

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Thursday, May 10, 2018
Regular Meeting Minutes
5:30 pm
City Hall #416
1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, Chair

Melanie Ampon, Commissioner

Eva Chan, Commissioner

Theodore Ellington, Commissioner

Hala Hijazi, Commissioner

Mark Kelleher, Commissioner

Maya Karwande, Commissioner

Jason Pellegrini, Commissioner

Abigail Porth, Commissioner

Michael Sweet, Commissioner

Sheryl Evans Davis, Executive Director

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING MINUTES
MAY 10, 2018

Present:
Susan Belinda Christian
Michael Sweet
Theodore Ellington
Hala Hijazi
Maya Karwande
Jason Pellegrini

Absent:
Melanie Ampon
Eva Chan
Abigail Porth
Mark Kelleher

00:00:04 SUSAN CHRISTIAN
Good evening. It is 5:42 on Thursday, May 10, 2018. And this is the regular meeting of the San Francisco Human Rights Commission. Madam Secretary, would you please read the roll?

00:00:16 COMMISSION SECRETARY
Chair Christian.

00:00:17 SUSAN CHRISTIAN
Present.

00:00:19 COMMISSION SECRETARY
Vice Chair Sweet.

00:00:20 MICHAEL SWEET
Present.

00:00:21 COMMISSION SECRETARY
Commissioner Ampon. Commissioner Chan. Commissioner Ellington.

00:00:28 THEODORE ELLINGTON
Present.

00:00:28 COMMISSION SECRETARY
Commissioner Hijazi.

00:00:29 HALA HIJAZI
Present.

00:00:30 COMMISSION SECRETARY
Commissioner Karwande.

00:00:32 MAYA KARWANDE
Present.

00:00:33 COMMISSION SECRETARY
Commissioner Kelleher. Commissioner Pellegrini.

00:00:36 JASON PELLEGRINI
Present.

00:00:38 COMMISSION SECRETARY
Commissioner Porth. We have quorum.

00:00:42 SUSAN CHRISTIAN
Thank you. Would you read the next item on the agenda please?

00:00:47 COMMISSION SECRETARY
Order of business--oh, sorry, excuse me. Approval of minutes, adaptation of--

00:00:51 SUSAN CHRISTIAN
So public comment on--so I'll just do it. So public--this is the time for public comment on items not on the agenda. Members of the public may address the Commission on matters that are within the jurisdiction of the Commission but not on tonight's agenda. Seeing no public comment for--

00:01:08 SHERYL DAVIS
We had someone here--

00:01:09 SUSAN CHRISTIAN
--for that number one item.

00:01:11 SHERYL DAVIS
--that--

00:01:11 SUSAN CHRISTIAN
Item number one.

00:01:11 SHERYL DAVIS
Yeah, I just wanted to make--because he wanted not on the agenda, but he had some ADA issues.

00:01:17 SUSAN CHRISTIAN
Okay.

00:01:17 SHERYL DAVIS
So he's just waiting to come back in.

00:01:19 SUSAN CHRISTIAN

Okay, well, can we just take him--we'll take him when he's back in the room.

00:01:24 SHERYL DAVIS

Thank you.

00:01:24 SUSAN CHRISTIAN

Okay, that's no problem. So we'll defer public comment on item number one for the moment, and we'll move to item number two, adoption of minutes dated April 12, 2018. Colleagues, these were circulated. We were not able to get to the adoption at the last meeting because we lost quorum before we reached it. So, I will entertain a motion.

00:01:55 MICHAEL SWEET

So moved.

00:01:58 SUSAN CHRISTIAN

Is there a second? Thank you, Commissioner Sweet.

00:02:00 HALA HIJAZI

Second.

00:02:00 SUSAN CHRISTIAN

Thank you, Commissioner Hijazi. Any public comment on this item? On the minutes? Seeing none, Madam Secretary, would you please read the roll?

00:02:10 COMMISSION SECRETARY

Chair Christian.

00:02:10 SUSAN CHRISTIAN

Aye.

00:02:12 COMMISSION SECRETARY

Vice Chair Sweet.

00:02:13 MICHAEL SWEET

Aye.

00:02:14 COMMISSION SECRETARY

Commissioner Ampon.

00:02:15 MELANIE AMPON

Aye.

00:02:16 COMMISSION SECRETARY

Commissioner Ellington.

00:02:17 THEODORE ELLINGTON

Yes.

00:02:19 COMMISSION SECRETARY
Commissioner Hijazi.

00:02:19 HALA HIJAZI
Aye.

00:02:20 COMMISSION SECRETARY
Commissioner Ampon. Excuse me, Karwande.

00:02:24 MAYA KARWANDE
Yes.

00:02:25 COMMISSION SECRETARY
Commissioner Pellegrini.

00:02:26 JASON PELLEGRINI
Aye.

00:02:27 COMMISSION SECRETARY
Motion carries.

00:02:29 SUSAN CHRISTIAN
Thank you. And now we will take public comment on items not on the agenda tonight. This is, again, an opportunity for members of the public to speak to the Commission on matters that are within our jurisdiction, but not on the agenda tonight. And I believe I have a comment card from Zach Karnazes. If you could approach the podium, please. Would you make sure that the microphone is accessible.

00:02:52 ZACH KARNAZES
Hello?

00:02:53 SUSAN CHRISTIAN
Great. Welcome.

00:02:57 ZACH KARNAZES
Thank you. I'm just here today as a concerned citizen, somebody that's spoken with people at the Human Rights Commission in the past. And actually my sole purpose here today is to essentially sing the praises of the Human Rights Commission. It's been immensely helpful to me as a person with disabilities living in San Francisco. Disability discrimination is kind of part of the day-to-day life living in San Francisco, and just in the world in general. The world has a long way to go to understanding the needs and access needs of people with disabilities.

And there's not a lot of organizations and places that we can appeal to for people to help us advocate and mediate when there's a problem. I sent a letter to ADA at one point in

the past, and got a response saying we just get too many cases and we can't address yours. So having something like the Human Rights Commission locally here is just an incredible godsend. And Adrianna and Rebecca have been wonderful to me and incredibly helpful, and I know that the Human Rights Commission works very hard and does not have a lot of staff and so my hope is that by giving this comment and sharing my experience that perhaps more funding and more staffing can be provided to help more people in San Francisco. Thank you.

00:04:22

SUSAN CHRISTIAN

Thank you much, Mr. Carnasis, for coming out tonight and for that feedback. And we appreciate your input, and if there's ever--when there are other things that you have for us to know, ways that we can assist people in the city, or you, please do continue to let us know that. Thank you. So it looks like we're moving on to regular business now. Madam Secretary, would you please read item number three.

00:04:49

COMMISSION SECRETARY

Follow up on January 25, 2018 data collection hearing.

00:04:53

SUSAN CHRISTIAN

Thank you. So this is a presentation by one of our staff members, Sami. Please. Welcome.

00:05:01

SAMI IWATA

Yes, thank you. Good evening, Chair and Commissioners. I am returning to you. Just by way of memory, because it has been a while, the January 28 hearing that this item refers to was a hearing here which talked about the need for data standards and about the city's persistent racial inequities, and some of the challenges that the city departments face in terms of having the data to track and report progress to change that.

So some of the highlights, or lowlights as they may be, was that not all departments capture information around race and ethnicity. There was no race, no data standard for that. And really the upshot was that we lack a really key lens to track and measure progress in order to make the change. So this was followed by the March 5 recommendation, which was presented here, which was a recommendation by staff which has now been formalized as a resolution for the commission to the Board of Supervisors, with a request to the Board of Supervisors.

So I will--this is in your binder, but I'll just highlight on page two what the recommendations are from the commission to the board. So the first is they recommend the Board of Supervisors pass a resolution affirming that the city has a collective and urgent responsibility to address inequities in our existing systems, and their ongoing impacts on San Francisco communities of color.

Another item is that the city adopt a data standard for race and ethnicity, and require departments and programs to comply by a certain date, that the Human Rights Commission recommends that the Board of Supervisors allocate resources for a working group to create a racial equity indicators dashboard. This is really part of a real public AMIS, and makes what the city is focused on transparent and more accountable for the residents that we serve.

And then lastly that the Board of Supervisors require the Criminal Justice Department to develop a means to publicly track and report on key indicators in their system, given disaggregated by race, such as arrests, incarceration rates. And that effort would then align with the aforementioned racial equity indicators dashboard.

And that we're all supposed to work together is the last item. Board of Supervisors, Mayor's Office, and agencies and stakeholders. So I guess I'm requesting your approval for the resolution, or I'll take any questions.

00:07:39 SUSAN CHRISTIAN
Thank you, Sami. Commissioner Hijazi.

00:07:41 HALA HIJAZI
When was this drafted, because this is my first time seeing this resolution.

00:07:46 SAMI IWATA
Let's see, well, it's based on the March 5 recommendation from staff. So it was drafted into resolution format more recently.

00:07:55 HALA HIJAZI
Okay, so I--just for me, I want to--

00:07:58 SAMI IWATA
Right.

00:07:58 HALA HIJAZI
--read it, so I'm not--so I will not--I will not be--for me, I'm not gonna vote on this today, personally.

