were several of us that picked up projects related to the MBSK. And so one of the projects that Director Davis entrusted me with was managing the youth council. And so similar to what you all already know about the MBSK, you know, Amelia and some other folks really wanted to make sure that there was a youth component to that, and that we were reaching young people. And so I got volun-told to outreach and recruitment for the group. I want to say we received at least 27 applications for the youth council, and it's the first one of its kind. And so because of the fact that we have so many partners that we work with, they are actually also part of a national organization. And so they're a community action team. And I couldn't tell you exactly like where, you know, what organization houses that, but they're basically the San Francisco chapter for a national organization. And so that's been really important to highlight and, you know, they--the folks that are in partnership with us that they're part of the CAT, they actually came to see Cornell West and--when our youth council was here. And so it was just--it's been really amazing to work with them.

And so we have 16 youth between the ages of 16 to 24. They've been meeting three times a month for the last several months. And so you can imagine they have really long days. They're dealing with whatever they're dealing with at school, homework. Some of them are applying to college right now. Some of them are justice involved. Some of them are dreamers also. And they come and they show up and they do really great work with us. And so they just hosted--I'm not sure if you heard about it or if you saw it in the paper, but they just hosted a Board of Education Candidates forum at the African-American Art and Cultural Complex. And so they really grilled and asked a lot of really difficult questions to 11 of the candidates that were running for Board of Ed. And they even got some time in the newspaper. And so I'm happy to have Lori maybe, or Terry, circulate that link so you all can read about it. But they did an incredible job. And I have more to share but, you know, Terry wants to share a little bit.

00:50:47

TERRY JONES

And again, I don't think I've formally introduced myself to the Commission. But, yes, my name is Terry Jones. I work at the HRC. Before I worked at the HRC, I was mayoral fellow at the mayor's Office of Housing and Community Development with Hope SF. My role with the MBSK youth council is more of a supportive role and analytical role. And I also use a lot of my lived experience to really help push the work on the youth council, meaning that I've been through these networks. I've been--like I'm like a total lived experience of what these children or youth are going through. So I use my knowledge in what I've learned to really help them. Like Veronica said, they have the education--I mean the Board of Education Council, but also they also go to leadership councils which some of them went to Aspen for the--

00:51:39

VERONICA GARCIA

Opportunity Youth United Forum.

00:51:41

TERRY JONES

Yeah, for the Opportunity Youth United Forum, where some--I think two or three of our youth went to represent San Francisco to basically say the work that we're doing and how their organizations are helping them get to a better place.

00:51:53

SUSAN BELINDA CHRISTIAN

Fantastic.

00:51:55

VERONICA GARCIA

We can both go on and on about them. Amazing. But shameless plug, which again we'll make sure to put in an e-mail to you. There were--we're always--and see how excited I am? I can't even get my words out. We're going to celebrate them here at city hall on December 17<sup>th</sup>, to have their final kind of exit celebration and really wanting to uplift them, the work that they've been able to lead through the HRC and through our partners all year long.

00:52:23

SUSAN BELINDA CHRISTIAN

So the celebration will be coordinated by the partners, as well as HRC? You. Okay.

00:52:31

VERONICA GARCIA

With Director Davis with Terry and who else--whoever else wants to help.

00:52:36

SUSAN BELINDA CHRISTIAN

So please do get that out to us as soon as you can so we can try to fit that in. This is such incredibly important work and incredibly impactful. So--and I can never hear enough about it. So thank you so much. Commissioners, any--are you--Terry, did you have anything else you wanted to say?

00:52:55

TERRY JONES

No.

00:52:56

SUSAN BELINDA CHRISTIAN

Okay. Sure?

00:52:58

TERRY JONES

Pretty sure.

00:52:59

SUSAN BELINDA CHRISTIAN

All right. Commissioners, any questions or comments? Any public comment on this item? Good to see you both. Thank you for your work and talk to you soon. Letter D.