00:08:03 SAMI IWATA
Definitely fair, yeah.

00:08:04 HALA HIJAZI
So, but I just--this is the first time that I'm seeing it. I don't know how about other folks, but you know, give us a couple minutes to review it, but again, this is the first time that we're seeing it. In the March meeting, we did make recommendations, but I wasn't sure what form what was the end resolution, and that it's been over a month, so we could have gotten this via email so we could have reviewed it and read it as well.

00:08:25 SAMI IWATA

Yeah, I've noted. Yes. Sorry about that.

00:08:29 SUSAN CHRISTIAN

Commissioners, are there any questions regarding what's before you? Or any comments for Sami right now? Mr. Ellington.

00:08:39 THEODORE ELLINGTON

Thank you. Can you just speak to--I know you mentioned sort of four higher kind of level asks from the resolution. What's the sort of ongoing follow-up and tracking that happens, assuming the Board says yes to all of these things?

00:08:57 SAMI IWATA

Oh. In terms of how would we would--the HRC would be participating in that?

00:09:02 THEODORE ELLINGTON

Correct.

00:09:03 SAMI IWATA

Clarifying question. I can well, I think that we would be engaged in it as we can to support the efforts around--

00:09:11 SHERYL DAVIS

No, I was going to say again, this--if it were adopted, the working group would happen potentially. I think that there would be as happens typically once things go to the Board of Supervisors, that whoever takes it on, their city attorney would then work with us and that supervisor to develop it. And to tease out the parameters.

This ultimately would then would then go to whatever committee it gets sent to, and then that's where it would be kind of spelled out a little bit more. I think, you know, I want to thank Sami for taking the time to do this. She--it's reformatted, but it's same thing that she presented before and you all asked her to redo it. And she has been working on some other projects, and unfortunately, just was able to kind of get to this and get--

00:10:07 THEODORE ELLINGTON

Yeah. No, I do appreciate the thought that has gone into this, and actually the feedback from that last presentation. I just want to make sure as this goes forward, HRC is not sort of forgotten about and left out. That we are at every step of the way, whether it be the working group, or being a part of providing recommendations for collecting data, et cetera.

00:10:28 SHERYL DAVIS

Well, I do think one of the things we talked about, or I mentioned to Sami today, we reviewed some other cities that have Human Rights Commissions, and they've put their

equity and Human Rights Commissions, and so they've put that as a part of it. And I think that the suggestion would be to really consider how to blend that as part of this office versus doing a new office, or having it sit somewhere else. And so I think if it moves to the next stage, Sami, as you all may remember, is a Fuse Fellow, and so at this point, is scheduled until--

00:11:03

SAMI IWATA

September.

00:11:04

SHERYL DAVIS

--September. So we are trying to, you know, it's such--until such time that it's not Sami, but Sami would be to the best of her ability, coming and presenting at each step of the way.

She has been really--she's going to present on the other thing that we've been doing with the controller's office, which is also equity involved, which has been time-consuming. But I think we'll provide more--there's more blending of those two activities as we move forward.

00:11:33

SUSAN CHRISTIAN

Are there any other questions or comments at this time? Colleagues? So we will bring this back in the next meeting or two to try just address it and move it forward so that it doesn't linger much longer. And in the interim, people can reread it--

00:11:52

HALA HIJAZI

Well, you--

00:11:53

SUSAN CHRISTIAN

Commissioner, one moment please. Can read it, and please do consider whether you have any input or any questions that we might give to Sami before we finally address it. Commissioner Hijazi.

00:12:08

HALA HIJAZI

You don't have to hold it up just because of me. I just--this is my first time reviewing it.

00:12:13

SUSAN CHRISTIAN

You may not be the only one, so--

00:12:14

HALA HIJAZI

Okay.

00:12:14

SUSAN CHRISTIAN

--we don't need to address it tonight.

00:12:16

HALA HIJAZI

Okay.

00:12:16

SUSAN CHRISTIAN

It's good to let it sit for, you know, but we can address it at the next--so please know that we will be addressing this at the next meeting, and trying to move it forward. Sami, thank you so much for this.

00:12:30

SAMI IWATA

Thank you, Chair.

00:12:31

SUSAN CHRISTIAN

Is there any public comment on this item? Mr. Carnasis. Please.

00:12:42

ZACH CARNASIS

Hi. This is more directly related to what Miss Davis shared earlier, and that is I really like the idea of an Equity in Human Rights Commission name. One thing that has been a little a little difficult for me as somebody using the services is that there already is another HRC in San Francisco, and that's the Housing Rights Commission. And I can tell you it's been amazingly--it was amazingly confusing at first. So, like any change in that acronym at all would be really welcome.

00:13:10

SUSAN CHRISTIAN

Mm-hmm. That's a great idea. Something to think about. Thank you. Any further public comment on this item? Seeing none, Madam Secretary, would you read the next item on the agenda?

00:13:24

COMMISSION SECRETARY

Number four, update on projects and staff, upcoming events, and projects.

00:13:31

SHERYL DAVIS

So I will just quickly go through. May 22, I think, either Lori or Veronica shared an email. The groups that we've been working with this year, the rooftop, John O'Connell, AP Giannini, and there's another one. Oh, Mission Delores Academy, will have their graduation ceremony in room 200, 201. And so, this has been an interesting year. Some of this is still continuing to play out. Mission Delores was having some issues with racial slurs. Another one of the schools was having issues with gender and the way the children were treating each other, and a teacher that was at the school. Another school focused on community service. They're actually doing a project and St. Anthony's will go to the school next week and pick up the items. And another school that's just been really wrestling with how to elevate student voice. So they'll share out their projects on May 22. I know Lori--I believe Lori sent it out already.

June 29, LinkedIn 12:00 to 3:00 is the Career and College Fair. And we're trying to get Jeff Chang from Stanford, who's been doing a lot of work around the hip hop era and this new climate and the new world. And so he's been doing a lot of work around that. So we're trying to get him to be the speaker.

And then July 27 at Fort Mason, that's a full day, the Summit that we'll do at Fort Mason. And last year I think there were, Lori, what were there, like, 400 people that came to that. So if--

00:15:19 LORI GANNON
At San Francisco State.

00:15:20 SHERYL DAVIS
At San Francisco State, but this year it'll be at Fort Mason. And we'll do some type of mixer or reception at the end. So just wanted to make sure to get those dates on your calendars. And also, well, I'll say that later.

00:15:36 SUSAN CHRISTIAN
And I would note that the Equity Summit that was at San Francisco State last year was amazing. I was able to attend and was there the whole day, and I wholeheartedly encourage people to get there for any amount of time that they can, assuming schedules allow. Any questions or comment, Commissioners?

00:16:00 SHERYL DAVIS
I guess I can go through all the rest. David Miree was unable to join us tonight, so he will not--so we're gonna skip the LGBT Advisory Committee update. I was going to go next to Sami, but we'll go ahead and go to Sneh.

00:16:18 SNEH RAO
All right.

00:16:18 SHERYL DAVIS
Oh, yeah.

00:16:19 SHERYL DAVIS
You're there? You can stay. Yeah. Yeah, thank you. We're going to--

00:16:24 SNEH RAO
No, there's just an awkward pause.

00:16:26 SHERYL DAVIS
I know.

00:16:26 SNEH RAO
Like, I'll fill it.

00:16:27 SHERYL DAVIS
Yes. So we're at D, develop policy for letters of support and concerns for the Commission body.

00:16:34 SNEH RAO

Yeah, so, Commissioners, it's good to see you. The director had asked me to draft a policy on when the department issues press releases, letters of concern, letters of support, and you know, for the commissioners that have been a part of the agency for quite some time now, these correspondences are an important tool for our advocacy for our education, for our outreach on human rights issues not only here at the local level, but also at the state level and national level.

And so what I did, and I'm going to be super honest with you, this policy, I did not spend more than five minutes coming up with this policy. And what I tried to do was give the department enough agility to comment on issues as they see fit without requiring the department to comment on all issues. And so that was the balance that I was trying to strike. And I think that balance has been struck by referring to the areas that we comment on generally as human rights issues or current affairs events.

You know, when we look at the Pulse Nightclub shooting, that would be an example of a current affairs event. It was important for the Human Rights Commission to comment on that, but I also wanted to make sure that the Human Rights Commission didn't feel compelled to comment every time there is a mass shooting, which unfortunately now happens on a daily basis. That would be an example of a current affairs event.

Another current affairs event would be a way in that there are upcoming community building events under Director Davis's leadership. We've put on more community building events and so we often issue press releases or media advisories, for example, in the Cornel West event. That's what I'm trying to capture with current affairs events.

And then with human rights issues, I mean, I think this speaks for itself. But you know, the transgender military ban would be an example of a human rights issue that it's important for us to comment on. And that falls squarely within our sort of non-discrimination laws and our jurisdiction. And so that was the intent. And what I tried to do was, you know, leave all discretion in all three scenarios that I highlight here to the executive director and the commission chair.

So you know, if you have any input, I'd love to take that in and again, I'd be happy to incorporate that.

00:19:04

SUSAN CHRISTIAN

So Sneh, I will just start and thank you for doing this, because we've been talking about this for a while as a Commission. Previously when the director was sitting, but also now that she is the director, and so I think this is very important because, you know, every day we, you know, we read the paper, or we know things personally that are happening in the community, that, I mean, human rights encompasses everything.

00:19:30

SNEH RAO

Right.

00:19:30

SUSAN CHRISTIAN

And so many critical things are happening and I find myself feeling like, you know, we should be speaking about this. But then again, if we speak about every--we can't speak about everything that is important.

00:19:43

SNEH RAO

Right.

00:19:43

SUSAN CHRISTIAN

And so, my question about what you've drafted here, how does it--how does it limit the universe of possible comment in a way or can we limit the universe of possible comment in a way that does still provide for discretion and agility, but doesn't leave us in the position of thinking or feeling or being expected to comment on everything that bears upon human rights that touches the lives of the people in the city?

Because, you know, you mentioned national things, you mentioned local things. I honestly, you know, it's helpful--this is a helpful beginning, but I don't see how it contains our speech in a way.

00:20:28

SNEH RAO

Yeah. And you know, I appreciate that concern, and that's one that was with me every step of the way. As we've talked about this in times past, you and I have, me and previous Director Sparks had, certainly Director Davis has been involved on this. And it's a tough balance to strike.

00:20:43

SUSAN CHRISTIAN

Right. Yeah.

00:20:44

SNEH RAO

And I honestly, I mean, it took me five minutes to draft this, but I've thought about this throughout the preceding years. And I don't see a way to strike that balance perfectly. And so what I've attempted to do is outline the three scenarios in which these official correspondences have been issued historically. The scenarios in which I expect them to be a shoot down the road, and to give some definition to what those scenarios would look like.

So, in each of the three scenarios, the chair or the director has ultimate discretion. But you would issue a correspondence based on your own analysis, based on a staff member, or a commissioner's analysis. Or based on the analysis of a community member or a government representative. And I think that would then allow us the agility that we're seeking.

00:21:34

SUSAN CHRISTIAN

Mm-hmm. Mm-hmm. And I think that one of the things that may guide us more particularly is what we're working on in the city now and how we as a commission and an agency are positioned in the city. I mean, right, you know, as of, you know, May 10, 2018, we're positioned quite differently than we were May 10, 2017.

So, you know, as things move forward, we can see--we can think about where we are and what's needed for the people, and then, you know, kind of have that maybe restrain us or you know, guide us more closely.

Just some thoughts. Commissioner Hijazi.

00:22:19

HALA HIJAZI

A couple of thoughts. One is when I first got that, when I was reviewing for today, I reviewed it a couple weeks ago, but then also today. The first time I didn't notice it because it wasn't highlighted in the email. It was an attachment. So it would be great if when there's attachments like this, like, minutes it's fine, but when it's something like this that stands out that we didn't know about, it'd be good to say this is a list of attachments, this is what they are so that, because I think some of us probably didn't even read this or see this.

The other thing is this just kind of gives kind of dis--I mean, the opportunity for the chair and the executive director. Where does the commissioner's role and responsibility when we have--when we're requesting letters of support or we want to issue a press conference release? I know that last year we worked on stuff with Muslim banning.

00:23:07

SNEH RAO

Yeah.

00:23:07

HALA HIJAZI

It's too that, but there's going to be other things that are going to be coming up in the pipeline. There's nowhere here that talks about commissioners. And we also have that authority to do so.

00:23:16

SNEH RAO

Absolutely.

00:23:16

HALA HIJAZI

So, just--it kind of feels odd that it just mentions the executive director and the commission chair.

00:23:23

SNEH RAO

Yeah. And thank you for that concern, and I took that very seriously in drafting this policy. And so, commissioners are captured as I drafted it under the second criterion where it says department personnel. So that would include staff and commissioners. But

if you would like me to sort of elaborate that as commissioners and staff, I'd be happy to do that as--

00:23:44

HALA HIJAZI

Well, just the way it looks, it's just, the powers congregate to two people. There's no, I mean, we're just concerned. I mean, I'm pretty sure as we're moving forward, we wouldn't be able to feel like we, you know, Dave, you know, Ellington can say, hey we want to do something in the Bay View. We want to support this. But we shouldn't also have to just go to the executive director or the chair. We as commissioners have a right to present that before the commission, and before the executive director.

So this is just kind of narrows it just to the executive director and the chair. And I'm not sure what other--what the policies with the other commissions are.

00:24:15

SNEH RAO

Yeah.

00:24:15

HALA HIJAZI

And what necessitated all of a sudden having us to draft this type of policy? Was there one in place, or what triggered this particular policy now?

00:24:26

SNEH RAO

Yeah. So, first of all, you know, of course I'll let the chair and the director elaborate on their authority as they see this in the leadership roles that they have at this commission. But my understanding is the commissioners are welcome to bring issues of concern to the commissioners or to the commission chair, to the executive director, at any time, and that the commission chair and the executive director would then move forward on those issues.

So I saw this--the protocol for this is no different than if the commissioner, for example, wanted to have an item appear on the commission meeting agenda. So you know, that would be my response to the first part of your concern.

And then the second part, as to what triggered this, my sense is that this is, we haven't had a policy. And for quite some time, the commission chair, the director, have thought about should we have a policy? Should we have something that guides our actions so that we can point to something to justify our commentary on, you know, real time issues.

00:25:30

SUSAN CHRISTIAN

I'll just say that, you know, I've requested a policy for the last couple of years. I've talked about wanting a policy, and it is because human rights covers just about everything. Everything that happens. And so we could literally have staff every day writing letters of concern, letters of support, you know, letters of demand on everything. And we just can't do that. It's not feasible, and it's also not useful, because you know, first of all, I think we

have to think about what our role is in the city and who's listening. And who actually cares about what we're asking.

And I think we need, you know, to the extent that we are gaining capital, you know, we don't want to necessarily squander it or--and especially if nobody's reading. I think we're getting to the point now where people are beginning more broadly to be interested in what HRC is saying. So, you know, just in terms of practicality, we cannot possibly speak on everything that's within our purview, so we absolutely need to decide what we say. And it would be useful, if it's possible, to have a policy about how we do that. Something that is broad enough that, you know, allows for change and development and all of that, but that guides the commission and the agency in indicating when we speak, when we should use our resources, and when we should use our capital, and when people need us to speak or, you know, don't really particularly care what we have to say about a part--an issue.

And in terms of it being--flowing through the chair of the commission and the executive director, the commission chair speaks publicly for the commission, the director speaks for the agency, and, you know, that's in our bylaws and I don't know about where, you know, the director is the director. So not everyone can--

00:27:28

SHERYL DAVIS

And so, I mean, my understanding and Sneh, you know, helped me understand this when I first came in, is that if I issue a statement of sorts, it is either as the director and never on behalf of the commission, unless the commission has instructed me to do so. And typically it's been my understanding that the commission, the chair has done so after consultation with the commission.

So it's not saying that the chair decides that they would like to write a statement, and then they do so without some type of checks and balances, and then the director, you know, we've been really mindful, because I just remember those meetings in the past that when the director has issued something, to be very clear that it has not been, unless it was something that was instructed by the Commission.

00:28:19

SUSAN CHRISTIAN

And in the past, you know, I know that I've had communications with our city attorney about like, well, how do we do this, what's the appropriate way to do it, you know, for the--so the chair can write a letter as chair, I guess, but not on behalf of the commission unless it has been approved by the Commission. And so, you know, we are a body, you know, we are, you know, allegedly 11 members at some point hopefully, but right now 10 members who, you know, have a responsibility for participating in the work of the commission. And we do it as a group. We don't individually go out and speak on behalf of the commission, unless the commission has taken a position and given it to each of us to go out and give to the community.

So I think--

00:29:09

SHERYL DAVIS

It's a problem with saying specifically--sorry. I don't think it's a problem saying specifically or calling out that the commission has voice in state--I mean, to the point of, I'm sorry, I'm--

00:29:22

SUSAN CHRISTIAN

Commission members.

00:29:23

SHERYL DAVIS

Yeah.

00:29:24

SUSAN CHRISTIAN

Commissioners.

00:29:25

SHERYL DAVIS

In terms of the document where you just said. I don't know.

00:29:28

SUSAN CHRISTIAN

Mm-hmm. Sure.

00:29:28

SHEH RAO

So I'd be happy to elaborate on what department personnel means.

00:29:32

SUSAN CHRISTIAN

Right. Yeah. I think it--and I think it should clearly state commissioners not just, you know, department personnel, because to me, that actually sounds like staff.

00:29:38

SUSAN CHRISTIAN

Sure.

00:29:39

SUSAN CHRISTIAN

I'll stop right now. Commissioner Ellington.

00:29:42

THEODORE ELLINGTON

Yeah, I think a lot of the sentiments that I wanted to say have been shared, but I wanted to add I wonder if we can figure out a way to make this document more, sort of, concrete, so to speak, where there are questions that are asked, this on the commission side, questions that are asked that help us get to whether or not we should support or oppose as a commission. You know, there's a couple things that you have written down here. Obviously the nondiscrimination laws and does it violate any one of San Francisco's discriminatory laws? Does it, I mean, is something racially charged? I think there's just a couple baseline questions that would be helpful in this document so it can live beyond just us here as a commission.