00:53:19

COMMISSION SECRETARY

Update on the recent federal memo affecting recognition of transgender and non-binary persons and Mayor's executive directive on gender identity by Clair Farley Office of

Transgender Initiatives.

00:53:32

CLAIR FARLEY

Wel--or hi, Commissioners. Good evening.

00:53:35

SUSAN BELINDA CHRISTIAN

Welcome, Director.

00:53:35

CLAIR FARLEY

Welcome. I'm here today to give you an update around the leaked Trump memo that came out a couple weeks ago, as well as the mayor's directive that went out to all city departments. So first off, a little bit about our department. I came into the role back in December, took over for Teresa Sparks. And prior to that, I was working with the LGBT center for 10 years running the economic development programs there. Our office works kind of in four key areas around policy development, program support of trans-funded programs throughout the city, as well as we work to advise departments and city partners around how to be more trans-inclusive. And then we also have a trans advisory council, which Commissioner Melanie is a part of. So grateful for her service.

So for the Trump memo, it was basically leaked that there would be a redefinition of gender. Primarily, this definition would be based on biological sex and would in turn erase the understanding of most scientists, leaders in the community, as well as legislation and court cases that have been won throughout the years that defines sex protecting gender identity and gender expression. This rollback and recognition for transgender people feels like an ongoing attack on trans folks. As we know, there's been several attacks as the trans-military ban, health and service access. So we know that this coming out right before the election continues to be distraction, but also I think for the community is really feeling the impact of it.

In partnership with the mayor, we released a directive that really broadens gender identity across all city forums, including, you know, some of the surnames that are often on documents when people are applying for insurance or other services to make sure that we're not saying mother, father; that we really are thinking about how do we let people show up their full selves when they access city programs and services. In addition, we are going to look at expanding gender identity and inclusion training and cultural competency training across city departments and staff. Currently, within manager sexual harassment training, there is inclusion of sexual orientation and gender identity training, but it's not necessarily across all staff. And so we want to make sure that San Francisco, that trans people and non-binary folks can show up as their full selves when they access city services. So that is all for me. If you have questions about the memo or questions around the directive, I'm happy to answer any questions.

00:56:54

SUSAN BELINDA CHRISTIAN

Director, do you have a sense of when this policy, this federal policy will actually

appear? I know the idea of it was leaked, but do we know anything else about it actually coming forward?

00:57:06

CLAIR FARLEY

Yeah. Our understanding is that HHS will probably release a formal statement and then it will go through review probably through December to January. So there will be that two-month public comment period. So we do expect that we'll probably see something by the end of the month. It's possible it could be delayed with all of the backlash, but our understanding is that this is really an attempt to redefine access to medical services and healthcare, specifically around Obamacare, et cetera, to add more medical exclusions to trans healthcare.

00:57:47

SUSAN BELINDA CHRISTIAN

Aside from the, you know, just clear basic violence of it, I mean it will really do, just by definition, material violence to intersex children.

00:57:58

CLAIRE FARLEY

Yes.

00:57:59

SUSAN BELINDA CHRISTIAN

I mean if you--if there has to be this, you know, mandated binary for someone who's, you know, physically born without that and what that means for encouraging parents to do surgery at birth. And so it's just, you know, violent in every way.

00:58:17

CLAIRE FARLEY

Yeah. I mean it's interesting. Thank you for that comment. Intersex folks were not included in the leaked memo at all or even recognized. So --

00:58:27

SUSAN BELINDA CHRISTIAN

Or they don't exist probably in the memo.

00:58:29

CLAIR FARLEY

Correct. Yeah. So based on that understanding, there was an objection piece of the memo that said that based on genetic testing, one could potentially, you know, prove their identity. But we are still unclear how that would maybe retroactively affect birth certificates or other things where people have already transitioned. A lot of the work that our office has been doing is trying to help create a sense of awareness and what this actually means to the community, because there's a lot of fear. Also, being really clear through the mayor's directive that San Francisco will continue to protect trans and non-binary people, as well as we will continue to work to address this both on the federal level and when other states try to pass discrimination policies that impact human rights.