I think the second thing is, you know, we elect the chair and the vice chair. And if I'm not mistaken, do we appoint the executive director, as well as a commission?

00:30:44

SUSAN CHRISTIAN

Well, we, you know, we give names to the--when there's--when we decide to fire the director, we can say that to the mayor, you know, we want to. Or when they're, yeah, she's asking us to do it, please, please, to do that right now. And or if there's a vacancy, then we are--we submit three names to the mayor and then the mayor chooses. That's how it works.

00:31:05

THEODORE ELLINGTON

Yeah, I just--I think Director Davis, the point you mentioned earlier about specifying in that document, this is the position of the director, but we also entrust you to make those statements because we've got to respond quickly to some of these things. But just that clarifying point I think is important to distinguish between commission and director. Just for my own sort of personal concern, so to speak.

But those would be the two things is figuring out are there a set of questions, or a litmus test, or something that we can add to this where it provides, sort of, an equal ground for everything to be considered.

00:31:52

SNEH RAO

Yeah. You know--

00:31:53

THEODORE ELLINGTON

Does that makes sense at all?

00:31:54

SNEH RAO

It does. You know, and I heard that before, and what the chair said, and what other people said. And I'd be curious as to what that litmus test looked like--

00:32:02

THEODORE ELLINGTON

Yeah, yeah.

00:32:02

SNEH RAO

--because the issue is that the more we offer, for example, the second we write racially charged--

00:32:08

THEODORE ELLINGTON

Correct.

00:32:09

SNEH RAO

--are we going to elaborate for all 19 protected classes that we enforce in employment? And so that's where the less is more approach was my inclination on this, because I think

the more narrow we go, the more we actually risk wanting to violate the policy in order to exercise our advocacy.

00:32:28 THEODORE ELLINGTON
Mm-hmm.

00:32:29 SUSAN CHRISTIAN
Mm-hmm.

00:32:29 SNEH RAO
And so, you know, the task originally from the director was, you know, draft some recommendations. So these are the recommendations that I have. If you have a concrete language that you would like to insert, that you think strikes that balance between agility and not having to respond in every case, I would love to include that.

And then the other issue as to what you are saying around the roles and responsibilities, I'll insert the language, but I just want to make sure I understand it. So you're suggesting include maybe two sentences, one where we write that the chair speaks on behalf of the commission, and the executive director speaks on behalf of the Department.

00:33:07 THEODORE ELLINGTON
Sure. I mean--

00:33:07 SNEH RAO
Okay.

00:33:07 THEODORE ELLINGTON
I think--

00:33:08 SNEH RAO
Right. No, I'm happy to include that, yeah, yeah, yeah. No, I'm happy to include that.

00:33:12 THEODORE ELLINGTON
Yeah, but I don't have language that I could offer--

00:33:14 SNEH RAO
Yeah, that's what I struggled with.

00:33:15 THEODORE ELLINGTON
But I think pulling out sort of this idea of discrimination and sort of what, I mean, I'm no lawyer, but something similar to what either a judge or a lawyer will look at to--you use the term protected class. But to use some sort of legal language to determine if something violates the non-discrimination laws then I think that justifies for some sort of statement. I just don't want, like, blanket stuff to come in front of the commission without some sort of parameters.

00:33:52

SNEH RAO

Oh, I think your pointing to the tension that we all are on.

00:33:55

SUSAN CHRISTIAN

Commissioner Sweet.

00:33:57

MICHAEL SWEET

Thank you, and this actually is a long time coming. There were times, years ago when I chaired the commission, that there was a lack of agreement on information flow and who could issue press releases and when and how, so I think this is important. And you know, to Commissioner Hijazi, I think that it's sort of been said by others, but at least in terms of the commission chair issuing press releases, you know, we selected the chair, and I think that, at least speaking for myself, I trust her to speak on behalf of all of the commissioners when it is appropriate. There are times when she can seek consensus, and there are times when something extraordinary happens and we've got to get a press release out. And someone's gotta speak for the--for this body. And you know, I have my confidence in the person in this position, in this case, our current chair, to do that.

So, which isn't to say that I wouldn't expect, and we've seen it in the past, the commission chair to elicit input from other commissioners as well. But someone's got to speak for our 11 voices. And by the same token, Director Davis, who we put forward as an interim and somehow she's still here, we, you know, we have--I have confidence in her, and when I agreed to put her name forward to the mayor, was putting forward someone in whom I had the confidence to lead the department and speak for the department.

So I think this is great, and I think it's important. And sure it could use some wordsmithing, but I don't think that the--I don't feel like I've abdicated some kind of responsibility by supporting a document which ultimately says that the chair can speak for me. And that the director can speak for the department. That's what we count on them to do.

00:36:09

SUSAN CHRISTIAN

Commissioner Karwande.

00:36:11

MAYA KARWANDE

Thank you. Just to follow up on some of the points raised earlier about maybe how we could narrow the language.

00:36:19

SNEH RAO

Yeah.

00:36:19

MAYA KARWANDE

One thought I had, and it was what if we replaced kind of human rights with nondiscrimination laws. So, I'm just wondering is this, again, just for consideration, what if it was, you know, based on their analysis of an issue or current affairs event related to

nondiscrimination laws. I don't know if that--if you feel like that accurately reflects the mandate of the Human Rights Commission, or if that's too narrow, or if it's still kind of too broad, but I think it, to me, at least, helps kind of focus, because human rights is really broad and can go, I think, beyond antidiscrimination. And my understanding is the commission is focused more on antidiscrimination laws and enforcement. So that's one--

00:37:03 SNEH RAO
Yeah.

00:37:03 MAYA KARWANDE
--to consider.

00:37:05 SNEH RAO
I really appreciate that. Thank you. So you're suggesting maybe we write human right-- instead of human rights issues, we write nondiscrimination laws?

00:37:14 MAYA KARWANDE
Yes.

00:37:14 SNEH RAO
Or human rights issues?

00:37:15 MAYA KARWANDE
But it would cross out human rights and it'd be an issue or current affairs event related to nondiscrimination laws. So I think having it be related to is pretty broad and allows for any--

00:37:27 SNEH RAO
Yeah. So I think the nondiscrimination--

00:37:30 MAYA KARWANDE
That it's too broad, but, yeah.

00:37:32 SNEH RAO
Well, no, I worry that that would be too narrow. Like for example, if we wanted to put out a press release on the Cornell West event. It would probably be a leap to say that that was about nondiscrimination laws. But I think the press release was also important to make sure that we turned out 1,600 people to listen to an important perspective on race relations at this political moment in our country.

And so that's one where I wouldn't want to be hamstrung, but maybe in order to clarify what human rights issues means, we can include human rights issues, as they relate to nondiscrimination laws, or current affairs events, so we leave the current affairs option on the table.

00:38:16 SUSAN CHRISTIAN

Yeah, this is an important discussion, because we don't want it to be so narrow that, you know, glaring things that don't have to do with antidiscrimination laws, you know. I suppose lawyers can find a way, there's connection.

00:38:28

MAYA KARWANDE

Yeah.

00:38:29

SUSAN CHRISTIAN

But, you know, we don't want to--we don't want to hamstring ourselves too much. But it is, you know, by the same token, important to try to find a way to narrow a little bit if we can. Commissioner Hijazi.

00:38:39

HALA HIJAZI

Yes, I'd like to provide clarification to my--to Commissioner Sweet. I do not lack confidence or trust in either the chair or the executive director. My concern is taking away the ability for us to vote as a commission on certain policy objectives. We all have been appointed to represent diverse constituencies, and the issue is not the press releases. It's letters of support, or letters of concern, and I just want to make sure that it doesn't take away our rights as commissioners, and we're not just rubber-stamping and that things may happen without us even knowing.

So I'm not quite sure if there's letters of support and we're not going to be notified by either the chair or the executive director, because there's not been a vote, or it's not part of the public--the dialogue. So that's where my concerns are coming from. Again, it's our--we normally vote on everything, and now it looks like maybe this is a way to circumvent that. And so that we're not voting, and letters of support and concerns are going to be happening based on one person and not necessarily in consultation with the commissioners.

00:39:49

SUSAN CHRISTIAN

And you know, and I appreciate that clarification. And you know, the refinement of what your concern is. And I will just note a couple of things. In my experience, you know, first of all, you know, even though we currently have 10 members appointed, we have had to cancel meetings for lack of quorum, and we have had to shorten our meetings for lack of quorum. And so in order to wait for a vote on something that may be where time is of the essence, and for if, you know, if we're going to say anything we need to say it now or just, you know, nobody's going to be listening, or there's no--the relevancy is gone, some--more often than not, not more often than not, often there are things that we could speak about, that we need to speak about within a day. And that doesn't require--that doesn't provide time for a vote.

But by the same token, there are things that certainly, and we have done it, where we bring a letter to the commission and vote on it and say this is, you know, we had this presentation, and we decided we want to write a letter--the HUD circumstance is kind of

an example. And one was drafted, and it was brought, and we had some people wanted changes, but said, you know, basically this is what we want to do. And so I think that it's been my experience that a, well, I'll just speak about a commission chair, not necessarily a director, although I think it applies to both. A person would be a fool to try to take that level of discretion away from the Commission, because it wouldn't--it wouldn't last very long if they did it. And secondly, in my experience here so far, I haven't had--I haven't served with someone who is sitting as the commission chair who wasn't focused on the commission having one voice, and having a consensus.

And so I think that, you know, to the extent that that ever happens, there's a remedy for it, that any thinking person is aware of. So that's what I would say about that. And certainly speaking for myself, you know, [inaudible] and others may say that I reach too hard sometimes for consensus. But I always--I always do. And when there's something that can be brought before the commission or voted on, even though it's not necessary, I've always done it. And again, if you have concerns about that, I'm sure they'll be voiced. And by me they would certainly be heard.

Commissioners, any other questions or comments at this time? I think it, you know, this is a good beginning. It's a very good beginning, and maybe in, you know, for instance, when Commissioner Ellington, with his comments, if you, you know, have thoughts, you know, you know, jot them down, send an email to [inaudible], cc the director and myself, and then we can, you know, bring it back to the commission. And everyone, you know, with the same thoughts from staff to other commissioners about how we--about thinking about this. And, you know, it might be a useful exercise, too, as we read the paper in the coming week. Or listen to, you know, or see what happens in the city. Think about, is this something that I would, you know, I as a commissioner would like the HRC to speak on? Is it something that there's going to be somebody listening to what we say? You know, will it, you know, can we be of use? You know, kind of start looking at things and thinking about that, and maybe it might help us figure out how we might decide more broadly how and when we speak. Commissioner Hijazi.

00:43:31

HALA HIJAZI

Is this the version that was sent to us via email?

00:43:35

SNEH RAO

You know, I don't handle emails to the commissioner, so I'll defer to Lori on that.

00:43:40

HALA HIJAZI

Is this the latest draft?

00:43:41

LORI GANNON

This is the latest draft. The first one that was emailed is maybe slightly different.

00:43:45

HALA HIJAZI

So it's the same one.

00:43:46

LORI

No.

00:43:47

HALA HIJAZI

Oh, it's not. Okay. So can we--can we all receive this one that's presented to us today? Thank you.

00:43:53

SUSAN CHRISTIAN

And we'll be able--and once we have the minutes from this meeting, we'll be able to, you know, refer to those and jog our memories and, so, I mean, because, you know, just for myself, I've, you know, been anguished sometimes thinking we should be saying something about this, but if we say something about this, where does it stop? And you know, how does everybody else feel about it? Is it useful?

And so it could be that discussion amongst us is actually going to provide the guidance that we're seeking, but I do think that it is necessary to have something as, you know, something broad, probably written, and then get a sense of who we are as a commission, comprised as we are now, and how we want to be heard in the community.

00:44:39

SNEH RAO

Chair, would you mind if I just quickly summarize--

00:44:41

SUSAN CHRISTIAN

Not at all. Please.

00:44:41

SNEH RAO

--the notes that I have, and then I'll go ahead and amend this policy tomorrow to reflect the notes. So, the first point from Commissioner Hijazi, on point number two, to sort of clarify, you know, so it would be written, a request from, and then instead of department personnel it would be commissioners and/or staff.

The second input was from Commissioner Ellington to insert two sentences on the chair speaks on behalf of the commission, the executive director speaks on behalf of the department. And the third was the clarifying clause from Commissioner Karwande under human--under one, two, and three, after we see human rights issue, there would be a comma, and it would say as it relates to nondiscrimination laws, another comma, and then it would refer to current affairs events.

So those are the notes that I've taken. Those are the edits that I'll make to this policy. Certainly if anyone would like to email me with further suggestions, I'd be happy to incorporate those. But then otherwise, barring any further input, it would be this policy with those amendments that would be presented in the future. Is that correct?

00:45:50

SUSAN CHRISTIAN

That sounds like a very good beginning. Could you also at least provide, you know, a second version of the document that tracks changes so that we know, we can see--

00:45:59

SNEH RAO

Oh, sure.

00:45:59

SUSAN CHRISTIAN

--visually where the changes have been made and...

00:46:04

SNEH RAO

Absolutely. And so would you like that version emailed out or do you mean at the presentation next time?

00:46:09

SUSAN CHRISTIAN

Emailed out.

00:46:10

SNEH RAO

Okay. Great. You'll have that soon.

00:46:13

SUSAN CHRISTIAN

Thank you. Any other questions or comments? Any public comment on this item? Seeing none, Madam Secretary, would you read the next item on the agenda?

00:46:23

COMMISSION SECRETARY

Projects. Fuse Fellow--

00:46:26

SUSAN CHRISTIAN

Again, under Projects. Are we still there, Director? Do you want to pick any of those up? Sami, are you ready, set, go?

00:46:39

SAMI IWATA

Hello. Well, just to continue the story here. I'm here to give a staff update on a project called the Equity Inventory, which kicked off in January. The idea was to survey the landscape of equity-related efforts across the city. And across the departments. And really, because we don't have a city-wide vision, the goal was to understand what the departments are doing in terms of their independent efforts to advance this, and their goals and strategies. And we don't--to date, have not had a real city-wide vision of this in terms of--so that was the opportunity.

We also were hoping this exercise would serve those departments and subject matter experts who we could lift up and leverage to help move the work forward, ongoing. And then also obviously to get a sense of what the barriers were for the departments to advance equity and on the flip side of that coin with the resources or that they would need to move that forward as well.

The methodology round one was a request to the department heads to find--for a single point of contact. So we tried to keep it a light ask. But we really wanted them to focus on public facing programs. Many departments are looking internally for what they can do around hiring, promotion, and retention, but we were asking them to focus on what they were doing for the residents in the city. And then what came back was the points of contact, who then received a very brief survey with essentially just four questions.

The first asked them what are you doing to advance equity in the community? And we intentionally did not define equity. Again trying to understand what's happening on the ground. We wanted to see how they were considering that in their work, and what they were using to define it. So that was intentional. And then the second was, and why are you doing what you're doing to try to, again, understand motivations, formal or informal mandates.

The third is around the biggest barriers to advancing equities--departments equity goals. And then the fourth would be resources, tools, or guidance that would help you. So the current status is we have received responses from--we have 44 detailed responses from the 76 departments that we surveyed. It's about 58--it's a 58% response rate. I've been working closely with the controller's office--oh, so let me back up for one moment.

This project did kick-off as a partnership between the HRC, the mayor's office, and then also back in January, and then also the controller's office, who has an internal performance group, the city performance group. Basically internal consultants. So since that time, I've been working closely with the controller's team to analyze and consider how we might use this information that we've received.

So I'm just--I promise I'll come back with a fuller presentation. We are in the process of having all the departments review their responses in the context of some of the analyses that we've been doing. So we're reluctant to start, you know, putting that out there at this time. But I do expect we'll be able to come back very soon to be able to give you a fuller presentation of what we found. But some highlights are, well, of the department surveyed, only 14 listed any formal mandate to address equity. And these really ranged from federal reasons they cited, like the Civil Rights Act of 1964, or ADA often. Two things that were county level or even local charter or resolution.

00:50:31

SUSAN CHRISTIAN

14 of how many agencies?

00:50:33

SAMI IWATA

14 out of the 76 departments. So, you know, some of these are like sub-departments of the departments. So I think the takeaway is there isn't really a formal mandate from the city across to unify that work or to make sure everyone is doing that for the same reason. And many of the reasons, too, are differing scope. Some only affect one department, and

others, like the Language Access ordinance, 51 departments are required to file for that. So you know, broad range and scope. And then as, you know, some departments actually cited self-initiated reasons, that they were doing what they were doing. So the district attorney's office, for example, had a third party study done around their racial disparities. So sometimes the department itself initiated something.

So that's one take away. The other was because of the way we approach the equity definition, we did get back, as you may imagine, a very broad range of how people define that work. At the broadest, it could be very specific around the people that they serve and populations that they serve. It could also simply be like all residents, all San Franciscans, and some cases the department would say we're quasi-judicial. And that's why we treat, you know, our Band-Aid is to treat everyone equally.

So again, and what we did see in the requests in terms of resources are things that would be helpful was a request for city-wide unifying definitions around equity, around the things that we put forward in the resolution we discussed earlier. We did receive a large number of programs that the departments reported. Over 250 of them. Again, here as you might imagine, we had apples, oranges, Brussels sprouts, kale, a broad variety of responses. And we decided the way we would approach that, because they really just came in as titles of programs, is to take the information we have now, create some sort of framework before we do a deep dive into these, just to make sure we have a good return on investment for that effort, and that it's really meaningful.