00:59:25

SUSAN BELINDA CHRISTIAN

I know that you and Director Davis have been talking about a number of things, but--and I'm always--I think we all are always wondering ways that HRC can be effective by

speaking. And I think this is one way that we might really be able to contribute, especially if we use the network of human relations organizations, human rights organizations around the state and California, but perhaps even reach out nationally and just try to have, you know, a really strong presence and a voice with the idea of human rights being attached to this and how it is an assault on human rights, you know, at the most basic levels, but at every level. And so I think maybe this is--and Commissioner Sweiss, you were very interested in communications. And so we're going to be meeting soon. Maybe this is something that we can just, you know, do as an initial matter.

01:00:20

CLAIR FARLEY

Yeah, I think that's a great idea. You know, there was a letter submitted by major employers and companies in tech and I think maybe a similar response, you know, kind of gearing up for the response to the comment period if there's some coordinate efforts to really talk about how this is a human rights violation. Because not only does it impact trans folks and non-binary and intersex folks, it would really impact anyone who has non-conforming gender presentation or identity. So this is not really a trans issue. It's really a presentation issue. So if you were fired for, you know, your presentation at work--

01:01:00

SUSAN BELINDA CHRISTIAN

A little too butch or a little too fem.

01:01:01

CLAIR FARLEY

Correct. Then this is basically saying that case law that defines that you'd be protected based on your gender expression wouldn't be the case based on this new definition. But again, in California, we would be protected. But looking at states where there are non-existing, non-discrimination policies since there's no broad or federal protection.

01:01:22

SUSAN BELINDA CHRISTIAN

And then, you know, just obviously also ramping up the hate crime, incidents of hate crime, people be encouraged to do violence toward people who didn't fit the binary. So Mr. Rao.

01:01:36

SNEH RAO

Yeah, I was just going to add, you know, going back to earlier conversation about education as a human right. My understanding is that this memo could also have implications for federal civil rights programs, Title 9 education programs, as well. So--

01:01:47

SUSAN BELINDA CHRISTIAN

Exactly.

01:01:47

SNEH RAO

--I think we could tie that in, as well.

01:01:50

SUSAN BELINDA CHRISTIAN

So, Lori, would you please make certain to make a note of that and maybe we can start talking to the director when she returns.

01:02:00

CLAIR FARLEY

The final note, I'll just say is next Tuesday we're celebrating the kickoff for our transgender awareness month at the mayor's balcony, as well as doing a flag raising. And Commissioner Melanie will be speaking and accepting that proclamation. So we would love to invite you all to be there. The flag raising starts at 11:15 with the mayor and then we'll have a short program afterwards.

01:02:26

SUSAN BELINDA CHRISTIAN

Great. Lori, if you can make sure we get that--those details. Commissioners, are there any other questions or comments? Do you have anything else you want to tell us about this particular thing right now?

01:02:42

CLAIR FARLEY

No, but I'm happy to come back and continue to share updates on our work. I'm sorry that this is the first time that I've been in front of this body, but I would love to continue to work with you. And think that there's such a natural fit between obviously, you know, Sneh and I do a lot of together and Director Davis. But would love to continue to work together in our shared work.

01:03:06

SUSAN BELINDA CHRISTIAN

That's great. And I'll reference that a little bit toward the end of the Agenda, the idea of having a--you don't have a commission, but a hearing, a joint hearing with your office and our commission on a number of things. Okay, great.

01:03:22

CLAIR FARLEY

Thank you so much.

01:03:23

SUSAN BELINDA CHRISTIAN

Thank you. Any public comment on this item? Seeing none, Mr. Secretary, would you read the next item on the Agenda, please?