So that will be the next phase that we are queuing up, I guess, resources pending. But that would be the intention. And then lastly on the barriers and resources, some of the ones we lifted up in the resolution around political will, a city-wide strategy with clear metrics and a data standard. And other items that were also mentioned would be around structures to operationalize the work in the city, like having dedicated staff time. Often this is something someone's trying to do on top of their regular job. You can imagine that that's challenging, and also a heavy lift for people. They ask for training, both the content and also the resources, to be able to do that. Some departments, as you know, are quite large. And some actually have no training budget, or don't receive any money from the general fund. All their funding is allocated.

Another was interdepartmental information sharing and workforce diversity also came up very highly. I think in terms of the other work we would be doing, when I come back with the presentation, some of the ideas were to be, well, this is really a study, and we want to contain--put more of a container around it to talk about why we need to do this work and why that's important. So to kind of frame the study itself within a larger framework around the conversation and the urgency around why we need to move forward. We would like to also toss the spotlight some of the subject matter experts or best practices, because departments are very interested in what other people are doing, and what they might be able to learn from that.

So and then in considering a strategic road show, if you will, in terms of how we socialize the information, share the information, that would also be part of the plan. So I promise I'll come back.

00:54:34 SUSAN CHRISTIAN
That's a pretty broad and so.

00:54:36 UNKNOWN
Yeah.

00:54:37 SUSAN CHRISTIAN
I appreciate that.

00:54:38 UNKNOWN
Yeah, exactly. So, yeah. I hate to be just teasing with that, but there will be.

00:54:43 SUSAN CHRISTIAN
Is it common that departments don't have training budgets?

00:54:48 UNKNOWN
Oh, sorry, can you repeat the question?

00:54:49 SUSAN CHRISTIAN
Is it common that departments don't have training budgets of any kind?

00:54:55 UNKNOWN
Yeah.

00:54:55 SUSAN CHRISTIAN
Commission--Executive director Davis.

00:54:58 SHERYL DAVIS
Yes. So it's dependent upon how large a department is, whether they are a revenue-generating body, how they get their funding, whether it's General Fund, how it's--I mean, just think about even this commission before. So I mean, there is--yes, it really will depend on a lot of times what the department is doing, what the relationships are, what they have access to, and how do they advocate or justify, right? So there's a line item for everybody around professional services, but how much money is put into professional services is dependent upon how large your budget is and whether it's general fund dollars or whether it's dollars that come from a special pot that say that it can only be used for certain items.

00:55:45 SUSAN CHRISTIAN

And so if a department that doesn't have any training budget wants training on anti-bias or something, do we provide--does the agency provide certain trainings free of cost to other departments?

00:55:59

SHERYL DAVIS

Yes. So, you know, they're--both internally and externally, we do provide training. We have been navigating and this is something else we'll have to revisit, but what the fees are for external, and then we have over the last couple of years since we've been operating GARE, the Government Alliance for Racial Equity, certain departments I have asked as their budgets allow for them to contribute. We, the HRC pays the registration fee as you would for GARE for the city and county of San Francisco. And then those departments that have the ability, we ask them to contribute towards the fact that our staff will be hosting monthly meetings for the different cohorts and also have done a great deal of technical assistance.

And so departments like Child Support Services, Rec and Park, there are quite a few departments that have actually contributed and supported efforts in different ways. PUC has also supported with our speaker series, so they contributed towards Cornell West. And so it runs the gamut, and it just depends on an agency's budget. And I don't want to say too much more on the rest.

00:57:13

SAMI IWATA

I think--just a--yeah. I think the fact that we do offer some trainings does offer some departments the opportunity to participate, where they might not be able to.

00:57:24

SUSAN CHRISTIAN

Thank you. Commissioner Hijazi, is this a point where you are accepting questions or do you want to move on to something else?

00:57:30

SAMI IWATA

No. I'm open to taking questions. Yes.

00:57:32

SUSAN CHRISTIAN

Any questions or comments? Commissioner Ellington.

00:57:35

THEODORE ELLINGTON

I think we should add training to our resolution that's going that we heard earlier. If we can expand like to have more dollars to do that. I think in this case depending on the findings that you see that could be an additional recommendation that we throw in there.

00:57:50

SHERYL DAVIS

To the data resolution training.

00:57:53

SUSAN CHRISTIAN

Did you want to say something on that?

00:57:55

SHERYL DAVIS

No, no, I was just--

00:57:56

SAMI IWATA

Yeah. Yeah, let me make a note of that. I think part of the idea of the resolution of where the city would first affirm and take responsibility to change the conditions that are here, and often jurisdictions, that's the beginning of so much more around budgeting, which would allow also training dollars. All the levers that are within the government, you know, within our government to be able to pull to start the change, make that change. And looking at the budget as a primary--

00:58:27

SHERYL DAVIS

That--

00:58:27

SAMI IWATA

--strategy that they use.

00:58:29

SHERYL DAVIS

--might be a good segue into the equity continuum. Lori, I know you have the papers there, because part of what we have been doing as we build out the framework for engineering, for equity, and this conversation is what are the menu of services, as Sami calls them, that departments can receive from us? And that we're doing with other community members. And so this document that's going highlights basically what we are--thanks. What we are proposing in terms of the framework and the build-out, and this is something that we've been working on with different partners. The gray side is just another iteration of what we've already discussed ad nauseum with you all around equity for--engineering for equity. But the colorful side is really what we've been asked to talk about. What's the continuum, what--how does it build out, what does it look like, and what do we offer? And so the red one is individual awareness and culture humility. That's the work where we've been--we can build on the work that's been done by DHR. That's the continuation of the implicit bias training that happens. It's the community conversations that we have. It's the speaker series. It's really the things that provide an individual to kind of think about to do some internal reflection.

The next one is the organizational, the disruption, the operationalizing, for departments to think about how they are changing the system, or what their role is in equity. And so we have been doing workshops technical assistance trainings in that area, as well as quite a few trainings in community. We've been asked to go. I've been doing quite a bit with the school district and with community-based organizations on behalf of--at the request of Department of Children, Youth and Their Families.

The next one is the group culture, creating a culture, and what does it look like for cross sector. So for community and for city stakeholders or policy makers to work together to

do that. And then the last one which is a little bit harder is around transformation. How are we transforming the system and the outcomes? And so this is the generic version of this. Sami and I are beginning to drill down to say what are those services that we as the HRC offer? And then trying to have it also be informed by the work of the equity inventory that's already been done. So that is--that piece of it and then the other one just as an example of how we've built that out.

There's this workforce landscape which is again money that we got last year for the workforce development piece, which focuses on how do we talk about equity, the tool and the framework that we're using. I wanted to share this with you all just because we've done a training with Office of Economic and Workforce Development. DCYF has asked us to give them the actual training materials. They want to start passing them out. And so I just felt like it was important for you all to see it. This is not the full-on, but I just wanted you to know what the landscape is that we've been proposing, what the work is, how we're building it out, and then just so you have an idea so if somebody is like, oh what is this, if they mention the work force landscape and, you know, I can give you a version with different print on it but this is--I could--I'm sorry, I just can't tell anymore if it's just because I can't see, or if it's really bad. So I always have to ask somebody else whether it's really hard to see or not.

But I just wanted you to have that framework. And so that's one of the things we're now working with Danielle's new position is the workforce. What we were funded for was capacity building for workforce service providers. We've been working with Office of Economic and Workforce Development, and trying to again have shared language. What does it look like? What's the pipeline? What's the framework? And so this is the build-out of San Francisco landmarks as a framework for talking about workforce development. And we're going to be doing more with that, so I just wanted to make sure that you saw it. And that's an example of the work that we're doing with departments as they try to think about the work.

01:02:53

SUSAN CHRISTIAN

Anything else, Sami?

01:02:55

SAMI IWATA

That's all for me for now.

01:02:57

SUSAN CHRISTIAN

Any questions or comments regarding Sami's presentation right now? Any public comments? Seeing none, thank you so much. This is, you know, pretty exhausting. It looks like it's very exhaustive work. It's a lot.

01:03:13

SAMI IWATA

It's fascinating.

01:03:14 SUSAN CHRISTIAN

I'm glad you're enjoying it.

01:03:16 SAMI IWATA

I enjoy coming to work every day. Thank you. It's a privilege.

01:03:18 SUSAN CHRISTIAN

Wow. Good for you. Good for us.

01:03:22 SAMI IWATA

Thank you for the opportunity.

01:03:25 SUSAN CHRISTIAN

Thank you so much. Have we covered, do you think everything under--

01:03:32 SHERYL DAVIS

Yeah, I just wanted you--we'll do more in-depth. I just wanted you to all see that, because that is DCYF. I will be presenting on the equity continuum at DCYF's advisory committee on Monday. The workforce landscape, there will be a full report. I just wanted you to see the beginnings of that. Danielle will be out for a while, but once she comes back, we'll start to share some of those iterations.

01:03:55 SUSAN CHRISTIAN

And the colorful side is the equity continuum?

01:03:58 SHERYL DAVIS

Okay. And then if you call the next...

SUSAN CHRISTIAN

Okay. Did you have a--Commissioner Ellington.

01:04:09 THEODORE ELLINGTON

Yeah, just one quick question on the San Francisco Workforce landscape. Is there a, for the final version of this, will there be just presented numbers for these different sort of sectors that you have here?

01:04:25 SHERYL DAVIS

So, I actually--I thought I brought like a draft of what the actual report itself looked like.

01:04:32 THEODORE ELLINGTON

Oh, got it. Got it. All right.

01:04:33 SHERYL DAVIS

And this--what you are looking at is actually the activity sheet that's helping inform as we've gone through with people, where are they in this process. One of the things which I can share with you all now, I'll pass down. We did a workshop with service providers

and asked them what does entry level look like? What are you preparing people for? And everyone had a different definition.

And so one of the challenges is that employers have a definition, the city has one, and the service provider has one. And when a job seeker shows up for work, the employer is disappointed because that's not what they expected. And the job seeker is disappointed because that's not what they were prepared to do. And the service provider is frustrated because they thought they were doing what they were supposed to.

So this is--we're right now just using this to--I'll pass that, to say there's not a shared language. And there are this many service providers, and there are just as many definitions of what this work should be. So we're now looking at national models, best practices, to say this is what we recommend should be used, and this is part of the training. And what we heard from the service providers, the 30 service providers we worked with already is that it was very helpful, it was a tool that they could go out and use immediately, and they now knew that they were all saying the same thing.

01:06:01

SUSAN CHRISTIAN

Thank you. So any further comment, any public comment? Seeing none, Madam Secretary would you please read the next item on the agenda?

01:06:11

COMMISSION SECRETARY

Yes. Number five directors report, recommendations for next steps on neurodiversity hearing, and updates on MBSK, My Brother's Sister's Keeper activity.

01:06:21

SHERYL DAVIS

So I will just quickly say the three things that--and Lori is getting additional information from the actual presenters, but the three things that they asked and, I guess, the recommendations that I'm putting forth, and would ask guidance from the commission are the first one is trainings, is that the folks that came wanted to say that they wanted to see trainings. And so it's in line with what we've already been asking OEWD and DCYF to work--to allow us to work with them to develop trainings that then could be offered. They wanted training specifically around neurodiversity so people could better understand that.

The other one was funding for a position much like the person that we had speak earlier said it's really difficult around folks with disabilities, specifically what we heard from them last time was that neurodiversity and mental challenges are even harder. And so they've asked us to think about asking for funding for a position and for someone in the office to work on that specifically. And then an ordinance or resolution of sorts that would mandate that anyone doing business with the city should have to go through that type of training.

So those were the three things that they offered up. We can definitely, if it is of the interest of the commission, begin the process of developing an ordinance, or looking at that. Can totally begin working on trainings with the folks from Ascend. And we're a little late in the budget process, but can also consider asking for funding for a position.

And then I just will say lastly in terms of the MBSK updates, I just wanted--there is the little square brochure that highlights the My Brother and Sister's Keeper initiative form--in the office. And then I wanted to also recognize this one, which is a part of the effort, and it's one of the summer programs that we have coming up and that we--I had a conversation with the San Francisco Foundation and with folks from urban strategies in Oakland, and we will pilot with five to ten students this particular program in Oakland. And work with the University of San Francisco and someone from Cal Berkeley to evaluate that.

So we're in conversation now with some folks in Oakland for them to look at this as a model and have also been meeting with some folks from Philadelphia. And lastly, the My Brother's Keeper Alliance out of the Obama Foundation issued a call for proposals, and we're working with our community partners to submit a grant application for that. And it would sit with one of our community partners, but support the efforts of the office. So that's--those are my updates.

01:09:22

SUSAN CHRISTIAN

That's a lot. Great. So I do want to move forward--begin moving forward the next steps of the neurodiversity. So you mentioned, I think, four things. Can you reiterate what those things are?

01:09:38

SHERYL DAVIS

So, three things. So one is trainings. The police department already has those trainings, and so they would like to see other departments do that. So the, I guess, the recommendation is that our office would work with the members of Ascend, and potentially, I'm not sure about the office of disability, but that we should find some folks to partner with to develop that training. And then look into where we should actually be offering those trainings.

And then the other one is funding which is an easy enough ask, but we're later in the budget cycle. So I'm not sure how that a play out. And then the other one which would be a little bit more time-consuming is the idea of the 12 inordinance that we have, but to develop something similar that says people doing business with the city should be required, if they're providing services, to have some sort of neurodiversity training. And so I guess the question then is, is that something that the commission wants to put forth, and what does that look like? And that would require that we begin to draft that. But we would have to, I believe, work with our city attorney around the language.

01:11:01

SUSAN CHRISTIAN

So, Commissioners, I'd like some input on your desire about moving forward on these three things. I think we--I would like us to. I think this is very important and, you know, nothing can be built in a day. And I would like us to begin mapping it out. Interested in your thoughts. Commissioner Karwande.

01:11:28

MAYA KARWANDE

I agree that we should definitely move forward on at least some of these recommendations. I think the--and perhaps all of them. I think the one question I had is just the having a dedicated staff person at HRC. I guess I'm just wondering what role or responsibilities are envisioned that that person would do. Would they be kind of responsible for coordinating these trainings? Or, you know, doing--reacting to complaints, or you know, responding to issues where--

01:12:03

SHERYL DAVIS

I think it would be a little bit of all of the above. Right now, you know, our investigators and mediators have been doing an amazing job as you heard from public comment. But they have also been doing workshops and training, then trying to help people understand so that we're not having to deal with complaints, right, that we're doing some more work on the prevention side. And I would imagine until such time that people realize that they can actually come and file a complaint around that, it would be really about education and awareness developing the tools, and building relationships with other departments, especially departments that are forward-facing so that they understand and can be better prepared for what to look for, and how to respond and react much in the same way that we had with the woman who talked about her--the experience her son had.

So I think it's about developing those trainings and really thinking about who would need and/or benefit from participating in them, and then developing the materials, as well as being available to take complaints. And one of the things that we've been really working on is how do we, as an office, understand that sometimes things are not in our jurisdiction, but that we still are the Human Rights Commission and that it's very difficult, a lot of times, for the staff to say to someone, I'm sorry that's not actually a violation of a protected class and to send someone away. So we've been really trying to balance this. How do we support people even though they really don't have a claim? And so I think that this would be one of those things where folks may be coming in and, you know, the reason that something they were told no wasn't because of their learning difference, but they still wanted to come in and speak to someone. So we've been really wrestling with should we be asking for a social worker or a therapist or somebody to be on-site, as well, because people get really frustrated with the way things play out, and we can't always resolve it. So.

01:14:09

SUSAN CHRISTIAN

And I think, you know, maybe moving forward at this moment means kind of figuring out what it would look like to move forward in a way. Nothing that we need to vote on or can vote on tonight but I would like within the capacity of, you know, the agency to

begin to suss out what it would look like for the commission to move forward in each of these areas. And then, you know, bring it back to us when there's something that you want to present, or something that, you know, we can vote on. And again I understand that you're already busy with things and...

01:14:49

SHERYL DAVIS

Well I will say, you know, Tracy Garza has been working on this for a very long time. And so at the minimum, I will definitely look into what would be the process to have another position, and maybe it wouldn't be fully dedicated to this, but that at least for the next commission meeting, I can have teased out a little bit what it would look like to have that position, what that would involve, and maybe that person would be responsible for helping to develop a resolution or to move it forward. But I could at least identify some things that a new position could do that would support and help build out the training aspect. And I can share that at the next meeting.

01:15:35

SUSAN CHRISTIAN

Thank you. Any other comments or questions, commissioners? On that point, on the neurodiversity?

01:15:44

SUSAN CHRISTIAN

And also, I guess, the MBSK, if there's anything right now. Any questions.

01:15:48

SHERYL DAVIS

Oh, I will say, I forgot, May 24 is the next full MBSK meeting, 1:00 to 3:00 at the main library. And so we'll talk again about the grant, which I think is due on May 24, and we'll also hopefully--I asked Amelia, but I just asked Amelia to ask Sami if the controller's office could share their reports. So just wanted to make sure to get the report to you all before. There will be a presentation of the report to the directors working group. And so I just, again, wanted to make sure that you all were aware of the equity inventory work that Sami's been doing because it will be shared with the department heads. And then it will be shared at the May 24 meeting because some of those folks will--I mean, I'll share it myself but yeah.

01:16:37

SUSAN CHRISTIAN

Thank you. Commissioner Karwande.

01:16:40

MAYA KARWANDE

I just had one follow-up question for you. So it sounds like there's three possible recommendations. I guess what I'm wondering is given kind of the current staffing and demands at the HRC, would it be possible to move forward with trainings on this issue without a dedicated staff member, like without getting new resources? Would you have the capacity to do trainings for select departments, or would the commission be able to do that?

01:17:10

SHERYL DAVIS

So I will say--

01:17:11

MAYA KARWANDE

Yeah.

01:17:11

SHERYL DAVIS

--the staff does not have the capacity to do that, and I mean, even at this--for the workforce development training that we did, I actually had to have community partners that we trained to do it, because I've been leading a lot of the trainings and rely heavily on community partners to be in the space with me. We just don't have the capacity. We already are doing two cohorts of GARE, which is, I think, about 40 or 50 people. And in addition to technical assistance, so there's no way we could embed it into the--it would not be consistent.