01:03:33

COMMISSION SECRETARY

2019 Goals and objectives for the Commission and review scope of the Human Rights Commission charter.

01:03:39

SUSAN BELINDA CHRISTIAN

So I had this kind of on the Agenda as a running item. And, you know, I've been ill for the last month. And so I apologize for not being here. And this isn't going to be, from my point of view anyway, a big substantive thing that I'm going to have much to say about tonight. But as we are heading into the new year and looking at how we're defining--how we would like to define our work in this context that we have found ourselves in for the last two years now. Has it been more than two years? It's just

horrible. Every day it just gets worse. But continuing to think about how we can be effective in the context that we're in now as the Human Rights Commission. I'm not sure if anyone has anything to put down for notes tonight, but if anybody has any thoughts about that at this moment, happy to hear them. But please do keep this in the front of your minds as you think about your commission work, about or commission work. And we will need to schedule a retreat in the coming months. And so as we prepare for that and as we prepare for laying out what we feel our Agenda for the year will be, you know, please start working on it individually and continue to work on it individually.

I think that's--I don't really have anything else I need to--feel that I need to say about that other than I, you know, I really would like to, you know, just personally for myself find a way that I feel like the work that I'm doing on this commission does--is responding in affecting the climate that we're in. And I believe that we are already there, you know, with the presentations we had tonight talk about--talked about that very explicitly and the link is clear. But I do want to make sure we are continuing to move in that direction. Anybody else have anything they want to say about that? Any public comment on this item? Seeing none, Mr. Secretary, the next item on the Agenda.

01:06:00

COMMISSION SECRETARY

Director and Chair's Reports.

01:06:04

SUSAN BELINDA CHRISTIAN

So for the Chair's Report, talk about the climate that we're in. The shootings at the synagogue in Pittsburgh and the pipe bombs that were sent to numerous individuals, you know, clearly biased related in one way or another. Just wanted to speak about them so that, you know, we continue to acknowledge it and don't let it slip away, as if we could. You know, this climate that has been created, this violent hateful rhetoric that is coming toward all of us day in and day out not only from the federal level but that kind of violence that's been insinuated in the communities and in individuals is something that is incredibly hard to bear and incredibly painful. And I know that out of Pittsburgh, there has been a call to dial down the hateful rhetoric, dial down the argumentative hostile atmosphere that's been created in all of our communities. And so I do want to wonder aloud whether there are specific things that HRC might like to do, whether it is reaching out to an organization like Not In Our Town and doing something with them, or doing something in the community around how to have conversations that are necessary and hard without being polarized and aggressively violent. Paying attention to that and again looking to see what we should be doing as the Human Rights Commission, what we can do to be effective, not just to do something but a way that we can--ways that we can actually be effective. So I don't know whether invite others to say anything that you'd like to say at this point. I'd love to hear any ideas. So, again, something that we can continue to think about as we look at our work and the work that we need to do and the work that we would like to do.

The next item being joint commission meetings. Another running item. And so Director Farley talked about the possibility of--referenced the possibility of the Office of Transgender Initiatives working with the HRC for programmatic--on programmatic issues or on hearings. And that is something that I think we will be looking to do in the coming months, particularly with this new directive that we are going to be getting apparently from the federal government. And I don't know whether anyone else has any other ideas about that, but that meeting may actually be the first joint effort to materialize. I know we've talked about Status of Women. We've talked about the police commission. Talked about the youth commission. And one possible--one thing that we're going to pursue with the youth commission, the Director and I have been talking about there was a--you might have seen--you probably did see the press release that was sent out about HRC sponsoring a film about children with incarcerated parents. *Tre Maison Dasan* and we did do a screening of that and we had a screening at the African-American Arts and Cultural Complex. And it's a beautiful film, very important film. PBS is sponsoring an airing of it, a national airing of it on April 1<sup>st</sup> of next year. And the Director and I are committed to trying to do something, HRC doing something around that, whether it's another--a public viewing on that day here in San Francisco in a space. You know, the public library or some other space for the community to come and view it at the time that it is being broadcast is one idea. And the hope is to bring the filmmakers back out and maybe even some of the kids in the film. So working--I think that would be an ideal thing to do with the youth commission at the very least.