01:17:47

MAYA KARWANDE

Understood. Thank you.

01:17:50

SUSAN CHRISTIAN

Any further comments or questions? Any public comment on this item? Seeing none, Madam Secretary, would you read the next item on the agenda, please?

01:18:01

COMMISSION SECRETARY

Number six, Chair's report, joint commission meetings.

01:18:05

SUSAN CHRISTIAN

So, colleagues, I just wanted to highlight, bring back again the idea of joint commission meetings on issues that span jurisdiction. Our jurisdiction and other commissions' jurisdictions, you know, Status of Women, Police Commission, Immigrant Rights, Disability. I mean, you know, there are, you know, again human rights covers just about everything. And issues do span jurisdiction. And one of the things that I want to have us begin doing is to have, you know, once every, you know, quarter or something, or once every couple of months, more of a kind of hearing kind of atmosphere where we work with another commission to have--to identify a topic, and have some presentations on it and some discussions, with an action item, you know, coming out of it.

So I'd like your ideas on that, and I did want to let you know that that's something about I want to move forward with. And speaking with Status of Women off and on and also, you know, the Police Commission is in flux right now, so I'm not sure if anything with them is going to happen anytime soon. But I did want to flag that and focus your attention on that so that we can get some ideas and some recommendations. Commissioner Hijazi.

01:19:47

HALA HIJAZI

To your idea, and I think you brought this up a while ago, I think it would also important to have some of the--our meetings out in the community.

01:19:55

SUSAN CHRISTIAN

Mm-hmm.

01:19:55

HALA HIJAZI

I know we discussed that before, so maybe choosing a few districts and having our community with our community partners. I know the Immigrant's Rights Commission did one in one of the districts, and it was amazing. So this is something also that we can either do by ourselves or jointly.

01:20:11

SUSAN CHRISTIAN

Absolutely. Yeah, very good idea. So please send, you know, your ideas, your thoughts, your, you know, questions, so that we can kind of get this going and get a flavor of what it is we are interested in doing out there as a Commission. And I will, just to let you know, that I am, you know, reaching out to other commission chairs just to say, hey, you know, what would you like to do with us? Because there has been some interest in the past. And I do think we're in a position right now where we can start moving forward on that.

And that might give us, also, I think that would give us an opportunity to find a way to speak on or address some of the issues that we see arising locally and nationally in a productive way, not in just a way where we're, you know, saying something with nothing behind it. That's all I wanted to highlight right now. Is there any commission comment right now on that? Any, please, I do actually encourage you to write it down and send it in so that we have a record of it and can keep track of it. Any public comment on that item? Seeing none, Madam Secretary, would you read the next item, please?

01:21:21

COMMISSION SECRETARY

Number seven, Commissioners Activities in the Community.

01:21:24

SUSAN CHRISTIAN

Okay. So this is an opportunity for commissioners, we, you know, we haven't to this point in a little while with a quorum. This is an opportunity for commissioners to report back to the Commission on the work they are doing within San Francisco communities. Commissioner Hijazi.

01:21:38

HALA HIJAZI

This is more about the upcoming Ramadan starts next week, so I just want you guys to know that if you know any Muslims, or folks that are married to Muslims or have relationships with Muslims to give them greetings of peace, because the holiest month of the Muslim calendar. Me personally, if you see me, and I'm grouchy, just know it's because I'm fasting. So Ramadan is from--you are abstained from eating, drinking any kind of liquids, inhaler, gum, anything from sunrise to sunset. And now it's around 7:30, 8:00. So just please keep us in your prayers. And I might have a gathering for some of

the community leaders for iftar, and I will be extending the invitation to all the commissioners and staff.

01:22:27

SUSAN CHRISTIAN

Thank you for that. I will just note a couple of things that I can remember. So I did attend the Cornel West presentation, marathon evening at Norse Theater. And I don't know whether--I assume most people have, you know, read or heard Cornell West before. And it was a long--he was very energetic about being here, and very into talking with the audience, and the director can give more details about how many people came, and what kind of feedback we've gotten. But we we've gotten amazing feedback, and I want to congratulate the director and the staff on a very successful and incredibly useful event for the community, one that brought many people in from different sectors together. So, Director, I don't know, can you pick it up?

01:23:23

SHERYL DAVIS

Yeah, I was just going to say a couple things. First there were--we sold out and it was 1,600 seats in the Norse. So we were sold out. And I will say that Mr. West and his team loved the format of the event so much that I actually--I have to be in DC for something else, but they've asked for the folks who did the pre-piece for them, he's doing something May 31, so those folks will also open for him. And they'll use the same format, because he felt like that was really what gave him the energy and kind of set the mood and the tone. So I'm a--

01:24:03

SUSAN CHRISTIAN

The music.

01:24:04

SHERYL DAVIS

The music. So they--I've been talking with them and so, Sarah, who some of you have heard before, Sarah is, you know, she is my sister. I guess I should say that. But she is going to open, and then my other sister, who also plays, will also open. And she actually was just on, you know, I'll just--Saturday Night Live.

01:24:28

SUSAN CHRISTIAN

I was wondering if she was in that group.

01:24:30

SHERYL DAVIS

--this weekend, yeah. But they liked the format, and so we're going to be supporting them in DC. And have gotten really great feedback. Some folks have asked for just some of the stuff that we did even before, some of the--UCSF has asked if I would come and share the same comments that I did before the opening at their staff meeting, and some things that they have going on.

But I just wanted to, in terms of activities, I just really wanted to recognize and acknowledge, and I don't know if people have been following, but if you get a chance, the last week some of our staff have been very involved in the legislation and the work that

supervisor Ronen put forward around sexual harassment and assault and rape. And our office was involved in that. And one of the things that came out is that they've recommended that there be a position put into the HRC. I don't want to say too much, but I would recommend that you all find the articles. I think I have some information I can forward. But one of our staff people was instrumental on a personal, as well as work level, in moving this forward, based on their experience and has shared their testimony publicly, as well as shared their written testimony with the Board of Supervisors.

So I would just encourage you all to--Lori, maybe we can--I just, again, because there's this mix between personal and work, I don't want to necessarily share unless I've been instructed to do so. But there are things--I think the Chronicle ran an article. So I would recommend that folks take a look at that. [Inaudible] has been very involved, along with others with the fees and fines legislation that went forward, and the Office, the staff has just been doing amazing work. I know we haven't had a presentation around the sex worker policy that went forward with the police department, which is another large thing. So there's a lot that's been going on in community, a lot of work that's been put forth and, you know, I know it goes out in those weekly and monthly updates that Lori sends out. But I know sometimes it's hard to capture or really see all of that. But I just want to recognize, too, you know, and we've had our--Lori had one of our biggest fans come in today, who's usually not a fan, but I won't share that.

But just again, like the office has been doing amazing work, and folks who have usually been in and yelling and screaming are in there saying very positive things, so. I just want to recognize.

01:27:20

SUSAN CHRISTIAN

Soak it up. I did catch Sneh's public comment on the fines and fees, and appreciated them very much at the Board of Supervisors whenever that was. I have started paying more attention to SFGOV TV and I go home and my partner says why do you have this recorded? And it's like because it's--I want to see it. It's part of my job. And so I did appreciate your representation for HRC.

Any other public comments--I'm sorry, any other commissioner activities? I will also note that last night I attended a fundraiser for Coleman Advocates for Children and Youth Mamas in the Movement, in which they recognized and award--gave awards to community people who are doing great work as they always do. And it was a great event, and I was happy to be there. Gives HRC a little bit of visibility, and I did see Director Davis was there, as well, for time. So, Coleman's a great organization, as I think everybody knows in one way or another. And I value the connection that the HRC does have with them.

So I wanted to let you know that. Anything else? Any public comment on this item? Seeing none, Madam Secretary, would you read the next item on the agenda?

01:28:53

COMMISSION SECRETARY

Number eight matters of interest for possible inclusion on future agendas.

01:28:58

SUSAN CHRISTIAN

Again, would encourage you to send emails with suggestions or thoughts to the director and myself, and then we can move it through the commission and agency as appropriate. I'm not sure, maybe this was more of something that--announcements about events. On Monday night, the Alice B. Toklas LGBT Democratic Q, Democratic Club is having a panel on youth homelessness. And I know that obviously homelessness is a human rights issue and it's something that HRC has touched on, the work of HRC has touched on and continues to touch on in various ways. And with the addition of Commissioner Pellegrini, I'm hoping that we spend more time looking at housing issues. But I did want to let you know that this is about youth. It's about homeless youth, and it's about LGBTQ youth specifically. So this will be Monday night. I will get the link out to you through staff in case you're interested in attending. It's obviously open for the community, the public and everyone is invited and encouraged to attend.

I don't know if anybody else has any--wants to share any events that they think the commission might be interested in. This would be a time to do it. Seeing none, any public comment on these items? Seeing none, Madam Secretary, would you read the next item.

01:30:50

COMMISSION SECRETARY

Adjournment.

01:30:52

SUSAN CHRISTIAN

It is 7:13 and the meeting is adjourned.