So those are the--that's all--that's what I have right now. And I want to thank Vice Chair Sweet and former Vice Chair Kelleher for stepping in when I couldn't be here. I really appreciate it. I know that there's nothing to worry about when--with these folks. So Commissioner Kelleher.

01:11:32

MARK KELLEHER

I just want to suggest that when we have a joint hearing with the Office of Transgender Initiative that we consider doing that in one of the neighborhoods. It's been a while since we've had a neighborhood meeting. And whether that's at the LGBT Center in the Castro or the--further into the Tenderloin or possibly the Mission, but I think it would be important to access and it also would help, you know, elevate our--HRC's profile in those neighborhoods. Thanks.

01:11:58

SUSAN BELINDA CHRISTIAN

That's a fantastic idea. Lori, would you please make note of that? You already did. Great, thank you. Any other thoughts or comments at this time? Public comment on this item? Seeing none, Mr. Secretary, the next item on the Agenda, please.

01:12:17

COMMISSION SECRETARY

Commissioner's activities in the community.

01:12:19

SUSAN BELINDA CHRISTIAN

All right. Colleagues, as always, this is an opportunity for you to report back to your sister and fellow commissioners about work that you may be doing in the various San Francisco communities outside of the Commission. Commissioner Sweiss.

01:12:39

JOSEPH SWEISS

Not necessarily in San Francisco, but I'll add a couple of weeks ago we joined the now governor elect, Gavin Newsome, in Orange County in Santa Ana. The Orange County Human Rights Commission there invited a large group of people from all over the state to see how they addressed the homelessness crisis. It's obviously a nationwide issue. So obviously a very different place and their own problems and own ways of tackling the problems. But it was interesting to see how various cities are going to engage the governor, the governor elect and how we address homelessness moving forward. And maybe one day we can do something with Santa Ana or discuss ways that we can approach the mayor's office and the governor and see--keep the dialogue going. So it was really interesting.

01:13:28

SUSAN BELINDA CHRISTIAN

And that's fantastic. And please, I would love for that to happen.

01:13:31

JOSEPH SWEISS

Sure.

01:13:33

SUSAN BELINDA CHRISTIAN

Any other--anything else to share, anyone else? Any public comment on this item? Seeing none, Mr. Secretary, the next item on the Agenda.

01:13:45

COMMISSION SECRETARY

Matters of interest for possible inclusion on future Agendas.

01:13:49

SUSAN BELINDA CHRISTIAN

So we've touched on a couple of things that fall into this category already, but if there's anything else on your minds right now, this is a time to share it. Also, always e-mail the Director, myself, Lori, Terry and we will keep track of that and make it happen. Vice Chair Sweet.

01:14:12

MICHAEL SWEET

I'll reiterate Commissioner Kelleher's excellent request or suggestion that we get out into the community and start holding some meetings outside again. And I would like to propose that we soon fix a date for a Commission retreat early in 2019. Frequently, we wait until January to start talking about it and then we never--don't end up having our retreat until March or April. Since we only have one meeting between now and the end of the year, perhaps we can all do--staff can do a doodle or something. We can try to find a Sunday afternoon in January and get this on.

01:14:49

SUSAN BELINDA CHRISTIAN

Mm-hmm, yeah. Perfect. Exactly. And I know everyone has, you know, a difficult schedules, but it will be, you know, it kind of defeats the purpose of having the retreat if we're all not present. And so, you know, prepare to bend a little bit. No need to break, but bend so that we can adjust our schedules to the time, or the couple of times when the most people can be present. And please consider this a priority in your schedule and it will help you, it will help all of us if we do get this doodle out as soon as possible. So we'll get that done. Thank you, Michael. Any other items for possible inclusion? Seeing none, Mr. Secretary, the next item on the Agenda.

01:15:48

COMMISSION SECRETARY

Adjournment.

01:15:49

SUSAN BELINDA CHRISTIAN

It is 6:49 p.m. and we are adjourned.